

Business Engagement Community of Practice

Our Commitment

As members of the Business Engagement Community of Practice, we are dedicated to breaking down silos, sharing insights, and building a seamless "one door" approach for employer engagement across the District.

To create a collaborative, productive, and trusting environment, we mutually commit to the following principles:

Commitment #1

Collaboration & The "One Door" Mindset

- **Put the customer first:** We view employers as shared partners of the District, rather than assets of a single agency or department.
- **Guide, don't turn away:** If a business need falls outside our specific agency's scope, we actively connect them to the right peer within this community rather than leaving them to navigate the system alone.
- **Seek synergy:** We actively look for opportunities to co-invest, co-host events, and align our employer outreach efforts to avoid duplicating outreach fatigue.

Commitment #2

Psychological Safety & Trust

- **Safe to share:** We share our challenges, program gaps, and lessons learned openly. We treat these discussions as confidential within the community to foster true problem-solving.
- **Check the ego at the door:** We acknowledge that no single agency has all the answers. We value all perspectives equally, regardless of department size, budget, or hierarchy.
- **Practice constructive candor:** We encourage respectful disagreement and constructive feedback to improve our collective District services.

Commitment #3

Data, Insight, & Knowledge Sharing

- **Commit to transparency:** We share industry insights, labor market trends, and employer feedback generously to lift the capabilities of the entire group.
- **Respect data boundaries:** While we strive for open data sharing, we respect and protect proprietary business data, personally identifiable information (PII), and any formal inter-agency data sharing agreements (MDAs/MOUs).
- **Contribute to the collective brain:** We commit to documenting our best practices and maintaining any shared repositories or calendars we build together.

Commitment #4

Participation & Presence

- **Show up and engage:** We prioritize attending scheduled sessions and minimize distractions (such as multitasking or answering emails) during our time together.
- **Rotate the heavy lifting:** We share the responsibility of hosting, presenting, and guiding discussions so the community remains a collective effort.
- **Action-oriented follow-through:** We take accountability for any voluntary action items we accept during meetings to keep our shared momentum moving forward.