Community Recognition and Local Ownership Policy

1. Purpose

The purpose of this policy is to mandate that D&D Educational Foundation operates with humility and transparency, ensuring that all projects, initiatives, and successes explicitly acknowledge and validate the leadership, labor, and intellectual contributions of the local community. We reject the "savior" model of aid/service; instead, we prioritize co-creation, where credit and reputation accrue primarily to the local stakeholders who will sustain the work long-term.

2. Scope

This policy applies to:

- All full-time and part-time staff.
- Board members acting in official capacities.
- Volunteers and interns.
- External consultants and contractors hired by D&D Educational Foundation.
- Marketing and fundraising materials.

3. Guiding Principles

1. No project is launched without local planning leadership.
2. We highlight local strengths and resilience, not just "needs" and "deficits."
3. At all times, the local partner's brand, voice, and reputation take precedence over our own.

4. Operational Guidelines

A. Communications and Public Relations

1. **Attribution in Media:** In all press releases, interviews, and public statements, local partners must be named as primary drivers or equal co-leaders of the initiative. Phrases like "Partnered with" or "Facilitated by D&D Educational Foundation in support of [Local Group]" are preferred over "D&D Educational Foundation implemented..."
2. **Visual Assets:**
   - Photos and videos must be used only with informed consent.
   - Captions must name local leaders (where safety permits) rather than generically referring to "beneficiaries."
   - Visuals should depict locals in positions of action and authority, not passivity.
3. **Logo Usage:** On project sites, signage, and joint reports, the logos of local community organizations must be displayed at equal size and prominence to D&D Educational Foundation's logo.

B. Project Design and Management

1. **Co-Creation Requirement:** Funding proposals and project plans must demonstrate that local stakeholders were involved in the design phase.
2. **Hiring and Procurement:** "Credit" also implies economic credit. Priority is given to:
   ○ Hiring local staff for leadership positions, not just administrative support.
   ○ Sourcing materials and services from local vendors to keep resources circulating in the community.

C. Intellectual Property and Data

1. **Data Sovereignty:** Data collected from the community belongs to the community. Local stakeholders must have access to all raw data and reports generated about them.
2. **Research Credits:** Local stakeholders are encouraged to publish research results, reports and academic papers. If D&D Educational Foundation publishes reports or academic papers based on this work, local contributors must be listed as co-authors or contributors, not merely acknowledged in footnotes.

D. Donor Reporting

1. **Honest Narrative:** D&D Educational Foundation will attribute outcomes achieved in reports to donors explicitly detailing the contributions of local partners.
2. **Direct Connection:** Where possible, we will facilitate direct communication between donors and local leaders, allowing stakeholders to tell their own stories rather than having D&D Educational Foundation act as the sole interpreter.

5. Compliance and Monitoring

The "Credit Check"

Before any project launch or major publication release, the Project Lead must complete a "Credit Check" verifying:

- [ ] Have local partners reviewed and approved the messaging?
- [ ] Are local logos present and correct?
- [ ] Does the narrative center the community's agency?