

Proud Changemakers – Code of Conduct

1. Introduction

Thank you so much for your involvement in Proud Changemakers! We are committed to advocating and amplifying the voices of those involved in our work, who are part of our membership and beyond.

By joining us you are part of our movement that aims to lead and support positive change in the voluntary sector and civil society for LGBTQIA+ people.

2. Why we need a Code of Conduct

This Code of Conduct (the “Code”) sets out our mutual expectations of each other, setting a basis for our work together and relationship moving forwards.

We ask all staff, partners, volunteers, members and supporters to agree to and abide by this Code as this creates mutual expectations, fostering respect and inclusion as well as setting out guiding principles for our work together.

If you have any questions about this Code please send your query to the Deputy CEO (Governance).

3. Who we are - Proud Changemakers

- **Proud** - because we are and should always be proud of our gender identity and sexuality
- **Changemakers** - because the only way we achieve true parity regardless of sexuality and gender identity is through change

4. What we do

- **Empowering** the LGBTQIA+ voluntary sector and civil society leaders of tomorrow
- **Championing** the LGBTQIA+ voluntary sector and civil society leaders of today
- **Support and educate** non-LGBTQIA+ voluntary sector and civil society leaders to become IA
- **Create cultures of inclusion and belonging** for all LGBTQIA+ people in the voluntary sector and civil society organisations

5. Our values

Our core values guide everything we do here at Proud Changemakers, we ask that, however you engage us, that you consider them too and adhere to them in working together with us:

- Inclusion and belonging
- Kindness and compassion
- Openness and transparency
- Co-production and co-design
- Togetherness

6. Our pledge

Whether, a member, volunteer or otherwise, we ask that you adhere to some guidelines which ensure that we align with the above values and create a safe and respectful environment. In the spirit of being open and transparent we consider these behaviours core to our work and ask you do so too:

- We offer a safe space for all those who identify as LGBTQIA+. Furthermore, we are explicitly intersex and trans inclusive.
- We are both anti-ableist and anti-racist.
- We always treat others with respect and sensitivity. We ask that you respect others lived experience and views, as part of the LGBTQIA+ community or otherwise. We will not tolerate invalidating or questioning of others experiences.
- As such we ask that you do not act in a way which is not in keeping with this pledge, could be seen to be in violation of this Code and/or have a negative effect on Proud Changemaker's reputation.
- We ask that, where you have roles and responsibilities to Proud Changemakers, you fulfil them to the best of your ability. This includes making sure you have adequate time and commitment to your role and the responsibilities that come with it.
- Where you handle assets or finances of Proud Changemakers you must handle them with due care, in compliance with laws and for the purpose of advancing Proud Changemakers best interests.
- Where you represent Proud Changemakers, in person or via social media that you adhere to the principles of this Code in an exemplary manner.
- Where conflicts arise, try to resolve them in the spirit of openness and co-operation.

7. Adherence to this code of conduct

Should you have any concerns or questions about adherence to this Code please reach out to Deputy CEO (Governance) or our CEO. All concerns and questions will be handled sensitively.

Whilst we always try to resolve matters amicably and never punitively there are instances where it may be necessary for us to take action given breaches of this Code. Should anyone be found to have violated this Code we reserve the right to take appropriate action which could include, but is not limited to:

- removing you from the organisation,
- removing you as a member of the organisation (in accordance with our constitutional procedure); and/or .
- providing verbal and/or written warnings.

Any review of breaches of this Code will, in the first instance, be undertaken by the Deputy CEO (Governance), with an appeal to the Trustees or CEO as appropriate. The opportunity to make written representations from all relevant parties will be provided and written reasons for any decision will be provided.