



## **Code of Conduct for Being Better Neighbors Board of Directors & Executive Committee**

### **Purpose**

This Code of Conduct is designed to guide the actions and behaviors of the Board of Directors and Executive Committee leads of **Being Better Neighbors** in upholding our mission to promote diversity, equity, and inclusion (DEI) in all aspects of our work. As leaders within the organization, Board members and Executive Committee leads must foster an environment of mutual respect, responsibility, and accountability, setting a positive example for staff, volunteers, and the communities we serve.

### **Principles**

#### **1. Commitment to Diversity, Equity, and Inclusion**

- Board members and Executive Committee leads will champion diversity, equity, and inclusion in all decision-making processes, policies, and actions.
- We will embrace and celebrate the unique perspectives, experiences, and backgrounds of all individuals, recognizing that diversity enriches our work and strengthens the organization.
- We will proactively address barriers to equity within the organization and in our interactions with external stakeholders, fostering a culture where all voices are heard and respected.

#### **2. Respect and Integrity**

- We will engage in open, honest, and respectful communication with one another, valuing each individual's opinion and perspective.

- Discrimination, harassment, or any behavior that creates a hostile or unwelcoming environment is unacceptable and will not be tolerated.
- We will work collaboratively, offering constructive feedback and striving to maintain an atmosphere of mutual respect.

### **3. Commitment to Ethical Leadership**

- We will act with integrity, transparency, and fairness in all Board and Executive Committee decisions.
- We will take responsibility for the ethical implications of our decisions and ensure they align with the mission and core values of the organization, particularly DEI.
- We will refrain from any actions that could result in conflicts of interest or that may harm the reputation or integrity of the organization.

### **4. Inclusivity in Decision Making**

- We will ensure that all relevant stakeholders, including individuals from underrepresented or marginalized groups, are given a voice in our decision-making processes.
- We will prioritize the input of those who are directly impacted by the organization's work, ensuring their perspectives are actively included in strategic discussions and planning.

### **5. Accountability**

- We hold ourselves and each other accountable for upholding the organization's DEI values and practices. Failure to adhere to this Code of Conduct will result in corrective action, as determined by the Board.
- We will regularly evaluate our own effectiveness in promoting diversity, equity, and inclusion, and will work to continuously improve our actions and decisions.

### **6. Commitment to Education and Growth**

- We will commit to ongoing education and training in DEI principles, engaging in self-reflection to recognize and mitigate any personal biases.
- We will support opportunities for professional development related to DEI and encourage our peers to engage in these opportunities as well.

## **7. Confidentiality and Trust**

- We will respect the confidentiality of sensitive organizational information and decision-making processes, as well as the privacy of individuals involved in these discussions.
- We will handle all matters with the utmost trust and professionalism, ensuring that all actions reflect the organization's mission and values.

## **8. Promoting an Equitable and Safe Environment**

- We will work to create an organizational culture where all employees, volunteers, and community members feel valued, supported, and safe in their work.
- We will promote policies and practices that ensure fair and equitable treatment in hiring, advancement, compensation, and other aspects of organizational operations.

## **9. Active Advocacy for DEI Initiatives**

- As leaders, we will advocate for DEI principles not only within the organization but also within the broader community. This includes supporting policies and initiatives that challenge systemic inequality.
- We will align our organizational goals with strategies that actively dismantle barriers to equity within the wider society.

## **Disciplinary Actions for Violations**

Any Board member or Executive Committee Lead who fails to adhere to the principles outlined in this Code of Conduct will be subject to a review by the Board. Violations may include, but are not limited to:

- Breaching confidentiality
- Engaging in discriminatory or unethical behavior
- Failing to support the mission and values of the organization

Depending on the severity of the violation, consequences may include formal reprimand, suspension, or removal from the Board or Executive Committee.

## **Acknowledgment and Agreement**

By signing this Code of Conduct, I acknowledge that I understand and agree to uphold the principles outlined above. I understand that my behavior and actions as a Board member or Executive Committee Lead reflect on **Being Better Neighbors** and its mission. I commit to working in alignment with the values of diversity, equity, and inclusion and to fostering a culture of respect, accountability, and ethical leadership.

### **Signed:**

Board Member or Executive Committee Name: \_\_\_\_\_

Date: \_\_\_\_\_

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This Code of Conduct is intended to support the **Being Better Neighbors**'s efforts to maintain a leadership culture that reflects the values of diversity, equity, and inclusion. It is a living document and may be updated as needed to continue reflecting best practices and evolving organizational goals.