



New Westminster Pride Society (NWPS) - Code of Ethics

The NWPS Code of Ethics outlines the ethical commitments and expectations for individuals, organizations, and corporations who do business or interact with the NWPS. The code provides ethical standards to ensure that the highest level of ethical thought, programming and action is provided for the local LGBTQ+ community. NWPS recognizes that some members of the community may face additional barriers or discrimination due to their intersecting identities such as race, ethnicity, age, gender identity. This code promotes ethical and equitable treatment for all members of the LGBTQ+ community. The code is founded on and affirms core values and commitments that the NWPS board promotes in relation to all interactions within the society.

In this code, ethical practice is understood as a process of active inquiry, reflection, and decision making concerning what an individual's or organization's actions should be, and the reasons for these actions. The code is not exhaustive; it is intended to provide standards that can be interpreted and applied in particular situations. It is also considered a living document that will be reviewed and updated annually to reflect any changes within NWPS.

Any person, organization, or corporation who wishes to engage with NWPS needs to aspire to uphold the values and standards outlined in the code.

A) Values to be exemplified:

1. **Compassion:** Recognize vulnerability and seek to understand the unique circumstances of each situation and person, including their lived experience.
2. **Honesty:** One shall be honest, respectful of the truth, and do their best to seek, preserve, and communicate that truth respectfully.
3. **Inclusivity:** One shall strive at all times to act in ways that acknowledge and identify all groups, and actively minimize marginalization. This includes all sexual orientations, gender identities, race and ethnicities, disabilities, spirituality, economics class, or neurotypicality as well as acknowledging the intersection of these identities.

B) Fundamental Commitments:

1. **Commitment to respect for persons:** Treat all people with dignity and respect the equal and intrinsic worth of all persons.
2. **Commitment to justice:** Promote and work for the betterment of communities and persons, by striving to improve access to opportunities, access to resources, and promote social accountability.
3. **Commitment to inquiry and reflection:** Value and foster inquiry and reflection to further facilitate ethical behaviour and practice. Foster curiosity, and be open to new insights, ways of being, and learning from others. Listen to those with lived experience and acknowledge and commit to do

better if harm is caused.

4. Commitment to unlearning: Actively participate in and support work that aims to dismantle the beliefs and structures that benefit from racism, homophobia, colonialism, transphobia, ableism, ageism, sexism, or any other system of oppression which disenfranchises members of our community.
5. Commitment to personal responsibility: Be accountable to yourself and all involved persons and organizations. Recognize your own limitations, prejudices and biases and take on the work to resolve them without expecting those from marginalized populations to educate you and guide you.

All persons, organizations, and corporations will be held to the above standards. NWPS reserves the right to make decisions about involvement with the society based on past and present commitment to this code of ethics. NWPS actively encourages plans to address and better adhere to the above concepts and is willing to work with individuals or groups to help them do so. NWPS reserves the right to terminate the relationship with an individual, organization or corporation if it is felt that the behavior severely goes against this code of ethics and cannot be remedied.

Any concerns should be addressed to the President of New West Pride