



# Politics and Conflict of Interest Policy

Last updated March 2022

The New Westminster Pride Society and its Board of Directors is committed to upholding the highest standards of ethical conduct as a part of the work we do. As such, this document outlines our approach to two key issues to ensure that as a society and individual board members our conduct aligns with the ethical standards outlined below.

## Engagement in Politics

The New Westminster Pride Society recognizes that there is an inherent political aspect to identifying as part of the LGBTQIA2S+ community. As a society we have and will continue to use our position to support causes and issues that impact the LGBTQIA2S+ community of New Westminster and beyond. While we are not, nor do we seek to be a politically neutral organization, it is important to be transparent in the boundaries we must adhere to as a society.

The New Westminster Pride Society, and Board members acting on behalf of the New Westminster Pride society, should not support or be seen to support individual politicians or political parties seeking to be elected to any public office, whether it be municipal, provincial, federal, or international. This includes but is not limited to, attending fundraisers for politicians or political parties, endorsing politicians or political parties, and publicly speaking out against specific individual politicians or political parties.

Individual Board members can engage in such activities, so long as they do so independently and separately from their role in the New Westminster Pride Society.

The New Westminster Pride Society can, however, show support or speak against specific policies, programs, legislation, or issues that are connected to and impact members of the LGBTQIA2S+ community. This includes social justice issues that disproportionately impact equity denied intersections of our community such as racism, ableism, poverty, the climate crisis, etc. For the society to take a public stance on a specific issue, a board member may bring forward a request to the board at a scheduled board meeting or in writing via Slack. If the request is delivered via Slack, Board members have 72 hours to respond and discuss and then a vote should be held. This is to ensure quick action on timely issues.

No New Westminster Pride Board Member can be running for or holding any level of political office while serving in a position on the New West Pride Board. If a board member does run for any level of political office, they must resign from their role on the board immediately by given written notice to the New West Pride Society President.

## Conflict of Interest

The New West Pride Society commits to the highest standards of conduct for its Board of Directors. Our board acknowledges our responsibilities as required by the Societies Act of British Columbia.



### **Responsibilities:**

- Directors are expected to recognize beforehand if their solicitation, proposal, or participation in something constitutes a perceived or actual conflict of interest. If a director is not sure if they could be in a perceived or actual conflict of interest, they need to put forward a request to the full board to determine if a conflict of interest does exist.
- Every Director is responsible for ensuring that they remove themselves from any topic discussed or decision made in which they may have an actual or perceived conflict of interest.
- Directors must clearly state for recording in meeting minutes, why they are recusing themselves from any discussion or decision.

### **Avoiding A Conflict of Interest:**

- A Director cannot make a proposal or motion, request an amendment, or bring up a topic of discussion on behalf of a business or organization that they themselves, a member of their family or close relation, belong to or own. If they would like to bring these requests to the Board of Directors, the Director in conflict must make a presentation to another Director, outside of a scheduled board meeting, who will act as an impartial proxy and bring the request to the Board of Directors
- Any Director that is identified as being in a perceived or actual conflict of interest is not able to participate in any discussions or decisions that relate to their perceived or actual conflict of interest, and they must clearly recuse themselves and have this recorded in the meeting minutes
- Directors in conflict may leave the meeting while discussion/decisions are being made, but they do not have to. As is stated in by law 7.5 of the Societies Act.
- The Director that has agreed to be an impartial proxy will communicate any questions, clarifications, or decisions to the Director in conflict after the meeting ends.
- Any Director found to be in conflict can make one appeal of a decision made by the Board of Directors through their chosen impartial proxy.

### **Resolving a Conflict of Interest:**

- If any Director realizes during or after that they have a perceived or actual conflict of interest, they must immediately inform the Board of Directors and recuse themselves from any further participation in the topic that has been identified as creating the conflict. Explicit mention must be made in the minutes of a meeting to record the abstention of the Director from further discussion or decisions.
- All resolutions are to be discussed and decided per existing by laws of the New West Pride Society

### **Reporting a Conflict of Interest**



- Any Director that believes another Director is in a perceived or actual conflict of interest, must bring this to the Director in question immediately. The Director in question must then adhere to their responsibilities as outlined above in this policy.