



ASI Sustainability Professionals Members Network:

Code of Conduct: Agreements for How We Show Up Together

The purpose of this network is to engage in conversation around leadership capacities and to build supportive relationships for the transition to a low-carbon, socially-inclusive economy; this requires a level of vulnerability from our members. The Academy for Sustainable Innovation is committed to cultivating brave spaces in which we can bring our lived experiences and perspectives to these conversations to support each other through change and growth. In order to collectively foster an enjoyable and learningful space for everyone, we request that all members abide by the following agreements:

1. We maintain respect for others, and take responsibility and accountability for our words and actions. Any behaviour, in any form, of discrimination, aggression, inappropriate, or harmful conduct is not tolerated.
2. Within the network, we agree not to directly or indirectly solicit, attempt to solicit, or divert business from a fellow member of the network unless there is a mutual agreement of collaboration.
3. We respect confidentiality. We ask that everyone be mindful to not share or use any information here for any 'outside' purpose without the express consent of the individual who has shared the information. We invite everyone to help retain confidentiality by verbally flagging if anything they share is particularly sensitive or confidential.
4. We take space, but we also make space for others. We welcome you to bring your voice, but encourage you to make sure it's not the only one that's being heard.
5. We listen to learn, not to respond. We employ our curiosity and empathy.
6. We hold space to be wrong or to not have all the answers: together, we know a lot; alone, we don't know it all!
7. We honour and respect each others' time, expertise, values, and energy in showing up together.

Network components are all optional and everyone is welcome to engage with whichever elements feel valuable to you. We welcome you to join events and conversations when you can, and with whatever energy you're able to bring on that particular day. When you do join, we expect you to abide by the agreements described above.