



## Values Statement

InterPride commits to the following values:

### **Trust**

We all have made a commitment to InterPride to fulfill the responsibilities of our role in the organization, to support our colleagues, and to further the mission of InterPride. With that commitment, we make the choice to trust one another. We will trust that each person is here to further the mission of InterPride in their own way, and that collaboratively we can accomplish our goals. We will be open and transparent about our views, feelings, and personal values as they relate to our work at InterPride.

### **Respect**

Every one of us comes from different parts of the world, with different life experiences, cultures, abilities, skill sets, privileges, and perspectives. We commit to being respectful with one another at all times. This includes respecting different opinions than our own.

### **Accountability**

We make a commitment to follow through on the tasks we have committed to. We will communicate regularly about our work, participate in Board and Committee meetings, and respond to communications. We will ask for help when needed and acknowledge when we aren't able to complete something on time. We are a learning team and commit to ownership of our mistakes and failures. As a team, we commit to supporting each other, and ensuring that the work of InterPride is accomplished.

### **Diversity**

InterPride supports all people of diverse sexual orientations, gender identities, gender expressions, and sex characteristics. We commit to celebrating this diversity in the global Pride movement, our team and our member organizations. We will refrain from any form of racism, ageism, ableism, sexism, homophobia, biphobia, transphobia, interphobia, or other identity-based discrimination or judgment.

### **Multiculturalism**

We are a global organization and therefore will have many people from different cultures and ways of life on our team. Our personal culture is complex and is not defined only by our locality or nationality. We commit to being open to learning from each other and acknowledging that we will approach things differently than others on the team. We make a commitment to embrace, acknowledge and celebrate our cultural similarities and differences.

### **Kindness**

Equity, equality, and fairness are foundations to our work as the leadership of InterPride. We come together to make a positive impact on each other, our members, the global Pride movement and the world. We recognize that we face adversity in our work, and that we are impacted as individuals by that adversity. We commit to being helpful and compassionate to each other. We will strive as individuals to be approachable by our peers. We agree to respond rather than react to both internal and external factors. We will take the time to show each other we care. As a team, we will have positive relationships with our peers, our members, and other people impacted by our work.

### **Bravery**

As a team we strive to create safe spaces for ourselves and our members. Spaces that are free from judgment based on identity or experience. We are aware that we cannot guarantee a safe space. We commit to creating and staying in a brave space. A space that facilitates dialogue, recognizes difference, overcomes oppression, and expects each person to share experiences and be open to new understandings. A space where we own the intent of our actions and their impact on the organization and others. A space where we choose to challenge each other with respect, to embrace diversity, and to be honest about our emotions.