



The people we hope to be

This is our code of conduct, a statement on how, as members of Minch CAN, we aim to behave. It follows on from '*Who and how we want to be*' and '*How we organise ourselves*', and everything said there applies here.

A serious approach to a serious task

We've set our CAN up to achieve things. This means as individuals we need to:

- ◆ Be proactive and each make our best contribution.
- ◆ Be focused on the tasks at hand, and prepared for them.
- ◆ Act professionally and give a good impression.

Involving the group

Our CAN is about our communities getting together, and our group is about us getting together. Help others be involved:

- ◆ Give others time to prepare for discussing and deciding.
- ◆ Discuss things as much as possible in the group.
- ◆ Give encouragement, patience, time and confidence to others for their contributions.

The people we hope to be v1 March 2021

- ◆ Explain what you're doing and why.

Welcoming the community

Whether people join us as members, take part in our activities, or simply live next to us as neighbours, we're welcoming and friendly:

- ◆ We have conversations with our communities.
- ◆ We listen first, speak second.
- ◆ We don't judge.
- ◆ We encourage new people to get involved.

A commitment to courtesy

Unconscious and conscious bias, entitlement, motivated reasoning, and confrontation hamper positive action. We take steps to be the opposite:

- ◆ We're respectful, especially when we disagree.
- ◆ We never disrupt, dominate, bully, harass, or intimidate.
- ◆ We help each other do better.

A respect for privacy

People might not say the things they feel they ought to say if what they say might be reported to certain others. Equally, we might let slip something we wish we hadn't in an unguarded moment. We respect each other's right to be off the record in conversations:

- ◆ We don't disclose each other's personal views or situation.
- ◆ We don't disclose information considered confidential by law.

The people we hope to be v1 March 2021

Open about bias

Minch CAN is not the only thing in our lives. We may be invested when choosing between options. We should say up-front whether the things we're discussing or doing might cause us a significant benefit:

- ◆ Because of a close friend or family member.
- ◆ Because of a cause or political party we're involved with.
- ◆ Because of a business or employer.
- ◆ Because of a legal case.

We'll never use our membership of the group to improperly confer an advantage or disadvantage on any person.