

## SE Uplift Diversity, Equity, Inclusion and Access Code of Ethics

**Purpose:** This Code of Ethics is intended to provide guidance to the SE Uplift Community and our partners. The desired outcomes are for this Code of Ethics to support greater alignment of our behaviors towards promoting and fostering equity and justice.

**Mission:** SE Uplift collaborates with the Southeast Portland community to build informed, inclusive and participatory neighborhoods that support our social and ecological well-being.

### Values:

At SE Uplift we believe in:

- **Relationship-Building:** Personal connections and networks that strengthen our communities.
- **Community Involvement:** Organized neighbors shaping the future of our communities, including envisioning and enacting positive change. Through collaboration, we co-create the communities we want to inhabit.
- **Grassroots Democracy:** We all have a role in determining the character and future of our city through grassroots, bottom-to-top participation.
- **Sharing, Teaching and Learning:** With tools, support, and opportunities to connect, we can effect positive change.
- **Diversity and Inclusiveness:** Through an inclusive, multicultural environment, we seek to explore our differences and come together around common interests and goals.
- **Building Capacity:** We strengthen our communities as we strengthen our neighborhood associations, community-based organizations and business districts.

**The following are commitments to which I will aspire; and I will call myself and others to make corrective adjustments when my/our behaviors fall short of these aspirations:**

### Diversity:

1. I understand that everyone is unique, and I honor individual differences based on country of origin, race, ethnicity, gender, sexual orientation, socioeconomic status, age, physical abilities, religious beliefs, political beliefs and other cultural and social identities.
2. I respect the uniqueness and intrinsic worth of every individual.
3. I am committed to members made up of persons representing the diversity of the Southeast Portland community.
4. I will participate in recruiting and maintaining a diverse membership and I recognize that SE Uplift is most effective when we include the diverse voices in our community.

**Equity:**

1. I will treat everyone in our community with dignity and respect, understanding that respect means different things to different people.
2. I recognize that equity is about justice and seeks to ensure that everyone gets what they need to be successful.
3. I understand that our journey to equity is likely to include discomfort and conflict which presents opportunities for growth.
4. I will support an environment that validates that there are many effective ways to function, including those that are outside of the dominant culture approaches.
5. I understand equity requires a set of informed policies and practices intentionally designed to promote opportunity and rectify disparities.

**Inclusion:**

1. I will foster an environment of inclusion by respecting and appreciating everyone.
2. I will ensure that everyone has the opportunity to develop their skills, competencies and access to leadership roles.
3. I will practice the art of stepping forward or stepping back, as appropriate, to raise everyone's perspectives authentically.
4. I will familiarize myself with language that is broadly accessible and understandable.
5. I support creating spaces where all ideas and perspectives are valued, can be heard and can contribute to decision making.
6. I understand that differing perspectives can both be valid and correct – I seek a both/and approach and not an either/or approach.
7. I will operate in ways that acknowledge and look at privilege and make space for those who do not receive that privilege.

**Access:**

1. I understand and support that SE Uplift works to make sure all meetings, programs, communications and events are fully accessible to everyone regardless of ability.
2. I understand that not all disabilities are visible and will remain flexible to the needs of my peers.
3. I understand that SE Uplift will make *reasonable* accommodations necessary to meet the needs of everyone including accommodations for child-care, maintaining an accessible meeting space, and making sure our meetings are accessible via public transit to ensure that a variety of persons are able to participate in all activities and events.
4. I understand that SE Uplift intends to provide inclusive and equitable access to all stakeholders in the SE Portland boundary.
5. I understand that achieving true diversity, equity, inclusion and access requires an ongoing assessment of our work and community as we strive to become completely accessible.