



Fund for Innovation
and Transformation
Fonds pour l'innovation
et la transformation

FIT Innovation Forum Code of Conduct

The Fund for Innovation and transformation (FIT) aims to foster an environment that is inclusive in all its programming. As we spend time together, we thank you for keeping the conversations respectful, open and to actively provide space for everyone to share. If you see or experience anything in conflict with this Code of Conduct please do not engage directly; contact an organizer and we will respond appropriately.

We ask you to read and commit to the following Code of Conduct*:

1. RESPECT I COMMIT to being respectful and fair to all participants regardless of language, race, national or ethnic origin, age, sex, gender, sexual orientation, marital status, ability, and any other identity or belief, throughout this event. Hate, discrimination, or harassment on the basis of race, sex, gender, sexuality, disability, age, class, or religion, will not be tolerated.

2. INCLUSION I COMMIT to creating space for all in attendance to contribute and participate, to give prominence to the voice and stories of those who might be systemically excluded, and to seek out wisdom and reflection from these systemically silenced voices. I recognize that there may be situations in which I can share my experiences and will commit to speaking up, and that it is also my responsibility to make space for those that are more appropriately positioned to contribute.

3. HUMILITY I COMMIT to participating in this event with a spirit of openness to learn and a recognition that the broad diversity of participants includes experience and knowledge that is beyond my own, and through which I can grow. I also recognize that creating space for lived experiences to inform this space is necessary, that hearing others' stories is a privilege, and that I am not entitled to others' stories.

4. SAFETY I COMMIT to ensuring the physical, emotional, mental, sexual and spiritual safety of all participants in the sessions, including by calling out harassment and discrimination when it is witnessed, whether intentional or not, and reporting such incidents to the organizers. I commit to recognizing that intention does not supersede impact, and to defer to the experiences and feelings of those that are harmed.

5. SOLIDARITY I COMMIT to the broad goal of strengthening collective international cooperation and recognize that all participants are here because we are collectively invested in achieving this goal, in different ways. In all conversations and forums, I will seek to find common ground and inspiration to support collective action.

6. PATIENCE I COMMIT to being patient with technology, organizers, and each other. I recognize that everyone is on their own journey of learning, and I will take responsibility for my own continued learning while simultaneously being patient with others, regardless of where they are in their journey.

7. OPENNESS I COMMIT to bringing an open heart and an open mind to my involvement in these events, recognizing that they will ask for different things from each participant based on our lived experience. In light of this, I also commit to being open to caring for others and myself and taking space to decompress and realign my energy when needed.

If you have a concern

We encourage you to speak to any of the following individuals:

- Ennet Bera
- Christina Maclsaac
- Janice Hamilton

**This Code of Conduct, was shared with FIT from OCIC. The content was inspired by those of the Inter-Council Network (ICN) and Amnesty Canada, and adapted for OCIC's content and approach to this event.*

