



FIRST VOICE
Urban Indigenous Coalition

Code of Conduct

Adopted February 24, 2020 // Updated June 4, 2020

APPLICATION & SCOPE

Everyone who participates in First Voice agrees, by virtue of their participation, to comply with this *Code of Conduct*. This document supplements the coalition's *Terms of Reference* by outlining the minimum expectations of all Partners, Contributors, Community Advocates, and other participants who take part in coalition activities.

MINIMUM EXPECTATIONS

The minimum expectations for all participants include:

- Demonstrating, through their words and actions, a genuine commitment to the Vision, Values, and Objectives of the coalition;
- Adopting an attitude of cultural humility and a willingness to learn about the Indigenous cultures of Newfoundland and Labrador;
- Engaging in thoughtful discussion by arriving prepared for all meetings, including having reviewed agendas, minutes, and other relevant materials beforehand;
- Contributing to a spirit of collaboration among participants by allowing others the opportunity to express their views in a safe and non-judgmental environment;
- Expressing their own opinions freely, honestly, and respectfully, with the ultimate goal of achieving consensus among participants;
- Sharing their knowledge, skills, and experience generously with other participants in order to ensure that all decisions are made wisely;
- Following through on their commitments in good faith and to the best of their ability;
- Acting in the best interests of the urban Indigenous community; and
- Refraining from conduct that may bring the coalition into disrepute or undermine the trust of their fellow participants.

NON-COMPLIANCE

This *Code of Conduct* is rooted in the principles and practices of restorative justice, which prioritize relationship-building and non-adversarial conflict resolution. In the event of any real

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or perceived non-compliance with the Minimum Expectations as set out in this *Code of Conduct*, a restorative process will be initiated in order to ensure an opportunity to:

- Make amends for any harm that may have been done;
- Restore good relations among all participants; and
- Restore the trust of the broader urban Indigenous community.

Restorative processes may range from an informal conversation to a formal restorative conference. All members of the coalition have an obligation to provide the necessary support and guidance to anyone who participates in good faith in such a process.

IMPLEMENTATION

The Coalition Coordinator is responsible for implementing this *Code of Conduct* and ensuring compliance by all participants.