

## Charter of Values

Future Ground Network supports, connects and amplifies the amazing actions local community groups are taking, collectively moving us toward achieving national and global climate targets. As local network members, we share a vision and are working locally to achieve it. Together we commit to taking local action to secure healthier lived environments and sustainable communities.

Our network is first and foremost a community, and communities thrive on diverse perspectives and shared values. The following charter highlights six fundamental values that guide and inspire our work.

This document is intended as a guide for maintaining healthy and respectful relationships amongst members of the Future Ground Network. It aims to offer members guidelines for ethical conduct, to be a source of inspiration and motivation for members and to respect the values of the organization.

It is made up of five sections: [Our values](#), [Code of conduct](#), [Eligibility criteria](#) and [Privacy policy](#).

## Our Values

### 1. Ambition

Our network supports local grassroots initiatives that move us toward a **healthy, equitable, and sustainable future**.

We ground our work in the persistent **search for solutions** to the problems we collectively face. This means organizing people to **advocate** for change, hosting community **events** to mobilize people and taking the initiative to **launch** grassroots campaigns and projects that have a tangible impact on our lives.

We demonstrate ambition by participating actively in the training opportunities available through the network and by **communicating** proactively about what we

require to achieve our goals. We find our direction by **defining our goals** and focusing on campaigns and projects that can have an **impact**. This means exploring the work that's already happening, learning from the experience of other groups in the network and tuning into our local communities to find out what matters most to them.

Together we make clear **decisions** about which initiatives to take on as a group, draw **timelines** to map our work and find meaningful ways to measure our **success**.

## 2. Collaboration

Through collaboration our voices are amplified. **Building community** is the first step to building collective power. We put relationships at the center of organizing because when community bonds are strong, the power we build together is sustainable.

Community brings **inspiration**, solidarity and joy to our movement. Building a strong community requires open, honest and compassionate communication with an emphasis on **listening** to each other. By working through conflict and holding each other responsible for our actions, we strive for **common understanding** of the challenges we face and the vision we are moving toward.

We agree to foster **collective decision-making** processes and to distribute power in a way that supports and uplifts people who share our values.

### 3. Inclusivity

Everyone is welcome in our movement. Our **strength** comes from a diversity of perspectives and a range of **lived experience**. We share a commitment to take care of each other and the planet.

We show our commitment to inclusivity by practicing **non-violence** (physically and emotionally), by prohibiting harassment and hate speech in our organizing spaces and by respecting each other's **boundaries** and needs. We commit to using language and actions that are inclusive of all forms of **difference** and we work actively against racism, ableism, and hetero-sexism. We do our best to create spaces that are anti-oppressive and accessible to everyone.

### 4. Reciprocity

Each member of our community brings **inherent value** to the network through their unique perspectives and experiences. We aim to meet the needs of everyone who dedicates their time and energy contributing to solutions.

We support each other by **listening deeply**, communicating proactively and developing community mechanisms to maintain a healthy group culture. We invest in the **well-being** and growth of our group members by prioritizing **accessibility**, helping each other build skills and offering compassionate and constructive feedback.

### 5. Optimism

No one individual is to blame. The subjects we are working on are serious, and the daily situation continues to deteriorate at all levels. This does not prevent us from acting and from having the deep conviction that our actions can be a game-changer. There is hope.

We are part of a network of like-minded people catalyzing change by building collective power in our communities.

## 6. Autonomy

We collectively create the structures we need to challenge power. Our network allows local groups to retain **autonomy** and **independence** in choosing the strategic direction and initiatives that best suit us.

Future Ground Network is an unbranded initiative of the David Suzuki Foundation. As network convener, the Foundation is committed to growing grassroots movements by supporting local groups with training, tactics and toolkits and by facilitating a broad network for knowledge-sharing.

## Code of Conduct

We offer this code of conduct because articulating our values and accountabilities reinforces respect and provides clear avenues to correct our culture should we stray. We commit to enforce and evolve this code as the network grows.

We ask that members agree to act in accordance with the values of the network (above) and to respect the following rules:

- Communicate in a kind and respectful manner
- Provide a welcoming and inclusive environment
- Foster a culture based on listening and sharing
- Ensure the safety of individuals
- Respect everyone's right to speak and express themselves, with the exception of hate speech
- Demonstrate that you are available and committed to the cause
- Kindly accept external guests, members, citizens and/or children during meetings or activities

### **Duty to intervene and/or report:**

Future Ground Network is committed to providing a welcoming, safe environment for all, and it would be contradictory to deny anyone's participation. However, certain unacceptable behaviours need to be addressed to maintain a healthy, welcoming and safe environment.

- We ask that if you witness behaviour that goes against the code above, you commit to addressing it with the people involved in a respectful manner.
- If this first intervention is not possible, please report the behaviour in writing to Future Ground Network staff, so the behaviour can be appropriately documented. The statement will be held in confidence by network staff.
- A verbal notice will then be given to the person or people concerned to advise them that the behaviour has been reported and that it needs to stop or improve.
- After two warnings, if the behaviour does not improve, the person's membership status may be withdrawn.

## **Policy on political positioning**

Future Ground Network is powered by the David Suzuki Foundation, a non-governmental organization that is committed to carrying out activities without political positioning. Our program and the groups we support are not linked to a political party and do not support any candidates in particular. All groups in the network are required to follow guidelines for political impartiality. However, we believe elections are a critical period to influence political representatives.

## Eligibility criteria

The network aims to support citizen groups that engage in climate action. We recognize that climate action can take many forms, including:

- Advocating for green and just recovery
- Combatting environmental racism and supporting Indigenous sovereignty
- Supporting sustainable and affordable transportation (advocating for public transit, cyclists, pedestrians, etc.) encouraging creation of bike paths, promotion of active transportation, etc.
- Urban agriculture and sustainable agriculture initiatives
- Development of local and solidarity initiatives, resilience, adaptation to climate change, and socio-ecological transition
- Development of co-operatives or renewable energy initiatives
- And many more!

If your group or your actions are not part of the fight against climate change, then we ask that you refrain from membership in the Future Ground Network.

## Privacy Policy (coming soon)