NNIP Code of Conduct and Meeting Norms

Relationships are the foundation of the NNIP network, and we work to provide an environment for all participants that is productive, inclusive, and free from discrimination and harassment.

Below are abridged versions of the code of conduct and anti-discrimination and anti-harassment policies. We request that all participants review the full policies, including guidance on reporting violations.

Code of Conduct https://bit.ly/3J2uIVg

- **Treat people with respect and professional courtesy.** Mutual respect and professionalism are key ingredients to building a supportive NNIP community and achieving our common goals.
- **Appreciate participants' varied backgrounds and experiences.** We all bring different backgrounds, experiences, perspectives, and motivations to this work. Each participant's unique perspective adds value to the network, and we make an effort to try to understand each other's differences in experiences.
- **Assume good intentions, but repair when harm is done.** We give each other the benefit of the doubt and offer grace to those who have made mistakes, when possible. We also recognize that good intentions do not mitigate harmful behavior. We proactively acknowledge when we've caused harm and invest in the repair of trust and relationships.
- **Respect confidentiality.** Partners sometimes share sensitive information on topics such as fundraising, fee and cost structures, strategic planning and branding, and more. Keep sensitive information confidential unless you have explicit permission to share with others. We recommend that partners do not share anything highly confidential since there are risks in any large group.

Meeting Norms

- Be an active listener and contributor - your participation is critical to the meeting's success!

- Be prompt in arriving to the meeting and returning from breaks.

- Be open to learning about new topics, even if you don't think they are immediately relevant to your organization.

- Leave your title at the door and be respectful of everyone's ideas.

- Keep comments brief and on the topic being discussed.

Anti-Discrimination and Anti-Harassment Policies[1] https://bit.ly/3vERgbv

We are dedicated to providing an environment for all participants that is free from discrimination and harassment, regardless of gender, gender identity and expression, sexual orientation, disability, physical appearance, national origin, citizenship status, veteran status, race, age or religion. We do not tolerate discrimination against or harassment of any participants in any form in virtual or in-person settings.

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[1]*Participants who violate these rules may be asked to leave the event and may be banned from future network participation at the discretion of the NNIP co-directors at the Urban Institute and the NNIP Executive Committee.*