



CANADA WITHOUT POVERTY  
CANADA SANS PAUVRETÉ

## *Code of Conduct*

**A**s directors, staff and other volunteers of CWP, we expect that each of us serves CWP with proper intentions and motivation, to help CWP help Canada achieve the ideal of the elimination of poverty in the shortest possible timeframe. We expect to be united in this common purpose, and to support each other in our individual efforts towards poverty eradication. And we expect that no one among us will bring personal agendas to the table.

We expect an approach to our work and by CWP as a whole that is positive-minded and also peaceful, that is, a refrain from non-violent language and action.

We expect goodwill toward each other and all who we encounter on behalf of CWP. We expect to be accepted by each other for who we are and what we do as individuals. This fundamental respect for our individuality means we expect to communicate with each other, to be open minded, to maintain a willingness to listen, learn, and grow. Should an issue or conflict arise that is connected to CWP, we expect a willingness to discuss and resolve the matter with openness and honesty.

We expect our time to be used wisely, including that meetings and telephone calls will be conducted as efficiently as possible. We expect our skills and expertise to be called upon and used. For directors, we expect to ensure that every director is included and is heard in discussions of the Board as a whole.

We expect to represent all groups affected by poverty, including that the composition of the Board will reflect the demographic diversity of Canada. We expect a responsibility to represent the people we serve and to ensure information concerning poverty in Canada flows in both directions (i.e., to/from CWP). And we expect that CWP will link and partner with and support other organizations fighting poverty in Canada, to the best of CWP's organizational capacity.

We expect to work hard for CWP, even to undertake "grunt" work if called upon. We expect to be diligent in being prepared for our work, and to complete our work thoroughly and to the best of our individual and collective abilities. We expect each other to be reliable, to follow through on tasks assigned to us. For directors, we expect each other to be present to attend to the business of the Board and to be available, when called upon, to represent CWP in public or to individuals and organizations we seek to work with or influence.

We expect to be kept and to stay informed about the issues CWP seeks to address. We expect to learn from each other about how to fight poverty. We expect to develop knowledge of the strengths and weaknesses of CWP, to be able to promote CWP to others, and that every director will have opportunities to publicly represent CWP on the national stage, for example in giving a presentation to a parliamentary body. And we expect the goals of CWP to be kept at the forefront.

For directors, we expect to uphold the fiduciary responsibility entrusted to the Board. And we expect that at all times we will maintain confidentiality of any information that should remain internal to the Board or CWP as a whole.