



Fundación TBA21
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Code of Conduct

Introduction

At TBA21, we work to create a community that embodies the principles of regeneration, kindness, and joy in all our interactions with people, places, practices, and knowledges. Our mission acknowledges the interconnected nature of the systems we work within and the intersectional nature of the problems we seek to address. We recognize the privilege and power from which we operate and are committed to responsibly supporting and uplifting others.

This document explains our collective approach to ensuring that our teams, contractors, and collaborators align with our vision, mission, and values.

Scope

This document contains the behavioral guidelines and general rules that anyone involved in the management, operations, and functioning of the Foundation must comply with, regardless of their level in the hierarchy, mainly its employees, managers, members of its governing bodies, volunteers, suppliers, and collaborators according to the type of relationship they have with the Foundation.

Alongside these commitments, the Foundation also describes our "Values in Action," guiding how we embody our values and the organization's actions to achieve this.

March 2024

Our commitment to collective working

Safe Spaces and Relationships

1. **Regenerative and Kind Relationships:** We commit to building relationships that are regenerative, kind, and joyful, recognizing the inherent value of nurturing connections within our community.
2. **Intersectional Awareness:** We understand that the challenges we face are interconnected and intersectional, and we approach them with this awareness.
3. **Position of Privilege:** Acknowledging our position of privilege and power, we commit to understanding its effects and providing support and allyship to others.
4. **Inclusive Safe Spaces:** We are committed to creating safe and inclusive spaces, regardless of gender, gender identity, age, geography, socio-economic status, disability, neuro-diversity, work status, marital status, appearance, pregnancy and maternity, education, ethnicity, sexual orientation, caring responsibilities, religion, and spirituality, respecting individuals' self-definitions and identities.
5. **Adaptability:** We recognize that what constitutes a safe space or actions that can trigger trauma may vary, and we commit to making reasonable adjustments and adaptations to our physical and online areas to support our community's confidence in creating, learning, failing, and growing.

Committing to Learning and Accountability

1. **Learning from Mistakes:** We commit to learning from our mistakes and prioritize listening, learning, and understanding before taking action to prevent harm rather than reacting to it.
2. **Amplifying Voices:** Our profile and voice support those excluded or unheard within our community.
3. **Engagement and Adaptation:** We invite our community to engage with us in our safe spaces and in return, we commit to learning and evolving our practices. We hear feedback and criticism, internal and external, as learning opportunities rather than moments for us to defend our practice.
4. **Respect for Consent:** We uphold the importance of consent and recognize and respect individuals' right to step away from work and the broader community at any time.

Respectful and Regenerative in our actions

1. **Diverse Forms of Knowledge:** We celebrate and respect various forms of knowledge, learning, and experience equally valid.
2. **Accepting of others:** We welcome others' definitions and descriptions of themselves and their experiences.
3. **Holistic Regeneration:** We go beyond offsetting and harm reduction practices, integrating environmental, social, cultural, and economic regeneration into the core of our work.

Equitable Practices

1. **Living Wage:** We commit to paying a living wage to all staff and collaborators and ensuring that our top leadership's pay doesn't exceed five times that of the lowest permanent role in the organization.
2. **Transparency:** We clarify our working practices, rights, and expectations to ensure that others understand what it means to engage with us.

Accountability and Inclusivity

1. **Zero Tolerance for Bullying or Harassment:** We do not tolerate bullying or harassment. Our behavior impacts those around us, and we welcome accountability. We provide precise mechanisms for our community to voice concerns, and we take all complaints seriously, committing to taking appropriate action.
2. **Safety and Inclusion:** We create safe, inclusive spaces for addressing complex and challenging issues. However, we will only work with individuals or organizations that make our staff, collaborators, or community feel safe.

By adhering to these commitments, we aim to cultivate an environment where artistic exploration flourishes, celebrating diversity and collectively striving to use the power of art to investigate today's urgent issues and unlock its transformative potential.

Operating outside of these commitments

Failure to adhere to these commitments may result in appropriate actions, including but not limited to warnings, suspension, or expulsion from the Foundation Community.

We are committed to creating a vibrant, inclusive, and safe space that reflects our mission and values, and we rely on the dedication of all members of our team and the broader community to achieve this goal.

If you want to report an incident or make a complaint, you can do so confidentially to investigation@tba21.org. We will review and make an initial response within 24 hours.

Supervision & Responsibility

The Foundation Board commits to reviewing this code of conduct annually to ensure its alignment with our Vision, Mission, and Values.

Responsibility for support and guidance around the policy and dealing with behaviors that step outside of the code of conduct is the responsibility of the Director of Becoming and HR Manager.