



Values Statement of the Board

We, the USAP Board and Committee Chairs, commit to the following values:

Trust

We all have made a commitment to USAP. to fulfil the responsibilities of our role in the organisation, to support our colleagues, and to further the mission of USAP. With that commitment, we make the choice to trust one another. We will trust that each person is here to further the mission of USAP in their own way, and that collaboratively we can accomplish our goals. We will be open and transparent about our views, feelings and personal values as they relate to our work at USAP.

Respect

Every one of us comes from different parts of the world, with different life experiences, abilities, skill sets, privileges and perspectives. We commit to being respectful with one another at all times. This includes respecting different opinions than our own.

Accountability

We make a commitment to follow through on the tasks we have committed to. We will communicate regularly about our work, participate in Board and Committee meetings, and respond to communications. We will ask for help when needed and acknowledge when we aren't able to complete something on time. We are a learning team and commit to ownership of our mistakes and failures. As a team, we commit to supporting each other, and ensuring that the work of USAP is accomplished.

Diversity

USAP supports all people of diverse sexual orientations, gender identities, gender expressions, and sex characteristics. We commit to celebrating this diversity in the global pride movement, our team and our member organisations. We will refrain from any form of racism, ableism, sexism, homophobia, biphobia, transphobia, interphobia, or other identity-based discrimination or judgement.

Multiculturalism

We are a global organisation and therefore will have many people from different cultures and ways of life on our team. Our personal culture is complex and is not defined only by our locality or nationality. We commit to being open to learning from each other and acknowledging that we will approach things differently than others on the team. We make a commitment to embrace, acknowledge and celebrate our cultural similarities and differences.

Kindness

Equity, equality and fairness are foundations to our work as the leadership of USAP. We come together to make a positive impact on each other, our members, the global pride movement and the world. We recognize that we face adversity in our work, and that we are impacted as individuals by that adversity. We commit to being helpful and compassionate to each other. We will strive as individuals to be approachable by our peers. We agree to respond rather than react to both internal and external factors. We will take the time to show each other we care. As a team, we will have positive relationships with our peers, our members and other people impacted by our work.

Bravery

As a team we strive to create safe spaces for ourselves and our members. Spaces that are free from judgment based on identity or experience. We are aware that we cannot guarantee a safe space. We commit to creating and staying in a Brave Space. A space that facilitates dialogue, recognizes difference, overcomes oppression, and expects each person to share experiences and be open to new understandings. A space where we own the intent our of actions and their impact on the organisation and others. A space where we choose to challenge each other with respect, to embrace diversity and to be honest about our emotions.