

## POSITIVE MONEY LOCAL GROUP VALUES AND BEHAVIOURS

**All Positive Money local groups must agree to the values and behaviours set out in this document to become a member of the Positive Money local group network.**

### VALUES

Positive Money is a supporter driven organisation. Our network of local groups is at the core of our campaign. We understand that we have supporters from different political allegiances and some supporters with no political allegiance at all. We also have a diverse range of supporters in terms of background, knowledge, opinions and beliefs. As an organisation we ask that local groups recognise and celebrate this diversity and ensure that everyone feels welcome and respected.

As an organisation, and a group of individuals, values that we share include:

- *Openness and open mindedness*: we have a positive approach to people who challenge and disagree with us. We embrace the complexity of the topic we deal with.
- *Transparency*: we are transparent about our goals, strategies and ways of working.
- *Inclusivity*: we provide a welcoming, safe and supportive environment to everyone regardless of age, gender, sexual orientation, disability and ethnicity. We do not tolerate discrimination or offensive language towards people based on their background.

We also understand that changing the money system is not a silver bullet to solving all the world's problems. We want to work alongside other organisations campaigning for positive change.

### BEHAVIOURS

As an organisation, as individuals representing Positive Money, and as local groups, we strive to the following positive behaviours:

1. Collaborating and working with others
2. Appreciation of different preferences (e.g. for ways of working or communication)
3. Being responsive to our own and others' needs
4. Active listening: striving to understand why someone is saying what they are
5. Sharing responsibility and leadership of the group

We avoid the following negative behaviours:

1. Prioritising self-interest over the needs of the group
2. Oppression of others (based on gender, race, class, disability, physical or mental health)
3. Lack of empathy towards others' feelings and experiences
4. Not trying to find solutions, but simply stating the problems
5. Lack of self-awareness and self-reflection on our own behaviour