



Ki Futures Code of Conduct

The Code of Conduct

The Ki Futures Code of Conduct applies to all Subscribers, Participants, Ki Team Members, Coaches, invited Trainers and Specialists, Directors, and anyone else in the Ki Futures community (hereinafter referred to as “members”). The Code applies to all Ki Futures elements - online, digital, or in-person - including trainings, workshops, Global and Regional Network meetings, and the Ki Port.

This Code of Conduct outlines our expectations for all members of Ki Futures. Violation of the Code of Conduct may result in removal from the Ki Futures Community and/or Ki Port and termination of participation in the program.

Values of Ki Futures

Ki Futures is an international network based on co-creation, collaboration, and cooperation. We work together in a unified and holistic way to create a sustainable future for the cultural sector, our communities, and the world. We encourage relationship and capacity building across the cultural sector and across the world. We value community engagement and see culture as leaders for a sustainable future.

One of the goals of Ki Futures is to increase the visibility of culture as advocates and leaders for sustainability globally. Ki Futures is committed to tackling greenhushing and supports showcasing the power, actions, and success of our participants and our members. We will always position our Ki Futures members as positive contributors to the sustainability movement and will help to celebrate achievements through proactive communications and positive publicity.

Ki Futures is an inclusive, international program - ALL are welcome. This includes, but is not limited to, members of any race, ethnicity, culture, national origin, color, immigration status, socio-economic class, educational level, sex, sexual orientation, gender identity and expression, age, size, family status, political belief, religion, and mental and physical ability. Our membership represents all peoples from all parts of the world and we are committed to providing a friendly, safe, and welcoming environment. Discrimination of any kind will

not be tolerated.

A Positive and Productive Environment

Ki Futures is for everyone - and we believe in a holistic, international approach. All members are invited to actively contribute in an authentic way. Ki Futures encourages collaboration and cooperation. Sharing is integral to the success of sustainability and we ask members to be open to sharing their ideas, progress, and success to inspire and support each other.

This is a community. Please be mindful in your interactions. Treat each other with empathy and kindness. You may not always agree with all other members, but please treat different experiences and opinions with consideration and respect. This is integral to the ethos of Ki Futures but also to social sustainability on a larger scale. We are leaders for sustainability and our actions not only reflect our values, but are examples for our colleagues, our families, and our friends.

We are all learning here. Please be respectful of your own learning experience and that of others.

This is a collaborative effort. We are all here because we believe in a better future for all. Please remember that we are leaders for our organizations and our communities. This is the heart of our mission and we are committed to supporting what is best for all people, all places, and our planet.

Ki Futures recognizes that vendors, suppliers, products and services are essential and key to the success of a sustainable transition. Any Ki Futures participant is welcome to discuss their products and services during meetings, so long as they are relevant to the conversation and are not marketing, advertising, or directly soliciting customers. Determination of what is considered “marketing,” “advertising,” or “solicitation” is at the discretion of the Ki Futures team.

Companies/vendors/suppliers are also welcome to post relevant products, services, programs, or other opportunities in the form of Ki Reports and tag their contribution as a “Product/Service/Program”. Programs, products, and services must comply with the ethos of Ki Futures and must contribute to sustainability. Greenwashing and misleading or false information is in direct violation of this Code of Conduct. Any malicious or false information will result in immediate termination. The eligibility of products/services/programs for presence on the Ki Port or in Ki Futures is at the

discretion of Ki Culture and the Ki Futures Team.

Ki Culture and Ki Futures does not directly endorse any product, service or program, even if they are present on the Ki Port. Ki Culture and Ki Futures is an equal opportunity program and all companies are welcome to participate, as long as they comply with the ethos of the program and this Code of Conduct.

Unacceptable Behavior

Ki Futures is a safe and inclusive space. Shaming, blaming, abusive or derogatory language, exclusion, or discrimination will not be tolerated. Please contact us immediately if you experience or observe any inappropriate behavior. Unacceptable inappropriate behavior may include, but is not limited to:

- Violence, threats of violence or violent language directed against another person.
- Sexist, racist, homophobic, transphobic, ableist, or otherwise demeaning, discriminatory, or harrassing jokes, language, or behavior
- Posting or displaying sexually explicit or violent material or the use of sexualized or violent language
- Violating any national or international privacy policies (ie. GDPR) or Ki Culture's Privacy Policy
- Deliberate intimidation, harassment, trolling, or stalking (online or in person)
- Sustained disruption of events, including trainings, workshops, Global and Regional Network Meetings, and any other meetings or events.
- Direct advertising or unwarranted solicitation is not allowed
- Other conduct which could reasonably be considered inappropriate in a professional setting
- Advocating for, or encouraging, any of the above behaviors

Ki Futures is a non-commercial space. Ki Futures welcomes participants from every aspect of culture and includes all stakeholders. This includes commercial businesses. However, Ki Futures is not a platform to directly advertise, market or sell products, services, or programs. Unwarranted solicitation is strictly prohibited.

Violation of the Code of Conduct and Consequences

Unacceptable behavior from any Ki Futures member, including those with decision-making

authority, will not be tolerated. Any member - Subscriber, Participant, Ki Team member, guest or other Ki Futures member - who is observed or reported to exhibit unacceptable behavior shall be contacted by the Ki Futures Team to address the behavior immediately.

If you experience or observe any concerning or unacceptable behavior, or any violation of this Code of Conduct, or have any other issues or concerns, please notify your Coach or the Ki Futures Team immediately by emailing us at kifutures@kiculture.org. All reports will be investigated and the member in violation will be contacted for a meeting to discuss the issue and how it can be resolved. If the behavior is repeated or does not change, the member shall be subject to removal from the Program, without reimbursement of Subscription Fee.

If any member experiences any conflicts or issues with any other member of the Program, please contact the Ki Futures Team immediately for conflict resolution procedures.

Please Keep in Mind

Ki Futures is an international program. Words matter and mean different things to different people. Please be mindful of the language you use, and that you may be communicating with people who speak different languages than you.

Ki Futures is a co-creative space. Please be open-minded and receptive. We all have different approaches and backgrounds and all have valuable contributions. Please ensure to be patient and make space for your colleagues to speak, express their ideas, and contribute. Remember that Ki Futures is an international community and that not everyone will feel as comfortable speaking in English, and that there will be presentations and discussions in other languages that may not be your first language.

We strive to create a welcoming and supportive environment. We are here to encourage each other and treat each other with respect. We are all here because we are committed to sustainability and a better future. But we are also all at different stages of our sustainability journeys. Please be compassionate and understanding of others' journeys and processes. Shaming, blaming, ridicule, or any malicious negativity will not be tolerated. Colleagues are expected to treat each other with respect and professionalism. Please acknowledge and respect other members' ideas and requests. For any issues or concerns, please contact a Ki Futures Team member immediately.

Sustainability is not only about taking care of our planet and our communities, but also about taking care of ourselves. With this in mind, we encourage all of our members -

Champions, Coaches, and the Ki Team to practice self-care and take time off. We do not expect anyone to work on weekends or holidays (please bear in mind that holidays and weekends may differ for different regions, religions, and cultures). Please be respectful and understanding regarding response times in relation to weekends and holidays. Additionally, this program should not cause any anxiety, stress, or result in an overload of work. If you are experiencing any of these issues, please contact us immediately so we can provide appropriate support.

This Code of Conduct may be updated or amended from time to time. All members will be notified of any updates in writing, as outlined in the Terms and Conditions. Terms and Conditions of Ki Futures apply.