

CORPORATE CODE OF CONDUCT FOR PRIDE EVENTS

PREAMBLE

Over the years, corporate and organizational involvement, through lobbying, sponsorship, participation, etc., in Pride has increased dramatically. We need to take stock of this reality to assess if the involvement is benefiting our LGBTQ2SI communities. As workers, as individuals and as citizens we have developed this Code of Conduct as a starting point to measure corporate and organizational responsibility to our communities. The Code of Conduct provides standards for corporate and organizational involvement in Pride events. Companies and organizations that do not live up to this standard should not be included in our events.

1. Rights at Work

- ❖ *Does the company/organization have an anti-discrimination policy and procedures that are inclusive of LGBTQ2SI communities?*
- ❖ *Does the company/organization have an anti-harassment policy and procedures, that are inclusive of LGBTQ2SI communities?*
- ❖ *Does the company/organization provide training on these policies?*
- ❖ *Is the company/organization responsive to concerns raised by its LGBTQ2SI workforce?*
- ❖ *Does the company/organization have any additional supports for its workers who are members of LGBTQ2SI communities? (e.g. internal groups for LGBTQ2SI workers, etc.)*

2. Rights of Workers

- ❖ *Are workers in the company/organization unionized?*
- ❖ *Do workers receive a fair and living wage?*
- ❖ *Does the company/organization follow basic workplace law (e.g. employment or labour standards, human rights, health & safety?)*
- ❖ *Does the company/organization sponsor, use or endorse the use of precarious workers?*

3. Access and Equity

- ❖ *Does the company/organization have an employment equity plan and hiring policy?*
- ❖ *Does the company/organization workforce reflect the diversity of LGBTQ2SI communities at all levels?*
- ❖ *Does the company/organization advertise job opportunities inclusive of LGBTQ2SI communities (e.g. mentions them in postings and press?)*

4. **Social Equity**

- ❖ *Does the company contribute a substantial part of its revenue to non-profit and/or advocacy organizations supporting LGBTQ2SI communities, such as AIDS organizations, social housing and community health clinics?*
- ❖ *Does the company/organization take an intersectional approach to LGBTQ2SI communities? Does any of their activity (e.g. sponsorship/endorsement of external organizations, internal structuring, etc.) harm or further marginalize some of the most marginalized in our LGBTQ2SI communities?*
- ❖ *Does the company/organization support the self-determination of LGBTQ2SI communities? Has it ever punished LGBTQ2SI communities for their self-determination by withholding funding, in-kind support and/or coming out with positions contrary to those taken by the communities (e.g. withholding funding when Pride Toronto's membership voted in support of the Black Lives Matter Toronto demands)?*

5. **Pride Sponsorship and Involvement (Co-sponsorship with Community Groups)**

- ❖ *Is the company/organization willing to donate a portion of money raised during Pride to any group that they sponsor/co-sponsor? (If they aren't an LGBTQ2SI organization them self.)*
- ❖ *Is the company/organization willing to have its sponsorship advertisement smaller than the advertisement for any community group that they sponsor/co-sponsor?*
- ❖ *If the company is participating, are they using LGBTQ2SI volunteers or employing members of LGBTQ2SI communities at the Pride event they are participating in?*