

A. **Code of Ethics**

Ethics are central to Future Generations and its work, and hence the two organizations (Graduate School and CSO) have developed a shared Code of Ethics. Beginning with the core of our Mission Statement: Future Generations teaches and enables a process for equitable community change that integrates environmental conservation with development. To execute that, we establish partnerships with governments and communities, helping to inform, guide and empower especially the energies of the poorest segments of the world's population toward a long-term, sustainable program to improve their physical, social, and spiritual well-being now and for their children's futures. We do so within a context that protects the natural world and its resources in all their diversity, both now and for generations yet to come. Our strategy has three main components:

Community research

We participate in developing and refining better ways to help improve community health, education, productivity and self-awareness of the human potential for change. We evaluate and learn from the programs and our partners how to do this job better. All research as it relates to potential exploitation of human subjects is reviewed by the Institutional Review Board consistent with the highest ethical standards.

Demonstration of process and results

We work side by side with partners in the government and the community to demonstrate successes that are understandable, effective, scalable and replicable. We learn from this process to improve the next demonstration.

Education

We teach the lessons from research and demonstration both to train with graduate educations especially workers who will make an impact at the bottom-up community level—whether they work at that level or support it from top-down or outside-in actions. We advocate especially activities that share our ideas for new or more effective ways to surmount old problems, stressing an economy in the use of resources.

Engagement in these activities changes the lives of people and therefore carries with it important ethical responsibilities. The principles of this Code of Ethics are expressed in broad statements to guide ethical behavior and decision making, and each individual who works on behalf of Future Generations must take personal responsibility for being aware of and applying these principles in their daily behavior. Future Generations expects to be held accountable for adherence to these ethical standards.

- We believe our mission to achieve social transformation in communities depends upon encouraging choices and decisions based on local needs and thriving off of local human energy. It is through helping communities learn to manage their energies more effectively, to work with their partners in more enabling ways, that we believe Future Generations should focus its institutional contribution. We value listening over directing, equality over hierarchy, and a two-

way balance in communications and exchanges. We believe all people have the inherent capacity to determine and change their future.

- We uphold the principles of intellectual freedom and encourage sharing of all ideas toward addressing common goals.
- We treat co-workers and colleagues with respect, fairness and good faith, and advocate conditions of employment that safeguard the rights and welfare of all employees of our organization. We will not discriminate on the bases of race, religion, gender or personal preferences.
- We value and promote strategies by which communities can learn to live within and protect the fragile eco-system in their environment. We promote an ethic of stewardship of the environment that protects the rights of all who may enjoy or depend upon it.
- We seek to empower others to take control of their lives in an open and collaborative way.
- We value Future Generations as a learning organization that nurtures and draws benefit from its diversity.
- We believe that our working partnerships with members of other nations and communities are grounded in equality, mutual respect and cultural sensitivity. Each country participant in the development process, no matter how marginalized, is an expert who contributes value to solving problems on an equal footing.
- At all levels of the organization we promote integrity, competence, and transparency in support of our strategies. All members of the organization will conduct themselves in a fair, respectful and trustworthy manner.