



IMPACT 100  
SEATTLE

## Impact 100 Seattle Member Code of Conduct

At Impact 100 Seattle, our code of conduct flows from our mission and beliefs and guides how we engage in meetings, events, and online spaces. As members, we commit to creating a community rooted in trust, respect, and shared purpose. Our code of conduct reflects how we show up for one another so that our community remains respectful, inclusive, and mission-driven.

- **Respect & Curiosity:** Engage with one another and with our nonprofit partners with openness, humility, and a genuine desire to learn and constructively share perspectives.
- **Inclusive Dialogue:** Foster conversations where all voices are welcomed and valued, especially those with lived experience.
- **Trust & Integrity:** Assume positive intent, honor confidentiality, and act in alignment with our shared mission and values.
- **Collaboration Over Judgment:** Seek connection and understanding rather than critique, knowing that we are stronger together.
- **Equity & Representation:** We honor and value diverse identities and lived experiences, recognizing that they strengthen our collective impact.
- **Accountability:** We ask that all attendees—members, guests, and grantee partners—help create a welcoming and respectful environment by following this code of conduct. Actions that fall short of this commitment may lead to removal from the event or exclusion from future programs.
  - If a member feels these values have not been upheld, they are encouraged to bring concerns to a Board or Leadership Team member for consideration and appropriate follow-up.

Adopted by the Board of Directors on November 1, 2025.

Impact 100 Seattle is a 501(c)(3) organization. Tax ID: 84-2569736.  
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