

Code of Conduct

Adopted by the Board of Directors February 8, 2012

Mission

PEAK Grantmaking improves grantmaking by advancing the knowledge, skills, and abilities of grants management professionals and leading grantmakers to adopt and incorporate effective practices that benefit the philanthropic community.

Purpose

A code of ethics is a set of principles to guide a nonprofit organization's decision making and activities, as well as the behavior of its employees, volunteers, and board members. The purpose of adopting a formal code is to provide employees, volunteers, and board members with guidelines for making ethical choices in the conduct of their work on behalf of the organization. Honesty, integrity, and fair practices create a solid foundation that earns the public's trust. A code of ethics is the expression of that solid foundation.

Codes

Employees, board members, and volunteers of PEAK Grantmaking will conduct themselves and all organizational dealings with integrity, accountability, and respect, following these codes of ethics:

1. Act in the best interest of PEAK Grantmaking
2. Communicate openly and honestly
3. Ensure proper use of PEAK Grantmaking assets
4. Maintain confidentiality
5. Disclose (potential) conflicts
6. Comply with applicable laws/regulations, and internal controls regarding PEAK Grantmaking policies and procedures
7. Report concerns in a timely manner

Commitment to Equity

When the PEAK Grantmaking board made the decision in 2016 to weave diversity, equity, and inclusion into PEAK Grantmaking's vision, mission, and strategic plan, it came from a place of wanting to make an active contribution, as a profession, to advance equity in philanthropy. We embedded this work in our definition of what makes an expert in grants management, continued to elevate the importance of demographic data collection, and asked our members to help us better understand the diversity of the grant's management profession.

Since that time, our understanding has grown about how structural racism—and other “Isms” that divide us—are rooted in policies and practices that advantage some people and disadvantage others. Philanthropic policies and practices aren't immune, and we are now diving deep to explore and understand disparities caused by grantmaking practice and identify opportunities to make grantmaking more equitable. We know that many of our member organizations are grappling with what “equity” means to them, and our goal is to be as supportive as possible across the spectrum of the diversity, equity, and inclusion goals that our members are embracing.

Grants management, the home of philanthropy's policies and practices, must play a significant role in implementing practices that advance equity in every grantmaking organization. Grants managers, those who lead the process of how grants are made, are in a unique position to identify disparities and suggest more equitable practices. Grants managers serve as a key link between data on the people, nonprofits, and geography their organization serve and their organization's strategies and priorities. Grants managers also can be strong internal champions for building diversity, equity, and inclusion across their own organizations.

The PEAK Grantmaking board is crafting a formal statement on our commitment to diversity, equity, and inclusion. Staff is committed to building our organization's culture and personal competencies to embrace it. We look forward to sharing more about this work as it develops.