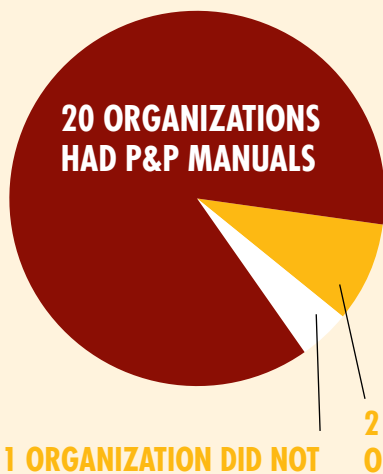


Salisbury University's Re-envisioning Ethics Access and Community Humanities (REACH) Initiative: Integrating Community and Curricular Ethics is grant-funded by the National Endowment for the Humanities (NEH) Humanities Connections Program. REACH, led by Co-Directors Michèle Schlehofer and Timothy Stock, focuses on ethics, ethics literacy and ethics agency through new curricular and co-curricular resources, connecting with the community.

About Policy and Procedure Manuals

In our survey, we asked 23 representatives of local non-profits about their organization's policy and procedure (P&P) manuals and if and how these are used within the organization to guide ethical decision-making. Here is a brief overview of responses.

Presence of P&P Manuals:



Use of P&P Manuals:



- Most people consulted their P&P at least once within the past three months.



- About 50% of organizations had updated their P&P manuals within the past three months.



- Fifteen organizations had revised their P&P manual due to the pandemic.

Ability of P&P Manuals to Assist with Ethical Decision-Making:

- Respondents felt their organization's P&P manual didn't fully prepare them for handling ethical issues. On a 5-point scale, where higher numbers indicate greater ability of the P&P manual to assist with ethical issues, the average rating was 3.85. One-third of respondents rated the ability of their P&P manual to assist with handling ethical issues as a 3 or less.
- When asked for more explanation on the limitations of P&P manuals for addressing ethical issues, most respondents indicated that their manuals focused on organizational structure and regulatory compliance, which was noted as distinct from ethics in a broad sense.
- Respondents indicated the Standards for Excellence Institute, a partner of Maryland nonprofits, as a source for best-practices and ethics policies guidance: <https://standardsforexcellence.org/Home-2/code#>.



3.85 AVERAGE RATING

Join Our Next Listening Session

We invite you and other members of your organization to join us in one of our upcoming listening sessions. These two-hour sessions provide opportunities for representatives of regional organizations and community groups to talk about ethical issues and dilemmas in a confidential space. We will be using the information gained from listening sessions to work toward public-facing resources for working with ethical dilemmas in our local community.

Sessions are offered on Zoom and are free. However, advance registration and signing of a confidentiality agreement are required. You can sign up to join our sessions the week of February 22-27 by visiting https://salisbury.co1.qualtrics.com/jfe/form/SV_3OuJm4KFiiyLki. Please feel free to pass this opportunity on to others in your network.



SIGN UP AND JOIN OUR FREE TWO-HOUR SESSIONS VIA ZOOM

What Does It Mean To Be Transparent?

In our listening sessions, people affiliated with regional nonprofit organizations and groups have been engaging in constructive discussions about a wide range of topics. One interesting theme that has emerged in more than one listening session is around the notion of what it means to be “transparent.” It is clear from our discussions that transparency means different things to different organizations.

In one sense, transparency means being open about processes, procedures, organizational activities and occurrences. An organization can be transparent, for instance, by making organizational records publicly available and accessible, and by being forthcoming about missteps and associated corrections.

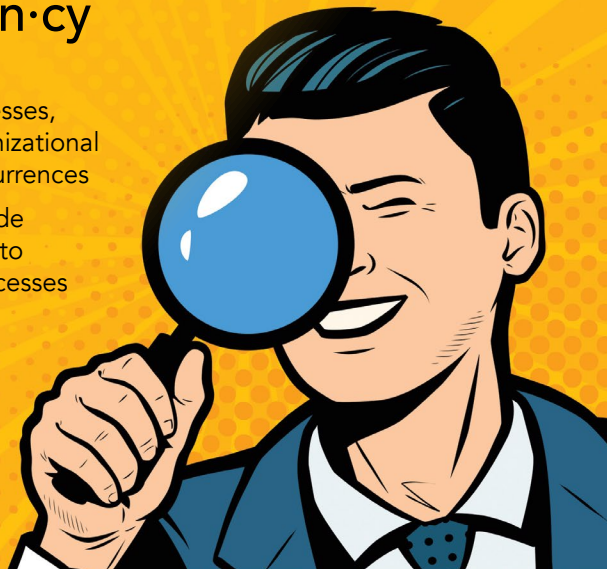
However, other participants in our listening sessions also identified a second aspect of transparency, in which organizations were receptive to outside feedback on how to improve their processes and practices. In this second definition, transparency was defined as not only disclosing organizational processes and activities, but actively seeking feedback from outside the organization (such as, feedback from clients or the broader community) on how to modify or improve organizational processes and activities. In this second definition, transparency extended beyond disclosing organizational information to include community accountability.

The ability for constituencies and communities to have a revisionary impact on organizational practices was identified as a desired outcome of ethics partnerships. Moving forward, the findings suggest that, when working with the broader community, organizations and groups should make explicit what they mean by transparency. Further, organizations should work collaboratively with various stakeholders to establish a mutual definition of transparency which entails being open and forthcoming about activities, coupled with mechanisms for accountability.

trans·par·en·cy

noun

1. open about processes, procedures, organizational activities and occurrences
2. receptive to outside feedback on how to improve their processes and practices



ETHICS PROFILE:

Angela Morton

Faith Over Fear Economic Empowerment, Inc. Founder



Tell us about your organization and what you do.

Faith Over Fear Economic Empowerment, Inc. is a non-profit organization that helps minority businesses, with a focus on Black-owned businesses, to become stronger, create sustainability and increase visibility in the community. Through our membership site, we provide resources and professional development for Black-owned businesses just starting out OR expanding.

What drew you to be a part of the Community Ethics Network?

I think the Community Ethics Network gives you the opportunity to better understand the culture of the community, the space to express yourself, and the ability to work on solutions together to solve differences to better the community.

How does ethics improve your work?

I believe I have a moral obligation to myself as well to the people I serve in my community. I will quote Martin Luther King Jr.: “The time is always right to do what is right.”