

Organizational Values Assessment Policy

Policy brief & purpose

The purpose of this policy is to outline how AUREA connects with other organizations. This covers official and unofficial partnerships, whether temporary or permanent, and other kinds of relationships, formal or informal. Following this policy should ensure consistent assessment of AUREA's relationships with other organizations, so that AUREA can support its community and refer the community to other supports in an ethical manner.

Scope

This policy applies to all team members that liaise with other organizations and that collect, review, and refer resources from other organizations to AUREA's audience. This includes the Organizational Outreach Manager, Administrative Assistant, News Team, Social Media Coordinator, and anyone collaborating with external groups.

Organizations can be large multinational corporations, small local groups, or anything in between. An organization does not have to be recognized in any official capacity to fall under the scope of this policy.

Team members that liaise with organizations should do so professionally, regardless of the organization. This policy applies when Team members consider sharing an organization's resources, advertise or refer to another organization's services, collaborate with an organization, or partner with an organization in an official capacity.

Policy elements

Team members interacting with representatives of external organizations should ensure that the organization's membership, actions, and core values do not meaningfully misalign with AUREA's core values and ethical responsibilities. This policy will define guidelines for assessing organizations in this capacity and in which scenarios.

These guidelines are not exhaustive and decisions should still consider the nuances of each individual situation.

Process for Evaluating Organizations

The following questions should be used to guide decisions about AUREA getting involved with another organization.

Resource Use Requests

If an organization wants AUREA to share its resources or content on aromanticism.org, consider:

1. Who is the organization?
 - a. Do they know about or mention aromanticism specifically? Are they aro-inclusive in their resources already, or at least trying to be?
If no, do not grant permission.
 - b. Are there any recent exclusionist scandals or PR issues associated with them? This can be checked by asking members of the community and/or through a search engine: "NameOfOrganization AND problem, issue, scandal, exclusion, harm"
If so, inquire about what they are doing to make reparations.
If the reparations are not deemed adequate by the team, do not grant permission.

If an organization wants to use or distribute AUREA's resources or content, consider:

1. What does the organization want to do with the resources/content? Ask.
If the organization seems to wish to misuse the resources/content to make false conclusions or otherwise misrepresent or harm aromantics, do not grant permission.
2. Who is the organization?
 - a. Do they know about or mention aromanticism specifically? Are they aro-inclusive in their resources already, or at least trying to be?
If no, do not grant permission.
 - b. Are there any recent exclusionist scandals or PR issues associated with them? This can be checked by asking members of the community and/or through a search engine: "NameOfOrganization AND problem, issue, scandal, exclusion, harm"
If so, inquire about what they are doing to make reparations.
If the reparations are not deemed adequate by the team, do not grant permission.
3. Are the resources already for public use (e.g., pamphlets, the website link itself)?
If so, permission is granted automatically.
If not, ensure that AUREA is properly credited and, if applicable, ask the

original creator of the content (e.g., article author) if they consent to sharing.

Collaboration

If an organization wants to collaborate with AUREA to create resources, participate in a one-time event, or otherwise get involved on a project, consider:

1. What does the organization want to do? What is their goal? Ask.
If the organization seems to wish to make false conclusions or otherwise misrepresent or harm aromantics, do not consent to collaboration.
2. Are there other organizations, panelists, and/or participants they are already collaborating with? Who are they and how representative is the panel chosen?
3. Who is the organization?
 - a. Do they know about or mention aromanticism specifically? Are they aro-inclusive already, or at least trying to be?
If no, do not consent to collaboration.
 - b. Are there any recent exclusionist scandals or PR issues associated with them? This can be checked by asking members of the community and/or through a search engine: "NameOfOrganization AND problem, issue, scandal, exclusion, harm"
If so, inquire about what they are doing to make reparations.
If the reparations are not deemed adequate by the team, do not consent to collaboration.
4. Does AUREA have enough resources to embark on a collaborative effort, or can AUREA connect the organization to other volunteers?

Partnership

If AUREA and another organization want to partner in an official capacity, consider:

1. Who is the organization?
 - o Do they know about or mention aromanticism specifically? Are they aro-inclusive already, or at least trying to be?
If no, do not partner.
 - o Are there any recent exclusionist scandals or PR issues associated with them? This can be checked by asking members of the community and/or through a search engine: "NameOfOrganization AND problem, issue, scandal, exclusion, harm"
If so, inquire about what they are doing to make reparations.
If the reparations are not deemed adequate by the team, do not partner.

2. What are the organization's values? Do those values seem to be reflected in their work (e.g., having explicit public policies, having a diverse team, inclusive language in resources or other content)?

If values are not evident, AUREA can ask in email or through a pre-collaboration call to talk about the organization's values. In the call, AUREA can present the following questions:

- What are your thoughts on anti-oppressive work, equity, inclusion, and justice? By this, we mean what do you think about including and protecting vulnerable and marginalized people in decision-making? What do you think about having decision makers represent all of the diverse voices in your community, including the ones who are often rare or ignored?
- How do you or would you handle incidents of bigotry (within the organization, outside the organization)?
- How do you recruit for your team? Do you have any policies for creating and maintaining diversity?
- What are your goals as an organization?

3. Do the organization's values align with AUREA's?

AUREA's core values are:

- Anti-oppressive advocacy and compassionate communication
 - Non-hierarchical and collaborative organizing
 - Diverse, inclusive team representation
- Knowledge sharing and education that is open source/free and accessible/transparent
- Continuous community growth and learning

If values do not align, are they nevertheless compatible (i.e., not working against each other)?

If not, do not partner.

4. What does the organization want to do? What is their goal for partnership and what do they need? Ask.

If the organization seems to wish to make false conclusions or otherwise misrepresent or harm aromantics, do not partner.

If the organization's goals do not match AUREA's goals as an organization, consider connecting them to someone else.

5. Is the partnership temporary or permanent?

If permanent, set a recurring date to reassess the partnership and organization.

Severing a Relationship

If AUREA receives feedback from a team member, volunteer, or public about problematic behaviour of an organization AUREA has supported, collaborated with, or partnered with, both the core team and the community accountability group should consider the following.

1. What kind of issue/problem arose? Was the issue/problem something that conflicted with AUREA's organizational values?

If yes, AUREA should contact the organization and inquire about what they are doing to make reparations.

If the organization does not acknowledge the issue/problem, sever the relationship.

If the organization does acknowledge the issue/problem but is not planning on reparation, sever the relationship.

If the reparations proposed by the organization are not deemed adequate by the team, AUREA can make suggestions. If the modified reparations are still not adequate and the organization is unwilling to further edit or respond to feedback, sever the relationship.

If reparations *are* deemed adequate, followup evaluations should be scheduled regularly until the incident is closed.

2. Does the situation require a public statement by AUREA?

If the issue/problem was something that conflicted with AUREA's organizational values but not something that resulted in the severance of the relationship, prepare a public statement.

Repairing a Relationship

If AUREA severs or does not enter into a relationship with another organization but later decides to revisit the possibility of a relationship with them, both the core team and community accountability group should consider the following.

1. Has the organization's content changed to be more inclusive and address problems? Has the organization meaningfully addressed any other behaviour and problems of bigotry, injustice, and/or inequity?

If no, do not continue.

**Note: If the community accountability group and team members do not agree, repairing the relationship should not continue at that time/should be revisited at a later time.*

2. Repeat [Process for Evaluating Organizations](#).