

Integrity Framework

How we work as individuals and as PI, to embody & enable the change we seek

Our Vision: A just and equitable world

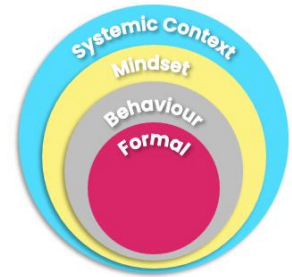
Our Mission: to contribute to our vision in two ways by supporting:

- purpose-led organisations to align practice with purpose, for greater integrity and impact.
- open collective learning by sharing knowledge, reflecting and adapting, alongside others.

Our commitment: to embody the change we seek in how we work. We view our work through the power **lens** to better understand the multifaceted relationship between our systemic context, our mindsets, behaviours and formal ways of working. We commit to evolving our understanding and to practice collectively and individually with care and humility.

Our LENS

- *In practice we ask ourselves:* Are we approaching our work with consideration of the systemic context that perpetuates inequality. How does this inform our understanding of how we as individuals and how PI works, and steps needed for transformative impact.



Our MINDSET

- *In practice we ask ourselves:* Is our mindset open, with humility, compassion, & curiosity. Are we considering how our mindsets are shaped by our wider context and assumptions. Are we open to thinking and learning in different ways. Are we aware of our own power.

Our BEHAVIOUR

- *In practice we ask ourselves:* What is shaping our behaviour? Are we listening, collaborative, and learning. Our **Code of Conduct** translates these commitments into specific behaviours and standards for PI Directors and Associates.

Our ACCOUNTABLE PRACTICE:

- *In practice we ask ourselves:* How do our formal ways of working support and enable our strategy, mindset and behaviour. Accountable practice builds confidence that we are enabling impact against our mission.

Our PI Principles inform our decisions and priorities

Holistic, Evolving, Learning based, Cultivate not duplicate, Movement building, Feminist, Anti oppressive, Justice-oriented – these principles help bring alignment across our Purpose, People and Practices

Our approach to Risk

We hold risks in tension – with consideration of risk of harm, risk to our ecosystem, risk of undermining our mission, along with regulatory, financial and reputational risk.

