

# EDI Code of Conduct

by *ila* for LSE Generate

# Foreword

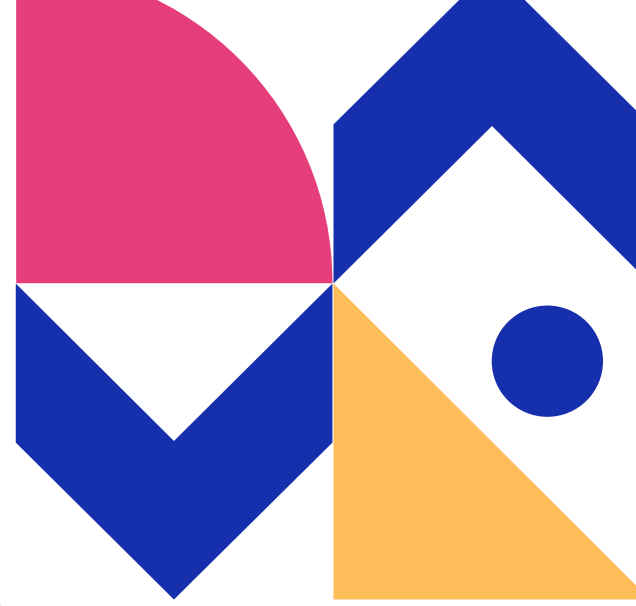


As I write, we near the end of 2020; a year like no other and an era that will go down in the history books as highlighting the disparity and inequity that exists in every corner of our world. We have a difficult journey ahead but that really should only push us to invest more in the right resources, to prioritise quality time, and to ensure that we are driven by courage and kindness to implement innovative, long-term and sustainable solutions to these challenges.

We believe entrepreneurship should be the great equaliser. As a hub that shines a light on socially responsible entrepreneurship, it is our duty to lead by example and ensure that our students always, wherever they are, have equal access to resources and support. We are delighted to be collaborating with ila generation, a hugely impressive and inspirational LSE alumni business, in order to explore ways to level out the playing field to the very best of our ability so that all entrepreneurs, whatever their background, can seek out and secure opportunities that will propel them forward to thrive and excel in business creation.

It is a privilege to be able to co-create this piece of crucial work. As a team, we promise to activate these recommendations, embed them within our strategy, and shout them from the rooftops until we see the transformative shifts, institutional changes and the exciting results that an inclusive and compassionate community committed to equality and diversity always brings.

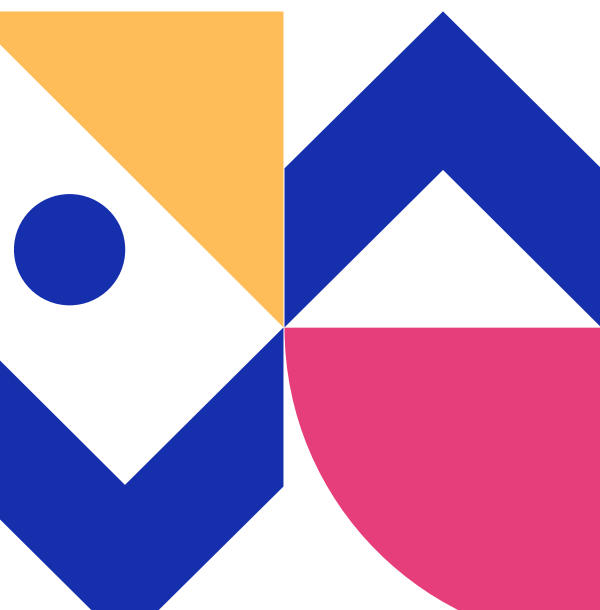
**Laura-Jane Silverman**  
Head of LSE Generate



# Introduction

This Code of Conduct acts as a guideline for all staff and contractors working with LSE Generate for the duration of their involvement. The Code builds on the pre-existing LSE wide Ethics Code.

Generate believes that the future of socially engaged entrepreneurship begins with a strong set of values. We are inspired by the creativity of the student and alumni entrepreneurs we work with and support, and understand that our position requires high standards of ethical behaviour. We commit to being guided by the following principles in our personal conduct with others, our teammates and ourselves.





# Anti-Discrimination

LSE Generate works to encourage and support entrepreneurial potential amongst LSE students both past and present. Everyone benefits from a world where that potential is fully supported, and we believe that supporting a diversity of skills and needs is more than a prerequisite for socially responsible entrepreneurship; it's key for building a sustainable and joyful world.

We understand that all of our stakeholders bring with them a variety of identities and experiences, including experiences of discrimination. LSE Generate recognises the urgency of anti-discriminatory practices, and of understanding discrimination through multiple intersecting lenses including, but not limited to: gender, sexuality, race and ethnicity, class, income, nationality, disability, gender identity and health. We also recognise that these forms of discrimination can be subtle, pervasive and uncomfortable to confront. We can all benefit from the creativity and innovation of emerging entrepreneurs, but not without actively challenging the forms of discrimination which act as barriers to their success.



As a result, we commit to:

1. Conducting ourselves in ways which build trust and goodwill between stakeholders regardless of background or experience.
2. Actively safeguarding an atmosphere free from harassment, bullying, or other behaviours designed to victimise and cause distress.
3. Cultivating an understanding of how issues surrounding discrimination affect entrepreneurs, particularly for those from underrepresented backgrounds.
4. Creating an atmosphere which is vigilant against discriminatory and inequitable practices.
5. Providing clear and transparent procedures for reporting and resolving discriminatory behaviour.
6. Valuing difference, and approaching diversity (of identity, thought and experience) with a spirit of respectful collaboration. And we expect that Generate staff (including freelancers and contractors) will take all safe and reasonable steps to challenge discrimination where they can see it. All those who engage with Generate will conduct themselves in ways which build trust and goodwill. All those who engage with Generate will approach diversity with a spirit of respectful collaboration.

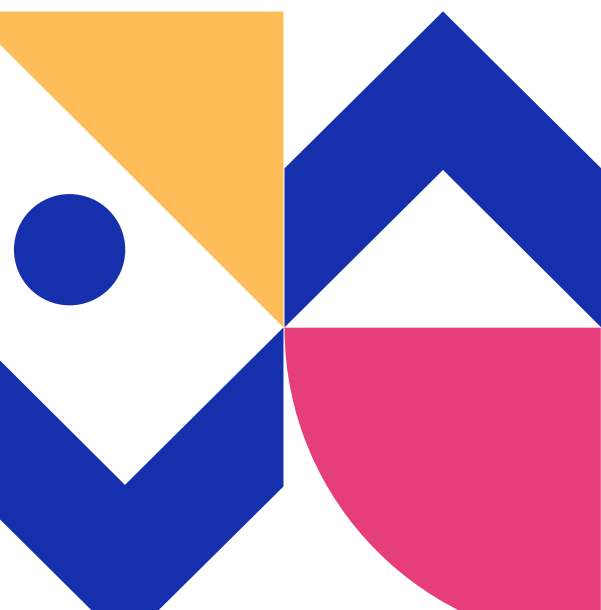
And we expect that:

7. Generate staff (including freelancers and contractors) will take all safe and reasonable steps to challenge discrimination where they can see it.
8. All those who engage with Generate will conduct themselves in ways which build trust and goodwill.
9. All those who engage with Generate will approach diversity with a spirit of respectful collaboration.

# 2

## Bravery

At LSE Generate our work is driven by the courage of entrepreneurs to innovate. So it's only fitting for us to match that courage with bravery of our own; to have uncomfortable conversations, challenge our preconceptions, and to prioritise equity and diversity in all our activities. That will sometimes mean letting go of outmoded ways of working or thinking about entrepreneurship, sacrificing short term comfort for long term sustainable evolution and challenging our collaborators to think in new ways. It may, in some circumstances, mean terminating relationships where they threaten the wellbeing of our stakeholders. barriers to their success.



To keep ourselves brave, we commit to:

10. Making sure that all staff have access to adequate resources and information for supporting a diverse set of entrepreneur's needs.
11. Unflinching curiosity about circumstances where discrimination appears to have happened. We will uncover why and how they occurred so that we can make changes and restitution.
12. Taking collective responsibility for ensuring an equitable working environment. Ensuring equity and equality is a job for everyone, not just those people from minoritised backgrounds.
13. Collecting and evaluating feedback from our stakeholders to ensure we understand the state of diversity and inclusion within LSE Generate.

And we expect that:

14. LSE Generate stakeholders will challenge themselves and each other to find new ways of working more fairly and equitably.
15. Stakeholders will approach their work with LSE Generate with openness, intellectual curiosity and a willingness to evolve.





# Responsibility

For us, responsibility is more than supporting good ideas. It's about safeguarding our relationships. We believe responsibility is a two way street; where we are accountable to our stakeholders and they are accountable to us. To be truly responsible we need to act in a way which cultivates trust, belonging and clear communication.



**LSE Generate**  
Socially-Driven Entrepreneurship



To keep ourselves responsible we commit to:

16. Valuing our relationships. We understand that our relationships with each other and the broader LSE community are the backbone of the work we do. We commit to safeguarding those relationships by valuing the different skills, experiences and identities of those we will be interacting with.
17. Responding quickly and honestly. Generate offers timely responses to the concerns and enquiries of students and alumni. We aim to respond within 3 working days except where exceptional circumstances prevent us from doing so. Where we cannot meet this commitment we will acknowledge and apologise for being unable to do so.
18. Being open to change. We will never be perfect, but we can always be better. Where we discover that we are not meeting the needs of staff, students and alumni, Generate promises to acknowledge, investigate and change our procedures where appropriate.
19. Understanding our limits. Where we cannot provide a certain kind of support or help, we will help staff/students find someone who can. This might include referral to other services within LSE, or searching further afield.

20. Working within the system. Where issues emerge that impact a student or students' wellbeing we will work with other bodies within the School to make sure they are supported.
21. Keeping clear boundaries. We'll make sure that all job roles, briefs and contracts are as clear and comprehensive as possible. Where we need to ask any team member or freelance contractor to do more work, we will make sure this is fairly compensated and give them a chance to refuse with no adverse consequences.
22. Respecting confidentiality. We always respect requests for confidentiality except where we feel there is a safeguarding risk. If we have to break confidentiality, we will be honest and transparent about why it has been necessary to do so.

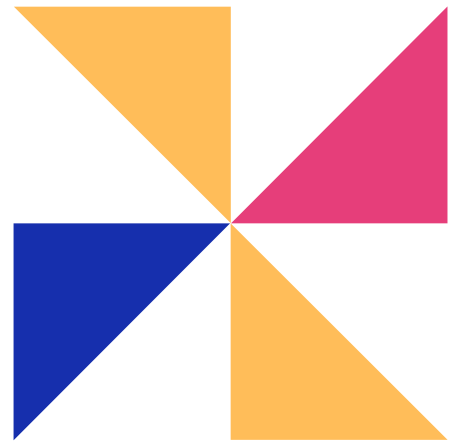
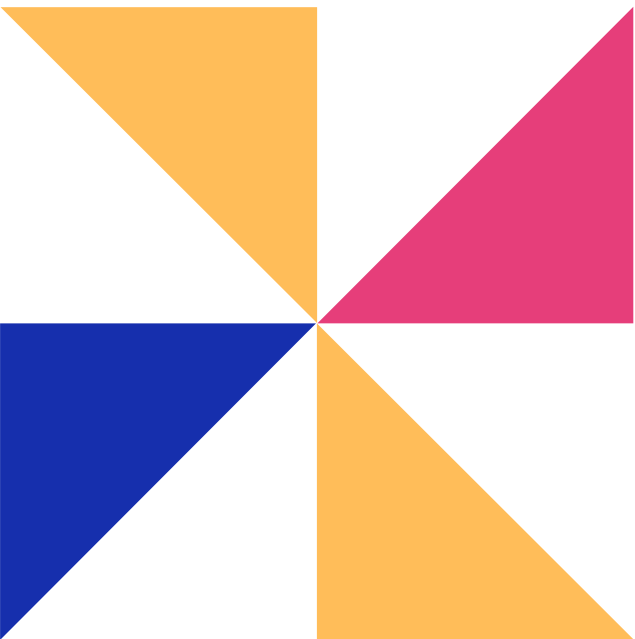
We expect that:

23. Permanent staff and leaders within Generate will hold themselves to standards of accountability and responsibility proportionate to their increased power.
24. All individuals working with Generate will stay honest and open in their communication with LSE Generate.
25. All LSE Generate stakeholders will be respectful of the different skills, experiences and identities of the team and those around them.



# Sustainability

LSE Generate understands that sustainability is a wide ranging value which underpins all our relationships, not just the one we have with the environment. It's not enough for us to live up to the values in this code of conduct; we must be able to do so consistently within a rapidly changing global economic and political landscape.



To work sustainably we commit to:

- 26.** Prioritising wellbeing. LSE Generate must work in a way which enhances the mental and emotional wellbeing of employees, students, alumni and other stakeholders.
- 27.** Thinking long term. We're accountable not just for what students and alumni do while they're working with us, but for helping individuals find ways of working that benefit them over their whole careers. That means doing what's best for each other's futures, not just what looks good right now.
- 28.** Passing on a healthy planet. LSE Generate will take all possible steps to minimise the negative impact of its activity on the planet, so that our future colleagues have the necessary resources for their businesses and lives.

We expect that:

- 29.** Stakeholders will work with us. We need to work together to mitigate any environmental damage our activities might cause.
- 30.** Our collaborators bring creativity. We might need to think in new ways to work in a way which is sustainable. To do that, we need everyone we work with to be creative and adaptive as we find the best ways to do so.