

Collaboration Agreement between AWANBC members

Purpose

Much of the work that AWANBC members do will be outside of specific AWANBC projects / initiatives, and much of member interaction will be outside AWANBC work. How we work together both inside and outside of AWANBC will impact our relationships with one another, our willingness to trust and work together and ability to build a strong sector.

The intention of the Collaboration Agreement is to provide a framework of how members interact with one another both inside and outside of AWANBC work.

Collaboration Values

The Collaboration Agreement builds upon the Animal Welfare Advisory Network's *Terms of Reference* and is based on the principles of

- Trust
- Respect
- Acknowledgement that diversity supports innovation and good decision making
- The shared goal of all AWANBC members is to build sustainable solutions that will improve companion animal welfare in BC.

Decision Making

- 75% majority is required for AWANBC decisions at both the Steering Committee and project / initiative levels
- Decisions and priorities associated with projects/initiatives will be made by the members involved in those projects / initiatives. Consensus is preferred, but as a minimum, 75% majority is required for decisions being made
- Each project / initiative will have a Project Lead and Steering Committee member identified, who will report on a monthly basis to the Steering Committee on progress, priorities and decisions to ensure alignment.

Resolving Conflict

Conflict is defined as a disagreement or concern regarding an individual or organization's actions or decisions.

AWANBC members cannot publicly criticize other AWANBC members, and it is strongly recommended not to criticize any other animal welfare / rescue group, individual or organization on social media.

Conflict is best addressed in a face to face meeting, and if that is not feasible, through a phone call. Conflict should never be identified or attempted to be resolved via social media or text messaging.

- Contact individual directly to request a meeting to discuss issue / conflict.
- The goal of resolving issue is to find common ground and to identify steps to assist in the resolution.
- If a resolution cannot be found the two parties can request the AWANBC Steering Committee help to facilitate a resolution
- If it is believed Steering Committee members can not be impartial, parties can request a third party to help facilitate a resolution

Termination of Membership

- A member may withdraw from the AWANBC by providing 30 days written notice
- Any member who is not maintaining their commitment or who violates the terms of the collaboration agreement and / or terms of reference may have membership removed
- Termination protocol is outlined in Terms of Reference.