

# Ethical partnerships



## Our approach to fundraising and partnerships

In pursuit of our mission to improve the physical, social, and mental health and wellbeing of LGBTQ+ adults in Scotland, we actively pursue relationships with funders and partners whose mission and values closely align with our own.

As a community rooted in marginalisation, discrimination, and injustice, we're acutely aware of systemic inequalities that persist in our society. We're also mindful that in seeking the partnerships and funding required to achieve our mission, we risk inadvertently contributing to these inequalities.

We actively review our fundraising and partnerships activity to ensure that we maintain an ethical and human rights-based approach to all of our partnerships.

We recognise that transparency is an important element of ethical fundraising. Our annual accounts are available on Companies House, and our annual impact report is available on our website. These both list details of our income and expenditure. They also list some of our funders, however, given the increasing hostility faced by our community we no longer list all of our funders and partners. This is because some have been targeted by a minority movement that seeks to undermine the LGBTQ+ equality movement, and organisations like ours.

When seeking out funders and partnerships, we adhere to the following principles:

- We actively seek to secure funding from partners whose values and mission align with our own. We research potential funders and partners prior to pursuing and accepting financial support.

- Where possible, we avoid purchasing from large companies whose activities are known to contribute towards the climate crisis.
- We aim to be aware of companies profiting from human rights violations and/or are invested in arms and war technology sales, and we actively avoid providing income or support to those companies.
- We are aware of 'Pink Washing' and the harm that it can do to our community. We aim to only work with organisations who demonstrate an authentic commitment to our community, especially those who show their support for our community year-round, and not just during Pride.
- We actively seek to work with LGBTQ+ owned businesses and organisations.
- We are proud to be a Living Wage employer, and we aim to partner with those who also provide similar terms to staff and contractors.
- We recognise that organisers of important community events such as 'Pride' face difficult decisions in securing funding and resources required to deliver free activities for the community. When considering our attendance at such events, we prioritise our mission to serve our community and may be present at events whose sponsors do not align with our own approach.
- We are committed to ongoing evaluation and updating of these principles.

