



XXXI BPW International Congress

17 – 21 November 2024

Resolutions

6.2.6. Internal Resolution: International Ethics Council

(Carried over from GAXXX where it was proposed but not presented as 2020-11)

Title of proposed resolution	International Ethics Council
Proposed by	Past International President Dr Yasmin Darwich
Seconded by	Regional Coordinator Latin America Diana Barragan
Supported by	
Financial Impact	<p>Establish a budget</p> <ol style="list-style-type: none"> 1. Due to the essential nature of an Ethics Council, a budget is to be established, not to exceed 3,000 euros annually; once the council is operational, the budget will be reviewed and set as a permanent item. 2. Potential expenses include selection of candidates, if conducted by a professional external to BPW membership, and orientation / training of council members, if conducted by a professional external to BPW membership. 3. Council positions are voluntary and without compensation.

MOTION:

Whereas:

- The highest standard of ethical behavior should be one of the main characteristics of BPW members;
- Ethics is an essential component for the proper functioning and smooth progress of the organisation at all levels;
- BPW International is comprised of business and professional women who must uphold the organisation's mission statement;
- BPW International does not have a procedure to resolve with accuracy and timeliness matters whose ethical solution is beyond the organisation's governance documents or the internal litigious issues of the organisation identified by the Constitution Advisory Committee [CAC];
- Adopting a council of ethics sends a strong signal that the membership is committed to protect and enforce the compliance of our governance;
- A breach of ethics should be referred to the ethics council;
- There are ethical matters that are not related to constitutional issues under the jurisdiction of the CAC and therefore there are no current means to address them;
- Such a council should be comprised of BPW International members of recognised record and integrity,
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Be it Resolved:

That BPW International establishes an International Ethics Council with the applicable tools, and whose resolutions are fully enforceable; with members carefully selected by the



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Executive and ratified by the International Board of BPW International, to support the smooth progress of the organisation at all levels.

Be it further resolved that the Ethics Council be established as a permanent body within the organisation.

RATIONALE FOR THE RESOLUTION:

1. Ethics is a fundamental principle for the proper functioning of BPW International, and all members must be aware of its importance in our organisation- No impunity can be tolerated and if violated, there must be sanctions for noncompliance.
2. The growth of the organisation coupled with the advancement of technology are leading to greater complexities in governance control systems and accountability.
3. Disagreements, conflicts and matters of grave concern can affect the good progress of the organisation, and must reach a resolution.
4. BPW International does not have a procedure of enforceable power as it pertains to ethical concerns.

IMPLEMENTATION:

Suggestions for a practical action plan to be implemented by BPW International and its affiliates.

FORMATION

1. Following Executive consensus, president to ratify an ad hoc Task Force to establish clear selection criteria including term of position, and functional procedures including sanctions process for noncompliance with council decisions.
2. Candidacy, for both task force and ethics council, to include prior experience serving on an ethics council or human subjects research committee, and/or active engagement in a profession that requires adherence to a code of ethics (e.g. medical, educational, legal, or similar).
3. Nominations of qualified members will be elicited, through the International Board, and outsourced if necessary.
4. Deadline for formation of Task Force is 3 months following 2020 Congress, and deadline for establishment of Ethics Council is 6 months following Congress (i.e., 3 months following establishment of Task Force).

As such:



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