

## || TENETS GOVERNING P-COC INC'S FOUNDING PRINCIPLES AS A PROFESSIONAL SOCIETY

- 1. P-CoC Inc solely focuses on addressing the distressing pattern of marginalization of minority voices and experiences, particularly those at the bottom rung of society at the intersection of Race (historically associated with "Black" identity), Color (darker skin tones), and Ethnicity (oppressed ancestral heritages). This focus forms the essence of establishing P-CoC's laser-focused work and its founding principles.**
- 2. P-CoC Inc aims to protect its programming needs to ascertain universal relevance to any space without hostility due to other sociopolitical affiliations. This allows engagement solely dedicated to addressing marginalized intersectional issues related to race, color, and ethnicity. This approach allows for the undiluted evaluation of work and isolated impact that is devoid of links to other sociopolitical platforms and other forms of interest convergence.**
- 3. P-CoC participants may include officials and workers in agencies who are prohibited by law (*specified in Part 932.4 of the Commission's outside activity regulations*) from engaging in socio-political activities. Therefore, P-CoC cannot partner with any socio-political movement bodies such as Black Lives Matter, LGBTQ+, Pro-Life, Pro-Choice, and the like.**

However, participants of P-CoC Inc. are not bound by the above limitations if their work falls outside the scope of P-CoC Inc.'s engagements. They are free to actively pursue other intersectionality work within and beyond those related to race, color, ethnicity, or socio-political movements, provided it remains outside of P-CoC Inc.'s purview.

