

For Group Organisers: About the Community Health Team

In a Nutshell

The Community Health team tries to find important gaps in the EA and longtermism communities, and then tries to fill them (either ourselves if that's tractable, or by finding someone else to fill them).

You could view this as a "safety net". Or you could imagine that we're trying to provide "public goods" which the EA community as a whole would benefit from but which aren't clearly within the mandate of any one EA organisation or person.

At the moment, this usually means addressing gaps to make the community better in the medium term, and mitigating risks to the community and its individual members.

We think this work can be valuable in itself, and can also free up other people's attention so that they can focus on their specific goals.

Who Are We?

Nicole Ross, Head of Community Health

In addition to managing our team, Nicole's current focuses include: improving the public's perception of EA and longtermism; improving EA culture and epistemics (by launching and overseeing projects in this space); mitigating risks associated with early field-building in key locations or young fields; and supporting community members to receive media training where appropriate.

Julia Wise, Community Liaison

Julia is a licensed independent clinical social worker and oversees community wellbeing. This work includes leading or supporting projects such as improving community members' access to mental health services, as well as being a go-to person for specific cases where community members find themselves in challenging situations. Julia also advises other programmes at CEA and other EA projects outside of CEA about mitigating risks for community members. Recently, Julia has been spending more time on public work, such as writing for her new blog, [Otherwise](#), and giving talks for local groups about how to integrate EA principles into a rounded life.

Isaac Dunn, collaborating with the Community Health team via a career development contract

Isaac is investigating whether there are things that can be done (1-1s, workshops, online content) to help people be motivated by impact - one failure mode is that, over time, the movement becomes less aligned with the goal of actually having a large impact. I (Isaac) am keen to talk to you if you're interested! isaac.dunn@centreforeffectivealtruism.org

Catherine Low, Groups Associate

Catherine has been spending some of her time on community health work in recent months, focusing on community health support for groups – something formerly handled primarily by Julia.

Eve McCormick, Personal Assistant to Nicole Ross

Eve's current focus is on building and maintaining systems to save time for Nicole and other members of the community health team, and to help them to make progress on their goals.

Reasons to Get in Touch

If you or any of your group members are struggling, or if there is interpersonal conflict in your group

- We can support you to support those involved. We will often have relevant experience to draw from.
- We can also support you to design policies or processes for handling similar circumstances in the future, where appropriate.

If someone engages in behaviour that's likely to cause harm (harassment, mean behaviour, dishonesty, etc)

- If you notify us about someone engaging in this sort of behaviour, we can:
 - 1) Support you in dealing with the situation.
 - 2) Potentially take steps to mitigate more widespread risks from their actions.
 - 3) Notice if there are wider patterns which the person or their behaviour falls into, and which ought to be addressed systemically.
- If you flag someone to us, a member of the team may find a way to get some further information by talking to others who know them and/or by having a call with the person themselves.
- If appropriate, we will add them to the "ask first" list which we use to notify teams or other orgs if event attendees, job applicants, grant applicants, etc have caused problems in the past.

- See [Julia's post on being a contact person for the EA community](#) for more information.

If you receive a media request

- If a journalist wants to talk with you or your EA group, it's a good idea to talk to us for pointers and for help deciding about whether to meet with them.
- We may offer to arrange media training for you with our media advisors.
- See our [full guide on responding to journalists](#) for more advice.

If you're interacting with minors, e.g. through high school outreach

- We're working on writing up some safeguarding advice for interacting with minors, as we believe that the risks of something going wrong involving a minor should be taken very seriously.
- In the meantime, if you're planning to run an activity which will involve minors, we encourage you to notify us so that we can check those involved against our "ask first" list.
- We can also support you to implement safeguarding practices for minors.

If you're working in early field-building

- We'd appreciate being looped-in if you're working on a project involving:
 - 1) A location where caution might be required (e.g. for geopolitical reasons).
 - 2) Early connections with policy-makers, politicians, media/large-scale outreach, etc.
- We (or others we connected you with) may be able to advise you on risk mitigation.

If you feel angsty, nervous, or worried about a broader issue in EA or longtermism, please let us know! Even if it's vague!

- Although we may not have capacity to act in response to your concerns in the short-term, it is very helpful for us to be able to track risks and issues so that we can prioritise our work appropriately.

How to Get in Touch

The easiest way to contact us is via the [group organisers-community health Slack channel](#). You can use this to notify us about anything. Please consider whether you want your message to be viewed by everyone in the channel before you post. You can also use the bookmarked form to submit sensitive/anonymous messages. If you'd like to be added, please email Eve at eve.mccormick@centreforeffectivealtruism.org

If you'd prefer to contact one of us directly, and...

- ...your message is concerned with communications strategy, EA epistemics or early field-building, you can email Nicole at nicole.ross@centreforeffectivealtruism.org.
- ...it's about a media inquiry, you can email media@centreforeffectivealtruism.org or nicole.ross@centreforeffectivealtruism.org
- ...it's concerned with group members or interpersonal conflicts within a group, you can email Catherine at catherine.low@centreforeffectivealtruism.org or Julia at julia.wise@centreforeffectivealtruism.org.
- **...you're uncertain about who to contact, emailing Nicole is a good bet.** Have a low bar for reaching out – Nicole has help from Eve triaging her emails, so you needn't worry about adding a burden!

You can also contact Julia anonymously [here](#), Nicole anonymously [here](#), or Catherine anonymously [here](#).

Resources

- Our [full guide on responding to journalists](#)
- Julia's [post on being a contact person for the EA community](#)
- Guide to [Handling serious interpersonal concerns at work or in the community](#)
- Guide to [Welcoming Interns](#)
- Guide to [Countering imposter syndrome and anxiety about work](#)
- [Julia's Write-Up](#) on mania & psychosis
- [EA Mental Health Navigator](#)
- [EA Peer Support Facebook Group](#)