

Consent-Based Decision-Making Protocol

Video Script

Decisions imply power. At The Alliance, we believe in sharing that power through consent-based decision-making.

We use this values-driven tool to sustain a culture that honors equity and shares power. Consent is not about everyone agreeing on the perfect solution. It's about making decisions where no one has a significant objection—where no one can identify a risk that we cannot afford to take.

We call this staying within our "range of tolerance"—when a solution might not be your first choice, but you can live with it because it doesn't create harmful conditions.

Our decision-making process starts with presenting the issue. We identify what needs to be decided, who's raising it, and who'll be stewarding the decision-making process.

Next, we identify who to include. Who will be impacted? Who has relevant expertise or lived experience? Creating spaces where everyone feels welcome to participate requires relational trust.

Then we frame the picture together. What's the context? What matters most? This creates a shared understanding of what we're facing.

With this foundation, we generate ideas. This is where creativity thrives! We welcome all possibilities without judgment.

From these ideas, we shape a proposal that clearly states what we want to do and why.

Testing for consent is where the magic happens. Here's what we've learned: Objection is treasure! When someone shares a concern, it makes our ultimate decision stronger.

We commit to slowing down so people can sense how a decision feels in their bodies. Systems of harm and trauma can make it hard to voice concerns, so we create space for everyone.

We're not trying to convince others of our "best idea." Instead, we commit to deep listening to hear the wisdom of others. When objections arise, we see it as an opportunity for dialogue—to understand concerns and find solutions together.

When no significant objections remain, we move forward with a solution that's "good enough for now, safe enough to try." There is no perfect path—just our best collective wisdom.

Finally, we implement and observe. We review decisions regularly, knowing we can adjust as needed.

We aren't experts in consent; we've just made a commitment to using it, even when it's difficult or messy. It empowers everyone in our network to participate meaningfully in decisions that affect them.

The Alliance's consent-based decision-making: Honoring equity, sharing power, and building trust—together.