

Community Guidelines

Code of Conduct

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Rationale

The reason behind this group's existence, as reduced to one sentence: This slack group is about creating a space where progressive coders can have fruitful and productive discussions in the spirit of generosity.

With that said, we at Progressive Coders Network want to promote lively and constructive discussion. Disagreements are always welcome, but personal attacks will not be tolerated. We recognize that we have very different positions with regards to where and how politics should be, but that should not prevent us from providing a space for fruitful conversation.

ProgCode is open to all political stripes. Our organization does not discriminate on political leanings, but does advocate the values that the Progressive movement embraces. At Progressive Coders Network, we want to create a conducive environment for all coders who want to use technology in order to help achieve the ideals of the Progressive movement. We do this by engaging voters to turn out more and know the issues, creating sustainable and affordable field and digital organizing to make campaigns less reliant on big money, providing engagement tools and websites that will continuously engage the progressive movement, and much more.

Network Policies

([Please see Conflict Guidelines](#))

- ProgCode Staffers should use this [handbook](#) as a guide and policy
 - @ calls in default channels are now only allowed in team-announcements and other public channels. Project specific channels govern themselves accordingly.
 - At the moment, default channels are: #team-announcements #ask-the-team #calendar #code-clinic #community-vote #general-chit-chat #introduction #jobs-and-vols #pitch-zone
 - Archiving has to go into a process and should not be done willy-nilly.
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Guidelines

(This is mainly based on Ember.js Community guidelines)

The Progressive Coders Network Community Slack should be a safe place for everybody regardless of

- gender, gender identity or gender expression
- sexual orientation
- disability
- physical appearance (including but not limited to body size)
- race
- Age
- Nationality & national origin
- religion
- Class and/or Economic Background
- specific political leaning (as mentioned above, this organization does not discriminate on political leanings, but advocates the values that the Progressive movement embraces)

As someone who is part of this Slack, you agree that:

- We are collectively and individually committed to safety and inclusivity.
- We have zero tolerance for abuse, harassment, or discrimination.
- We respect people's boundaries and identities.
- We refrain from using language that can be considered oppressive (systemically or otherwise), eg. sexist, racist, homophobic, transphobic, ableist, classist, etc. - this includes (but is not limited to) various slurs.
- We avoid using offensive topics as a form of humor.

We actively work towards:

- Being a safe community
- Cultivating a network of support & encouragement for each other
- Encouraging responsible and varied forms of expression

We condemn:

- Stalking, doxxing, or publishing private information
- Threats of harm
- Harassment of any form
- Anything that compromises people's safety
- Solicitation (Note: Solicitation for fundraising is limited in #call-to-action channel)

These things are NOT OK.

If you say something that is found offensive, and you are called out on it, let's:

- Listen without interruption.
- Believe what the person is saying & do not attempt to disqualify what they have to say.
- Ask for tips / help with avoiding making the offense in the future.

- Apologize and ask forgiveness.

Failing to follow the community guidelines as described in this document carries consequences. Admins reserve the right to suspend any account if we receive a complaint(s).

If you experience abuse, harassment, discrimination, or feel unsafe, let a moderator know. Here is a list of the current moderators and their Slack IDs:

- Joe Breslin @joepbreslin
- Pamela John @woobietuesday
- Stephen Scapelliti @desmondjones
- Vigie Ramos-Rios @vigie
- Rapi Castillo - @rapi

The role of the moderators is to be an unbiased mediator, they will not moderate or edit anything written in the Slack unless it is required as a result of a discussed dispute.

Decision Making Process

One important goal we've shared from the beginning is cultivating a transparent, democratically driven community. We have consciously eschewed traditional hierarchically driven organizations, believing that this structure provided a good foundation for grassroots technological innovations as experienced in Coders for Sanders. We believe all members should have a fair say in the decision making process. To that end, it is imperative we have a succinct, yet cohesive decision making process clearly defined and publicly referenceable so all members have clear expectations, as detailed below.

All decisions that impact Progressive Coders Network are submitted for a vote in the Slack channel #community-vote, with community members encouraged to propose their own recommendation for Prog Code or their individual projects.

For conflicts or for mediation on conflict, we encourage you to check out our [conflict resolution policy and guidelines](#). We have included precedents, issues that have happened in the past and how it was resolved.

We encourage members to create a channel for their projects or initiatives. We believe this is how a member takes ownership and adds stake into our community. If you are **not** the creator of the channel, please consider communicating and coordinating with the channel creator. Otherwise, please consider engaging with the community at large through #community-vote.

Impact	Examples	Requirements
Minimal	Change channel description, grammatical changes to community guidelines	10 minutes, give notice
Low	Change channel name, update onboarding process, add new promoted project, decide editorial theme	24 hours
Medium	Decide to engage at event, new community guideline added, new partner, archive a channel	48 hours
High	Change team strategy/vision/goals, implement new major project, major community guideline change, new application in network	72 hours

Slack

Slack is where all the magic happens when it comes to the Progressive Coders Network. Especially emphasizing that network part, Slack is the place that app visionaries meet creators, people passionate about issues find supporters, and people trying to get a new politician elected learn about a collection of helpful apps.

Default Channels

Channel	Description	Contact
#ask-the-team	Talk with the board, staff, and project leaders about anything related to Prog Code's mission or strategy.	@rapi
#dumpster-fire	A free-for-all, no holds barred fight on the state of politics. Burn tires, spew negativities, then after let's work on empowering the grassroots.	@danomedo

#general-chit-chat	A place for non-work-related flimflam, faffing, hodge-podge or jibber-jabber you'd prefer to keep out of more focused work-related channels.	@rapi
#introduction	Introduce yourself to the community!	@joepbreslin
#jobs-and-vols	Solicit and seek opportunities, both volunteer and paid	@vigie
#pitch-zone	Feel free to pitch any ideas to the community!	@rapi
#call-to-action	Fundraisers and call to actions. Reachout to the community to effect change outside	@woobietuesday

Community Engagement Team

In order to help cultivate the most positive community atmosphere possible and to acknowledge the great effort put in by our amazing members we have created the Community Engagement team. Because any movement is only as strong as its community, which is doubly true for Progressive Coders Network. At the end of the day we are a community, striving to connect people to drive more successful technical projects, issues and campaigns.

We are actively seeking Community Engagement Team members to help fulfill the specific opportunities listed in the table below:

Opportunity	Description
Prog Code Online Evangelism and Recruitment	Spread awareness to Prog Code's mission and drive people to view key calls to action, adopt apps we support, join the Prog Code community, and contribute to a specific project. Channels include social, forums, chat boards and training
Prog Code In Person Evangelism and Recruitment	Deliver presentations on Prog Code and the network of apps at conferences, MeetUps, hacks, and other live events
Event delivery	Online or in person events including open training/Q&A, pair programming, hackathons
Mentor/Mentee	Help guide a fellow community member trying to improve on any skill, from programming to marketing, public speaking or even freestyle hardcore rap battling

Pair Coding	Engage with the community live by either training on a new skill, application, or collaborating on an app, in person or online
Channel Lead	Adopt a channel or create a new one! Just propose the new channel in #community-vote, vow your unending dedication to nurture it like it's one of your own and it's all yours
Onboarding buddy	Help guide a specific new person joining Prog Code as they onramp. Provide an overview, give recommendations to get started, answer question. Just being helpful, really
Slack engagement	Drive conversation and engagement in Slack, pose questions and start conversations, enthusiastically greet new team members. Helping make Slack more awesome in general