Soft Governance & Culture

Working Group Manifesto - 2nd Iteration

Doc owner: Livia

Goal

- What goals would you like to achieve with this working group?

  The goal is to **apply** Ostrom's Principles in the TEC Culture

- How will this working group benefit the TEC community according to its near term mission

  It will prepare the transition from the Cultural Build to the launched Commons by identifying what practices need to be maintained and tested for at least 2 months after the Hatch.

- What would be considered a success vs. failure?

  Success:
    - To have a contribution reward system, such as Praise or Sourcecred or both that continues to reward soft gov contributions post hatch.
    - To have clearly identified practices that will ensure the 8 principles are followed by the TEC

  Failure:
    - To not test assumptions pre-hatch
    - To have lack of engagement with the proposed processes
    - To start the Hatch without clear plans for ensuring the TEC meets each of the 8 principles.

- Please break down the goals into a roadmap with clear milestones
    - Create Forum posts and github issues for each of the following items:
    - Brainstorm contribution reward systems and submit them for community vote
    - Principle 1 and 2 - propose a written agreement of our boundaries and rules
    - Principle 3 - experiment the advice process in the forum as part of submitting a proposal.

- Principle 4 - sync with legal working group
- Principle 5 - brainstorm mutual accountability methods and submit for community vote.
- Principles 6&7 - sync with conflict management working group
- Principle 8 - proposal for our fractal configuration - (community stewards wg)

- **What is the deadline?**
  - 2 months post hatch

- **Working Style**
  Define where sync is happening

  [Telegram](#) / [Discord](#) channel

- **What is the pace of the work?**

  - Once a week calls **EVERY TUESDAY AT 7pm CET**
  - [Discord soft gov voice channel](#)

Members

- **Who are the members and what are their roles inside of the TEC?**
  Contributor, Subject Matter Expert, Community Steward - Community Stewards will be accountable for sharing the wg results or they can delegate it to a Subject Matter Expert if they agree.

  - Livia - TEC community steward
  - Santi - TEC community steward
  - Juan carlos Bell TEC steward
  - Griff - TEC Community Steward
  - Zeptimus - Steward
  - Mateo - Contributor
  - Tamara - steward
  - Nate - Contributor
  - Metaverde - contributor
  - Jake - steward

- **What is everyone's availability?**
  How much time they can commit per week and what are their time zones

  - Livia - 10 hours a week

- Santi - 3 hours a week CET
- Juan Carlos 4-5 hours a week
- Griff - Just pull me in… I need a calendar invite and I'm there!

Working Groups progress should be shared in the Thursday community calls.

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Soft Governance & Culture Working Group Manifesto

Working group lead: Livia

Note! The Working Group Manifesto is a live document, as the working group evolves (e.g. people join the working group) this document should be updated to reflect these changes. This is important so that there is an updated single source of truth for onboarding new working group members.

The working group lead is expected to keep the document up to date.

Goal

- What goals would you like to achieve with this working group?

The Token Engineering Commons goal is to create and manage the resources that will support the Token Engineering Community towards designing ethical tokenized systems towards public goods. So the TEC, the economy that will support the creation of other economies is also a public good for the token engineering field. The culture of this Commons will likely benefit the culture of future economies supported here. We all know that it's a challenge to make the best use of public goods and the biggest part of this challenge is our behavior. So the objective of this working group is to touch on issues we've been facing in the digital communities we are a part of related to our human behavior to create best practices towards a resilient culture. The work is happening on this [Miro board](#), based on the governance survey results and on Ostrom's principles for governing the commons.

- How will this working group benefit the TEC community according to its near term mission

  - It will strengthen the Commons cultural foundations.
  - Likely enhance the trust of the Hatchers that will be onboarded into a sturd culture.
  - Improve processes to keep members aligned with the TEC intention of allocating funds to support TE Public Goods.

- What would be considered a success vs. failure?

  Success
  - To have a number of concrete processes and practices that can be implemented
  - To have committed and accountable participation
  - To have diverse opinions and transdisciplinary approach
  - To improve our onboarding practices
  - To have clear codes of conduct and conflict management plans

  Failure
  - To have only one or 0 process/practice
  - To have little participation and commitment
  - To have ideas associated with people
  - To have limited feedback loops

- Please break down the goals into a roadmap with clear milestones

  1- Autonomy and confidence to collaborate - Oct 6
  Outcomes
  - Wiki | Action lead - @Santigs67
  - Map of Contributors | Action lead - @ManuAlzuru
  - Conflict resolution practice draft | Action lead - @JuankBell
  - Onboarding experiment | Action lead - @akrtws
  2- Accountability - Oct 13
  3- Rules and graduated sanctions - Oct 20

- What is the deadline?

  Be mindful that the launch is planned for December

  - October 27th

Working Style

- Define where sync is happening

  [Telegram](#) / [Discord](#) channel

- What is the pace of the work?

  - Once a week calls **EVERY TUESDAY AT 7pm CET**
  - Regular syncs on telegram

- Expectations of the work / people / community / project?

  - Easy onboarding and integration practices
  - Wiki structure
  - Creating a fun environment for collaboration
  - Aligning with Ostrom's principles

Members

- Who are the members and what are their roles inside of the TEC?
  Contributor, Subject Matter Expert, Community Steward - Community Stewards will be accountable for sharing the wg results or they can delegate it to a Subject Matter Expert if they agree.

  - Livia - TEC community steward
  - Giulio - TEC contributor
  - Santi - TEC contributor
  - Humberto - TEC contributor
  - Alex - TEC contributor
  - Juan Carlos - TEC contributor
  - Griff - Community Steward
  - Angela - Community Steward
  - Manu - Contributor

- What is everyone's availability?
  How much time they can commit per week and what are their time zones

- Livia - 10 hours a week
- Giulio - 4 to 5 hours a week
- Santi - 4 to 5 hours a week - online most of the day
- Humberto - 2 to 3 hours a week [Edit: I am committing to review/work 1 hr a day for 5 days on this. I've re-arranged somethings to enable this. So let's keep rocking.
- Juan Carlos - 4 to 5 hours a week
- Griff - 2 hours a week (for this group, mostly working on tech spec, but please feel free to reach out)

Working Groups progress should be shared in the Thursday community calls.