

Community Tech community of practice:

Care Charter

Purpose:

The purpose of our Community Tech Community of Practice (CoP) is to foster a collaborative and inclusive environment where members can learn, share, and grow their skills, knowledge, and passion. We are committed to nurturing a supportive space that encourages open dialogue, respect, and connection in the ever-evolving field of community technology.

Guiding Principles:

Respect and Inclusivity: We value the diversity of backgrounds, experiences, and perspectives that our members bring with them. We will treat all individuals with respect, empathy, and kindness, fostering an environment where everyone feels welcome and heard.

Knowledge Sharing: We recognise that knowledge is a collective asset. We pledge to freely share our expertise, insights, and resources to help one another learn and grow. We encourage both asking questions and offering guidance to create a dynamic exchange of ideas.

Constructive Communication: Our communication will be clear, open, and focused on positive and constructive feedback. We will engage in active listening, assuming good intentions, and provide thoughtful responses that contribute to the growth of the community.

Continuous Learning: Technology is a constantly evolving field, and we are committed to continuous learning. We encourage members to stay curious, explore new concepts, experiment, and embrace challenges as opportunities for growth.

Collaboration over Competition: We view collaboration as a catalyst for innovation. We will work together to solve problems, develop solutions, and explore ideas, fostering an atmosphere where cooperation thrives over individual competition.

Confidentiality and Privacy: We respect the privacy of our members and will not share any sensitive or personal information without consent. Discussions and information shared within the community will be kept confidential.

Expected Behaviours:

Be Respectful: Treat others with kindness, even when opinions differ. Avoid offensive language, discrimination, and personal attacks. Focus on the idea, not the person.

Participate Actively: Engage in discussions, ask questions, and offer your insights. Your contribution helps shape the community's vibrancy.

Be Empathetic, Generous and Patient: We are all bringing different life experiences with us. Find opportunities for connection, to support one another, and be patient with each other.

Be Aware of The Space You Take Up: If you are someone who is very confident speaking perhaps you can practice your active listening. If you are someone who is less likely to speak, perhaps you can practice speaking up.

Share Knowledge: Share your expertise, experiences, and resources generously. Help create an atmosphere of learning and growth.

Listen and Learn: Listen actively to others' perspectives, even if they differ from your own. Embrace opportunities to learn from different viewpoints.

Don't Assume Knowledge: People are coming into this community with varied knowledge and expertise. Avoid using jargon and explain acronyms and organisations you refer to.

Bring a Spirit of Experimentation: Community tech and this community of practice is a big experiment. Embrace the unknowns as learning opportunities.

Look to Reuse: There are already many great projects and resources within the Commons. Encourage sharing and reuse wherever possible.

Constructive Feedback: Offer feedback in a constructive manner, focusing on improvements and solutions rather than criticism.

Respect Privacy: Protect the privacy of fellow members by refraining from sharing personal information without permission.

Community Stewardship:

As members of this Community of Practice, we each play a role in upholding this Care Charter. Our community stewards (team members from Promising Trouble and Power To Change), who are responsible for the well-being of the CoP, will guide discussions, mediate conflicts, and ensure that the principles outlined in this charter are upheld.

By embracing these principles and expected behaviors, we will cultivate a thriving Community Tech CoP that enriches our collective knowledge and nurtures our growth as community tech enthusiasts.

This Care Charter was collectively developed by the members of the Community Tech Community of Practice. It is a living document and will be added to and amended.

Last revision: 8th August 2023