

Protocols for Inclusion and Exclusion for a Community of Purpose: Ceptr dev

Draft 2016

We take these as starting points for creating thriving social organism:

1. To attain coherence through membranes with clear and transparent protocols for how people cross those membranes (both in and out).
2. To actively build cultures that break cycles of marginalization and dominance behavior.
3. To encourage and make possible authentic expression.
4. To embody an ability to hold, and move forward in the face of disagreement, pain, and emotions.
5. To embody feedback loops for social creativity, i.e. self-change.

Thus we commit to implement social protocols that embody all these starting points, taking each point above in turn:

1. Social fields and their membranes for Ceptr Dev: (See [Circles of Engagement](#))

Social field	Process for crossing	Responsibilities	Notes
Inquirer	In: self-selection into gitter/github issues/devchat, send an email Out: breaks conversation protocol	Follows conversation protocol	We respond to inquiries and provide support for developers orienting themselves to our tools.
Code Contributor	In: self-selection by sending pull-requests Out: breaks contribution protocol	Follows conversation protocol Follows contribution protocol	We evaluate and accept or deny patches/pull requests.
Participant/Conversant	In: agrees explicitly to follow conversation protocol	Follows conversation protocol	

	Out: breaks conversation protocol		
Material Contributor	In: Out:		Provides supporting material contributions (money, food, housing)
Documenter/ Explainer	In: Out:		Produces documentation, and explanatory materials, blog post, that we publish via our channels.
Committer	In: consensus of all committers Out: consensus of all committers	Follows committer protocol	We provide direct access to repo
Domain Lead	In: Out:		Takes accountability for a part of the project. We acknowledge leadership and coordinate changes in that domain through that person.
Staff Developer?	In: Out:		There may come a point that people are being paid to do development work on Ceptr. Open dev would be equally accessible to all and probably based on performance metrics of some sort. Staff/Salaried devs will have undergone some kind of selection/filtering process
Designer?	In: Out:		
Coherence Holder	In: Out:		

2. Central to breaking patterns of dominance and marginalization is adopting a base conversation protocol that applies to any of the fields where people have conversations:
 - a. A commitment that our conversation shall not include harassment, and shall pay attention to ways that default language often does. Specifically: we strive for gender inclusive language (“folks”, not “guys” etc), welcoming and helping noobs not dissing them (it’s a good thing), MORE SPECIFIC CONVERSATION COMMITMENTS HERE
 - b. A commitment to awareness that this protocol isn’t static and must evolve, and thus a willingness to “stay in the game” together practicing both the protocol and its development. See point #5 for our protocols for change
3. We are committed to not pretending that people aren’t people. Specifically: emotions are ok, people have them, but it’s not ok to use them for manipulation; people make mistakes and that’s ok, what’s not ok is not taking responsibility for them; we make

explicit spaces for connection on levels other than just the work, i.e. meetings have check-in/out. MORE EXAMPLES OF THINGS THAT ENCOURAGE AUTHENTIC EXPRESSION

4.

5. Protocols for changing the Protocols:

Notes:

Inclusivity re, scheduling: sensitive to all timezones and family time, etc, but commitment to moving forward even when folks can't show up.

Inquirer Protocol membrane could be designed as a "time-out", so people could correct their behaviour and re-approach at a later date.

https://docs.google.com/spreadsheets/d/1OXTwl6ANCNi7AhBuFoj7dxLyGOYyEdz5_P2l5QNzml/edit#gid=0

Responsibilities

Social Protocols:

Conversation:

- Recognizing and resolving harassment.
 - Tx-Recognition: records an incident. Fields: parties involved, conversational specifics, reason/type of harassment, recommended action: (discussion, apology request, arbitration, time-out, ban)
"Dude, what you said ("X") is
 - Tx-Resolution: records a resolution: Fields: recognition-tx, resolution-type,
 - Tx-Mod Data: adds/removes/updates a new harassment/resolution type.
Requires consensus of all X. Fields: data-type, value
 - Data: harassment type; explanation
 - Examples:
 - sexualized language; marginalizes group
 - ad-hominem/personal attacks; rhetoric, not substantive contribution
 - phishing/doxing; endangers community members

- Data: resolution type; action; agreement-mode (consensus of all parties/threshold/judge-jury/arbitrator/etc)

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Code Contribution: