

Gravity Manifesto

Explain what is pushing us apart so Gravity can bring us back together.

WG lead: Juan Carlos

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.)

Goals

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

Foster the practice of nonviolent communication, empathy, understanding and management of conflicts in decentralized communities, to facilitate human coordination and build a culture of trust between peers.

Apply E. Ostrom's Principles number 4, 5 and 6 (Rules are enforced by effective & accountable monitoring, Sanctions for violations should be graduated, & Conflict resolution should be easily accessible and low-cost), to **manage conflict and support soft governance rules inside the TEC**

This working group:

- **Improves [The Code of Conduct](#)** of the organization and constantly engages the community in this process.
- **Defines graduated sanctions**, with a complexity scaling approach based on alternative conflict management mechanisms.
- **Defines the role of the Conflict Mediator** including its responsibilities, commitments and benefits.
- **Designs an onboarding and offboarding process** to sustain a constant flow of people accountable for managing conflicts in the organization.
- **Generates and collects insights** from conflict management processes, in order to constantly adjust the soft governance rules of the TEC.

- **Proposes operative solutions to conflicts** between members, based on cases from the broader ecosystem and insights about concrete situations.
 - **Develops a system to document disputes in the TEC** and relate conflict managers to the parts involved. (A bot-based communication system for example, but we are open to suggestion)
- *How will these derivables be addressed*

Conflict Management for the TEC

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

According to the near term mission "The cultural and technical build are currently happening to ensure a successful launch of the TEC and are the focus until they are completed and the TEC is allocating funding to support TE Public Goods."

This group will benefit the community to become antifragile to frictions in human groups.

- *What would be considered a success vs. failure?*

Success: That people in the community recognize the cultural build and graduated sanctions, acting coherently to the values in the organization. But when disputes arise, there are clear steps to follow in order to receive assistance in the effective search and implementation of solutions.

Failure: Not recognition of this process to address conflicts in the organization. Disputes arise without being channeled to experts, and there is no control or accountables over the situation.

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

Roadmap

First roadmap. Already checked

1. 1. Design the responsibilities/benefits/requirements of the role of conflict managers.

2. 2.
Relate unwanted behavior to graduated sanctions
3. 3.
Design the onboarding/training and rotation/offboarding of this group of people related to conflict management
4. 4.
Create a system to channel disputes and connect them to experts accountable for approaching parts involved and help manage the issue, solving it with graduated sanctions, or scaling the situation to more complex conflict management mechanisms.

Second roadmap: checked with some bullet point pending...

- To design and apply the gravity survey on our and other communities
- To design and test an easy step by step process of gravity
- To make relationships with other communities.
- Creating a framework for conflict (10 common types of conflict)
- Guide for the first interaction <- test, quick invite for a call. (how to handle situations as a graviton- code of conduct)

Third roadmap:

- Creating a framework for conflict (common types of conflict)
- Guide for the first interactions <- quick invite for a call, caucuses, mediation and post mediation. (how to handle situations as a graviton)
- improve process design and comms strategies.
- Continue collecting information for the survey, during the training and other events.
- **Have the the second graviton training, aiming to have 20+ gravitons from at least 3-4 communities**
- look for extra funding options. Joint ventures, Gitcoin grants, DAO collaborations. Selling courses for escalation.
- initialize DAO discussions: How to implement Ostrom and the commons framework to Gravity.

-Design continuous education spaces for gravitons.

What is the deadline?

First Roadmap:

- To have the first generation of gravitons before the hatch

Graviton training, happened from 21 Jan to 11 March

Second Roadmap:

- July <- review & also planning next graviton training. :D

Third roadmap:

- Review of the second training and bullet points in December

Graviton training, scheduled between 21st September and 23rd November

Working Style

- Define where sync is happening

Discord- Tec- Gravity

Async- on the conflict resolution for the TEC doc (link in resources)

Weekly call: thursdays 9:00 p.m. CET

- What is the pace of the work?

After Graviton training, start practicing ADR in the TEC and related communities

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

Design an internal conflict management protocol for decentralized social structures.

Members

- Who are the members and what are their roles inside of the TEC?

-Juan Carlos Bell TEC contributor

-Giulio Quarta TEC contributor

-Fabian bruder TEC contributor

-Mateo Daza TEC contributor

-Manuel Gonzalez Alzuru contributor

-Zeptimus TEC contributor

-Livia D. Community steward

-Griff Community steward

- Regis Chapman TEC contributor

- What is everyone's availability? How much time they can commit per week and what are their time zones - Any personal factors to consider through the end of this working group (moves, family, health etc.)?

- Juan Carlos, 10-15 hours a week
 - Giulio Quarta 3-4 hours a week (waiting for a new job to be confirmed so uncertain at the moment)
 - Griff 2-3 hours a week, I want to be involved, but need to be beckoned! Please schedule times
 - Manu 2-3 hours a week, I can attend to calls and provide feedback async
- Working Groups progress should be shared in the Thursday community calls.
- Zeptimus 4-5 hours a week

Resources

Initial document regarding this Working group

<https://docs.google.com/document/d/1J2Vrlb7zXcnCIWf-xmylCY39bL88PJLibz5AdXy-e2M/edit#>

Graviton training Slides:

https://docs.google.com/presentation/d/15UvsnS9oX5czAKIGHZUqJLhrORpPebWsZeCqmUz9BUE/edit#slide=id.gabe59e4cc3_2_202

Mutual accountability**-> ways we are accountable of each other.

WG Roadmap development:

First Call - 2 november 7:00 pm CET

1. Design the responsibilities/benefits/requirements of the role of conflict managers.

Actual roles from Onboarding and resource guide:

<https://docs.google.com/document/d/1UDnf26QQqgc77mnhn80MLCVzJU6ldvouT-OXPrIVXCg/edit#>

2. Relate unwanted behavior to graduated sanctions

What is the minimum sanction? What are the conflicts associated to sanctions
[Forum post](#)

3. Design the onboarding/training and rotation/offboarding of this group of people related to conflict management

Graviton Training

https://docs.google.com/presentation/d/15UvsnS9oX5czAKIGHZUqJLhrORpPebWsZeCqmUz9BUE/edit#slide=id.gabe59e4cc3_2

4. Create a system to channel disputes and connect them to experts accountable for approaching parts involved and help manage the issue - solve it with graduate sanctions, or scaling the situation to more complex conflict management mechanisms

Conflict management for the TEC

(Draft)

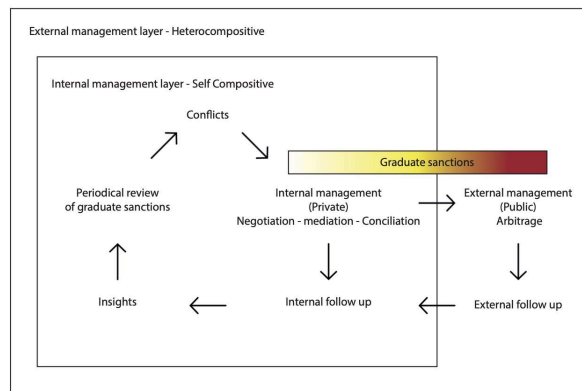


TABLE 1.5 Steps Typically Used by a Private ADR Center

Step	Process
One	One of the parties to a dispute (referring party) approaches the ADR Center and requests a mediation.
Two	The ADR Center provides a list of names of available mediators from which the parties may elect their mediator.
Three	The parties provide the ADR Center with all the relevant documents pertaining to the dispute, and the ADR Center provides this information to the mediator.
Four	The ADR Center, in consultation with the parties and the chosen mediator, determines the date and place when the mediation will take place. The ADR Center may offer premises for conducting the mediation. A few hours or a number of days may be allocated for the mediation, depending on the complexity of the matter and the number of parties involved.
Five	If the dispute is settled through mediation, the parties enter into a Settlement Agreement. Often the ADR Center will keep a copy of the Settlement Agreement on file for its records.
Six	If the dispute remains unresolved, the referring party may request that the matter be arbitrated by the ADR Center, if this is the agreed process to be followed by the parties (for example, in terms of the contract between the parties). Alternatively, the parties may agree to arbitration. If the parties do not agree to arbitration, they may follow the recognized route for resolving disputes in that jurisdiction (for example, approaching the court for a court order).
Seven	Once again, the parties will elect an arbitrator. The arbitrator will conduct the arbitration on a date and at a time as agreed between the parties.
Eight	The arbitrator adjudicates the matter and provides an arbitration award, which is normally binding between the parties through operation of law or by agreement of the parties.

5. Identify bright lines for formal legal process (including mediation/appeal)
 - optional/restorative/compulsory community service
 - correct/muting/removal of prior communications on social channels
 - shaming/suspension/expulsion as member/participation
 - Monetary penalty ... forced burning, transfer or lock-in of tokens
 - Consider purchasing ADR tokens (alternative dispute resolution hours) from LexDAO for the complicated situations