



All Tech Is Human (ATIH) encourages our community to meet in-person and connect virtually to discuss how we can collectively affect, inform, and improve the Responsible Tech ecosystem as it relates to Public Interest Technology, Responsible AI, Tech Policy, Trust & Safety, Youth, Tech & Wellbeing, and Cyber & Democracy.

For unofficial and non-sponsored in-person and virtual events, we accomplish this through our global, independently-organized initiative, ATIHx.

Please send all questions and inquiries to hello@alltechishuman.org.

Thank you,
The All Tech Is Human Team

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About All Tech Is Human

All Tech Is Human is collectively solving complex tech and society issues by uniting key stakeholders in the community to better understand values, best practices, and tradeoffs. Our strength lies in moving at the speed of tech, leveraging collective intelligence, and diversifying the pipeline to allow for a more holistic approach, altering the DNA of tech development, and helping society catch up to the speed of innovation.

[Founded in 2018 by David Ryan Polgar](#), and based in Manhattan with a global community, All Tech Is Human is a non-profit organization that has intentionally brought together a diverse range of individuals and organizations across civil society, government, and industry. We aim to grow the [Responsible Tech](#) field by promoting knowledge-sharing and collaboration among multiple stakeholders to co-create a better tech future.

The global community we are cultivating is a powerful force to affect the underlying tech pipeline, as new voices are entering the field who deeply care about the impact of technology.

OUR MISSION

We believe in growing and diversifying the Responsible Tech community by creating pathways and developing opportunities for individuals from various cultural, academic, and professional backgrounds to get involved in the field.

We envision a world in which diverse and global voices are equipped and empowered to influence the responsible development of technologies that impact their own lives and society at large.

OUR VALUES

- Connecting any dialogue about the design and deployment of new technologies with the impact on people, communities, and society.
- Fostering a proactive and solution-focused approach to understanding and addressing any Responsible Tech issues
- Championing inclusivity – race, ethnicity, age, gender, class, sexual orientation, religion, disability, experience, background, expertise, and intersectionality
- Celebrating unique and interdisciplinary professions that extend the boundaries of the Responsible Technology field
- Affecting change through different levers of power – education, policy, and participation. Elevating the work of organizations and institutions globally who are committed to the notion of Responsible Technology

OUR TEN PRINCIPLES

1. The future of technology is intertwined with the future of democracy and the human condition.
2. In order to align our tech future with the public interest, we need to involve the public.
3. We need collective action, not just individual thought leadership.
4. No application without representation—not about us without us.
5. Combining multiple stakeholders, disciplines, and perspectives requires an agnostic space for understanding and knowledge-sharing.
6. People often struggle to “find the others” and discover the wide variety of people and orgs committed to co-creating a better tech future.
7. “Technology” is not just for technologists; we need all disciplines involved.
8. Top-down models have power but often lack a diversity of ideas; grassroots models have ideas but often lack power.
9. Tech innovation moves fast, while our ability to consider its impact often moves slow. We need to reduce the gulf between these.
10. 10 There is a growing awareness and understanding of the root causes of our current dilemma, but limited action toward understanding values, trade-offs, and best paths forward.

ATIH Code of Conduct and Community Participation Guidelines

PURPOSE

A primary goal of the **All Tech Is Human Community** is to be inclusive to the largest number of contributors, with the most varied and diverse backgrounds possible. We put people first and do our best to recognize, appreciate, and respect the diversity of our global contributors.

As such, we are committed to providing a friendly, safe and welcoming environment for all, regardless of gender identity or expression, sexual orientation, ability, race and/or ethnicity, socio-economic status, age, level of experience, education, religion (or lack thereof), national origin, or any other dimension of diversity.

Openness, collaboration and participation are core aspects of our work. We gain strength from diversity and actively seek participation from those who enhance it.

These guidelines aim to support a community where all people should feel safe to participate, introduce new ideas, and inspire others.

This code of conduct outlines our expectations for all those who participate in our community, as well as the consequences for unacceptable behavior.

By joining and using this community, you agree that you have read and will follow these rules and guidelines. In order to preserve an environment that encourages both respectful and fruitful dialogue, we reserve the right to suspend or terminate membership in this community for anyone who violates these rules.

We invite all those who participate in the All Tech is Human Community to help us create safe and positive experiences for everyone.

OUR PLEDGE

We as members, contributors, and leaders pledge to make participation in our community a friendly, safe, and welcoming experience for everyone.

As such, we have adopted this code of conduct and require all those who participate to agree and adhere to these Community Participation Guidelines in order to help us create a safe and positive community experience for all.

We pledge to act and interact in ways that contribute to an open, welcoming, diverse, inclusive, and healthy community.

OUR STANDARDS

Examples of behavior that contributes to a positive environment for our community include:

- Leading with goodwill
- Demonstrating empathy and kindness toward other people. Thinking of others' needs from their point of view.
- Having an open mind - We believe that different perspectives make our work richer and stronger. This includes being respectful of differing opinions, viewpoints, and experiences.
- Being respectful of people with different cultural practices, attitudes and beliefs. Using preferred titles (including pronouns).
- Always learning - being open to learning from others and hearing ideas that make our own ideas better. Working to eliminate our own biases, prejudices and discriminatory practices. Striving to be an example for inclusive thinking and behavior.
- Thoughtfully giving and gracefully accepting constructive feedback.
- Accepting responsibility and apologizing to those affected by our mistakes, and learning from the experience
- Respecting people's right to privacy and confidentiality.
- Content shared on Slack will not be referenced or quoted outside of Slack without express permission. This extends especially to journalists and other media content creators.
- Promotion of products or services should be limited to the "Shameless Plugs" Slack channel. Direct requests for funds are prohibited.
- Share content in relevant and appropriate channels.
- Required to use your name - no anonymous participants or organizations only
- Private Channels are created by All Tech is Human staff only. We are open to suggestions.

Examples of unacceptable behavior include:

- Trolling, insulting, discriminatory or derogatory comments
- Personal or political attacks
- Public or private harassment
- Posting or threatening to post others' private information, such as a physical or email address, without their explicit permission
- Posting geopolitical content in #general-discussions channel
- The use of sexualized language or imagery, and sexual attention or advances of any kind
- Requests for payment or funds
- Other conduct which could reasonably be considered inappropriate in a professional setting

SCOPE

This Code of Conduct applies within all community spaces, and at all ATIH-hosted events. It also applies when an individual is officially representing the community in public spaces.

Examples of representing our community include acting as an appointed representative at an

online or offline event, posting via an official social media account, or using an official email address.

REPORTING GUIDELINES

Instances of abusive, harassing, or otherwise unacceptable behavior may be reported to the community leaders responsible for enforcement [via this form](#). All complaints will be reviewed and investigated promptly and fairly. All community leaders are obligated to respect the privacy and security of the reporter of any incident. Once final action has been determined, community leaders will contact the original reporter to let them know what action (if any) will be taken.¹ In your report please include your contact info, names of individuals involved, your account of what occurred and any extra context you believe is relevant.

ENFORCEMENT

ATIH leadership is responsible for clarifying and enforcing our standards of acceptable behavior and will take appropriate and fair corrective action in response to any behavior that they deem inappropriate, offensive, threatening or harmful. We have the right and responsibility to remove, edit, or reject comments and other contributions that are not aligned to this Code of Conduct, and will communicate reasons for moderation decisions when appropriate.

Appeals to the enforcement decisions may be made to the ATIH community leadership directly. Specifically, you can contact us [via this form](#).

ENFORCEMENT GUIDELINES

ATIH leadership will follow these Community Impact Guidelines in determining the consequences for any action they deem in violation of this Code of Conduct:

1. Correction

Community Impact: Use of inappropriate language or other behavior deemed unprofessional or unwelcome in the community.

Consequence: A private, written notice from community leaders, providing clarity around the nature of the violation and an explanation of why the behavior was inappropriate.

2. Warning

Community Impact: A violation through a single incident or series of actions.

Consequence: A warning with consequences for continued behavior. No

¹ If you are unsure whether the incident is a violation, or whether the space where it happened is covered by this Code of Conduct, we encourage you to still report it. We would much rather have a few extra reports where we decide to take no action, rather than miss a report of an actual violation. We do not look negatively on you if we find the incident is not a violation. And knowing about incidents that are not violations, or happen outside our spaces, can also help us to improve the Code of Conduct or the processes surrounding it.

interaction with the people involved, including unsolicited interaction with those enforcing the Code of Conduct, for a specified period of time. This includes avoiding interactions in community spaces as well as external channels like social media. Violating these terms may lead to a temporary or permanent ban.

3. Temporary Ban

Community Impact: A serious violation of community standards, including sustained inappropriate behavior.

Consequence: A temporary ban from any sort of interaction or public communication with the community for a specified period of time. No public or private interaction with the people involved, including unsolicited interaction with those enforcing the Code of Conduct, is allowed during this period. Violating these terms may lead to a permanent ban.

4. Permanent Ban

Community Impact: Demonstrating a pattern of violation of community standards, including sustained inappropriate behavior, harassment of an individual, or aggression toward or disparagement of classes of individuals.

Consequence: A permanent ban from any sort of public interaction within the community.

License and Attribution

This Code of Conduct is distributed under a [Creative Commons Attribution-ShareAlike license](#) and is adapted from:

- 1) the Contributor Covenant, version 2.1, is available at https://www.contributor-covenant.org/version/2/1/code_of_conduct.html and
- 2) the Citizen Code of Conduct (a project of Stumptown Syndicate) available at <https://web.archive.org/web/20200330154000/http://citizencodeofconduct.org/>
- 3) Mozilla Community Participation Guidelines Version 3.1, available at: <https://www.mozilla.org/en-US/about/governance/policies/participation/>
- 4) Django, specifically Reporting Guidelines, available at: <https://www.djangoproject.com/conduct/reporting/>

Rules of Engagement for ATIHx Convenings

For all ATIHx convenings, you are required to strictly adhere to the following rules. When representing your event as an ATIHx event, you must agree to the following:

1. You and/or your organization will not endorse candidates for public office on ATIH's or ATIHx's behalf.
2. You and/or your organization will not allow speeches or materials distributed to promote, denounce or endorse potential candidates, or those currently holding public office on ATIH's or ATIHx's behalf.
3. You and/or your organization will not attempt to influence legislation on ATIH's or ATIHx's behalf.
4. You and/or your organization will not lobby a candidate or industry on ATIH's or ATIHx's behalf.
5. You and/or your organization will not take official positions endorsing any law or regulation on ATIH's or ATIHx's behalf.
6. You and/or your organization will not collect, receive, or ask for donations or money on ATIH's or ATIHx's behalf.
7. You and your organization will not coordinate or form a partnership on AITH's or ATIHx's behalf.
8. You and/or your organization will not charge or pay speakers on ATIH's or ATIHx's behalf.
9. You and/or your organization will not receive a private benefit as a result of the ATIH or ATIHx activity organized.
10. AITHx events should be free and open to the public.
11. If there is a ticket charge for the event, there should be no profit for you and/or your organization. All funds from sales should go toward the event's operating costs.
12. You and/or your organization will not allow participation by anyone under the required minimum age specified by the locale where the event is held.

If you have questions or need guidance pertaining to the rules above, email us at hello@alltechishuman.org.

All ATIHx events should comply with all applicable local laws at the site of the event, including those regulating gaming and consumption of legal or illegal substances.

Language for ATIHx Convenings

As part of this agreement, we require specific language be included in each invitation and/or announcement. You may also include specific details about the speakers or subject matter, but the following two paragraphs are required:

ATIHx [City Name] is hosting an informal gathering to discuss how we can collectively affect, inform, and improve the [Responsible Tech](#) ecosystem as it relates to [Public Interest Technology], [Responsible AI], [Tech Policy], [Trust & Safety], [Youth, Tech, and Wellbeing], and [Cyber & Democracy].

[Optional customized details as specified by you/your organization]

Please note: this is an ATIHx event and it is independently-organized. It is not an official or sponsored ATIH event. Before attending this ATIHx event, we recommend that you review [All Tech Is Human's Mission, Values and Ten Principles](#) and [All Tech Is Human's Code of Conduct and Community Participation Guidelines](#).

ATIHx Brand, Logo & Artifacts

INDEPENDENT

ATIHx are independent, unofficial and non-sponsored convenings. They may not be integrated, co-hosted, co-branded, or combined with any other institutions, conferences, curriculum, or events without explicit permission granted by All Tech Is Human. Please send all questions and inquiries to hello@alltechishuman.org.

LOGO & BRANDING ARTIFACTS

To promote and represent your ATIHx event on digital channels or physical environments, **we require that you use the ATIHx logo**. Do not alter or edit the ATIHx logo in any way, shape or form. It must appear whole and 'as-is'. It may not be altered, skewed, clipped, layered, colored or have any visual/audio effects applied to it. Please email us at hello@alltechishuman.org to access the ATIHx logo.

TYPE WRITTEN FORMAT

When referring to ATIHx in a type-written format, **it must be represented as ATIHx**: 'ATIH' in upper case letter format, and 'x' in lower case letter format. There should be no space between 'ATIH' and 'x'.

WEBSITE & SOCIAL

ATIH encourages the community to share notes, photos, videos and/or thoughts from ATIHx events with us and online. Please send them to hello@alltechishuman.org, and tag ATIHx events on social media using suggested tags including: #alltechishuman, #atihx, #atihx[City], #responsibletech

For all artifacts shared or posted, we ask that you:

- Do not include a watermark on photos or videos
- Do not superimpose the ATIH or ATIHx logo on photos or video
- Do not talk over, mash, alter, or edit the audio of the video/voice recording unless it is to improve sound quality
- Do not purchase a URL representing ATIH or ATIHx in any way, shape, or form

If you have questions about how to use or represent the ATIHx brand, please contact us at hello@alltechishuman.org.

ATIHx Convenings Agreement

Thank you for your interest in hosting an ATIHx convening. In order to proceed with an in-person or virtual event, we ask that you sign and return this page to us.

I have read the contents of this document, including All Tech Is Human’s mission, vision, and ten principles.

I have read and I agree to follow All Tech Is Human’s Code of Conduct and Community Participation Guidelines, and ATIHx’s Rules of Engagement outlined in this document.

I understand that this is **an unofficial and non-sponsored convening**. I will promote and represent my ATIHx event using the official ATIHx logo, unedited and not altered, on digital channels and/or physical environments.

Date

Signature

Print Name

Organization / Affiliation Name

Email Address