

Gravity DAO's Proposal for Education and Training on Trust Creation and Conflict Management in Optimism

RFP Application - To post on [GitHub](#).

– Start of application –

Foundation Mission (RFP) Application: Code of Conduct Enforcement Solution

S4 Intent: Improve Governance Accessibility

Tier: Ember

Baseline grant amount: 36k OP

Alliance name: [Gravity DAO](#)

Alliance Lead: [@Juankbell](#) - Twitter: [@bellcho](#) - [LinkedIn](#)

Contact info: [@juankbell](#) Telegram, Github & Discord - mail: [Bell.juan.carlos@gmail.com](mailto:bell.juan.carlos@gmail.com)

L2 recipient address: [0x8E3a92f82EA855020BA714e68541192B9bd6c5B1](#)

-> Please list the members of your Alliance and link to any previous work:

[Juan Carlos Bell](#), Political Scientist, MSc in Alternative Dispute Resolution, Project Lead.

[Bianca](#), Psychologist, researcher, Coordination manager

[Zeptimus](#), Economist, Transparency and accountability advocate

[Durgadas](#), Yogi, Polymath, Contextualizer, and Operations Manager

[Nikola Creatrix](#), Mediator, Framework developer, Active Graviton

Previous work:

- Graviton training playlists on Youtube, [1](#), [2](#) & [3](#).
- Introductory Graviton [Free Online Course](#)
- [Portfolio](#) of Communities with whom we've worked with
- [Registry](#) of Cases managed.
- Check Our [Blog](#) Too 😊

-> What makes your Alliance best suited to execute this Mission?

Gravity DAO is uniquely suited to execute this Foundation Mission because of its expertise in decentralized governance, conflict transformational platforms, and deep understanding of blockchain systems. We've proven our ability to design and create solution spaces that respect and uphold the values of the communities we serve. Our approach is both conceptually robust, minimal in governance, and efficient in progressive decentralization.

[Gravity DAO](#) is an initiative that emerged from the Token Engineering Commons ([TEC](#)) to offer services in Alternative Dispute Resolution and community-building for Web3 projects. We believe that by investing in our mechanisms to **enhance your community's ability to prevent and resolve conflicts**, you will foster long-term resilience and sustainable practices within individuals and structures.

Gravity DAO carries the flag of Conflict management in DAOs with a unique and special approach to alternative dispute resolution, de-escalation, self-management, prevention, and trust creation. We offer a [Toolbox](#) with Ex Ante and Ex Post comprehensive processes that solve very special coordination needs in decentralized communities.

We are a public good project in development for over 2.5 years (first as a Working Group of the TEC), and managing our funds as a DAO for 1.5 years, with **transparency** and accountability over treasury using [Dework](#), having more than **180 tasks reviewed to over 25 contributors**.

Our [mission](#) is to become a point of reference for web3 projects and individuals, we aim to **raise awareness about conflict management, trust creation, and mental health care** as essential elements for sustainable organizations, and we move by inclusion, compassion, safety, and self-determination. Our philosophy emphasizes avoiding enemies by promoting dialogue and effective communication. **We contribute to the public good** through research, development, open-source tools, transparent fund management, and weekly open online meetings.

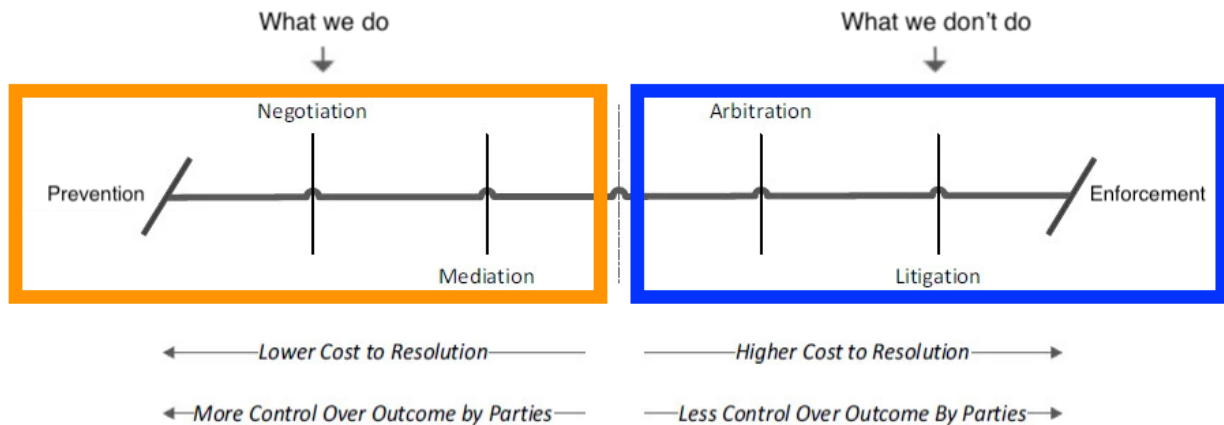
At this point, we have mediated over 30 conflicts in DAOs and trained more than 40 **“Gravitons”** ([1st & 2nd gen](#) & [3rd gen](#)) to be active ambassadors within public goods communities such as TEC, Giveth, Commons Stack and Trusted Seed, and **we want Optimism to host the next generation of Gravitons!**

Our team has consistently displayed dedication towards Open Source Work by creating free content that is forkable and adaptable to any organization that decides to get inspired by it. A big part of our educational offer is available 24/7 in the [online course](#), but we also like to host live spaces on trust creation practices, nonrelated to work conversations, co-creation, Study Groups, and facilitation of simulations and roleplays about conflicting scenarios.

Some of the **Frameworks** we use are:

- Alternative Dispute Resolution ([ADR](#))
- Non-Violent Communication ([NVC](#))
- Process-Oriented Psychology - Deep Democracy ([DD](#))
- Serious Play - Liberating Structures ([LS](#))
- [BATNA](#) and negotiation strategies
- [Ho'Oponopono](#) Healing practices
- [Cynefin](#) Contextualization for decision making
- [Mental Health](#) and Individual wellbeing
- Elinor Ostrom's [Principles for the Commons](#), and more.

Locate our services within a conflict continuum



What to expect From Gravity in your organization?

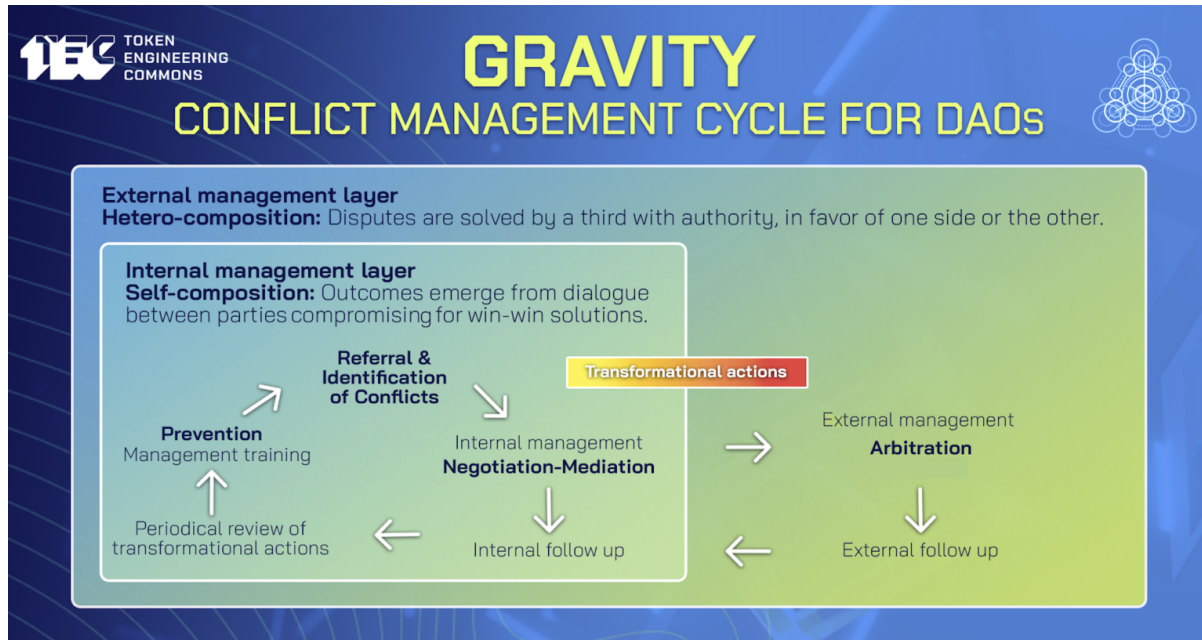
- To have a group of trained enthusiasts that offers themselves to become Gravitons and facilitate conflict management practices in the organization.
- To receive continued support from Gravity DAO to the Gravitons of the community, with free participation in the continued education activities on our [Discord](#) server
- To have stronger relationships and trust between contributors in the collective, knowing more about each other's interests, culture, aspirations, fears, goals, needs, feelings, generation, and intrinsic motivations.
- To improve written and spoken communication in forums and calls, using Non-Violence.
- To develop consciousness about multiple forms of wealth and recognition practices.
- To raise awareness and shared understanding of the rules and boundaries, codes of conduct, and covenants in place in the community
- To increase the predictability of behavior and consequences.
- To normalize talking about Needs, Conflicts, Mental Health, Concerns, and Loads.
- To ritualize the transformation of conflict into potential energy for the organization.

-> Please describe your proposed solution based on the above Solution Criteria (if applicable):

Our proposal's intention is for the Optimism community to be able to develop an internal management layer that supports the implementation of transformational actions regarding the enforcement of the code of conduct and the promotion of desired types of interaction.

We understand that right now the foundation plays an administrative role in processing code of conduct violation reports, but besides voting processes can be highly polarizing, not all conflicts have to become public, and there could be ways to promote dialogue to look for win-win solutions in private agreements

In the design of our system, Conflicts are initially identified and handled within an **internal layer that facilitates a dialectical approach for small conflicts** and helps to strategically escalates disputes that couldn't be managed via self-composition to an arbitration mechanism of choice (that can continue being done by DAO vote, or delegation on an executive committee).



Our conflict management cycle for DAOs promotes decentralization, as we don't get involved in the outcomes of the disputes, and we can mediate cases, but we prefer to facilitate support with education and training for the application of our processes, allowing conflict management to be done and accessed by any active member in the community. We don't solve disputes in a centralized way and we encourage solutions to emerge from the parties involved.

Gravity DAO does not generate plutocracy or centralization of power, as we act only as facilitators, and our actions are not meant to accumulate power. Following Ostrom's [principles](#) for sustainable management of shared resources, there are 3 of them that Gravity DAO aims to directly aid in developing within this proposal: **Mutual Monitoring, Graduated Sanctions, and Easy to Access Low-Cost Arenas to Resolve Conflict.**

-> Please outline your step-by-step plan to execute this Mission, including expected deadlines to complete each piece of work:

Our plan follows the implementation of the **Graviton Path**, which starts with getting specific Training and Education, followed by Gaining Experience and Contributing to the Conflict Management Solution Design Space, and then finishes with Becoming an Active Graviton that acts as a Facilitation Agent in your community.



Gravity DAO would like to establish a long-term relationship with the Optimism Foundation and the Collective starting with the initial provision of **two months of activities for education and training around trust creation and conflict management on season 4 (executed between July and September 2023)**, which we believe will *improve governance accessibility* by:

- Fostering Inclusion and encouraging dialectical communication skills
- Improving flexibility and antifragility of the organization by raising awareness of short-term responses and long-term strategies
- Facilitating knowledge and training around social skills and tools for human development within the community.
- Fostering decolonization, respect for diversity, and Trauma-informed Culture
- Promoting participation in governance by lowering the collective consciousness waterline.
- Promoting the optimistic vision and awareness of shared agreements in place.
- Reducing dependence on formal governance processes to manage some situations.
- Increasing resiliency of core governance structures by studying conflict management as a design principle of sustainable organizations.
- Encouraging trust creation and safe spaces for deep and honest relationships
- Promote easy-to-access mechanisms for the prevention and mediation of frictions caused by participation.

This initial training **will act as a pilot for further work on the next steps of the Graviton Path.** We can contribute towards preparing the soil for the possible creation of a Council of Conduct composed of both Token House and Citizens House representatives in future seasons.

We propose to complement our [free online course](#), with **8 weeks of tailored live education sessions for your community**, designed to:

- **Help contributors incorporate conflict management into their everyday life**, promoting a healthy environment for the organization.
- **Identify a group of enthusiasts who can become Gravitons:** agents for deep listening, mental health awareness, emotional support, de-escalation, and dispute administration inside the community.

In 8 weeks (with 2 sessions per week), we want to deliver a social skills boot camp inspired by the Gravity DAO methodology and raise awareness around the policies that establish a shared understanding of your community - [Optimistic Vision](#), [Working Constitution Code of Conduct](#) & [Rules of Engagement](#). We will use these key artifacts as a basis to discuss various aspects of community building, conflict resolution, and effective communication. The methodology will consist of asynchronous study content and practical live spaces for expression and training on the usage of tools.

We propose the live sessions be 1 hour long and be **offered across two different time zones** for diverse participation. **The sessions will be recorded**, and we'll facilitate documentation of key challenges and learnings on a final report artifact. The sessions can be hosted on multiple platforms and even when the main language used in our content is **English**, we can prepare some amount of sessions in at least 3 alternative spoken languages (**Spanish, Portuguese, and French**). We would aim to reach and include as many ears as possible, taking into account that there will be **8 topics, and 2 spaces per week trying to be intentionally inclusive**. Continuing with strategies for accessibility, **with this proposal we will also iterate on our platforms to translate our free online course into multiple languages** and increase our impact on non-English speakers.

ありがとう - Te Amo - Désolé - I'm sorry
Gracias - Je t'aime - Forgive me, ごめんな
さい - Thank you - 愛してる - Lo siento -
Pardonnez-moi - Merci - I love you - すみ
ません - I'm Sorry

Expected deadlines to complete each piece of work.

Action Item	Source of Truth	Deadline
Coordinating and planning the live training curriculum	Deliver a proposal with a rich educational offer tailored to Optimism.	July 2023 Metric: Forum Post
Ongoing evaluation of the training with surveys to gauge participants' perception and understanding of the topics.	Shareable Form with a weekly application for self-analysis and improvement.	July 2023 Metric: Shared Form & Data
Translation of the online course in multiple languages	Multilingual WordPress is implemented on our courses and website.	August 2023 Metric: Website Update.
Delivery of at least 14 of the 16 planned spaces - There is always min margin of error according to the short execution time of the proposal -	End of Season Report covering events, links, evidence, learnings, and a self-reflection analysis.	September 2023 Metric: Forum Post
Engage 10 or more new Active Gravitons: conflict workers in your community, receiving a generation POAP for attendance of at least 6 of the topics covered during the 8 weeks.	Individual Addresses with 6+ weekly POAPs.	September 2023 Metric: POAPs
Evidence of 60 or more unique contributors impacted by at least one of the live sessions , having practical experiences related to the Gravity framework and the collective agreements, rules, and boundaries of the Optimism community.	Recordings of the live sessions and participation Spreadsheet. Included in the end-of-season report.	September 2023 Metric: Forum Post

-> Please define the critical milestone(s) that should be used to determine whether you've executed this proposal:

The full implementation of our proposed solution would take longer than 2 months, but we are making a pilot that would leave us halfway into the decentralization of conflict management in the community.

We propose the following critical milestones, deadlines, and sources of truth.

Milestone	Source of Truth	Deadline
Support the Code of Conduct awareness for informed participation.	Execution of a plan of study for the 16 sessions with a focus on Optimism Code of Conduct awareness.	July 2023 Metric: Online Sessions
Reduce governance overhead from token voting related to conflicting cases.	Promotion of Alternative Methods of solving disputes in the community.	July 2023 Metric: Minimum voting on conflict
Increased awareness of the communities diversity of interests, cultures, aspirations, fears, goals, needs, feelings, generations, intrinsic motivations, and feedback loops.	Promotion of safe nonrelated to work spaces for deeper relationships in the community. This can be inside and outside our specific sessions.	August 2023 Metric: Online Sessions
Facilitating solution design spaces towards the improvement of conflict management and code of conduct enforcement.	Proposed next steps towards implementation and legitimation of a full solution for code of conduct enforcement.	September 2023 Metric: Post in Forum
Prepare the soil for the possible creation of a conflict committee in future seasons.	Identifying 5 to 10 enthusiasts that would be happy to continue supporting these actions in the future.	September 2023 Metric: Post in Forum

->How should the Foundation measure progress towards this Foundation Mission (RFP):

- Wide communication of Gravity DAOs concepts about engaging positively in conflict,
- Increasing individual and collective competencies in specific management skills.
- Share diverse practices to support the enforcement of the code of conduct without creating governance overhead.
- Train and identify a group of **5 to 10** people that feel the intrinsic motivation to continue carrying this management work within their active participation in the community.
- Draft the creation of a conflict intake flow and proposed the next steps towards improvement of code of conduct enforcement processes.
- Provide **14+** Recorded sessions that can be worked on for continued education content.
- Have good relationships with all Optimism Stakeholders and perceived recognition of the work done within the community.

->How should badge holders measure impact upon completion of this Foundation Mission (RFP)? These should be focused on performance and may be used by badge holders to assess your Mission's impact in the next round of RetroPGF.

- Demand for more cultural and community-related work from people in the community.
- Increasing solution repertoire for the diversity of conflicts.
- Fewer or no disputes scaling to token voting instances.
- Nonviolent communication dynamics in working groups and public spaces.
- Awareness of the code of conduct and agreements in place
- Active participation of conflict management agents inside decision-making spaces.

->Please list any additional support your team would require to execute this mission (financial, technical, etc.):

Risks and Considerations:

Short Timeline: Our team will need a few weeks to become familiar with the community and the learning curve of how the DAO operates. We are going to be focused on making great work, but always coming to a new community has its barriers, and before giving something to the community, we want to be very aware of the context, meaning where are we, what is our starting point, what is the experience of a regular contributor and what are the needs identified.

Engagement: The success of any education and conflict management process is only as strong as people's willingness to engage. We would require the community's approval, support, and promotion of services to help share and embed this as part of the collective culture. We believe that improving the individual's ability to deal with conflict, will also support the collective competence to see beyond it and work on transformational solutions.

We understand this mission funds specific initiatives that can be completed **start-to-finish** and not the provision of ongoing services, so we see this as an experiment that if successful, can lead to further collaboration. We are happy to collaborate with all organizations and partners within the Optimism space and to continue building on top of this first experience.

Conflict is inevitable in any human group, and when organizations are competent in dealing with it, it can present opportunities to evolve, and increase our understanding of ourselves, of others, and of our social structures. The expression of alternative voices in governance keeps social structures honest, alive, and dynamically responsive to human needs, and conflict at all levels is the way life helps us to stop, assess, and take notice of actions, good practices, and unwanted behavior. As with any new relationship, we recognize that there is much we have to learn about the collective and vice versa. To aid this process we invite you to connect with us here in the forum or via our [Discord server](#). We will endeavor to respond to inquiries within 1 Labor Day.

We request the availability of multiple platforms to provide our educational offerings. To promote inclusion and diversity, we can make sessions on Discord, Twitter, Instagram, and any other social network seen fit for an interactive engagement, to tailor a unique experience that adds value and dynamism to the 2 sessions per week. If one of the sessions would be in a different language, we might want to advertise it with the specific language audience.

-> Grants are awarded in OP, locked for one year. Please let us know if access to upfront capital is a barrier to completing your Mission and if you would like to be considered for a small upfront cash grant: (Note: no guarantee that approved Missions will receive up-front cash grants.)

YES, we are a small team, and having some upfront cash would help to cover the rewards of the coordination needed to deliver the proposal. We think **50% would be ideal.**

Breakdown of budget request:

OP	Concept
14400	<p>To the facilitators of the training, Who are experts that will prepare and deliver 16 rich and diverse experiences for the community. The cost of 900 OP per session includes:</p> <p>Payment to the facilitator per session: 800 OP (preparation, delivery, and analysis of the session)</p> <p>Payment for recording and having the documentation per session: 100 OP</p>
8000	<p>To the coordination team, who shall prepare a plan for the 16 live sessions to be offered in two timezones, coordinate availability with the facilitators, propose lessons on alternative languages, and care for the delivery of the spaces on multiple platforms. This also includes having points of contact with Optimism, and elaboration of the final artifact of the project.</p>
1600	<p>Design and distribution of POAPs, 17 unique pieces tailored for this training that will be given to participants and used as certificates for the training.</p>
4000	<p>For platform maintenance and translations of the online course. This includes Addons and API needed for multilingual WordPress</p>
8000	<p>For costs on Gravity DAO's internal operations, communication strategies, and continued education activities. Here we include baseline consulting on conflict management, proposed next steps, and full availability on additional tasks that may emerge during the execution of the proposal.</p>

-> Funding Terms & Conditions

- I confirm that my grant will be subject to clawback for failure to execute on critical milestones: **YES**
- I confirm that I have read and understand the [grant policies](#): **YES**
- I understand that I will be required to provide additional KYC information to the Optimism Foundation to receive this grant: **YES**
- I understand that I will be expected to follow the public grant reporting requirements outlined [here](#): **YES**

Our Gratitude

We hope this presents as a win-win because in addition to creating value for Optimism, funding this proposal strengthens Gravity DAO's ability to establish sustainable revenue and share our message with more organizations, develop new free courses and activities, and contribute to the public good by carrying the flag of conflict management, Trust Creation and mental health in Web3.

We look forward to collaborating with the Optimism Community and supporting this beautiful journey towards a healthier, more connected, and thriving ecosystem [working together to create a powerful and sustainable digital ecosystem governed by and for its citizens](#)

Sincerely, Juan Carlos, on behalf of the Gravity DAO team.

-- end of application --