This document contains our Environment/Sustainability, Equality/Diversity and Data Management statements. In addition there is an attempt to answer the perennial question of 'what makes a FoAM project?'

Our legal articles of association are available online for transparency and for others to use: https://github.com/fo-am/foam-kernow/blob/master/articles-of-association.md

Our financial details are published here: https://beta.companieshouse.gov.uk/company/09073427

Environment/Sustainability Statement

We recognise the severity of climate change and its impacts on human societal structures and the survival of all other species. Sustainable development is about finding better modes of existence, in line with our organisational motto 'Grow your own worlds'.

The FoAM Kernow studio is based in Penryn – a rural and coastal location, at only two metres above sea level, heightening our awareness of the impacts of climate change. It is also a neighbourhood in the top 10% most deprived areas in England (Cornwall Council Indices of Multiple Deprivation 2015), reminding us daily of the challenges facing our society.

Here are some specifics, guided by the 2030 Agenda for Sustainable Development:
- We are a non-profit limited by guarantee, ensuring that there are no shareholders - all those who benefit financially from the organisation must also work for the organisation, and any profits are ploughed back into meeting the organisation's aims.
- Our business banking is through the Co-Operative Bank, which holds strong ethical policies on human rights and animal welfare, and does not invest in fossil fuels.
- We choose who we work with carefully. For example we do not accept projects funded by the military or work with organisations involved in environmentally damaging or extractive industries. In 2018-2019 we turned down projects working with a phosphorus mining company, and a for-profit veterinary pharmaceutical company (primarily because they were not willing to make the public-funded results open access).
- We promote and enable the conservation of the land and oceans through our commitment to developing projects with a focus on the environmental and natural sciences.
- We follow the principles of Appropriate Technology, aiming to make our work low cost, environmentally sound, and locally autonomous.
- Our studio is based in a carbon positive building, with all electricity provided by on-site renewable energy (solar and wind), rainwater harvesting, and heat provide by a pellet burner. The building is 1m higher than others on the same road, designed to withstand flooding from the nearby estuary.
- We have a policy of not flying for work, unless absolutely necessary. Since our incorporation in 2014, a total of one short-haul one-way flight has been taken.

Equality & Diversity Statement

A core tenet of the approach of FoAM Kernow is to be open to people, places, methods and ideas. The legal objects for which the Company is established reflect this.

We do our best to promote inclusion through our work, and to support our local community:

- We ensure inclusive and equitable education through the design and delivery of free transdiciplinary workshops that are open to all. We work to meet 50:50 gender balances, and prioritise participants who are under-represented. Our studio space is fully accessible for wheelchairs and this is mentioned in all event advertising. We have first-hand experience of serious disability and chronic illness, and have worked with people with a range of issues including autism and visual impairments, and as such hope to be accommodating and welcoming at all times – we will get things wrong, but we will learn from that.
- All our work is made freely available for anyone to use for their own purposes, modify, or build on. Our software is licensed under the GNU General Public Licence and we ensure that we make all publications open-access. Since much of our work is public funded, we believe this is the only ethical approach.
- We promote inclusive societies and better access to institutions and information through our focus on citizen science interventions.
- We have established a FoodBank collection point in our studio building, where we collect and deliver food donations for the community where food poverty and hunger are a significant issue due to years of austerity and a poor social security system in the UK.

Those working with FoAM Kernow do so on a freelance basis, allowing fully flexible and part-time working, and we have a flat daily rate applicable to all, including the Directors, ensuring equal pay. We will not discriminate on the basis of age, disability, sex, sexual orientation, race, religion or belief, gender reassignment, marriage or civil partnership, pregnancy and maternity, political opinion or socioeconomic background – instead we welcome diversity as it brings the breadth of perspectives, ideas, knowledge and culture that is essential to our organisational aims. All core members of FoAM Kernow have completed implicit bias tests to improve awareness of our own limitations. We will not discriminate against people who hold criminal records relating to peaceful environmental and climate protests.

We oppose all forms of unlawful and unfair discrimination, and will not tolerate discrimination from those working with us or participating in our events. We will meet our legal duties under the Equality Act 2010, the Equality Act (Specific Duties) (Scotland) Regulations 2012 and the Human Rights Act 1998, and will do so in a fair, justifiable, open and honest way.

Data Management Statement

All our work is made available non-exclusively under open access, Open Source Innitiative (OSI) approved and/or Creative Commons licences. Our focus on open licences is a key strategy to maximise the societal benefits of our work. For those working with FoAM Kernow as subcontractors, our contracts state that all IP they generate is owned by them, on the condition that it is made available non-exclusively via open source licensing or open access publishing.

We do not produce websites with trackers, and do not collect personal information through our software, with the exception of basic demographic data for some citizen science projects where consent is required. We have included a clause in our contractual quotes to ensure that data collected for citizen science experiments is made freely available to all, and that resulting publications are made open access, as we believe is reasonable given that people have freely contributed their time to generate the data.

When personal data is collected for workshop/event participation (usually just name and email), it is stored on an encrypted hard drive that is not accessible via the internet. We use end-to-end encryption on internal emails, and are very happy to use it with any collaborators who provide us with their public key. Our mailing list is opt-in, with the ability to opt-out at any time.

What Makes a FoAM Project?

To be considered a FoAM project the answer must be YES to at least one of these questions (the more the better):

- Does it approach complex issues from different perspectives?
- Does it encourage 'unholy alliances' (connections between unexpected fields, cultures and worldviews)?
- Can it function as a connector, or a 'trojan horse' - between disciplines, people, philosophies?
- Will it include people from a field that is unknown to you and/or FoAM?
- Does it have a scientific or technological element?
- Is it playful?
- Does it foster speculative culture ('what if...' or 'how could things be...")?
- Will it provide a pause, a fresh breath, an opening, a moment of stillness in people's lives?
- Does it encourage participation?
- Does it include moments of reflection?
- Are you personally committed to this project?
- Does it create a world - a complete experience?
- Does it focus on whole lifecycle and have a holistic worldview?

It is our policy to reject projects that fulfil any of the following criteria:

- Is it one dimensional (i.e. is it dealing with a single issue, using a single approach, by a single individual)?
- Is it wasteful (in terms of human & electrical energy, waste products, time)?
- Is it unsustainable (environmentally, socially, culturally)?
- Does it focus on producing an artefact for its own sake (without taking the whole lifecycle of the artefact into account)?
- Is it one-directional (i.e. is it 'for' people instead of 'with' people)?
- Does it require a big, expensive production to produce a temporary result (e.g. a large installation on a 2 day festival)?
- Does it separate thinkers from makers?
- Does it treat scientists & technologists as 'technicians', artists & designers as 'prettifiers', or crafts and trades people as 'manual labour'?

We remain open at all times to suggestions for improving our work and organisational structures.

Amber Griffiths

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Director, FoAM Kernow

19 Feb 2020