

Respect, Diversity, Inclusion (Codes of Conduct)



Sociocracy

vs

Democracy

“Consensus means the absence of supportable objection.”

We reject: kings, presidents and voting.

We believe in: rough consensus & running code.

— David Clark, 1992

<https://tools.ietf.org/html/rfc7282>

<https://www.ietf.org/about/participate/tao/>

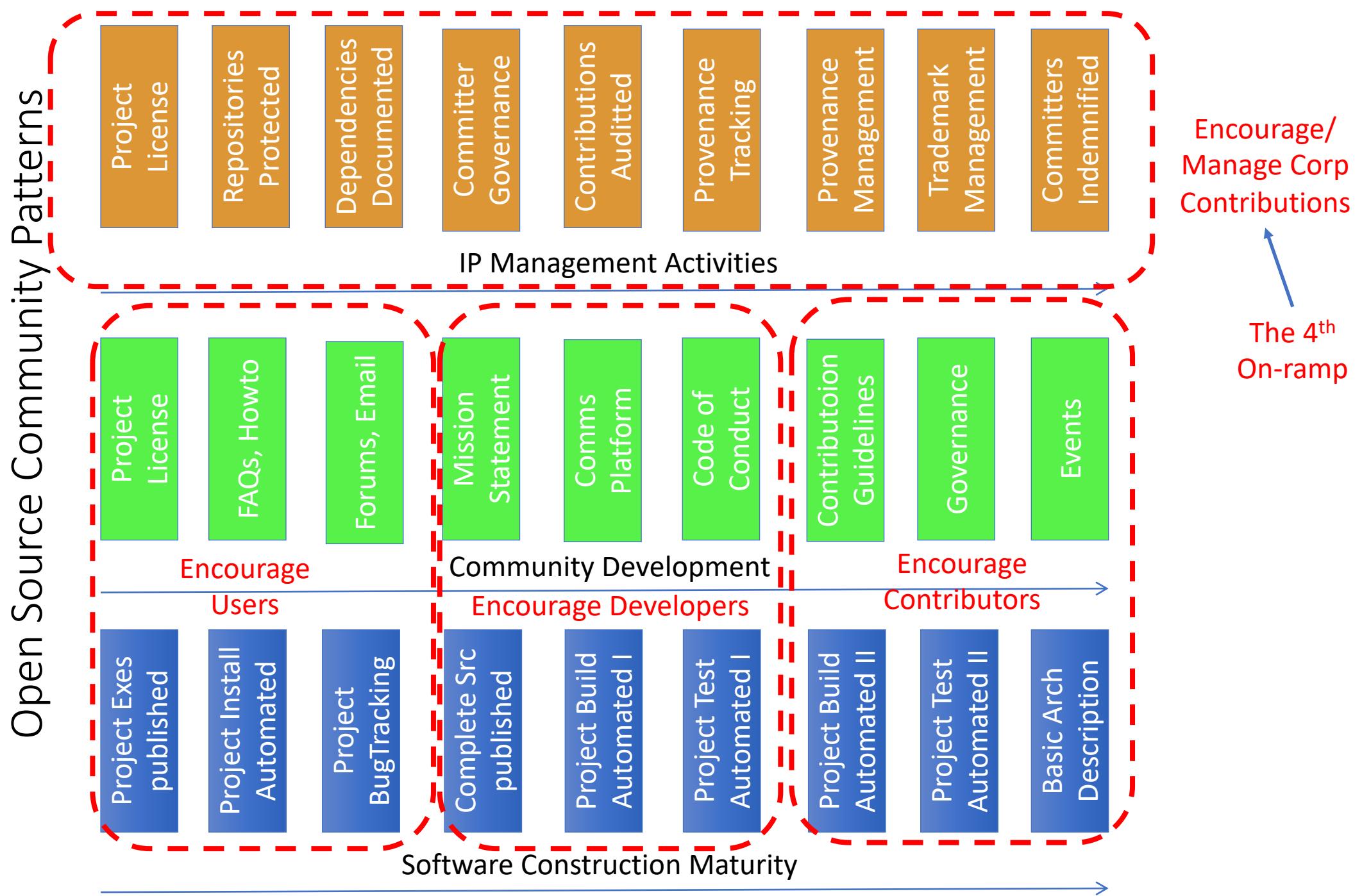


A blurred background image of a graduation ceremony. Numerous students in dark blue caps and gowns are seated in rows, facing forward. The scene is dimly lit with warm, golden light coming from the right side, creating a bokeh effect with bright, out-of-focus spots.

Rituals Transmit Culture



**Celebrate the victories
Reward the behaviors you
want to encourage**



Two Governance Frameworks

Project governance surrounds all the activities for building the software project – including the 4th on-ramp

Non-profit governance surrounds the operational aspects of running the non-profit to support project growth and success
It's the boring trifecta of money, memberships, and minutes

But a common set of concerns around building strong culture, each culture anchored in transparency and bias for work, with additional values to support decision making easier



If YOU feel disenfranchised as
a member, OR

If rules are preventing people
doing valuable work,

Then there is likely
governance work to be done.

**"Culture eats
governance
for breakfast."**

— Sarah Novotny

