



**extinction**  
**rebellion**

## **XR UK CONSTITUTION V1**

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**CONTENTS**

<b>1</b>	<b>XR UK Organism Structure</b>	<b>3</b>
<b>2</b>	<b>Roles Within Teams</b>	<b>4</b>

## **INTRODUCTION**

# 1 XR UK ORGANISM STRUCTURE

- 1.1 The structure of XR UK is in units of teams (also sometimes called groups), which are clustered into circles of multiple teams.
- 1.2 Teams are autonomous & self-governing. This means that it's up to the teams how they do the work to achieve their mandate.
- 1.3 Each team has its own **mandate** which needs to have at least one, or any combination of the following:
  - **purpose:** the reason the team exists/what it is working towards, as a smaller part of the purpose of the whole organism
  - **accountabilities** which define the ongoing work that needs to be done by a team, what that team is accountable for, and expectations others can have of a team
  - **domain** which conveys ownership. So for example, if a team owns the domain of the website, it means no other person or team can change the website without owning team's permission. Could also apply to things like a Social Media account, contact list, bank account, script for a talk.
- 1.4 The teams are in a structure where larger teams have sub-teams within them, and sub-teams can have their own sub-teams and so on, like Russian dolls. A sub-team is a **whole**, autonomous team in its own right, while also being a **part** of a larger team (this is the same structure as found in natural systems and is called a holarchy).
- 1.5 Each team should have one or two named coordinators (internal & external) with mandates as described here, and:
  - If a team is a sub-team of a larger team, the external coordinator is a member of both the broader team and sub-team.
  - The external coordinator can nominate someone to attend the larger team in their place who represents the sub team as the external coordinator.
  - This means that information and tensions can flow in both ways, both into and out of all teams and be addressed at the appropriate level of scale.
  - The XR UK structure should be published & updated so that everyone can see:
    - the structure and how the teams fit together

- mandates for each team
  - the 2 coordinators of each team
  - a contact email address for each team
  - any mandates for roles in a team, plus who is filling those roles
- 1.6 Projects emerge which don't seem to fit into the structure: the circles aren't boxes to be boxed in by! If a project arises which involves work of people from multiple circles, one person should take the lead on the project (ideally with a mandate which covers it) and then create an ad-hoc project team to do the work with people from wherever relevant. This team can autonomously self-organise and doesn't need to be represented in the structure.
- 1.7 By default, all resources and strategies are owned and defined by the Anchor Circle unless specifically delegated to another role/team/circle.

## 2 ROLES WITHIN TEAMS

- 2.1 Creating Internal Roles: it is recommended that teams define their own internal roles inside their teams with clear mandates for all ongoing work within a team. This increases clarity and reduces potential confusion about who is doing what.
- 2.2 When a team defines roles with mandates, the authority for what is included in the mandates is then devolved from the team level into a role. This means that whatever is in those mandates no longer gets decided at a team level, instead it gets decided by the role-holder.
- 2.3 Or teams may choose to not define any roles. This is the least preferable option since it reduces clarity about who will do what and has the potential for more confusion.
- 2.4 Filling Roles: Here's 3 options to decide who fills which roles. It's recommended to do them in this order:
- people volunteer for the roles they want to fill (authority is earned by taking action)
  - if there are more volunteers than opportunities to fill roles there are two options for electing someone into a role:
    - The Integrative election process which is used in Holacracy
    - A simple majority vote

- 2.5 In some cases it's appropriate for a single role to be filled by multiple people (e.g. meeting facilitator). In others it may not be.
- 2.6 In this system authority is earned; people earn the right to be a member of a team and attend meetings if they are actively filling a role and working on at least one project for that team as seen on a team's project board (if using a project board). This prevents meetings being clogged up by people attending and sharing their views about how things should happen if they aren't actually involved in any work.
- 2.7 Anyone can call for re-election of any coordinator role at any time.