

# Welcome to SYCS



# SYCS



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## Summary

This document aims to lay out broadly our organisational systems which allow us to carry out actions around the climate catastrophe, calling for the government to take action and provide a just transition.

SYCS strives to be an open and friendly environment for everyone, where everyone is welcome and every voice is valued equally.

We work hard to maintain a hierarchy-free system where everyone in SYCS is just as important as the next person.

By being involved in this movement means you are making history, no matter how small a part you play. Everyone involved in SYCS is a crucial part of one of the largest and most powerful international movements the world has ever seen.

SYCS is structured such that we are expandable and scalable in our operations. Through these structures, we aim to effectively mobilise Scotland's youth on mass in order to push for the necessary action to be taken against tackling the climate crisis. That being said, we are open to criticism and thus our structure is flexible and can be changed as needed.

SYCS vows to follow democratic processes when making any decisions which could greatly impact our network.

## Working Groups

Working Groups, abbreviated WG, are a system of dividing into specific groups to focus on individual areas with efficiency. They allow work to be divided evenly amongst members of SYCS and are key in achieving consistent scalability.

These working groups coordinate at a national level, utilising digital communications, including Slack for general conversation and teleconferencing (Zoom) for more in-depth discussion. Local areas are free to create satellite working groups as required, but by coordinating primarily at a national level we allow for smaller areas to have access to whatever resources they may need.

Following is a list of currently operating working groups and a summary of their scope:

- **Outreach** - Communicating with the general public.
- **Political** - Communicating with governmental and political organisations.
- **Press** - Communicating with the national press.
- **Media** - Maintaining online social media accounts.
- **Schools** - Communicate with and develop individual school groups through the schools network.
- **Organisational Liaison** - Communicating with NGOs and other groups doing work around the climate crisis.
- **Resource Design** - Produce resources by request of other WGs (Graphics, writing)
- **Onboarding** - Welcome new members and familiarise them with the organisation.
- **Finance** - Handle funding and accounting.
- **Newsletter** - Collate information to produce the monthly SYCS newsletter.
- **Legal** - Ensure SYCS is not at risk of any legal issues.
- **Technology** - Maintain SYCS' digital workspaces, website, etc.
- **Regional Coordination** - Liaise between locations to ensure regional representation and communication.

WGs, in general, have two people dedicated to ensuring they stay coordinated. This is important for maximising engagement, ensure work is being done efficiently, decisions are made in a civil manner and disputes are resolved smoothly. They should also be able to make quick decisions on the behalf of the WG where time is sparse. How these coordinators are chosen is at the discretion of the working groups themselves, so long as it is as democratic as possible.

## Location teams

Alongside the national working groups, locations have their own branches to focus on organisation at a local level. This is generally more specific to events.

Locations retain some autonomy and are free to take on whatever structure they see fit for organisation, however it is important not to be too separate so that smaller locations are not disadvantaged.

Most locations contain (at least):

- Events teams - Temporary teams to focus on logistics of individual events.
- Outreach - Communicate with national outreach WG and act at local level.
- Press - Communicate with local press, with close collaboration to the national press WG.
- Media - Maintain social media accounts specific to the area.
- Council - Political communications with the local area's council.
- Union Outreach/Organisation/Community Outreach - Working to engage local unions, organisations, and communities, following the national outreach strategy.

## Location Representation

Proper representation of our different strike locations is incredibly important for us within SYCS.

As we expand it will become harder to hold meetings with each location as there will be too many. To fix this locations will be divided up into regions based on council borders.

This allows us to effectively target councils across Scotland and we can efficiently target schools to make sure we have two representatives from every school in Scotland.

For each region there will be two coordinators. Their role will be to make sure everyone within the region is fairly represented and any issues are brought up at region coordination meetings.

## Networking

For an organisation to be efficient, it is important to maintain effective networking with those outside of our group. For this reason, we maintain a list of contacts who can help us with specific things.

These networks may involve a catalogue of contacts which members can access, or mailing lists.

These networks are categorised into a few specific areas, and are maintained by their correlating working group.

- Schools - Organisers within individual schools - Schools WG
- Press - Journalists and Interviewees - Press WG
- Climate Alliance and Unions - Union reps, NGOs, Charities and all other groups - Organisational Liaison WG and Unions WG
- Newsletter - Anyone wanting updates on the progress of SYCS - Newsletter WG
- SYCS activists - everyone within SYCS - Newsletter WG

## Democracy

SYCS are at heart a grassroots organisation. Thus, we acknowledge the importance that every member of SYCS has an equal say in every matter.

We promote a nurturing environment that encourages people to speak up and express their views. Decisions should not be made without discussion, during which point everyone will have a chance to express their views.

In general, most decision making should be made through discussion alone. This allows us to focus on our goals and avoids the risk of losing sight of the cause to the bureaucracy that accompanies traditional voting methods. Some decisions, where significant enough to justify, can be brought to a vote.

We encourage working groups to retain the autonomy to decide amongst themselves and make decisions as they see fit. It is largely down to judgement where and when wider discussion is necessary.

At the end of the day, so long as everyone is happy with the majority of decisions being made, we believe we are being successful as an organisation.

## Accountability

SYCS Strives to maintain transparency in all of our decisions and actions, and thus all documents we produce shall be available on the website (<http://syics.org.uk>). We advise all working groups, teams and all forms of sub-groups within SYCS to be open about all decisions that are made.

It is important that we understand things can go wrong, and so should things ever go south, we will accept full responsibility for our actions.

We advise that members of SYCS maintain a reasonable separation between their own views and actions, and those democratically decided upon by the organisation.

More information on accountability can be found in the SYCS operational guidelines document.

## Our Logo



The SYCS Logo is one which is meant to represent the culture of Scotland and our love for nature, through the shape of the thistle, as well as promoting the cause of global justice and just transition, with the bulb of the thistle becoming a silhouette of the earth.

The logo is often paired with what we know colloquially as “SYCS Blue” (RGB HEX 0x154854) – a muted, greenish blue. What it represents is down to interpretation; the sea, the Scottish flag or the sky. Whatever it may mean to you, we have become fond of this colour for its minimalism.