

Fellowship Charter

A fellowship comes together to respond to a challenge. To work together, support each other and learn and grow as people through the experience.

This charter binds those of a Fellowship to behaviours of mutual support in responding to and embracing a shared challenge. It represents a social contract and each fellow agrees they will be governed by this Charter for the duration of their involvement in the fellowship.

Each fellow pledges to support each other in acting in the spirit of this Charter. The principle we work from is **trust first**. This means we put full confidence in our fellows to act in the spirit of this Charter. Believing in people from the outset is what we need in a world rampant with distrust. We model this in the fellowship.

This means that each fellow pledges:

- To act with mutual respect towards your fellows and acknowledge each and everyone's shared humanity
- To be kind and compassionate to your fellows in every interaction
- To be direct in communication with fellows and speak up whenever there are concerns or issues needing to be addressed
- To call out and confront gossip or chatter about anyone that is in conflict with the spirit of this charter
- To focus on and commit to the outcomes that enable shared learning and growth as you embark on the journey of responding to the challenge
- To embrace the diversity of perspectives, values, knowledge and skills of your fellows and include them in the activities and experiences being created
- To use active communication and letting people have space to express themselves
- To help out and lend a hand when another fellow is struggling with a task, understanding a concept or any activity needed to respond to your shared challenge
- To counter any confirmation bias they may have or see happening within their crews as they seek to respond to the challenge



What to do when you believe a fellow is not acting in line with this charter?

Firstly, you should raise your concern with the fellow in question and express how you believe they have not been acting in the spirit of this charter. This conversation should be about:

1. Listening to each other to understand what has happened
2. Being respectful of each others perspectives
3. Coming to a resolution about moving forward together

If you cannot come to a resolution, you can raise a concern to the Light Keeper(s) of the Fellowship.

Mediation:

The Light Keeper is then responsible for privately communicating with you and the fellow in question about the concerns that have been raised. If it is established that there has been a serious breach of the Charter the Light Keeper will ask the fellow in question to make a short and honest apology to the fellowship.

There are sometimes instances where a fellow feels unsafe in working to resolve the issue with the fellow in question. In this case they should raise their concern with the Light Keeper who is then responsible for mediation.

We trust first and believe that people will act in the spirit of this Charter. But there are times when the pressures of achieving outcomes, managing functional stress and navigating conflicting values about what ought to be done creates tension. People do not always act in ways that reflect their highest selves. We are all imperfect. This charter is there to guide us as people, as fellows working toward learning how to create ethical and responsible technology. We model and mimic, failing forward together.

Guidelines for crews

Crews are responsible as fellows within the fellowship for acting in the spirit of this charter. When it comes to the exertion of energy and application of expertise as crews work on their challenge journey and all the tasks there are some things to keep in mind. These are a guide and each crew should work to establish their values, principles and preferences for ways of working with each other.

Have mutual respect for each other.

- Respect each other's ideas
- Respect the other crew members
- Don't interrupt each other
- Everyone's opinion should count
- Be honest with each other
- Learn from *and* with each other

All crew members should do an equal amount of work.

- Everyone should share the responsibility of the tasks
- Don't take over and don't let others take over
- Work to balance the ideal with realistic contributions

Celebrate the small wins and people's contributions.

- Every increment of learning is a win, celebrate it
- Give frequent recognition of your crew members contributions, it matters

Your crew should have a common understanding of goals that need to be achieved.

- Help each other to understand the key goals you have committed to and the process to achieve them whenever possible
- Help each other to understand all concepts while recognising 100% of the knowledge is distributed amongst the crew and not in one member

Be open to compromise.

- Be willing to cooperate with others on their ideas
- Keep an open and curious mind
- Remember there are no deadlines only commitments to learn
- Vote on disagreements when they arise to come to a consensus



Effective communication.

- Make sure everyone is able to be vocal about their ideas and problems
- Give ideas no matter how “off” you may think they are
- Listen effectively and reconfirm when necessary
- Don’t be critical, be kind. Delivery matters.

Time management.

- Be diligent to attend and arrive on time to all crew meetings when they are scheduled
- Be flexible about meeting times and the life outside of the crew commitments each person has
- Keep on point (limit talk about non-related events) and focus on what needs to be discussed and decided on to continue the challenge journey