



P4 Architecture of Participation

Short link: <https://bit.ly/3c3O3SV>

Related resources

- [GP - Day of Action - Action Plan](#)
- [5 Star Scenario for Onboarding](#)
- [Planet 4 Doc Sprint Pilot](#)

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Introduction

The term 'architecture of participation' comes from a [2004 article](#) by Tim O'Reilly in which he stated:

"I've come to use the term "the architecture of participation" to describe the nature of systems that are designed for user contribution. Larry Lessig's book, Code and Other Laws of Cyberspace, which he characterizes as an extended meditation on Mitch Kapor's maxim, "architecture is politics", made the case that we need to pay attention to the architecture of systems if we want to understand their effects."

The landscape of volunteering is a complex one, and has changed as a result of demographic shifts and everyone now being connected via the internet:

"Another recent trend has been a shift away from regular, long-term volunteering to more episodic or one-time service. While this has created significant challenges for many organizations that depend on consistently available volunteers (think mentoring, health services, etc.), the reality is that more and more volunteers are looking for ways to get engaged in a short-term capacity. This is especially true given that episodic volunteering may not always be about time availability but rather time of year – for example, lots of people seek to volunteer during the holiday season of November and December." ([source](#))

Organisations, and networks of organisations such as Greenpeace, with a global mission rely on volunteers to achieve their goals. Ensuring a strong architecture of participation is therefore crucial to achieve this.

We Are Open Co-op member Doug Belshaw has written a [guide to building an architecture of participation](#) which includes the following steps:

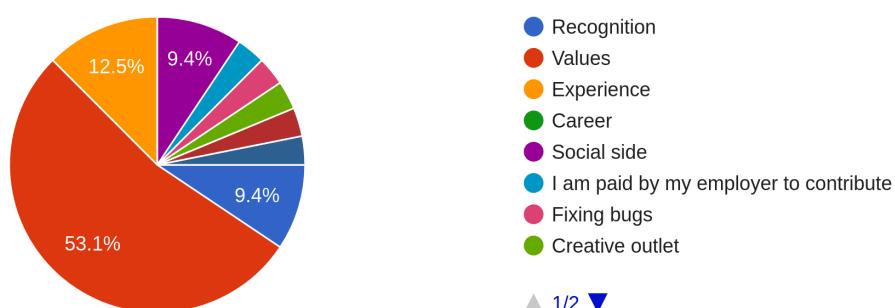
1. **A clear mission** – why does this project exist? what is it setting out to achieve?
2. **An invitation to participate** – do you have an unambiguous call to action?
3. **Easy onboarding** – are there small, simple tasks/activities that new volunteers can begin with?
4. **A modular approach** – do volunteers have to commit to helping with *everything*, or is there a way which they can use their knowledge, skills, and interests to contribute to part of the project?

5. **Strong leadership** – do the people in control of the project embody the mission? do they have the respect of volunteers? have they got the capacity to make the project a success?
6. **Ways of working openly and transparently** – does the project have secret areas, or is everything out in the open?
7. **Backchannels and watercoolers** – are there ‘social’ spaces for members of the project to interact over and above those focused on project aims?
8. **Celebration of milestones** – does the project recognise the efforts and input of volunteers?

Why do people contribute to open source?

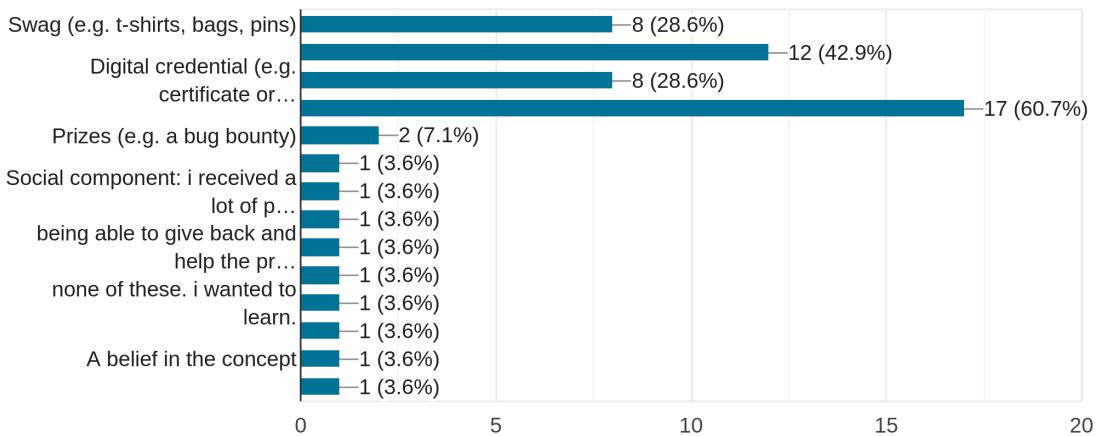
We Are Open co-op ran a quick survey which we shared with our networks. In it, we asked why people contribute to open source projects. Our findings validated our hunch: people contribute to open source because it represents deeply-held values. However, also important is the experience they gain, recognition they receive, and the social side of contribution.

What would you say is the most important reason that you contribute to Open Source projects?
32 responses



Have any of the following encouraged you to contribute to Open Source projects?

28 responses



A big issue for the Greenpeace Planet 4 project is that people are contributing to something that they aren't likely to deploy in production themselves. Therefore, what they're doing is very selfless and not 'scratching their own itch'. However, we see contributing to Greenpeace open source projects as a way to use technical skills to help Greenpeace respond to the climate emergency.

Personas

Let's look at some of the kinds of people we're envisaging will want to contribute to Planet 4. These are taken from: [Day of Action - Action Plan](#)

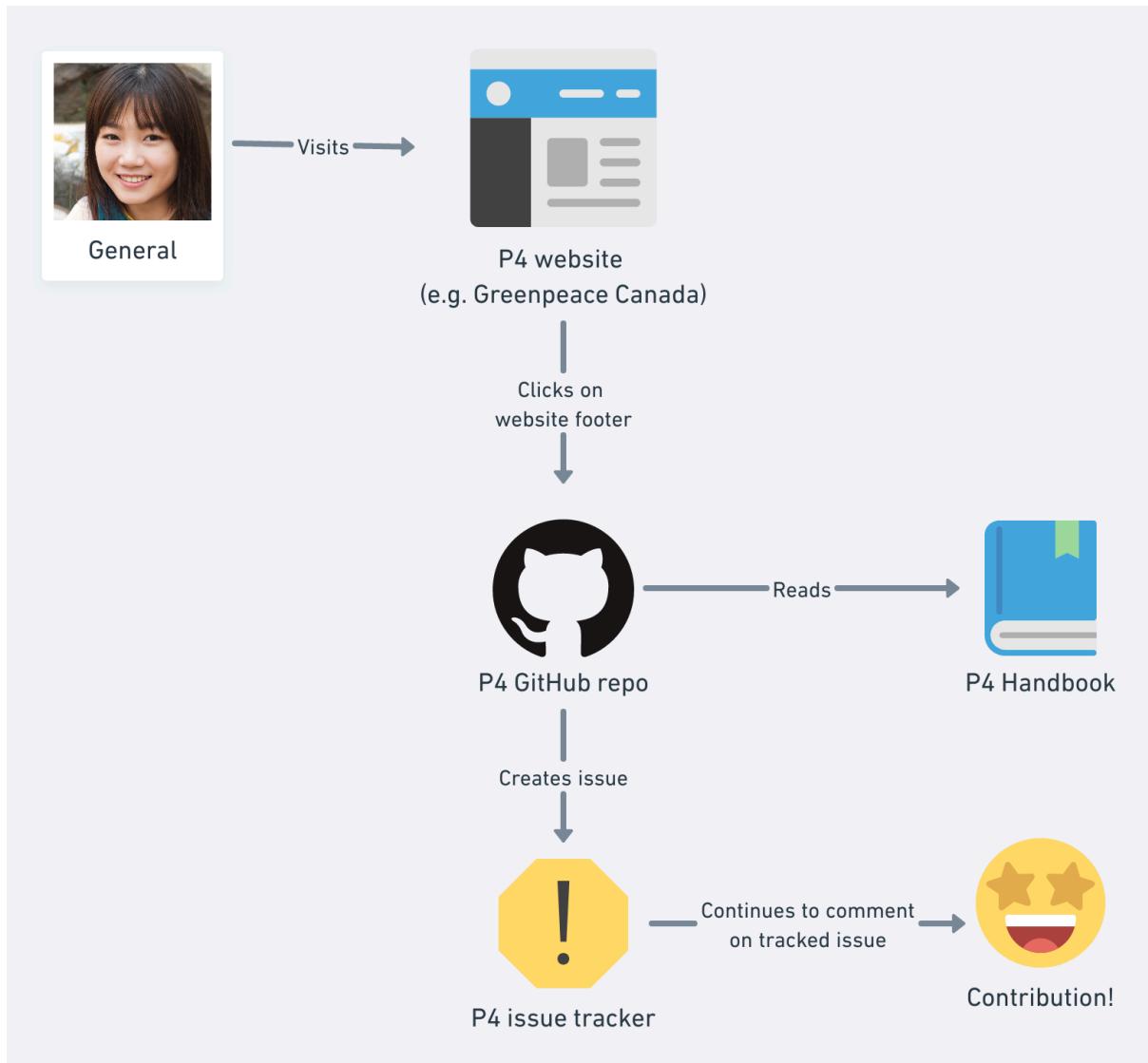
General

(someone from another NGO, Volunteers, Developers, anyone who is interested in P4)



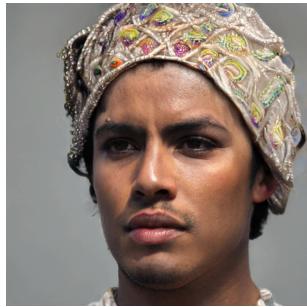
- I am into Tech and saving the planet (more experienced at one than the other?)
- I want to give something back
- I want to feel good about my contribution
- I want the opportunity to make something better
- I want to become part of GP and the activism community

- I want to show what I can do
- I want to add this to my professional portfolio
- I need a clear brief of how I can contribute
- I need recognition (swag????)
- As a non-techie, I want a task where I don't need to be an expert (testing on my device?)

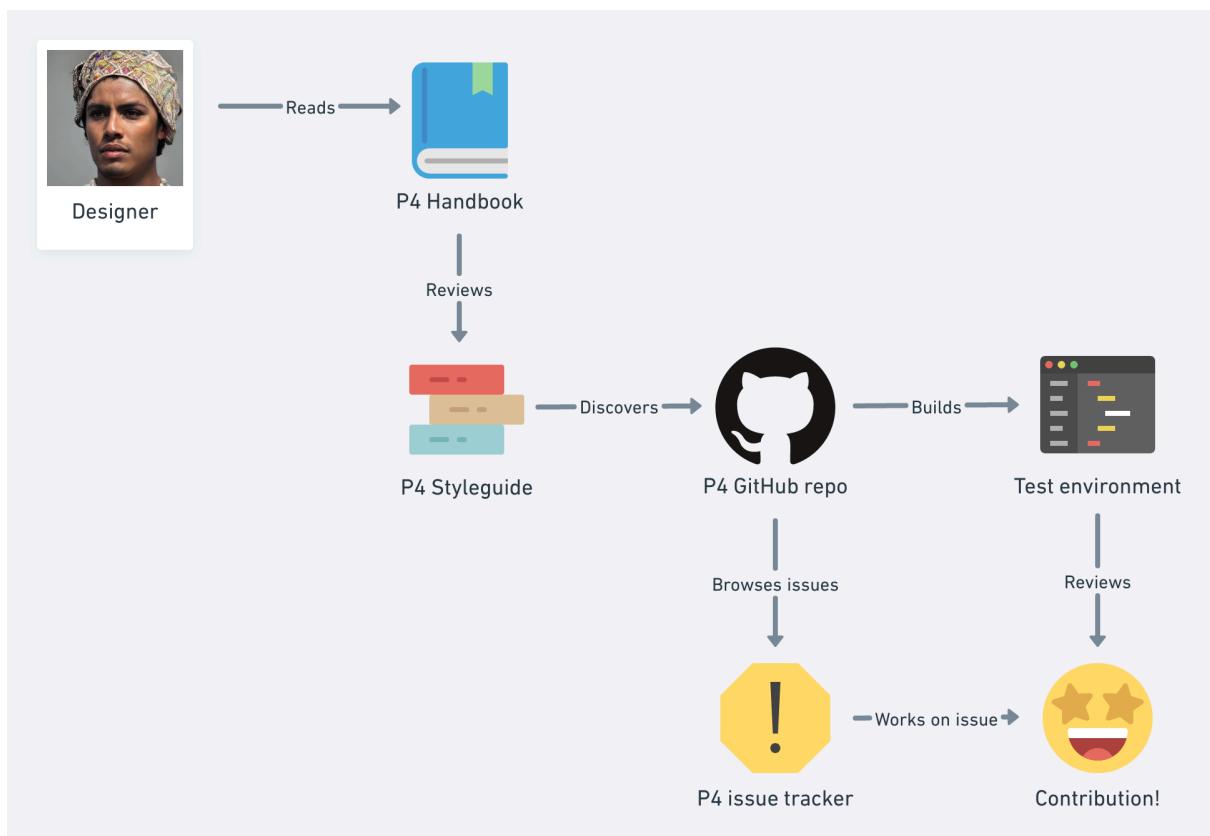


Designers

(working in a corporate situation, front end designer, UI and UX, illustrators)



- This might be a way into getting some work from GP
- I want to save the planet too
- I want to share my knowledge and skills
- I want to work on something interesting
- I want to add/show off my style
- I can bring fresh eyes to design
- I can make things run smoother because of better design



Developers



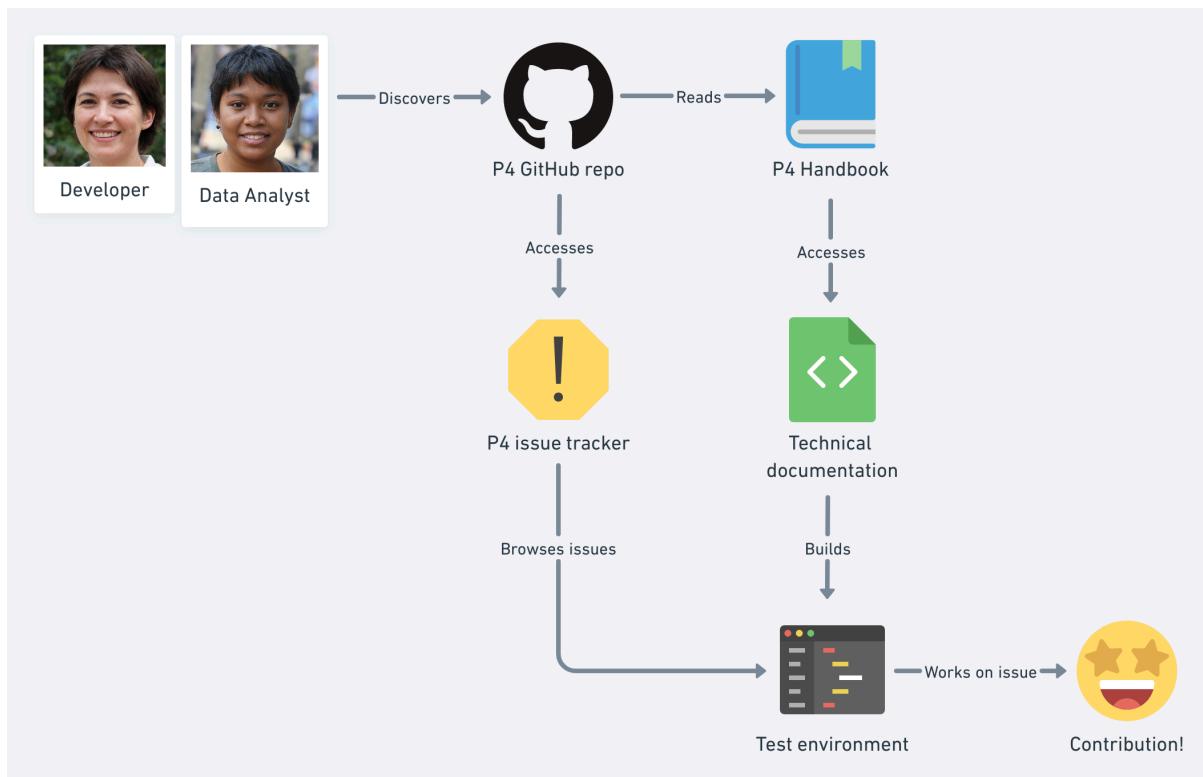
- I'm aligned to GP and its mission
- I need guidance where to look
- I need to know where I fit in
- I have expertise - how can I get to use it?
- Is there a bug heap?
- I want to help improve this platform
- Can I contribute in a consultancy capacity?

Data Analysts

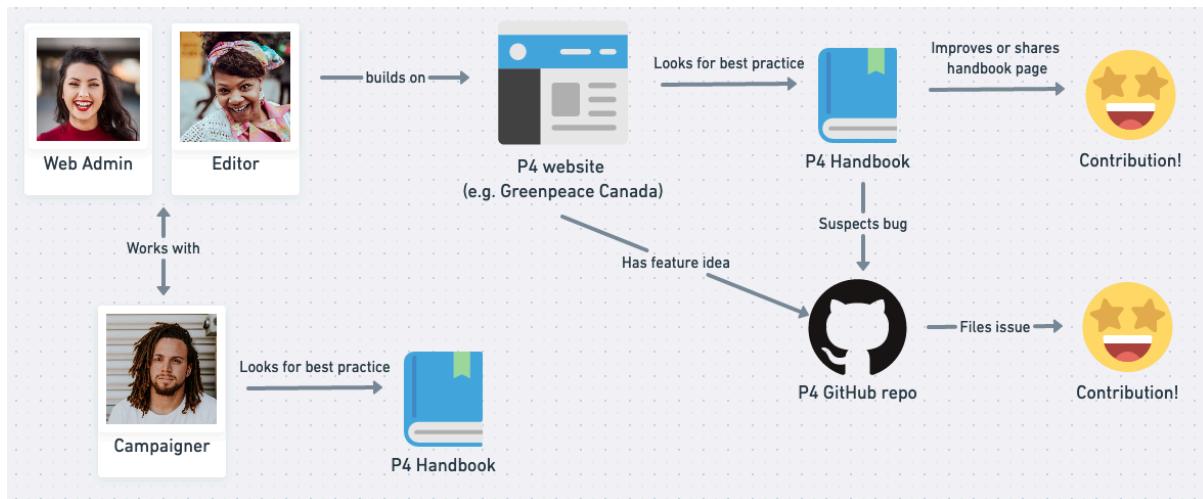
(possibly from other NGOs, or experts from corporate world)



- I can share a lot about what methods we use in the industry
- We can share skills between NGOs
- I want to contribute to an open source project
- I want to gain some recognition for contribution



Staff Personas



Web admin



(Greenpeace staff who spend their time building with P4)

- I need to manage a Planet 4 site → <https://planet4.greenpeace.org/create/manage/>
- I can guide other users to find documentation
- I write documentation
- I know best practices
- I have ideas about how the software should work and can report bugs
- I need to give other staff users access

Editors



(Greenpeace staff who write and publish content)

- I need to create content <https://planet4.greenpeace.org/content/>
- I want to check community best practices → Case Studies – <https://planet4.greenpeace.org/tag/engagement/>
- I can guide other users to find documentation
- I can write documentation
- I know shortcuts and hacks

Campaigners / Digital leads



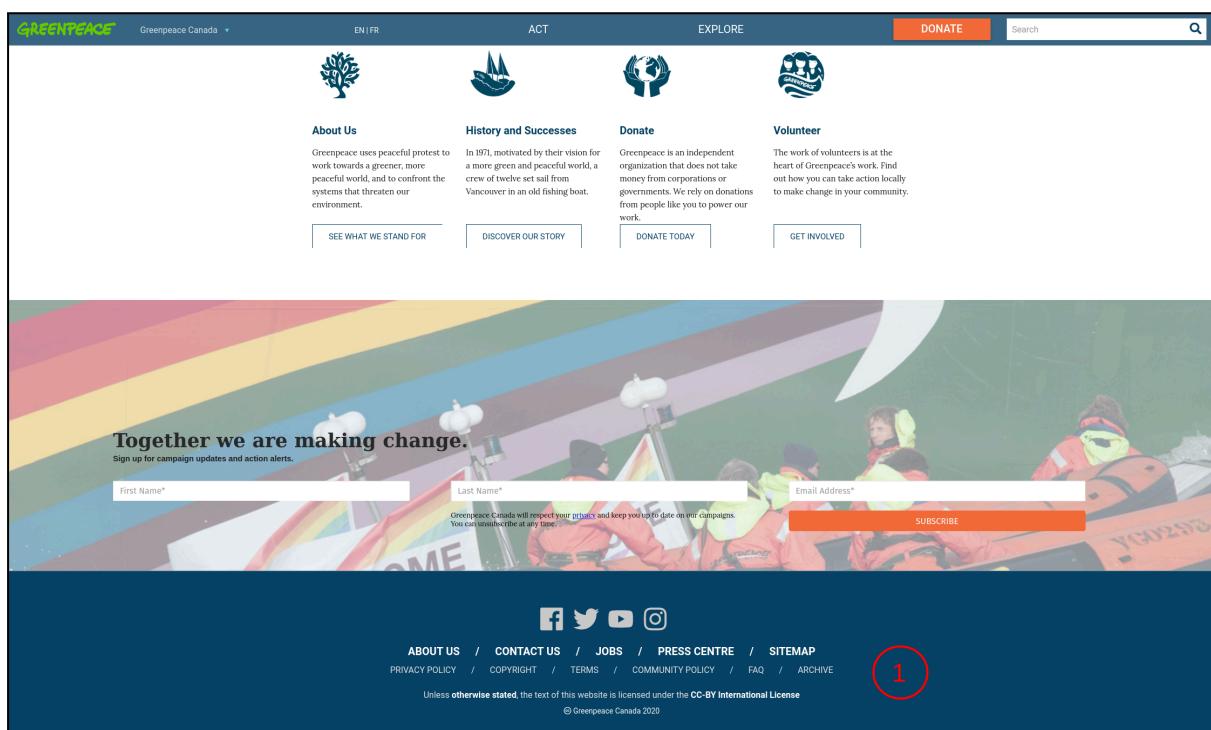
(Greenpeace staff who design campaigns and engagement asks)

- I want to use P4 features to win campaigns → <https://planet4.greenpeace.org/engagement/>
- I need advice on how to create a great supporter journey (that includes P4)
- I need to work directly with editors and admins

Quick wins

P4 websites

There is currently no organic route into contributing to P4. For example you would expect a link to the P4 repo in the footer of P4-powered sites. This is easily fixed!



1. Add link to P4 GitHub repo in footer

P4 Handbook

The front page of the P4 Handbook suggests that the site is primarily for Greenpeace team members. Instead, the link should at the very least be to the 'Contribute' page of the Planet 4 Handbook. But even on this page, it's not clear how to get started. The potential contributor isn't actually clear whether Planet 4 is still in development?

The screenshot shows the Planet 4 Handbook homepage. On the left, there's a sidebar with navigation links like 'Create Content', 'Manage', 'Master Tech', 'Contribute', 'Design', 'Implement', and 'Updates'. A red circle labeled '1' highlights the 'Contribute' section, which features a large image of a protest with many flags and balloons. Below the image, text encourages contributing to help others become P4 masters. A red circle labeled '2' highlights the 'The Roadmap' section, which includes a list of planned features from V1 to V7. A red circle labeled '3' highlights the dark blue footer area.

1. Update copy on 'Contribute' page
2. Compress images for those in low-bandwidth environments
3. Create archive for information from start of the project

Deprecating IdeaPush in favour of GitHub issues

The screenshot shows the 'Request NEW – Vote P4 features' section of the handbook. It displays a public list of planned features (V1 to V7) and a call to action for users to submit their own ideas. A feature request for 'SEO Meta Data - Add Customisation Features beyond excerpt' is shown, along with its details and a comment from user Berit. To the right, a modal window titled 'Request a new P4 feature' is open, showing fields for logging in and entering feature details. An upward arrow icon is visible at the bottom right of the modal.

IdeaPush embedded in the Planet 4 Handbook is the current way for ideas and feature requests to be submitted

The current workflow for submitting an idea for P4 or making a feature request is:

1. Find the relevant section (*tucked away at the bottom of a page which is a sub-page of Contribute*)
2. Check to see if idea/feature request has already been suggested
3. Create a Handbook account by emailing the Planet 4 team and waiting to hear back
4. Fill in ‘Request a new P4 feature’ form (*it’s unclear to the user whether or not they have to be from an NRO to suggest an idea?*)
5. Wait to see if the idea/feature request gets added to the list straight away or if it’s moderated.

The above is not a *bad* workflow, it’s just time-consuming and prevents the surfacing of spontaneous ideas and feature requests.

The screenshot shows a GitHub issue page for the repository 'greenpeace / planet4'. The issue is titled 'Update code of conduct with email #41'. It has 25 comments. The first comment is from 'LauraHilliger' on June 15, suggesting to add a moderation email to the CoC. This comment has a link to the file 'CODE_OF_CONDUCT.md'. 'LauraHilliger' also added 'content', 'easy', and 'change log' labels and assigned 'lBrizzo' to the issue. 'dajbelshaw' responded two minutes ago, nudging the issue as important. The right sidebar shows assignees ('lBrizzo'), labels ('change log', 'content', 'easy'), projects ('None yet'), milestones ('No milestone'), linked pull requests ('Successfully merging a pull request may close this issue.'), and notifications ('Customize').

GitHub issues can be used for both bug reports and ideas/feature requests (in alignment with other open source projects)

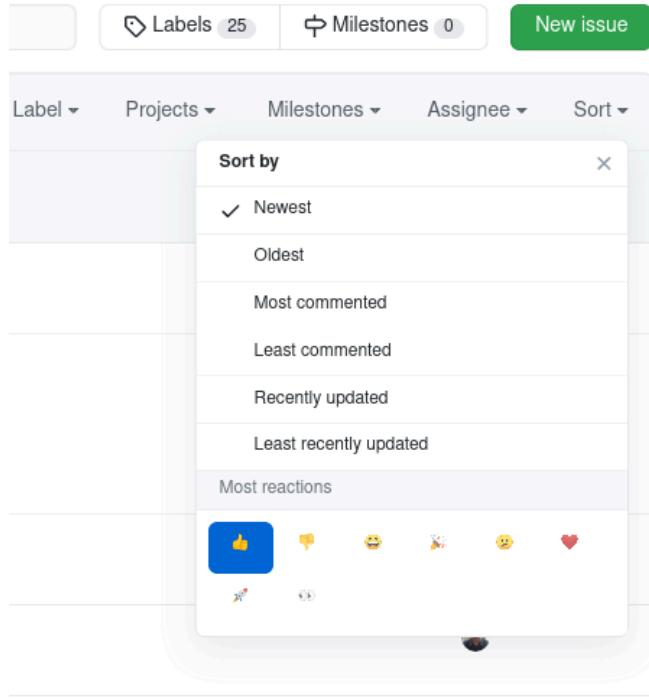
An alternative workflow would be to use GitHub for both bug reports and ideas/feature requests:

1. Access GitHub issues for the Planet 4 project
2. Login to GitHub or create new account
3. Check to see if idea/feature request has already been suggested
4. Create new issue
5. New issues triaged (de-duping, tags, follow-up questions, added to milestones, etc.) by Planet 4 team

Advantages of using a GitHub-centric workflow for new ideas and feature requests:

- Fewer places for the Planet 4 team to pay attention to
- Easier to get developer feedback on technical feasibility

- Simpler and quicker workflow for contributors (many of whom will have a GitHub account)
- Transparency for contributors



It's worth noting that the 'voting' part of IdeaPush can still be retained in any move to GitHub. To do this, simply get people to react with a 'thumbs-up' emoji (+1) to the issue, and then sort by this reaction in the list of all issues.

Suggested Handbook new user flow

The screenshot shows the homepage of the Greenpeace Planet 4 handbook. On the left, there is a dark sidebar with a navigation menu. The menu items are grouped under several categories: Create Content (Content Strategy, Taxonomy, Categories, Photo & Pages, Campaigns & PAGS, Images & Videos); Manage (Settings, Roles & permissions, Translate, Multi-languages, Report bugs); Master Tech (Search, Data & Analytics, Systemic integration); Contribute (Community, Improve P4 (ideas & features), Co-Develop, Case studies); Design (Design Styleguide, CSS Styleguide, Page Layouts, UX & Iteration); Implement (Updates); and Updates. The main content area features a large green "PLANET 4" logo with a globe icon. Below it, a "Welcome!" message is displayed, followed by a list of three icons representing different roles. A text block explains that the platform is built on WordPress and powers digital campaigns around the world. A section titled "Which of these best describes what you would like to do?" lists three options for both "Greenpeace staff wanting to:" and "Community wanting to help:". At the bottom of the page, a note encourages users to use the sidebar menu or visit case studies and the mailing list. A cookie consent banner at the very bottom includes a "GOT IT!" button.

Taking this approach allows users to see the Handbook as directly relevant to what they want to achieve.

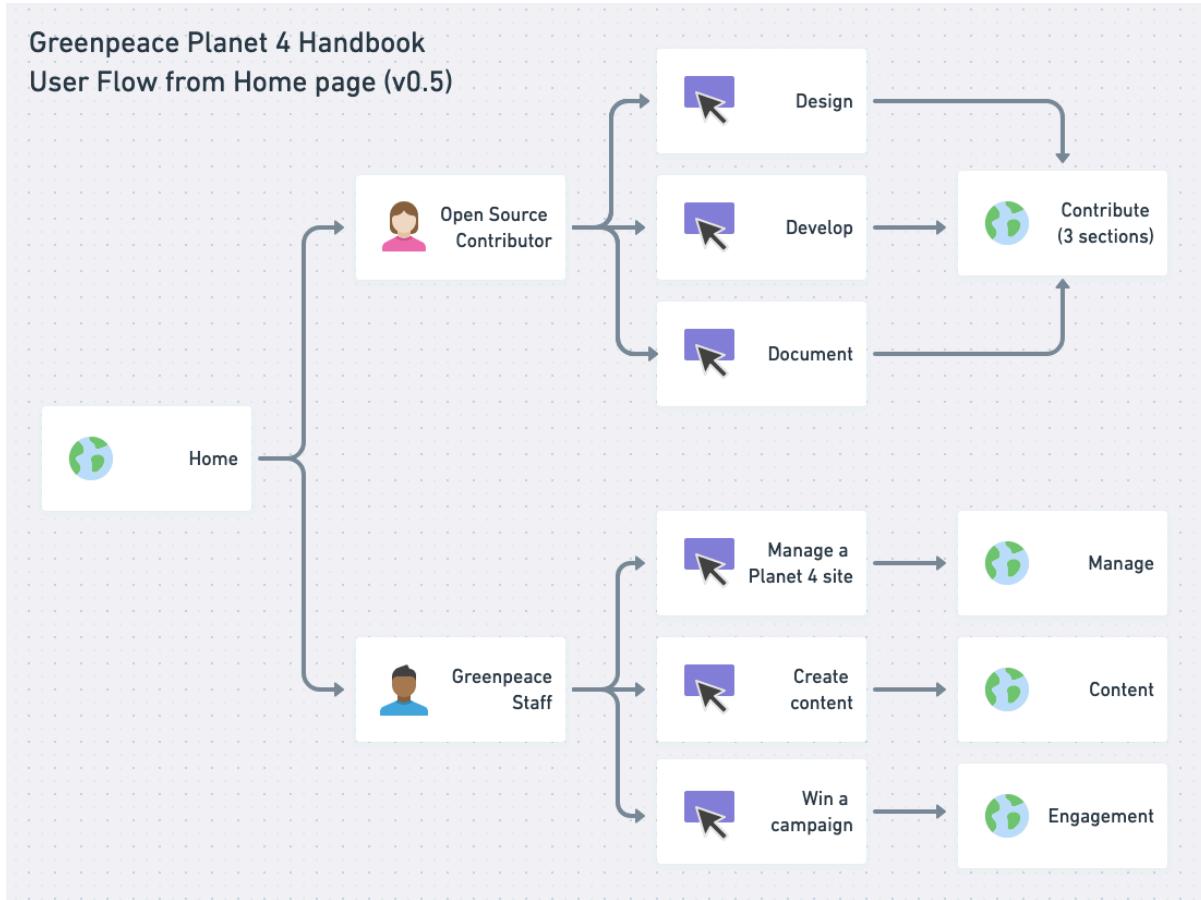
Greenpeace staff

1. Manage a Planet 4 site → <https://planet4.greenpeace.org/create/manage/>
2. Create content → <https://planet4.greenpeace.org/content/>
3. Win campaigns → <https://planet4.greenpeace.org/engagement/>

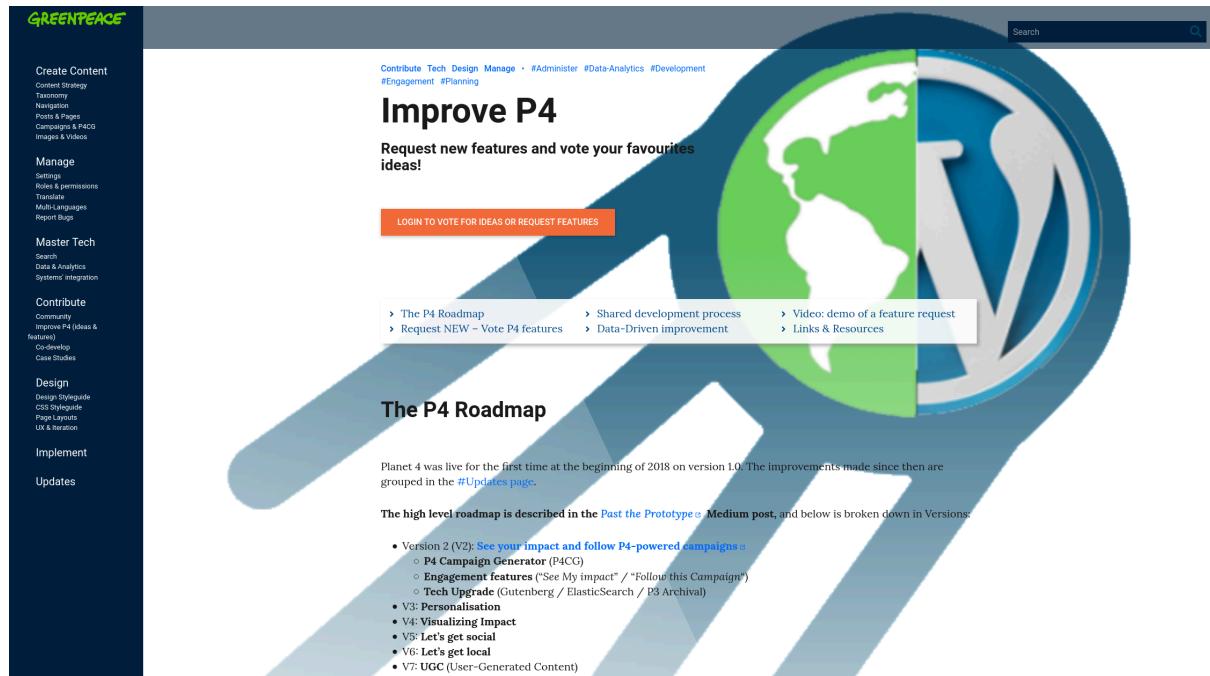
Community

1. Develop → <https://planet4.greenpeace.org/create/contribute#develop>
2. Design → <https://planet4.greenpeace.org/create/contribute#design>
3. Document → <https://planet4.greenpeace.org/create/contribute#document>

Greenpeace Planet 4 Handbook User Flow from Home page (v0.5)



Suggested tweaks to Improve page



It's not immediately clear how this page differs from the **Contribute** page or the **Updates** page. Could the content here bit be folded into either, or both, of those pages?

The main purpose of the page seems to be to make feature requests, but this could be included on the **Contribute** page, especially as feature requests and bug reports can both be captured in GitHub issues. However, assuming that there is a desire to retain this **Improve** page, some ideas for tweaking it can be found below.

Proposal for updated Improve page

Suggest and request new ideas for Planet 4! Vote on ideas from others!

Go directly to feature requests

Roadmap

Before suggesting a new feature, please check to see whether it's already on the P4 roadmap!

- [Latest updates](#)
- [v2.0 roadmap \(2019\)](#)
- [High-level roadmap \(2018\)](#)

Request a new feature

Have you got an idea that would make P4 better? Great! Check out the quick-start guide below, or read the [full overview of the process](#) on the P4 blog:

1. Check the roadmap
2. Check to see if the feature has already been requested
3. Complete the feature request form
4. Encourage others to vote for your feature request
5. (Optionally) Help implement the new feature in an upcoming version of P4!

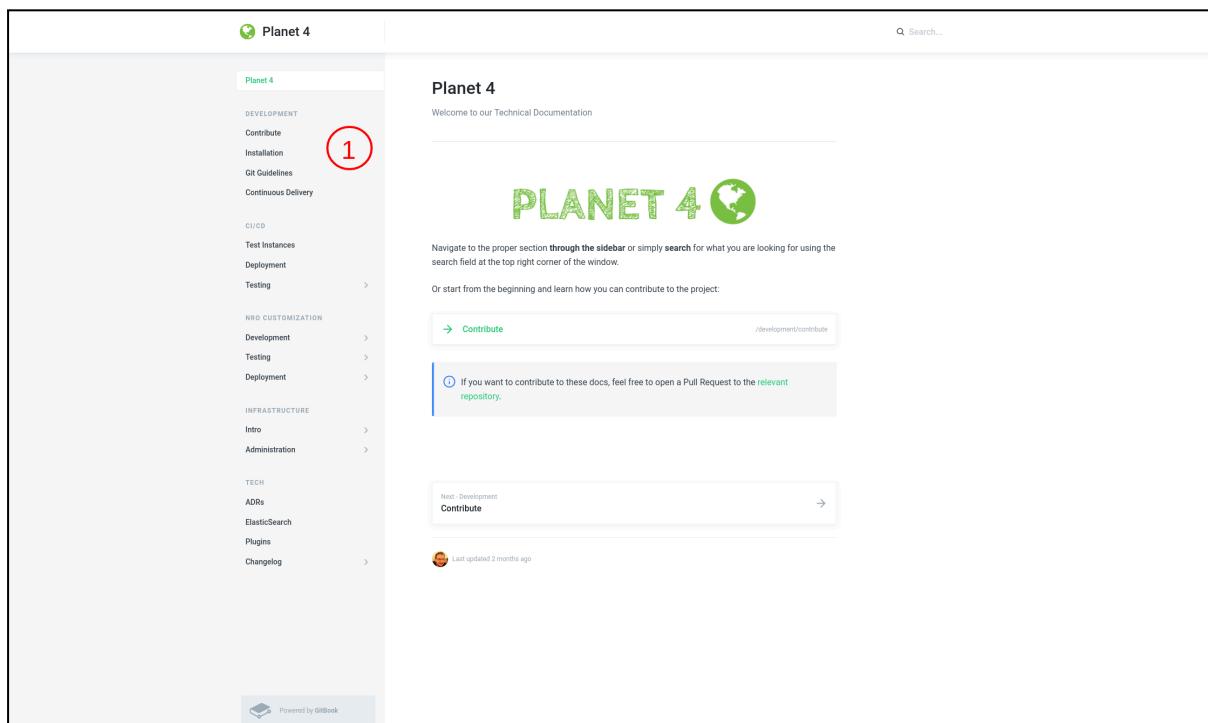
Going further

Here are some additional resources that may help you gain more context and insight into the P4 project:

- [Contribute to P4](#)
- [P4 Community](#)
- [P4 Case Studies](#)

P4 Technical Documentation

The technical documentation for P4 is excellent and easy to follow. However, if you are a designer there should also be a link to the P4 styleguide.



1. Link prominently to styleguide

P4 Styleguide

The P4 Styleguide provides a useful and visual way to see how components are created and displayed. However, there is no link to the P4 Handbook, nor any documentation on how to get started.

This is a CSS styleguide for the Planet 4 project, in order to provide a consistent way to maintain and display the project's UI.

This is currently used on all subprojects (eg. [master-theme](#), [plugin-blocks](#)).

Contribute

The source code for this lives in the [planet4-styleguide](#) repository.

1. Improve the 'Introduction' section to enable potential contributors to get started more quickly.

Implemented

GitHub repo

The main Planet 4 GitHub repository is the place that potential contributors may find out about Planet 4 for the first time. Devs use GitHub and StackOverflow as search engines, so it should be clear:

1. What Planet 4 is
2. How contributing to it helps Greenpeace
3. Where to go to get started contributing

This screenshot shows a GitHub repository page for `greenpeace / planet4`. The page has three main sections highlighted with red circles:

- Section 1:** The repository name `greenpeace / planet4` at the top left.
- Section 2:** The overview text at the top right: "This repo is part of the Greenpeace Planet 4 project. Anyone can view, comment or build on the issues in this repository." followed by the URL <https://planet4.greenpeace.org/>.
- Section 3:** The "Welcome to the Community Repo for Planet4" message and the "PLANET 4" logo at the bottom of the page.

1. Make it clear that `greenpeace/planet4` is the canonical repo

2. Update overview text to read:

Built on top of Wordpress tech, Greenpeace Planet 4 powers digital platforms to engage with millions and win campaigns around the world. <https://planet4.greenpeace.org>

3. Update README as follows:

Welcome! 🤝🏿🤝🏿🤝🏿🤝🏿🤝🏿



Built on top of Wordpress tech, Greenpeace Planet 4 powers digital platforms to engage with millions and win campaigns around the world. The [Planet 4 Handbook](#) contains an overview of the project, along with documentation and examples.

Community

We are a community of, and in solidarity with, people from every gender identity and expression, sexual orientation, race, ethnicity, language, neuro-type, size, ability, class, religion, culture, subculture, political opinion, age, skill level, occupation, and background. We acknowledge that not everyone has the time, financial means, or capacity to actively participate, but we recognize and encourage involvement of all kinds. We facilitate and foster access and empowerment. We are all learners.

Please read our code of conduct for more details.

Get started!

To get set up with a Planet 4 development environment, please follow the instructions in the [technical documentation](#). Additional context and information can be found in the [Planet 4 Handbook](#). You may also find the [Planet 4 Styleguide](#) useful.

Issues

If you have found a bug in Planet 4, please file it here under the [issues tab](#). You can also request new features. In both cases please use the templates to help structure the issues you create.

README adapted from the awesome [p5.js project](#)

Suggested tweaks to Contribute page

The screenshot shows the Greenpeace Contribute page. On the left is a sidebar with navigation links for Create Content, Manage, Master Tech, Contribute, Design, Implement, and Updates. The main content area features a large image of a protest with many flags and balloons. At the top right is a search bar. Below the image, there's a section titled "Contribute" with a sub-section "The Roadmap". A call-to-action button says "HAVE A QUESTION? GET IN TOUCH!". At the bottom, there's a section titled "Co-develop P4". A sidebar on the right lists various links under "The Roadmap".

The existing Contribute page is overwhelming for potential new contributors with no clear calls to action. Is this page primarily for **open source contributors** or for Greenpeace staff members? What relationship does it have with the Community page? Could the two be combined?

The **Links & resources** section towards the bottom of the page could be better organised and more streamlined. At the moment, there is so much presented to the reader that they become overwhelmed.

Proposal for updated Contribute page

The Planet 4 team needs your help! Whether it's code, design, or documentation, lend your skills to help Greenpeace respond to the climate emergency.

Go directly to GitHub issues

Meet the Planet 4 team...



We would love your help to:

- Design
- Develop
- Document
- Go further, faster

The following sections will help orient you but if there's something you would like to help with that doesn't fit with these sections, please [get in touch!](#) This is particularly true if you would like to work with us around analytics and data, as we have GDPR and other guidelines to consider.

Please note that all contributors to this Greenpeace International work will need to read, digest, and comply with the Planet 4 [Code of Conduct](#).

Design

Planet 4 ❤️ open design. If you would like to help design Planet 4 then here's how to get started:

1. [Read our onboarding doc!](#)
2. Check out the [P4 Styleguide](#) to understand the components, layout, and style
3. Browse the [open issues](#) in the Planet 4 GitHub repository, especially those tagged #design
4. Follow the [quick guide for code contributing](#) in the Planet 4 Technical Documentation
5. [Get in touch](#) if you get stuck or have any questions that can't be resolved via the GitHub repository

Develop

Planet 4 is 100% open source. If you would like to get involved in helping fix bugs, coding new features, reviewing plugins, or any other dev-related activity, then here's how to get started:

1. Check out the [Planet 4 Technical Documentation](#) to set up your development environment
2. Browse the [open issues](#) in the Planet 4 GitHub repository, especially those tagged #dev
3. Follow the [quick guide for code contributing](#) in the Planet 4 Technical Documentation
4. [Get in touch](#) if you get stuck or have any questions that can't be resolved via the GitHub repository

Document

Can you improve what you're reading right now? If you can help us improve Planet 4's documentation, then we would love your help! Here's how to get started:

1. Browse the [open issues](#) in the Planet 4 GitHub repository, especially those tagged #documentation
2. If you would like to improve the documentation of the [P4 Technical Documentation](#) or the [P4 Handbook](#) then you will need a login. Please [get in touch](#) with the team for this!

Go further, faster

Browse the [open issues](#) in the Planet 4 GitHub repository – that's where we're putting all the things that we could use help on. From communication and marketing tasks to community management and data tasks, we're using this repository as a catchall for issues suitable for the open community. Check back often, we're just getting started!

Here are some additional resources that may help you gain more context and insight into the Planet 4 project:

Pages

- [Community](#)
- [Report bugs](#)
- [Improve Planet 4](#) (request new features!)

Video Tutorials

- [Admin training](#)
- [Technology](#) (hosting, coding, development)
- [Co-development process](#)
- [User Acceptance Testing](#)

- [Tag Manager](#) (GTM)

Don't see something? Confused? Please [get in touch](#) with the Planet 4 team!

Suggested tweaks to Community page

The screenshot shows the Greenpeace Community page. On the left is a sidebar with a dark background containing several sections: Create Content (Content Strategy, Taxonomy, Navigation, Content Types, Campaigns & P4CQ, Images & Videos), Manage (Settings, Permissions, Translate, Multi-Languages, Report Bugs), Master Tech (Search, Data & Analytics, Systems' integration), Contribute (Community, Improve P4 Ideas & Features, Co-develop, Case Studies), Design (Design Systematic, CSS Styleguide, Page Layouts, UX & Iteration), and Implement (Updates). The main content area features a large image of a parade with people holding colorful signs. At the top, there's a navigation bar with 'Contribute' and hashtags like #Administrator, #Case Study, #Development, and #Engagement. Below the image, the word 'Community' is prominently displayed in a large font. A sub-headline reads: 'Join a safe space to solve problems, exchange practices, access resources, capture knowledge and innovate fearlessly'. A red button labeled 'FIND A P4 COLLEAGUE NEAR YOU' is visible. To the right of the main image, a sidebar titled 'House rules' lists items such as House rules, Join, The Greenpeace gang, Channels, Community calls, Partners & Open Source, and Links & resources. Below the sidebar, a list of guidelines for joining the community is provided.

This page is related to the **Contribute** page above, but only mentions it in the links tucked away at the bottom of the page. For anyone other than Greenpeace staff, clicking on the call to action on this page (the button underneath the main heading) takes them to a link they can't access. There are other links to GreenNet on this which aren't accessible to non-Greenpeace staff. While it's fine to include them, they should be in a separate section and marked as inaccessible to most people.

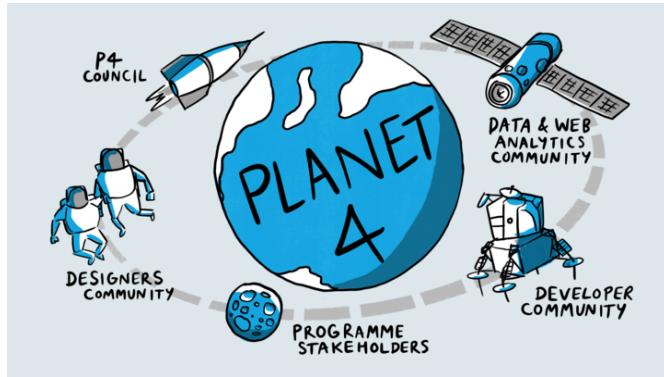
Overall, this page contains a lot of useful information, and could just do with a big tidy-up!

Proposal for updated Community page

Join a community of practitioners to join forces and innovate with talented and empowered colleagues!

Read the Code of Conduct

How can YOU get involved?



The P4 community includes Greenpeace staff, partners and volunteers working across departments and timezones. We use Planet 4 to engage, mobilize and change the world!

Some of us are web editors, some developers, some are data analysts, some designers, and some of us are a bit of all these things. You can join and help us!

Join us!

Here's how to get involved:

- **Read and comment** on the [blog](#)
- **Join** an upcoming [community call](#)
- **Check out** the various ways you can [contribute](#)

Going further

Here are some additional resources that may help you gain more context and insight into the P4 project:

- [P4 Community Strategy](#)
- [The Planet 4 Community](#) (slide deck)
- [Improve P4](#)

GitHub Sponsors

GitHub Sponsors “allows the developer community to financially support the people and organizations who design, build, and maintain the open source projects they depend on, directly on GitHub.”

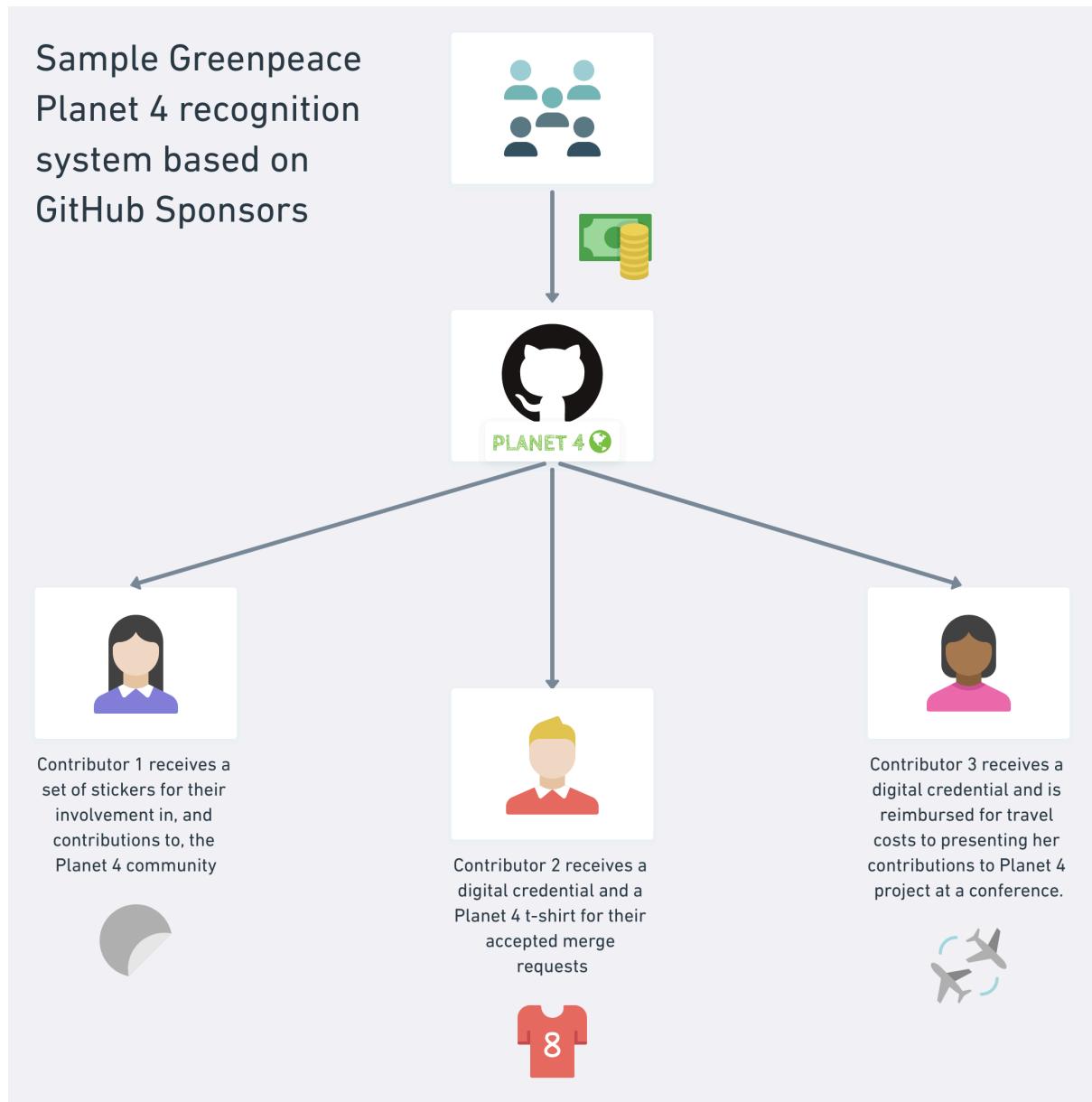
The three ways GitHub Sponsors could be used to fund Greenpeace activities are outlined in [this document](#). Suzi has agreed that rewarding contributors would be the best way of using any money raised through GitHub Sponsors.

In this model, money from sponsors would be held by [Open Collective](#) (as fiscal host) and then fund swag for contributors based on their efforts. In order for this not to be an overhead, the process should be as transparent as possible, minimising the time spent on admin. Also,

in order to avoid intrinsic motivation being replaced by extrinsic (i.e. money) the reward should be indirect.

An example approach is outlined below:

Step 0 - Sketch out the system



Step 1 - Fill the coffers

Greenpeace could choose to administer the fund directly as its own fiscal host. Alternatively, the Planet 4 team could use [Open Collective](#), a fully transparent ledger-based system. Sponsors could be named above a certain threshold, should they choose.

Step 2 - Finalise the process

A quarterly cycle based on thresholds would minimise admin overheads. Those contributors who have met the criteria would receive a digital credential as well as a more tangible token of recognition. This would be funded by the GitHub Sponsors ‘pot’.

This could be based in the first instance on a much-simplified version of the [Fedora Project’s badges](#). The tangible recognition could be based on three tiers to keep things simple:

- **Tier A - Welcome to the community!** Recognition at this level would be primarily focused on digital credentials to do with membership and stickers to go on laptops.
- **Tier B - Thanks for your contributions!** Recognition at this level would be diversified based on activity. For example, developers might be given different t-shirts, digital credentials, and stickers to designers.
- **Tier C - Recognising our leaders!** This level would be rare and be about deputising members of the community to represent the project, both in terms of moderation and participation at events. Rare swag should ensue.

Step 3 - Celebrate!

A blog post with associated social media noise mentioning the names of those who have received recognition (and/or ‘levelled-up’) would enhance the feel-good factor!

Appendix 1: Examples of good practice

List of ‘successful’ open source projects from [survey](#). The starred* ones exemplify extremely good practice for onboarding new contributors:

- [Apache Tika](#)
- [DHIS2](#)
- [Django](#)
- [Drupal](#)
- [Fedora*](#)
- [Firefox](#)
- [Jitsi](#)
- [JRuby](#)
- [Kubernetes](#)
- [Laravel](#)
- [Linux](#)
- [Moodle](#)
- [Mozilla Common Voice](#)
- [NextCloud*](#)

- [Node.js](#)
- [Postgresql](#)
- [Ruby on Rails](#)
- [P5.js*](#)
- [Wikipedia](#)
- [WordPress*](#)

Appendix 2: Credits

Campaigner Photo by [Brooke Cagle](#) on [Unsplash](#)

Web Admin Photo by [Michael Dam](#) on [Unsplash](#)

Editor Photo by [Clem Onojeghuo](#) on [Unsplash](#)