



## Communities Demo

BE PART OF A



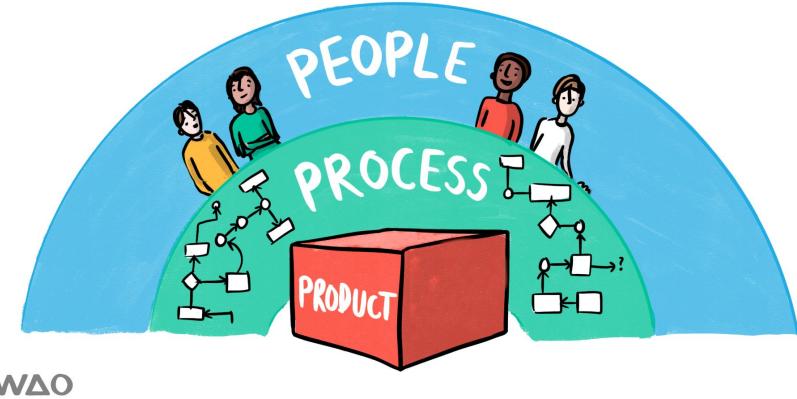
COMMUNITY

WAO

# What you requested

Show a few examples of different online communities in action, with a focus on:

1. Key technical features implemented, based on requirements that emerged from the discovery and design process.
2. The back-end (moderation, customisation, login, integration)
3. How users interact with each other (not just technically)



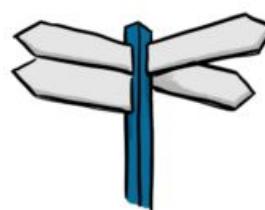
# *an architecture of participation*



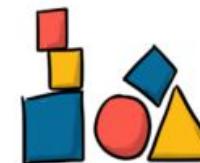
CLEAR  
MISSION



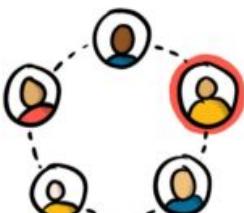
INVITATION TO  
PARTICIPATE



EASY  
ONBOARDING



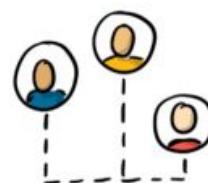
MODULAR  
APPROACH



STRONG  
LEADERSHIP



WAYS OF  
WORKING OPEN



BACKCHANNELS  
& WATERCOOLERS



CELEBRATION  
OF MILESTONES



<https://learnwith.weareopen.coop/expertise/architecture-of-participation>

# Architecture of Participation

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.

As every project and organisation is different, applying the AoP framework is a contextual process. We start by having a look at whose attention you are looking to scaffold and the systems you already have in place. Then we combine our experience with the framework and make suggestions on how to use what you've got to increase stakeholder engagement.

We've helped lots of people with their communities



**GREENPEACE**

**passbolt** •



**Near**

 **participate.**

**Mozilla** 



 **WELLBEING ECONOMY ALLIANCE**

# Rationale for the examples we're about to show



— discovery, iteration, configuration



— configuration, design, new platform build



— unique requirements, flexibility, innovation

# WEAll uses Discourse

The screenshot shows the WEAll Discourse forum interface. At the top left is the WEAll logo. On the right are user icons for notifications (1), search, and profile. The main content area features the WEAll logo and a welcome message: "Welcome to the forum! This is a community space which adheres to the WEAll [Code of Conduct](#).  
categories ► tags ► Categories Latest Unread (11) Top + New Category + New Topic". Below this is a table listing categories and their latest topics.

Category	Topics	Latest
<b>WEAll Community Events</b> This channel is to promote any and all upcoming events that you may want to share with the WEAll network. WEAll Talk, WEAll Citizens events will be announced here.	17	 Upcoming Network Member's Events 6 WEAll Community Events events 1d
<b>Offers &amp; Needs</b> Use this channel to engage in collaborations with otherMembers. This could be a need that you have (i.e. a speaker for an event, edit of a document, job offer etc.) or an offer you have (i.e. video editing, web development etc.)	18	 "Purpose: a Wellbeing Economy Film" Premiere in Berlin 3 WEAll Community Events events ✎ English (UK) Deutsch 1d
<b>Welcome &amp; Get Started!</b> Start your journey here!	7 2 unread	 3-minute explainer video feedback 0 Offers & Needs ✎ English (UK) 2d
<b>Amplify Channel</b>	11	 Introduce yourself! 62 Welcome & Get Started! 82 California Events 0 4d

## Participate have their own platform (v1 and v2)

The screenshot shows the homepage of the ORE community platform. At the top, there's a banner with a yellow tent labeled 'ORE' and the text 'OPEN RECOGNITION IS FOR EVERYBODY'. A large, stylized 'ORE' logo is prominently displayed. On the right side of the banner, there are icons for messaging, notifications, and user profiles. Below the banner, a large announcement from Doug Belshaw, a Community Facilitator, dated '1 month ago', reads: 'Hello and welcome! Next community call: 28th January 2025'. The announcement is preceded by a hand-waving emoji. The main content area features a large image of a yellow tent with 'ORE' on it, set against a pink and blue background. On the left, a sidebar lists navigation options: Feed, Courses, Discussions, Resources, Members, Groups, and About. At the bottom, there's a 'Manage Community' option.

ORE

OPEN RECOGNITION IS FOR EVERYBODY

You're a Member

ORE

Open Recognition is for Everybody (ORE)

Feed

Courses

Discussions

Resources

Members

Groups

About

Manage Community

Announcement

Doug Belshaw  
Community Facilitator

1 month ago

Hello and welcome!

Next community call: 28th January 2025

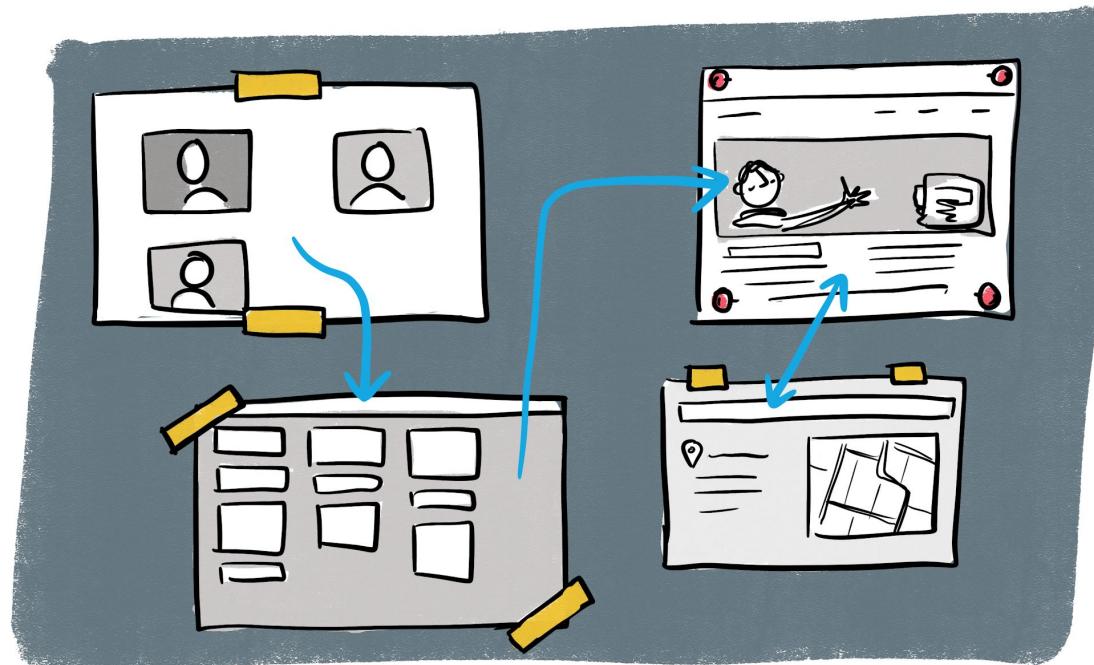
ORE stands for "Open Recognition is for Everybody". By this, we mean that we are particularly interested in the intersection of open recognition, open badges, and Communities of Practice (CoP). This is a place in which badges can recognise participation and engagement, as well as act as credentials.

If you are looking for the Keep Badges Weird community look no further, this is it! We recently renamed the community to showcase better that this community's interest goes beyond open badges and that it is time for a bigger tent.

We're delighted that you're here!

... See More

## Greenpeace bespoke 'no-platform' community

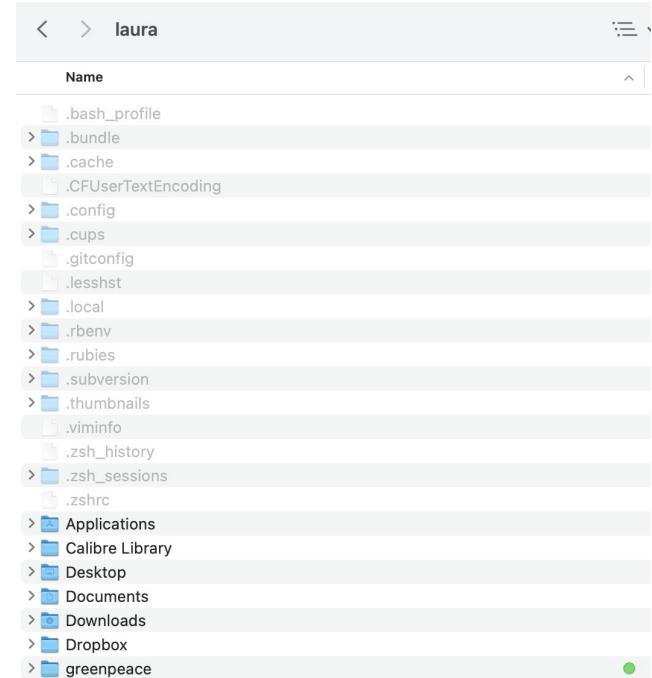


wΔo

GREENPEACE

# Community is only supported by software

- All of us met when we worked at **Mozilla**, where we all worked on a suite of programmes and software tools called Webmaker.
- Both Laura and Doug have been product owners for other large-scale software projects, Greenpeace's **Planet 4** and **MoodleNet**, respectively.
- Project management is an **art**, not a science.



# Platforms and Technical Expertise

You asked for:

- a. Demonstration of proficiency with diverse platforms.
- b. Evidence of technical capabilities, scalability, and reliability in building robust online communities.



# Hivebrite (existing community platform) was a ghost town

Results (25) Sort by: Updated Recently ▾

 #WEAllLearn to be Anti-Oppressive - help us!  
2 years ago ...

 Looking for support

 Alternative / New Economic thinking in policy  
23 days ago ...

 Looking for support

+ messages on **Slack** weren't always getting answered



# Comparing platform options

# Understanding needs

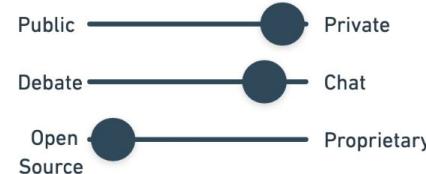
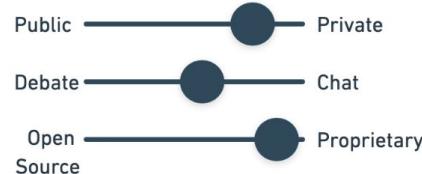
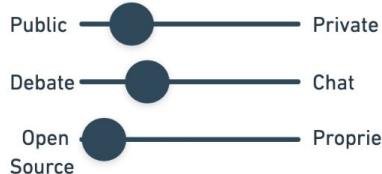
Discourse



Mobilize



Hylo



# Testing Hylo

GROUP WEAll test missions

Create Stream Explore Projects Events Members Groups Map

# Topics #general #Missions #topics All topics

Hi Doug, what's on your mind?

Latest activity All Posts

Stream

Welcome to WEAll's test of Hylo!

We're inviting you to test a new community platform called Hylo! We are determining if this...

Doug Belshaw 1 mo ago

5 2 6

Code of Conduct

Please read the document at the link and accept our Code of Conduct by 'joining' this project using the...

Doug Belshaw 1 mo ago

2

Why electric cars are not the answer

Just read this interesting article from Hot or

Reminder: Last week to test Hylo!

Hey everyone! We have one week left of our testing period. Make sure you complete all

Group Settings Invite People

About WEAll test missions

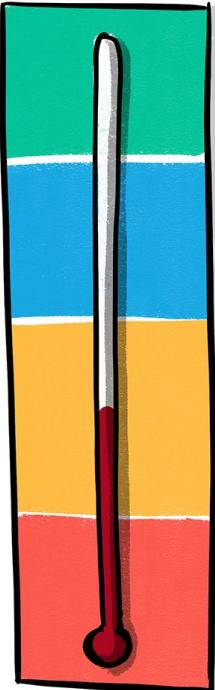
A set of 'missions' to help the WEAll community test Hylo.

Members +47

Group Moderators

- Doug Belshaw
- Marina Gattás
- John Bevan
- Laura Hilliger
- Ana Gómez

Yuh.



the  
DO-MY-USERS-CARE  
-ometer

Nuh.

wΔo

# User feedback on Hylo

The **overall layout and feel of the app is very homey and warm**...The visual representation of your groups in the "Groups" tab is super cool for visual learners like me.

...we realized that users are unable to create sub-groups and link them to the parent group unless they are moderators, and **that's a flexibility that is important**.

**Not possible to "follow" people.** It would be very useful to be able to build your own "wall", with all posts of people you are following

General backend dysfunctions (**slow not load / wouldn't load at all sometimes**)

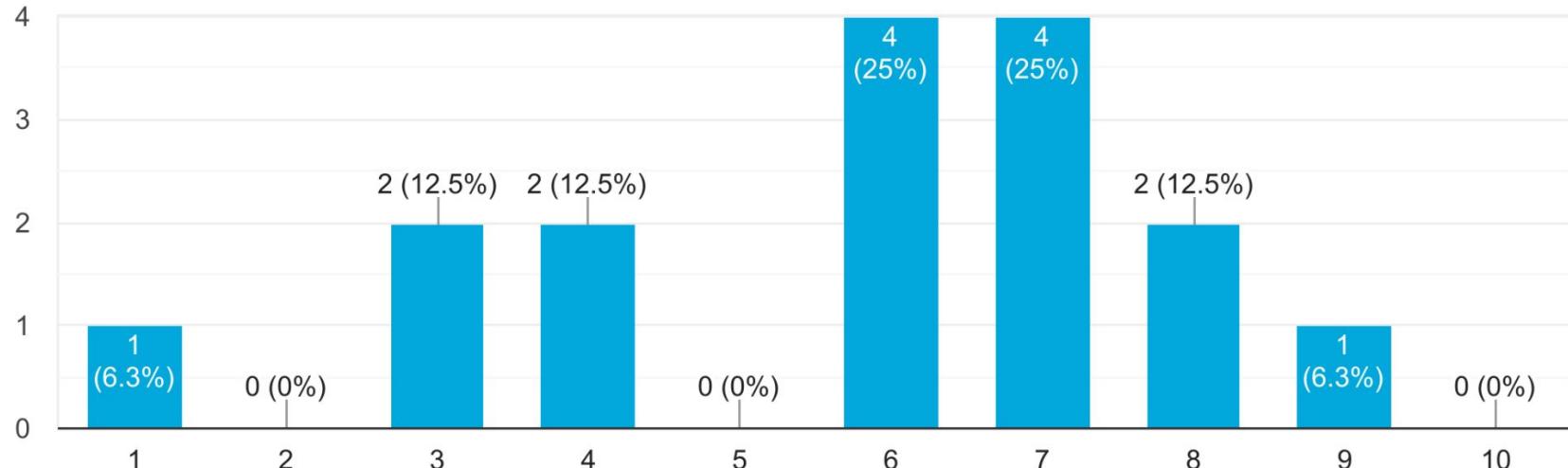
**There are buttons in odd positions**, like the Save Changes in the settings or the close button in some cases

I think the **map feature has a lot of potential** to help people find content relevant to their region, or learn about what efforts are going on particular regions of the world.

# Hylo NPS score

How likely are you to recommend Hylo to friends/colleagues?

16 responses



6.3% promoters - 56.3% detractors = NPS Score of -50



## Welcome to the WEAll Community!

Discuss, learn, and connect together for a wellbeing economy.

Got a question? Ask the community!

Search



### Featured Threads

Replies Views Activity



14 342 1h



37 1,855 3h



0 39 2d

All Categories ►

All Tags ►

Latest

Categories

Unread (4)

New (2)

Top

### Posts

Replies Views Activity



1 6 1h



0 2 1h



104 1,390 2h



68 783 4h



3 68 8h



2 45 13h



12 126 1d

### Feeling overwhelmed?

Tolleret edidum autem in nostra potestate sint, ab omnibus et contra naturam transferre in nobis. Sed interim tota desiderio supprimunt: si vis aliqua quae in manu tua tibi necesse confundentur et quae, quod laudabile esset, nihil tamen

► Onboarding Guide

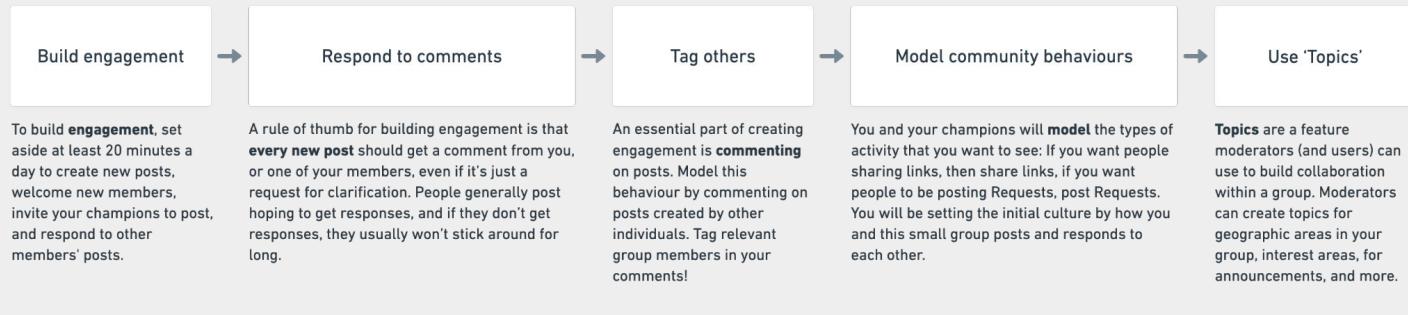
► Help section / docs

► Find your closet Hub

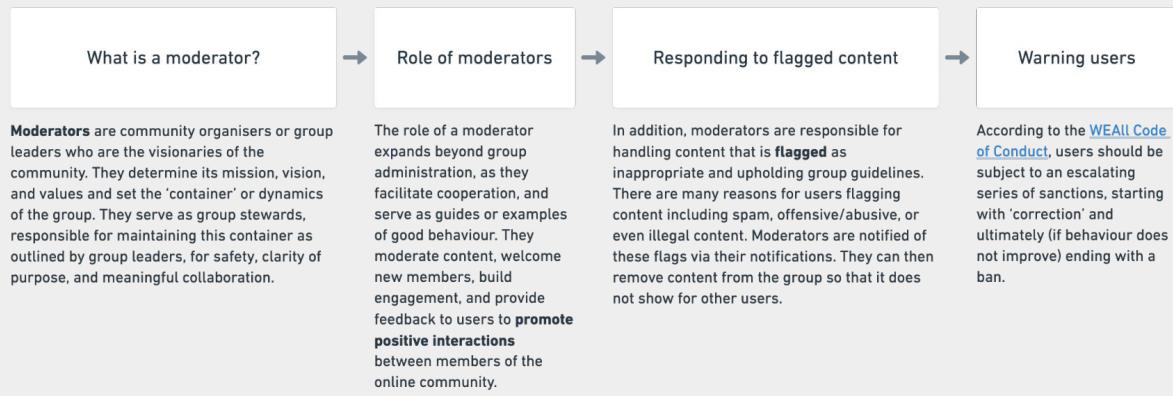
► Talk about the wellbeing economy



## Engagement workflow



## Moderation workflow



- Topics
- My Posts
- Review
- Admin
- Invite
- More

---

- CATEGORIES +
- Discussion Space
- Sandbox
- Site Feedback
- Staff
- All categories

---

- TAGS +
- events
- community-wealth-bui
- tips-and-tricks

+ ≡ grid

[Dashboard](#) [Settings](#) [Users](#) [Badges](#) [Emails](#) [Logs](#) [Customize](#) [API](#) [Backups](#) [Plugins](#)

Multilingual

Dashboard

## Version

<b>Installed</b>	<b>Latest</b>
3.4.0.beta4-dev	3.4.0.beta4-dev
( <a href="#">3fd3a76422</a> )	

Looks like you updated recently. Fantastic!

[General](#) [Moderation](#) [Security](#) [Reports](#)

## Community health

Month DEC 24 – JAN 24 ▼ ⚙️

### Site traffic ?

Pageviews (logged in) Pageviews (anonymous) Known crawlers Other traffic

Date	Pageviews (logged in)	Pageviews (anonymous)	Known crawlers	Other traffic	Total
2024-12-24	10	10	0	0	20
2024-12-25	15	15	0	0	30
2024-12-26	20	20	0	0	40
2024-12-27	10	10	0	0	20
2024-12-28	15	15	0	0	30
2024-12-29	30	30	0	0	60
2024-12-30	40	40	0	0	80
2024-12-31	10	10	0	0	20
2025-01-01	40	40	0	0	80
2025-01-02	20	20	0	0	40
2025-01-03	30	30	0	0	60
2025-01-04	40	40	0	0	80
2025-01-05	10	10	0	0	20
2025-01-06	50	50	0	0	100
2025-01-07	20	20	0	0	40
2025-01-08	30	30	0	0	60
2025-01-09	60	60	0	0	120
2025-01-10	70	70	0	0	140
2025-01-11	10	10	0	0	20
2025-01-12	15	15	0	0	30
2025-01-13	20	20	0	0	40
2025-01-14	80	80	0	0	160
2025-01-15	30	30	0	0	60
2025-01-16	40	40	0	0	80
2025-01-17	30	30	0	0	60
2025-01-18	20	20	0	0	40
2025-01-19	40	40	0	0	80
2025-01-20	50	50	0	0	100
2025-01-21	60	60	0	0	120
2025-01-22	90	90	0	0	180
2025-01-23	70	70	0	0	140
2025-01-24	10	10	0	0	20

# Participate v1 Platform



The homepage features a yellow tent with a sign that says "ORE". To the right, there's a large, colorful, 3D-style text "ORE". A banner at the top right says "OPEN RECOGNITION IS FOR EVERYBODY". A message bubble on the right side contains the "participate." logo and the acronym "WDAO".

You're a Member ▾

## Open Recognition is for Everybody (ORE)

 Feed

 Courses

 Discussions

 Resources

 Members

 Groups

 About

 Manage Community

 Announcement

Doug Belshaw  
Community Facilitator

1 month ago

 Hello and welcome!

Next community call: 28th January 2025

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We're delighted that you're here!

... See More

# Participate v2 Platform: Our community, our moderators and guinea pigs

**OPEN RECOGNITION IS FOR EVERYBODY**

Open Recognition is for Everybody (ORE) | focused on recognition in CoPs

**RESOURCES**

-  **MEETUP** Community Call Laura Hilliger 29/01/2025 - meet\_up
-  **PAGE** Hello and welcome! Anne Hilliger 18/04/2023
-  **PAGE** Earn Recognition Doug Belshaw 09/05/2023
-  **PAGE** Helpful Resources Julie Keane 17/10/2023

**SPACES**

-  **Onboarding** 101 space for badges, CoPs and everything else in the ORE community
-  **ORT Working Group** The Open Recognition Toolkit (ORT) is an initiative of the Open Recognition is... **Moderator**
-  **ORE Help Zone** Come here to ask for platform help, request a space or file bugs! **Moderators**

Search

participate Academy > Community Conversations

 **community conversations.**

participate. + WAO COOPERATIVES

A workshop series about making the best of your Community of Practice

**OUR THINGS**

-  **PAGE** how to build a CoP. partcipate ACADEMY
-  **COLLECTION** creating value in your... partcipate ACADEMY
-  **COLLECTION** helping your Community... partcipate ACADEMY
-  **COLLECTION** Communities as Change... partcipate ACADEMY

view all →

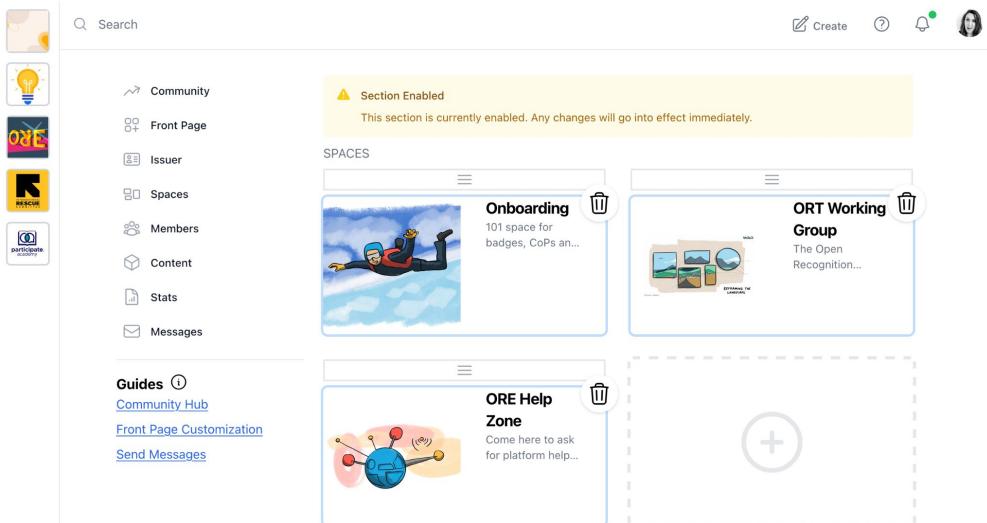
PAGE How to Build a CoP Laura Hilliger 26/03/2024

COLLECTION Creating Value in your... Don LaBonte 23/01/2024

COLLECTION Helping your Community... Don LaBonte 23/01/2024

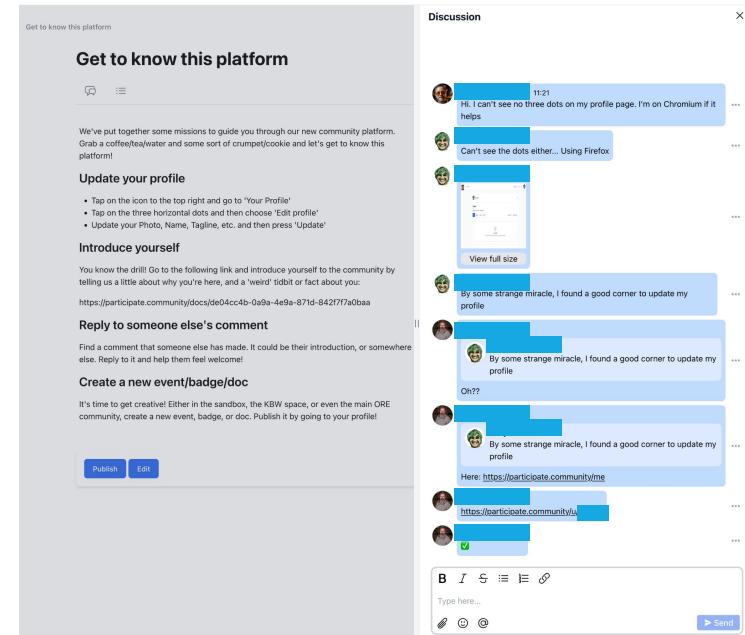
COLLECTION Communities as Change... Don LaBonte 23/01/2024

# Participate v2: Building the plane while we're flying



The screenshot shows the main dashboard of the Participate v2 platform. On the left is a sidebar with icons for various features: Search, Community (Front Page, Issuer, Spaces), Members, Content, Stats, Messages, Guides (Community Hub, Front Page Customization, Send Messages), and a logo for ORT (Open Recognition). The main area has a "Section Enabled" message: "This section is currently enabled. Any changes will go into effect immediately." Below this are three cards:

- Onboarding**: 101 space for badges, CoPs an...
- ORT Working Group**: The Open Recognition...
- ORE Help Zone**: Come here to ask for platform help...



**Get to know this platform**

We've put together some missions to guide you through our new community platform. Grab a coffee/tea/water and some sort of crumpet/cookie and let's get to know this platform!

**Update your profile**

- Tap on the icon to the top right and go to "Your Profile"
- Tap on the three horizontal dots and then choose "Edit profile"
- Update your Photo, Name, Tagline, etc. and then press "Update"

**Introduce yourself**

You know the drill! Go to the following link and introduce yourself to the community by telling us a little about why you're here, and a "weird" tidbit or fact about you:  
<https://participate.community/dccs/0e04cc4b-0a9a-4e9a-871d-842f77fa0ba>

**Reply to someone else's comment**

Find a comment that someone else has made. It could be their introduction, or somewhere else. Reply to it and help them feel welcome!

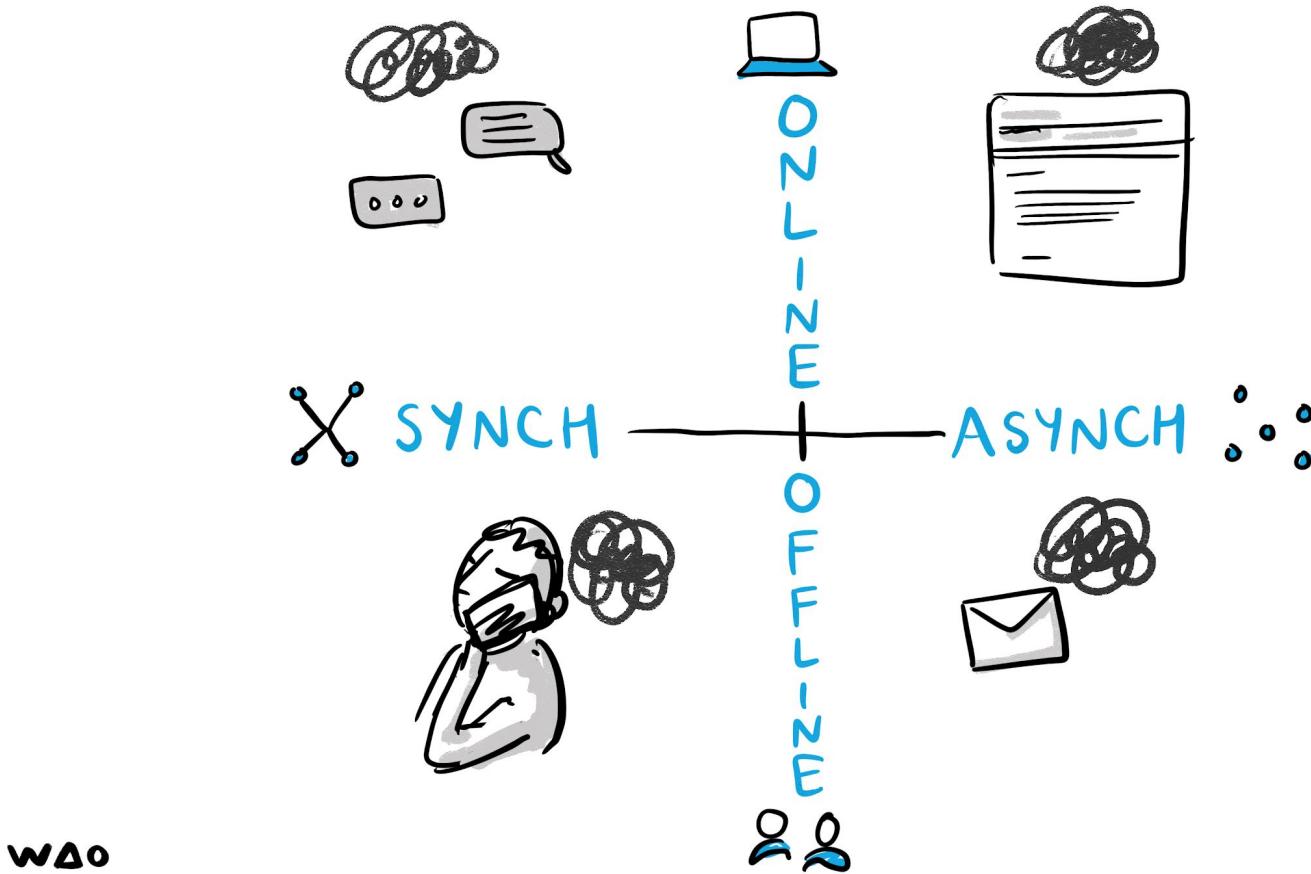
**Create a new event/badge/doc**

It's time to get creative! Either in the sandbox, the KBW space, or even the main ORE community, create a new event, badge, or doc. Publish it by going to your profile!

**Discussion**

A discussion thread with several messages:

- Hi. I can't see no three dots on my profile page. I'm on Chromium if it helps
- Can't see the dots either... Using Firefox
- By some strange miracle, I found a good corner to update my profile
- By some strange miracle, I found a good corner to update my profile
- By some strange miracle, I found a good corner to update my profile
- Here: <https://participate.community/me>
- <https://participate.community/me>



## Needed to happen around participants' everyday work

Because the entire community and training needed to be available to all global staff, we needed to use tools that all staff were already using.

- Intranet (ThoughtFarmer) for the canonical link
- Google Drive to store assets
- A LMS (StudyTube) for self-study content
- Scenarios took place predominantly in Slack, Zoom, and Google Docs
- Used Slack channels to mimic critical incident management



[Click here for a list of participants from previous CIN trainings](#)

### The Critical Incident Network (CIN)

Greenspace needs to be prepared to deal with crises, which means having people who are skilled at Crisis Communications. We need capable, thoughtful commo professionals to create a strong international network, able to:

- monitor, analyse, handle, and escalate critical issues relevant to Greenpeace as an organisation
- lead or support communication in international critical incident situations

We have a number of trainings and resources to increase Greenspace's organisational and communication responsiveness by building confidence, team cohesion and staff capacity in how to identify and deal with critical incidents communication (particularly as a part of a Critical Incident response team).

Welcome to the CIN!

#### CIN Network Overview

Not everyone is an ideal candidate for the CIN! We are looking for experienced, stress resilient communications professionals. Your personality or position makes it likely that you would be involved in a critical incident response? Our CIN pathway will help determine if the network is right for you and if you are right for the network.

**Participating** Provided CIN leaders agree that you're ready, you'll be invited to activities as a participant.

**Leading** Along the way, you can volunteer to learn more and gain skills to be able to lead CIN trainings.

**Observing** Where you are first introduced to the CIN, you will begin to gain an awareness of what the CIN does and available trainings.

**Contributing** Opportunities for future trainings and other network activities are available to those who are interested.

**Owing** Highly active CIN members can take responsibility for the future of CIN trainings.

#### CIN Trainings

**CIN Introductory Session**  
Not sure whether or not this is for you? This session introduces you to the CIN and can help you understand what to expect from the CIN Advanced Comm Training. It gives you a taste of and help you make an informed decision.

**CIN Advanced Comm Training**  
The aim of this training is to increase Greenspace's organisational and communication responsiveness by building confidence, team cohesion and staff capacity in how to identify and deal with critical incidents communication (particularly as a part of a Critical Incident response team).

**CIN Train the Trainer (TTT)**  
The CIN Advanced Comm training doesn't work without trainers and experts coordinating scenarios and their teams. Step up to become a CIN trainer and become a leader in the network!

**CIN Lead Trainer Session**  
The lead trainer runs the training sessions for a dedicated team. The lead trainer is supported by a Co-trainer as well as Scenario Support. Do you think you have what it takes?

**CIN Comms Deep Dive**  
Coming SOON! You loved the CIN Advanced Comm Training and want to keep learning? Keep your eyes peeled for the CIN Comms Deep Dive that is currently under development.

# Using accessible tools and techniques

**CIN Project Management** ▾ ★ ○ Set status

Overview List Board Timeline Calendar Workflow Dashboard Messages Files +

+ Add task

Task name	Assignee	Due date	Priority
Glossary / naming convention			Low Pri...
May Meet Up scheduling			High Pri...
Move forward Learning Partners/P2P discussion proposal	Elizabeth G...	10 May, 2023	High Pri...
Self-study redesign consideration - is there some comprehension info that we should add as a quiz before a co			

Add task...

⋮ ▾ **Inbox / to discuss**

Glossary / naming convention			Low Pri...
May Meet Up scheduling			High Pri...
Move forward Learning Partners/P2P discussion proposal	Elizabeth G...	10 May, 2023	High Pri...
Self-study redesign consideration - is there some comprehension info that we should add as a quiz before a co			

⋮ ▾ **Overall**

Naming conventions (CIN Master Training, CIN Awareness, CIN deep dive?)			High Pri...
Liz to confirm if the week of the 5th June works for the TtT	Elizabeth G...	23 Mar, 2023	High Pri...
CIN training programme badges			Low Pri...
CIN-training value proposition doc			High Pri...
CIN Skills & Competencies			
Review and align CIN skills and competencies with L&D programme skills	Elizabeth G...	30 Jun, 2023	Medium...



asana

# Using accessible tools and techniques

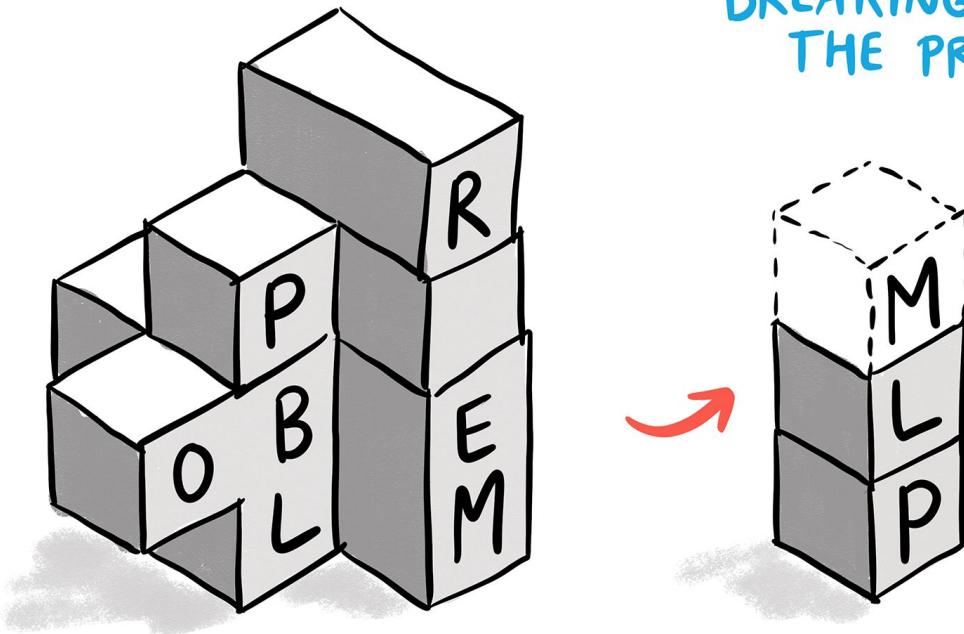
	A	B	C	M	O	Q
1	d	Task	Event	Priority	Content type	Notes
2	1	Visual overview of the training - a marketing guide for the training to help us recruit CIN members to help and give	Test/Pilot	Should	slides + video	
3	0.25	draft recruitment nomination form (see criteria in <a href="#">training doc</a> )	Pilot	Should	google form	
4	0.5	recruit 6-10 participants	Test	Must	marketing initiative	
5	2	recruit 20-25 participants	Pilot	Must	marketing initiative	
6	2	recruit test run trainers	Test	Must	email	
7	0.5	Pre-assessment Survey	Pilot	Should	google form	
8	0.25	draft email to participant line managers	Pilot	Must	email	
9	0.25	set up slack channels	Test/Pilot	Must	logistics	
10	1	draft weekly emails	Pilot	Should	email	
11	0.5	automate weekly emails	Pilot	Could	tech	not for pilot
12	0.5	outline the responsibilities per comms role	Pilot	Must	document	
13	1	overview CIMT roles	Pilot	Should	video	
14	2	develop trainer packs	Test/Pilot	Should	document	
15	1	Communication guidelines	Test/Pilot	Must	email	e.g. "Rapid fire you have 30 mins to respond"
16	0.5	draft escape hatch reminders for trainer pack	Pilot	Must	document	
17	0.25	create final assignment activity	Pilot	Could	slides, video, be creative	

# Creativity and Strategic Thinking

You asked for:

- a. Innovative problem-solving and strategic approaches.
- b. Thoughtful design solutions tailored to meet unique community objectives.





BREAKING DOWN  
THE PROBLEM...

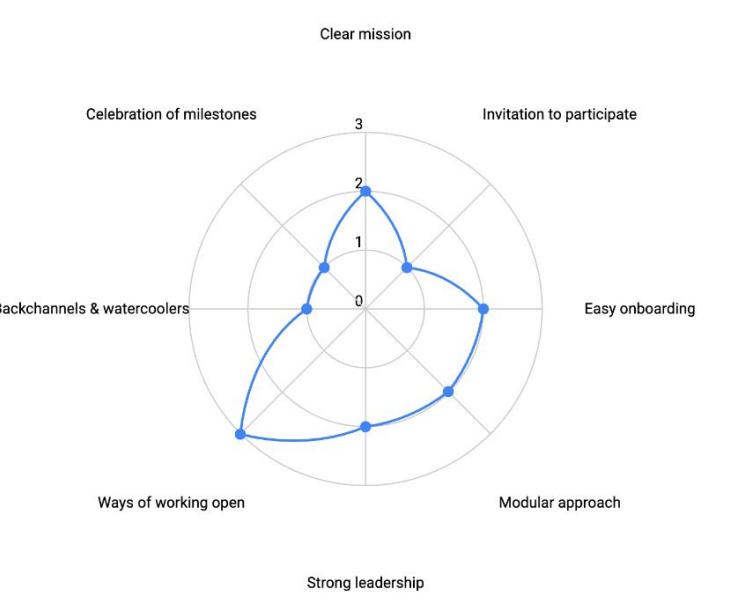
WAD

# Understanding needs

AoP diagnostic tool for WEAll

File Edit View Insert Format Data Tools Extensions Help

M9

	A	B	C	D	E	F	G	H	I	J	K	L	
1													
2											Area of focus	Planned activities	Review date
3	<div style="text-align: center;"> <p>Clear mission</p>  <p>Celebration of milestones</p> <p>Invitation to participate</p> <p>Easy onboarding</p> <p>Backchannels &amp; watercoolers</p> <p>Modular approach</p> <p>Ways of working open</p> <p>Strong leadership</p> </div>										1 Invitation to participate	Create criteria of how to segment community Segment community into relevant groups Capture data from MailChimp, etc. Map who to invite to participate Communicate what's happening to different groups Aamirah to run AoP with other participants	23/10/2023
4	<p>1 Invitation to participate</p> <p>2 Backchannels &amp; water...</p> <p>3 Clear mission</p>										2 Backchannels & water...	Update Code of Conduct to change name ('Culture of Participation'), mention tone and approach (+CWs / TWs) Add multiple places where people encounter the CoC Create threads for more personal spaces Create tags for different types of threads (e.g. listening / talking) Identify people to help lead conversational tone in these kinds of spaces	6/11/2023
5	<p>2 Backchannels &amp; water...</p> <p>3 Clear mission</p>										3 Clear mission	Go through Theory of Change approach for the online community Come up with a form of words to describe why the community platform exists and what we're trying to achieve Communicate the mission of the organisation on the community platform Explain the process and how Discourse will be used to the community	30/10/2023
6													
7													

# The Good, The Bad, and the Social

Unravelling the Nuances of Online Spaces



Doug Belshaw · Follow

Published in We Are Open Co-op · 4 min read · Jun 28, 2023

Online communities often spill out across multiple digital spaces. While there is usually a central hub towards which newbies are pointed, conversations can be found all over the place. These discussions could manifest themselves as hashtags, reddit discussions, or even impromptu group chats at events.

Lately, we've been involved in a few conversations where we had to clarify the three primary modes of online community interaction: chat apps, social networks, and forums. We've realised that organisations sometimes expect these interactions to occur all in one location. Although technically feasible, it's not always the optimal solution.

### Chat apps

**Positives**

- Swift interaction: Allows for instant replies and prompt issue resolution.
- Personal touch: Conversations often involve one-to-one or small group chats.
- Effective notifications: Real-time alerts ensure messages aren't easily missed.

**Negatives**

- Not for large groups: The format doesn't favour large-scale discussions or broad information dissemination.
- Organisational challenges: Without appropriate management, old conversations or key information can be hard to locate.
- Lack of anonymity: Users typically can't hide their identity, which may not suit everyone.

### Social networks

**Positives**

- Broad reach: Social networks allow content to be shared with a vast number of people.
- Rich content: They support diverse types of content - text, images, videos, etc.
- Discoverability: The use of hashtags and trending topics make content easily found.

**Negatives**

- Privacy concerns: Unless privacy settings are carefully managed, content can be seen by anyone.
- Control issues: Resharing posts can make information management tricky.
- Unwanted negativity: Public posts can attract undesirable comments or trolling.

### Forums

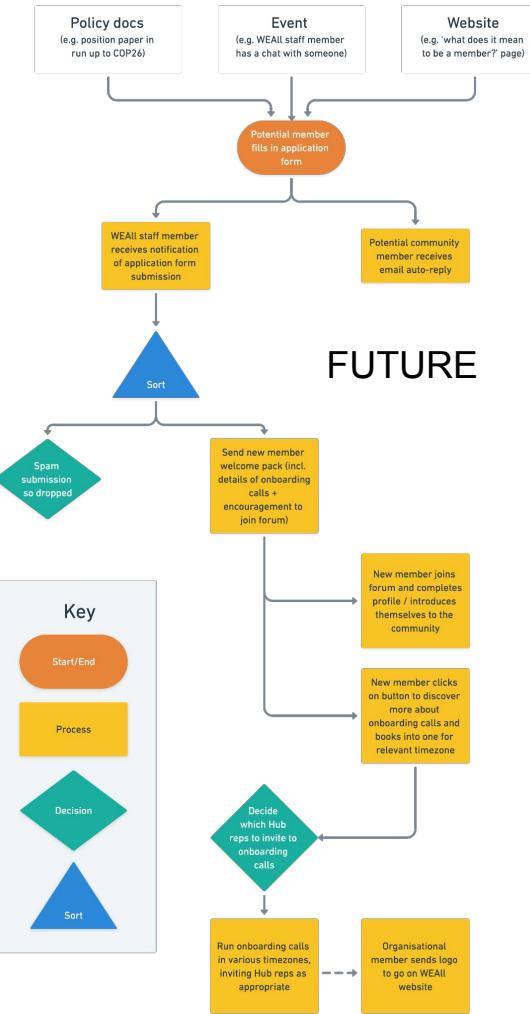
**Positives**

- Structured discussions: Forums allow for easy categorisation and referencing of threads.
- Open participation: Everyone in the community can contribute.
- Longevity: Content in forums remains accessible and can be referenced over time.

**Negatives**

- Delayed responses: Forums aren't real-time, so responses can take a while.
- Formality: The structured nature of forums can make them seem less personal.
- Moderation effort: Large forums can require significant resources for proper moderation.

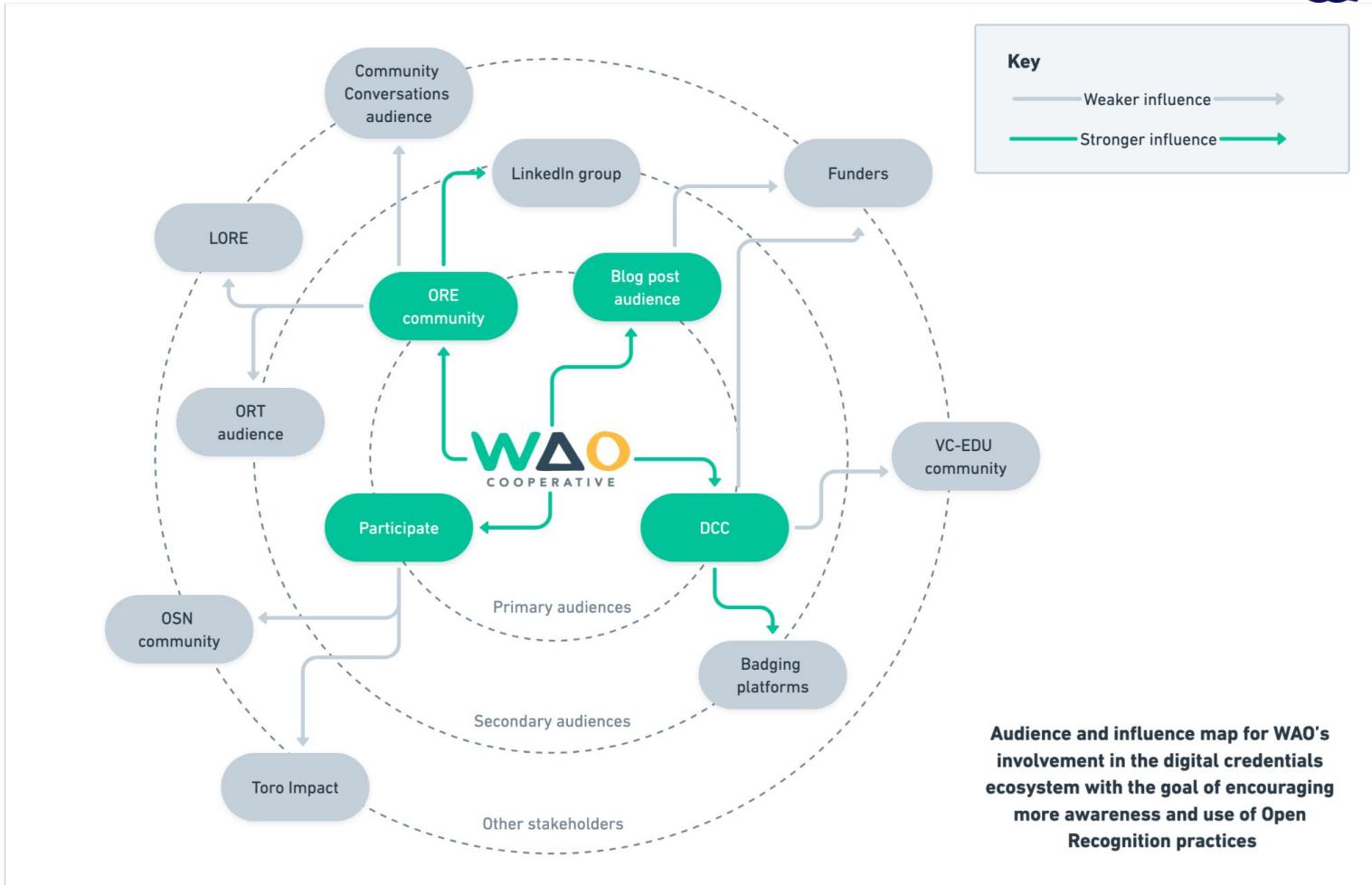
Scroll down to the bottom of this post for this text in a more accessible format

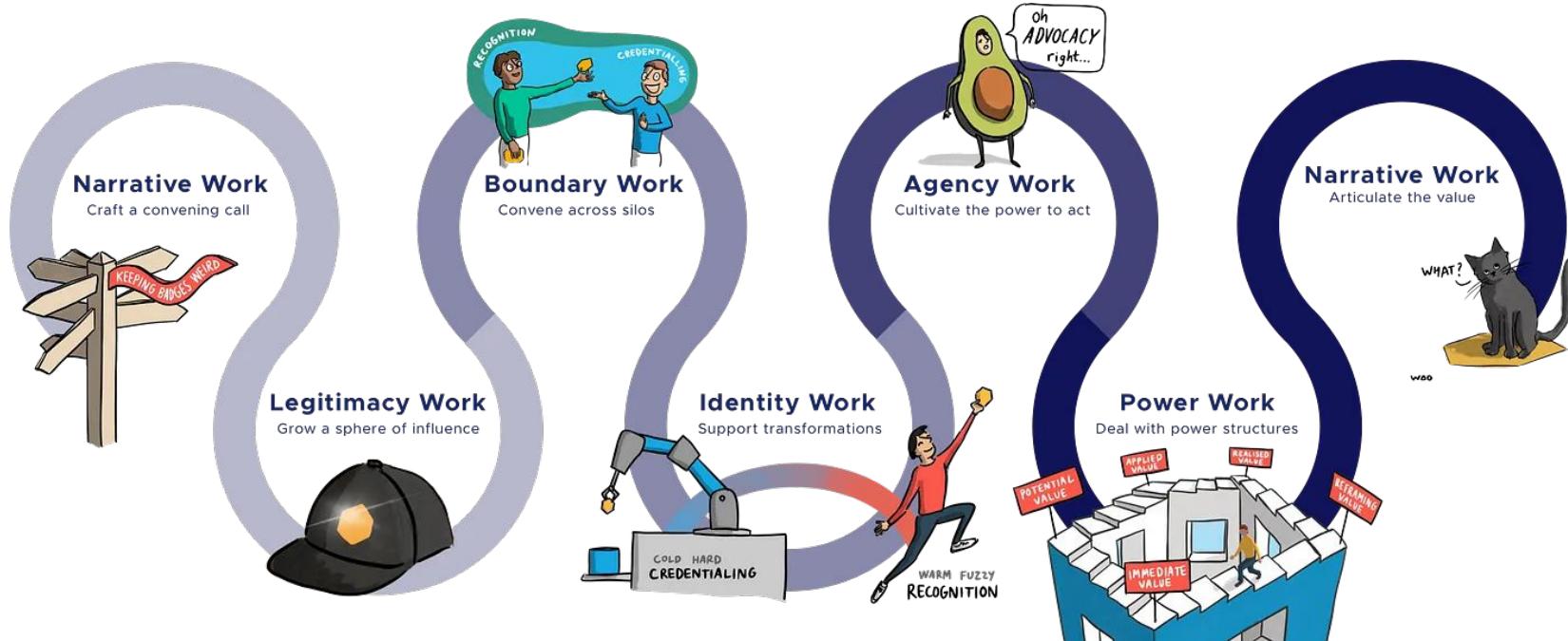


FUTURE



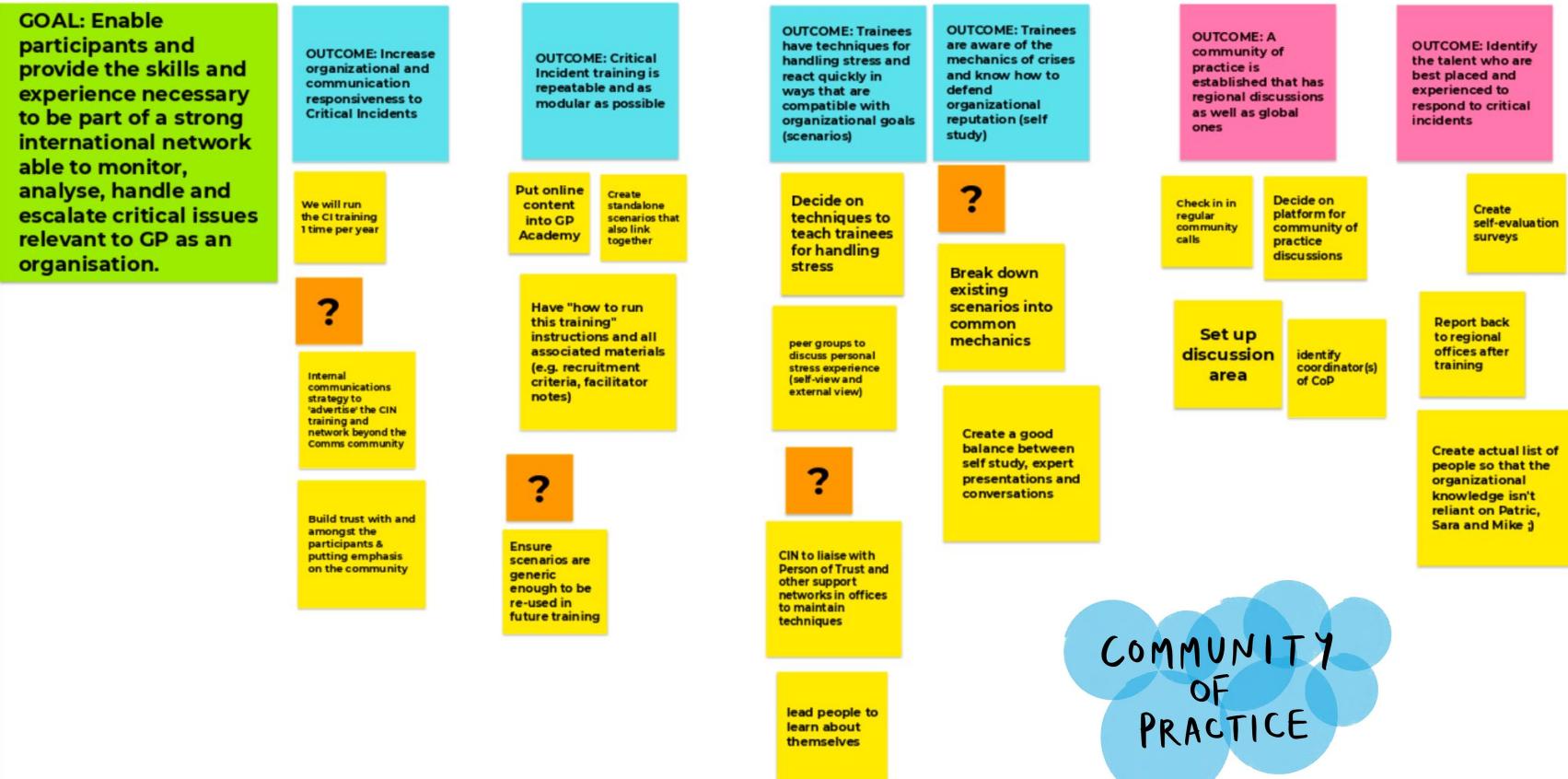
WELLBEING  
ECONOMY  
ALLIANCE





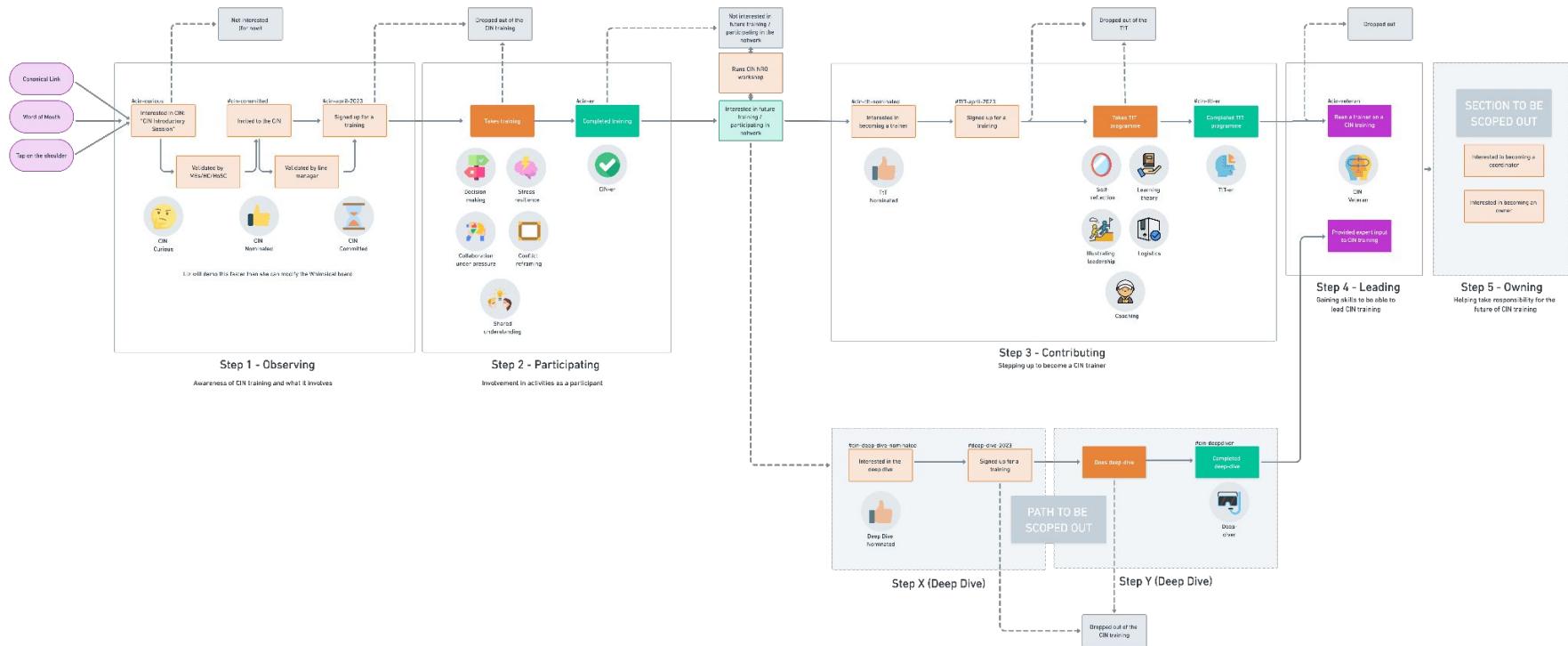
## CIN Goals

# GREENPEACE

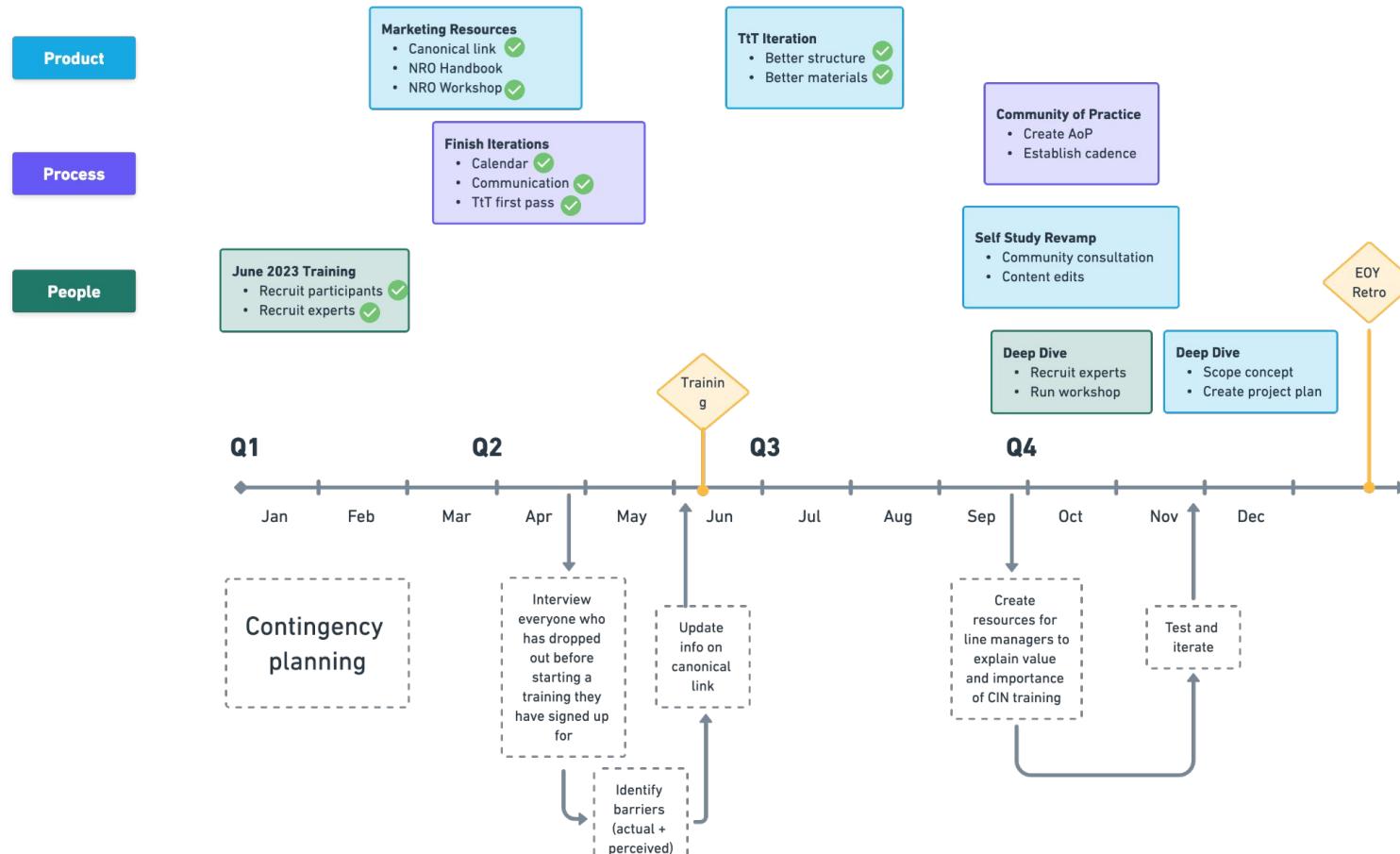




## CIN Pathway (front of house)



# CIN 2023 Project Planning Roadmap

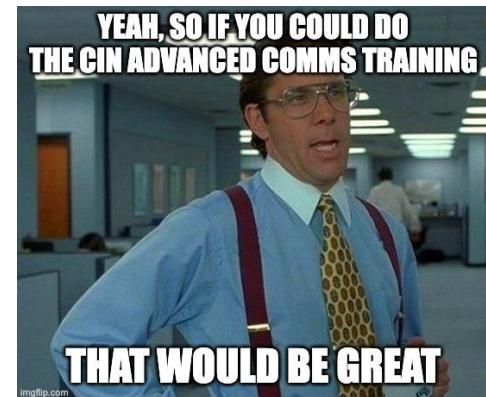


## CIN 2022 Strategic Starfish



GREENPEACE

## CIN Marketing Examples



# Customisation, Integrations, and Adaptability

You asked for:

- a. Flexibility in tailoring platforms and features to meet diverse user needs.
- b. Effective integration of tools and adaptability to evolving requirements.





WΔO

[Dashboard](#) [Settings](#) [Users](#) [Badges](#) [Emails](#) [Logs](#) [Customize](#) [API](#) [Backups](#) [Plugins](#)

Multilingual

Admin &gt; Plugins

## Installed plugins

Any Discourse plugins that you have installed, or plugins that come preinstalled with Discourse hosting, will appear in this list.  
[Learn more...](#)

[Plugins](#) [Calendar](#) [Chat](#) [Events](#)
[How do I install plugins?](#)

Name	Version	Enabled?	
<b>Automation</b>			
By Discourse	0.1 3fd3a76	<input type="checkbox"/>	<a href="#">Settings</a>
Allows admins to automate actions through scripts and triggers. Customisation is made through an automatically generated UI. <a href="#">Learn more ↗</a>			
<b>Calendar</b>			
By Discourse	0.5 0d13b05	<input checked="" type="checkbox"/>	<a href="#">Settings</a>
Allows the ability to create a dynamic calendar with events in a topic. <a href="#">Learn more ↗</a>			
<b>Chat Integration</b>			
By Discourse	0.1 5246154	<input type="checkbox"/>	<a href="#">Settings</a>
Allows integration with several external chat system providers <a href="#">Learn more ↗</a>			
<b>Events</b>			
By Angus McLeod	0.9.3 449666e	<input checked="" type="checkbox"/>	<a href="#">Settings</a>
Allows you to manage events in Discourse <a href="#">Learn more ↗</a>			



- Topics
- My Posts
- Review
- Admin
- Invite
- More

CATEGORIES

- Discussion Space
- Sandbox
- Site Feedback
- Staff
- All categories

TAGS

- events
- community-wealth...
- tips-and-tricks
- movement-building
- optional-mission
- All tags
- Configure defaults

MESSAGES

- Inbox

Dashboard [Settings](#) Users Badges Emails Logs Customize API Backups Plugins

Multilingual

Type to filter... Clear  Only show overridden

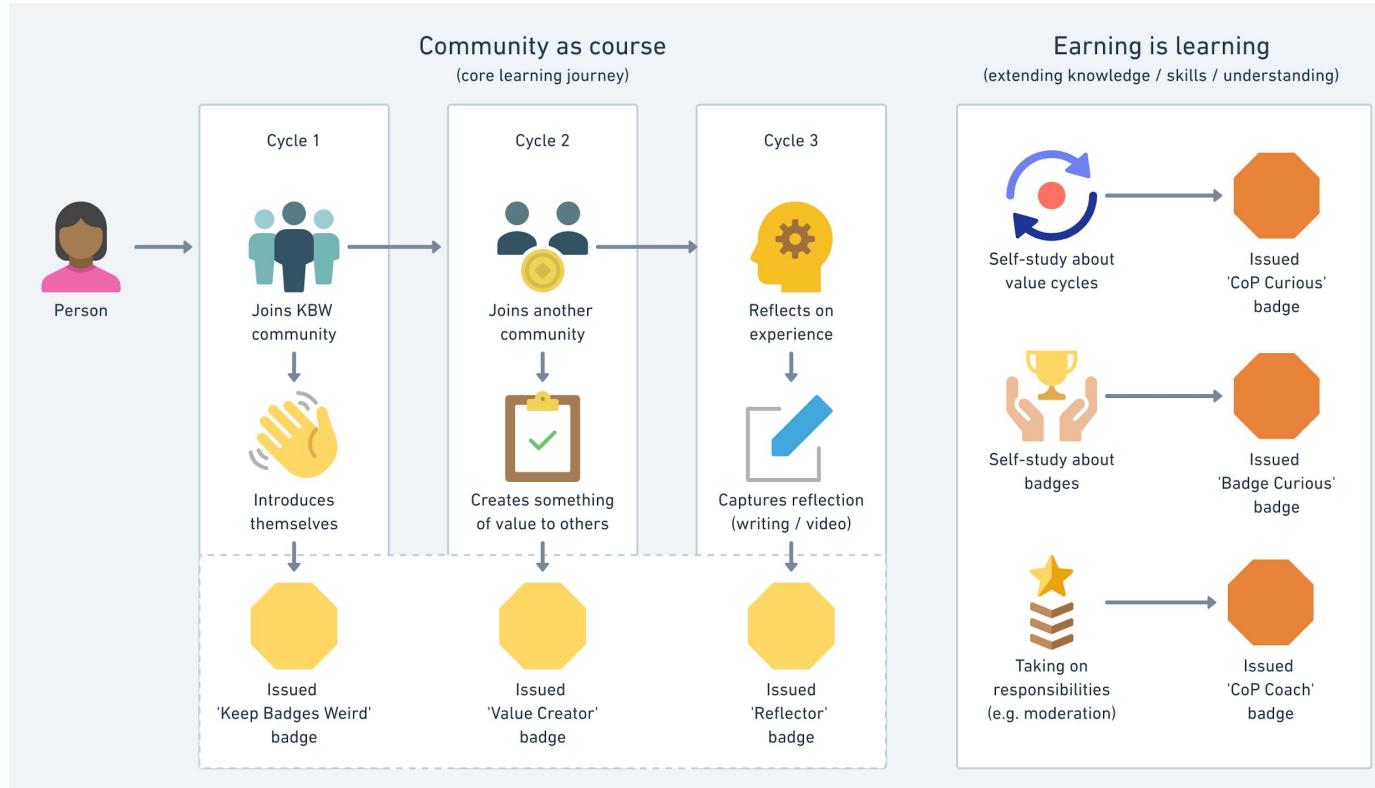
All (40)	reserved usernames
Required (4)	admin, moderator, administrator, mod, sys, sy... + <input type="button" value="reset"/>
Branding (7)	
Basic Setup (6)	
<b>Users (2)</b>	
Posting (2)	
Email (3)	
Files (1)	
Security (1)	
Developer (1)	
Navigation (1)	
Legal (1)	
Search (1)	
Other (3)	
User Preferences (1)	

public user custom fields

x geo_location	+ <input type="button" value="reset"/>
x Organisation	
x Area of focus	
x Thematic interests	

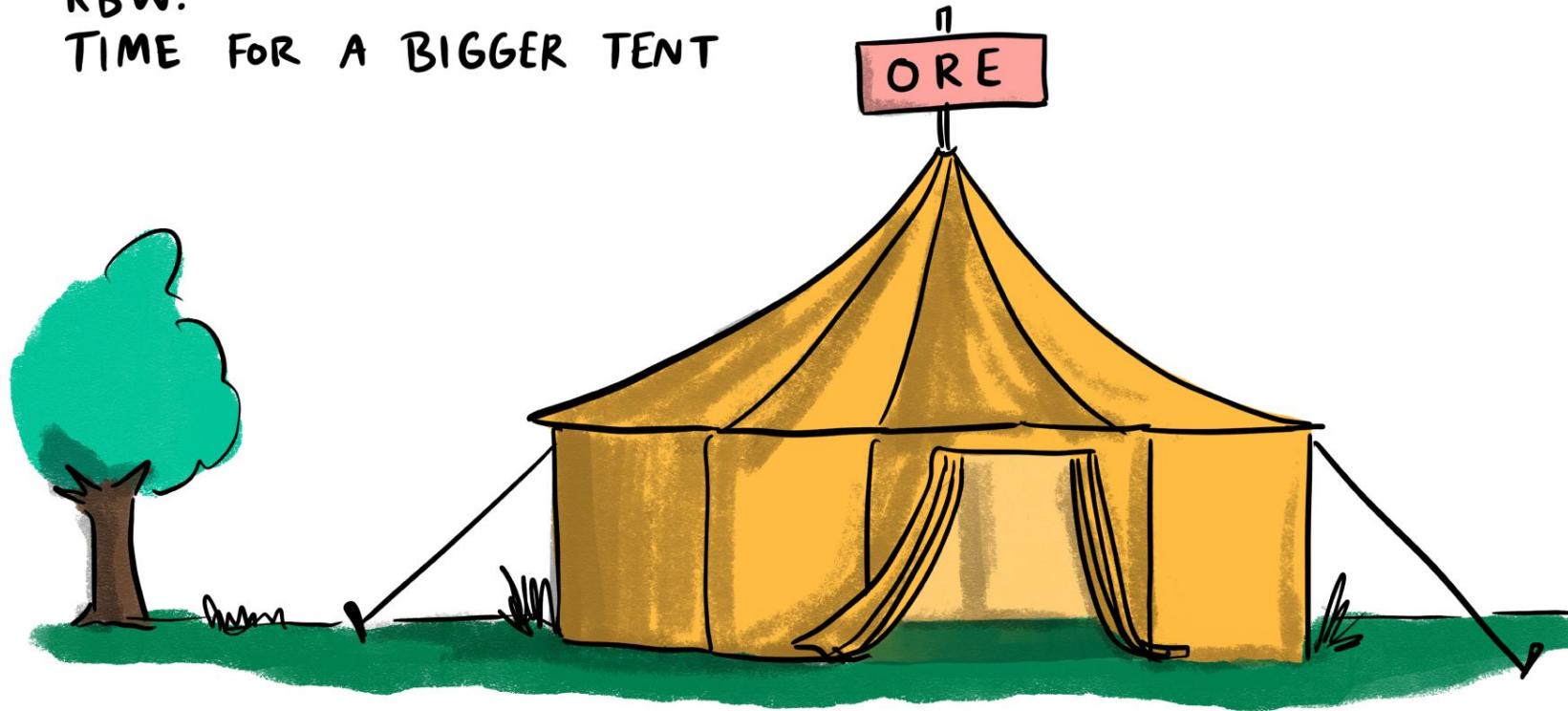
Add item... +

A list of user custom fields that can be retrieved with the API.





KBW:  
TIME FOR A BIGGER TENT



## From KBW to ORE: A rebranding timeline



## Building engagement with tools we're given



### Open Recognition is for Everybody (ORE)

- Feed
- Courses
- Discussions
- Resources
- Members
- Groups
- About

 Manage Community

#### Settings

-  **Community checklist**  
Get your community up and running with this quick-start checklist.
-  **General settings**  
Privacy settings, branding, community description and more.



#### Admin tools

-  **Announcements**  
Keep your members engaged and up-to-date.
-  **View credentials**  
View all credentials within the community.
-  **Manage groups**  
Create unique learning pathways with small group experiences.
-  **Manage members**  
Manage existing members and invite new people.

# Shifting when we need to

 Open Recognition is for Everybody (ORE) > Onboarding



101 space for badges, CoPs and everything else in the ORE community

Manage



OUR THINGS

[view all →](#)



COURSE

Get to know this platform



Doug Belshaw  
09/05/2023

COURSE

Badge Curious



Laura Hilliger  
14/04/2023

COURSE

CoP Curious



Anne Hilliger  
18/04/2023

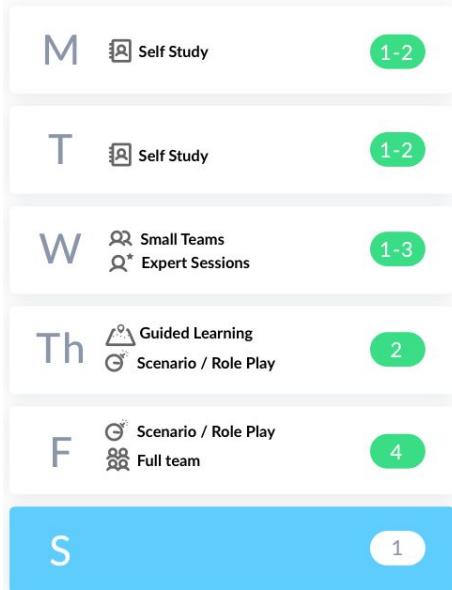
COURSE

Reframing Recognition



Laura Hilliger  
13/02/2024

## Using a variety of tools to engage people



Discover   My learning   Library   Manage   GREENPEACE ACADEMY

All courses

ACTIVE ARCHIVED

1 - 20 of 20

My Dashboard   My content   People   Library   Videos   Documents   Articles   Online Courses   Events   Learning tracks   Collections

20 courses

Updated: 10 Oct 2024, 11:52 | Hidden | Published | English  
**Trainer Logistics for the CIN Advanced Comms Program**  
by Academy ★ 8 (2 reviews)  
0h15m | 20 Users

Updated: 5 Nov 2024, 20:58 | Hidden | Published | English  
**Trainer Preparation for the CIN Advanced Comms Program**  
by Academy ★ 6 (1 review)  
0h15m | 20 Users

Visible to some | Published | English

## Making adjustments based on real people



### Training Coordinator

Hannah is 40 years old and works as an executive assistant for a GPNL team. She has been in the CIN for 2 years. She wants to run a regional CIN Comms Training for the Netherlands, Belgium and Denmark.

"We value X even over Y..."

Comms Expertise ↔ Subject Knowledge

Logistics ↔ Facilitation

Approachable ↔ Rigorous

Hosting ↔ Coaching

Emotional Maturity ↔ Passion



### Lead Trainer

Anne is 36 years old and works as a communication specialist for GPBE. She has been in the CIN for 4 years. She wants to be sure that if shit hits the fan, her colleagues can help her deal with the situation.

We value X even over Y

Comms Expertise ↔ Subject Knowledge

Logistics ↔ Facilitation

Approachable ↔ Rigorous

Hosting ↔ Coaching

Emotional Maturity ↔ Passion



### Co Trainer

Gretchen is 28 years old and works as a press officer for GPDK team. She has been in the CIN for 1 year. She wants to help the CIN grow and is eager to train more people to work with the press when things are tough.

We value X even over Y

Comms Expertise ↔ Subject Knowledge

Logistics ↔ Facilitation

Approachable ↔ Rigorous

Hosting ↔ Coaching

Emotional Maturity ↔ Passion



### Scenario Support

Bryan is 54 years old and works as an action coordinator for GPNL. He has been in the CIN for 7 years. He wants to share his experiences from the field and help people understand the complexities of crises and critical incidents.

We value X even over Y

Comms Expertise ↔ Subject Knowledge

Logistics ↔ Facilitation

Approachable ↔ Rigorous

Hosting ↔ Coaching

Emotional Maturity ↔ Passion



### Observer

Kwasi is 47 years old and works as a managing editor. He's heard of the CIN, but is not an active member. He is eager to lend his Comms Hubs expertise to the training so that he can understand his teams own responsibilities in a crisis.

We value X even over Y

Comms Expertise ↔ Subject Knowledge

Logistics ↔ Facilitation

Approachable ↔ Rigorous

Hosting ↔ Coaching

Emotional Maturity ↔ Passion

## Different assets for different “users”

<u>Escalations Guided Learning 1</u>	1	2	3	4	5	6	7
Slack Channel	CI-Media ▾	CI-Comms ▾	CI-Media ▾	CI-Media ▾	CI-Comms ▾	CI-Comms ▾	CI-Media ▾
Audio		asset					asset
Video							
Email/message screenshot						asset	
fake Google news block	asset						
fake news headline			asset	asset			
fake social media							
backchannel message(s)					asset		
<u>Escalations Guided Learning 04</u>	1	2	3				
Slack Channel	CI-Comms ▾	CI-Comms ▾	CI-Comms ▾				
Audio	asset						
Video							
Email/message screenshot		asset					
fake Google news block							
fake news headline							
fake social media							
backchannel message(s)			asset				
<u>Escalations Role Play 05</u>	1	2	3	4	5	6	7
Slack Channel	CI-Comms ▾	CI-Comms ▾	CI-Media ▾	CI-Comms ▾	CI-Comms ▾	CI-Comms ▾	CI-Comms ▾
Audio		asset			asset		
Video							
Email/message screenshot						asset	asset
fake Google news block			asset				
fake news headline							
fake social media							
backchannel message(s)	asset			asset			

# User Interface and User Experience (UI/UX)

You asked for:

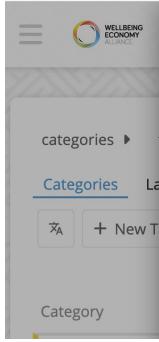
- a. Designs that are intuitive, accessible, and visually engaging.
- b. A focus on seamless navigation and enhanced user engagement.



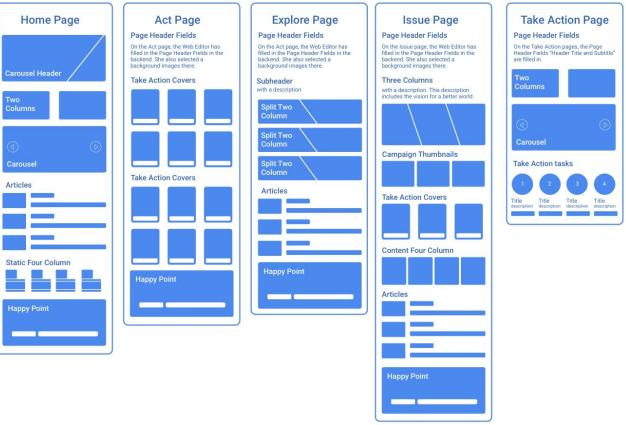
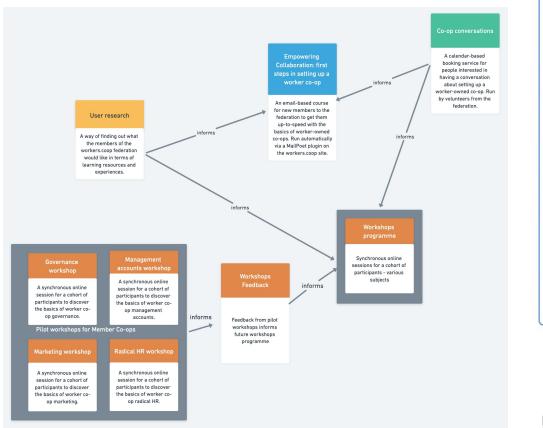


wΔo

# Levels of fidelity



- 3 replies Our Wellbeing Economy Policy Design Course...
- 7 replies Upcoming Network Member's Events
- 4 replies "Purpose: a Wellbeing Economy Film" Premiere in Berlin
- DavidMGreen California Events
- 142 replies WEAll Voices Community
- DavidMGreen WEAll California Hub gathering
- 12 replies Agriculture, Land Trusts & the Future of Wellbeing...



The screenshots show a mobile application interface for environmental activism:

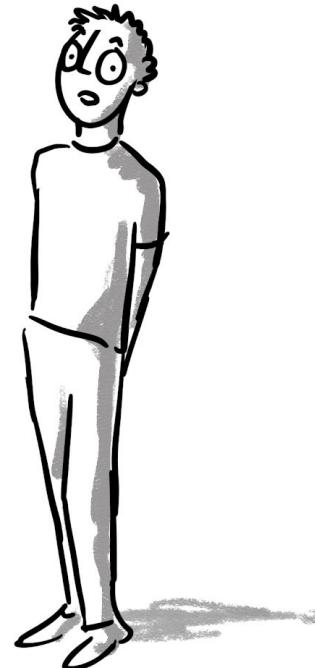
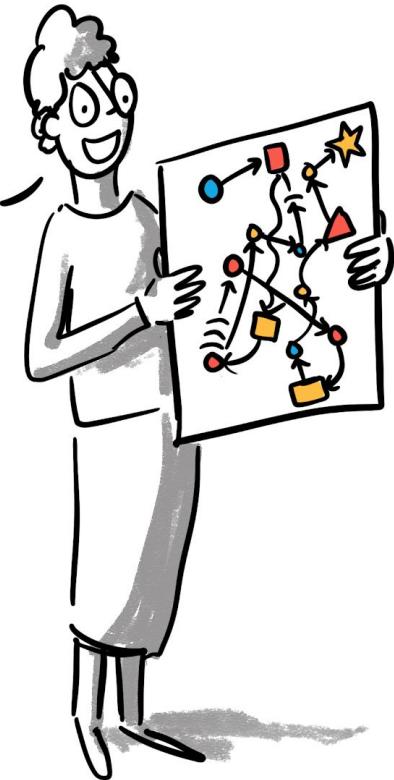
- Story 1: GREEN STORY** featuring Emma Thompson. Text: 'Meet Tweena Rose Mills. She has helped protect her water by joining a resistance camp to fight the construction of the Dakota Access Pipeline.' Buttons: 'READ MORE' and 'SEE ALL'.
- Story 2: CELEBRITY SUPPORT** featuring Emma Thompson. Text: 'I'M BACK AND I'M KNITTING TWEETING- #ARCTIC HOME'. By Farrah Khan - 18 August, 2016.
- Story 3: DIE STORY** featuring Brian Fitzgerald. Text: 'Brian ist über 30 Jahre für Greenpeace als Aktivist\*in tätig. Jetzt ist er freiwilliger Mitarbeiter. Er tritt seine Greenpeace Geschichte mit der Community jeden Dienstag'.
- Story 4: Wild und schön** featuring Brian Fitzgerald. Text: 'Mit dir haben wir viel erreicht... Danke!' Video thumbnail: '2016 Schutzaktionen Great Bear Rainforest'. Buttons: 'mitmachen' and 'MEHR LESEN'.

Below the stories, there are sections for 'Top needs' (e.g., FIREWOOD), 'SEE ALL', 'About Save the Arctic Campaign', and 'DONATE GAS CARD'.

The screenshots show a mobile application interface for professional development:

- My CPD**: Assessment screen with 'Assessment Where shall we start?' and 'CORE KNOWLEDGE Assessment'.
- My CPD**: CORE KNOWLEDGE screen with 'Assessment: Analytics and Creating Value'.
- My CPD**: FULL ASSESSMENT screen with 'Academic Level', 'Associate Level', 'Follow Level', and 'Professional Level'.
- My Journal**: REFLECTION screen with 'What?' (e.g., 'CPD Workshop in London'), 'Reflection time?', and 'Recent Tags'.
- My Journal**: REFLECTION screen with 'Now what?' (e.g., 'How do you feel about it?'), 'Describe event or task you took on the train back from London where I just attended the CPD workshop in London. What was the value of the experience and what are the next steps?').
- Event Reflections**: 'Reading Reflections' and 'Audio Reflections' sections.

WHAT DO YOU  
THINK OF  
MY  
COOL  
IDEA?





Michael

Welcome @Daniela . Glad to have you in the family. Do reach out to anyone with an initiative that looks of interest and you see synergies with. Best, Michael

6d

1 0 ...



This is the first time Acrissm has posted — let's welcome them to our community!

A

Acrissm

Hello everyone! I'm Ayrton from metro Detroit, Michigan. I'm not sure how helpful it is but I currently work as a cybersecurity engineer for a large managed service provider. The book "Less is More" piqued my interest in degrowth which lead me to post-growth and wellbeing economics. My curiosity has continued to grow and I needed somewhere to engage with these topics. So, here I am.

My knowledge might be limited compared to some of you. I'm here to observe, learn, and to see what I can do to push for changes within my community.

4d

3 0 ...

## How users interact

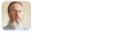
@ mentioning (for notifications)

Automated interactions

Favouriting

categories ► tags ► Categories Latest Unread (10) Top ✖A + New Topic

Topic

		Replies	Views	Activity
Upcoming Network Member's Events WEAll Community Events events	 S	6	75	1d
"Purpose: a Wellbeing Economy Film" Premiere in Berlin WEAll Community Events events English (UK) Deutsch	 A	3	49	1d
3-minute explainer video feedback Offers & Needs English (UK)		0	6	2d
Introduce yourself! Welcome & Get Started!	 K M A	82	739	4d
California Events WEAll Community Events English (US)		0	3	5d

Category

Language tag

# How users interact

Customise view (per user)

## Tags

Sort by: [count](#) [name](#)

### All tags

events x 16	community-wealth-bui x 9
tips-and-tricks x 5	movement-building x 2
optional-mission x 2	podcast x 2
inclusive-growth x 1	land-trust x 1
partner x 1	power-base x 1
ambassador	beyond-gdp
build-back-better	circular-economy
degrowth	economic-democracy
eu	individual-action
just-transition	knowledge
narrative	new-joiner
policymakers-network	sustainable-developm
systems-change	wego
wellbeing-economy	

# How users interact



Our client imported over 1,000 tags which we asked them to refine down radically to simplify the user experience

[All reports](#) | User-to-User (with replies) ?

	Count
Day	Count
March 19, 2024	6
May 1, 2024	1
August 13, 2024	1
September 1, 2024	1
September 2, 2024	1
September 3, 2024	11
September 4, 2024	4
September 11, 2024	1
September 12, 2024	2
September 16, 2024	1
September 25, 2024	1
September 27, 2024	1
October 1, 2024	3
October 9, 2024	1
October 10, 2024	2

**Dates (UTC)**

13/01/2024



14/01/2025



Export

Refresh Report

**Chat**

## Channels



General

2:39 PM

Plugins Testing

2:55 PM

Staff

2:39 PM

General chat happens elsewhere, but users have started to use the DM functionality

# Different communities, different needs



Main Page | Discussion

Read | View source | View history | Search Badge Wiki |

EN English Log in Request account

## Welcome to Badge Wiki!

This is a knowledge repository for the Open Badges® community. It is stewarded primarily by ORE community which is supported by We Are Open Co-op and Participate in accordance with Open Recognition Alliance principles.

If you find this wiki valuable, please make a donation to keep it going!

Unless otherwise specified, all content on this wiki is contributed and made available for re-use under a Creative Commons Attribution license.

- View the [Code of Conduct](#)
- [Contribute](#) to Badge Wiki



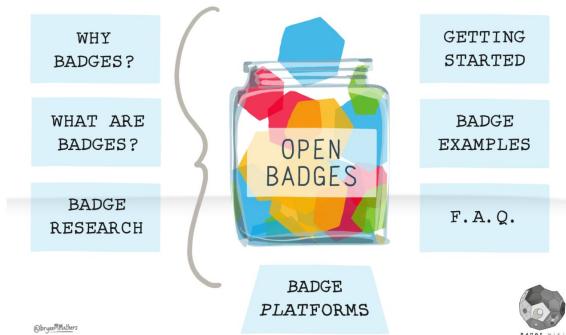
## Sponsors

Special thanks to our supporters and the Badge wiki sponsors:



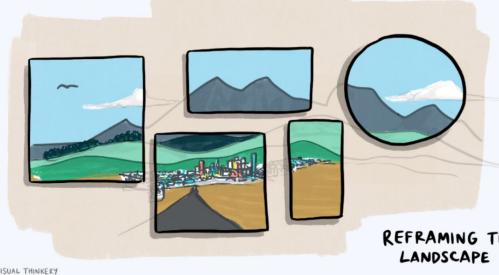
## What are you looking for?

Click on a blue area of the Image Map below. These links can also be found in the 'Navigation' section of the wiki sidebar.



## badges.community

WAO



Welcome to badges.community, a place for people interested in [Open Badges](#) to come together to learn. We go beyond microcredentials to help people understand that Open Recognition is for Everybody!

## Get Involved



### Open Recognition is for Everybody

This is our online space to collaborate and recognise participation, creation, and reflection, as well as act as credentials. We are guided by this definition of [Open Recognition](#). We have [community calls](#), maintain [Badge Wiki](#) and steward working groups.

[Join the community](#)

# Understanding behind the scenes

Search  Create   

 Participate Academy > Community Conversations > How to Build a CoP

## How to Build a CoP

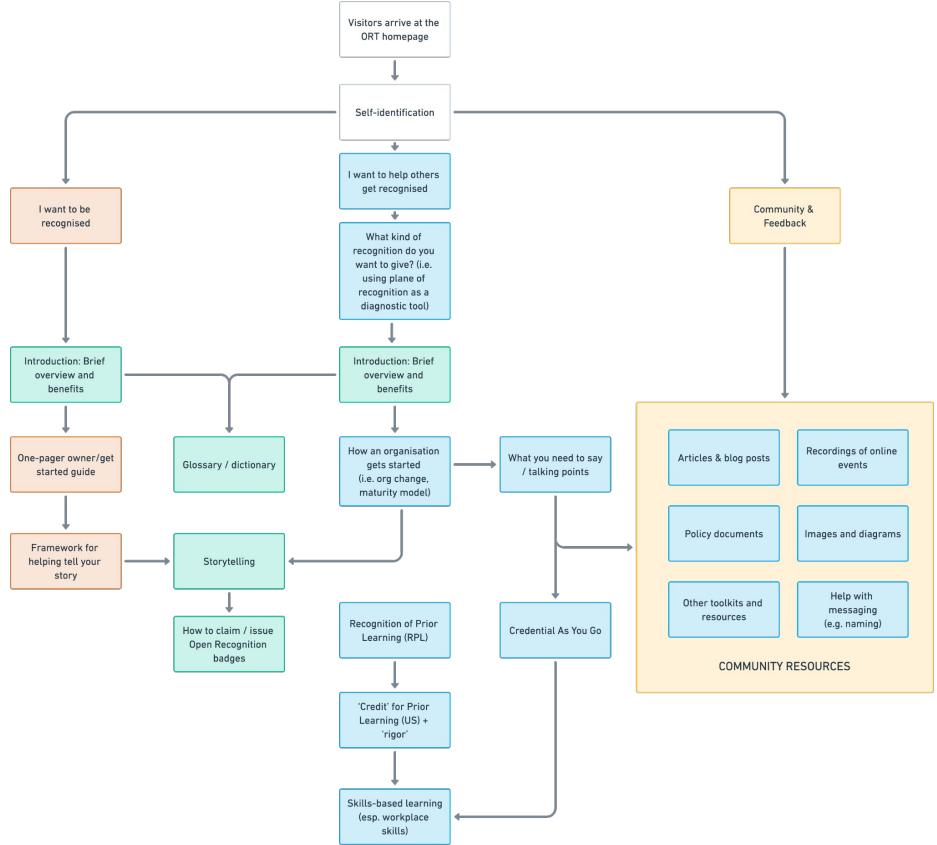


### How to Build a Community of Practice

A strategy guide based on Open Recognition is for Everybody (ORE)

### Overview

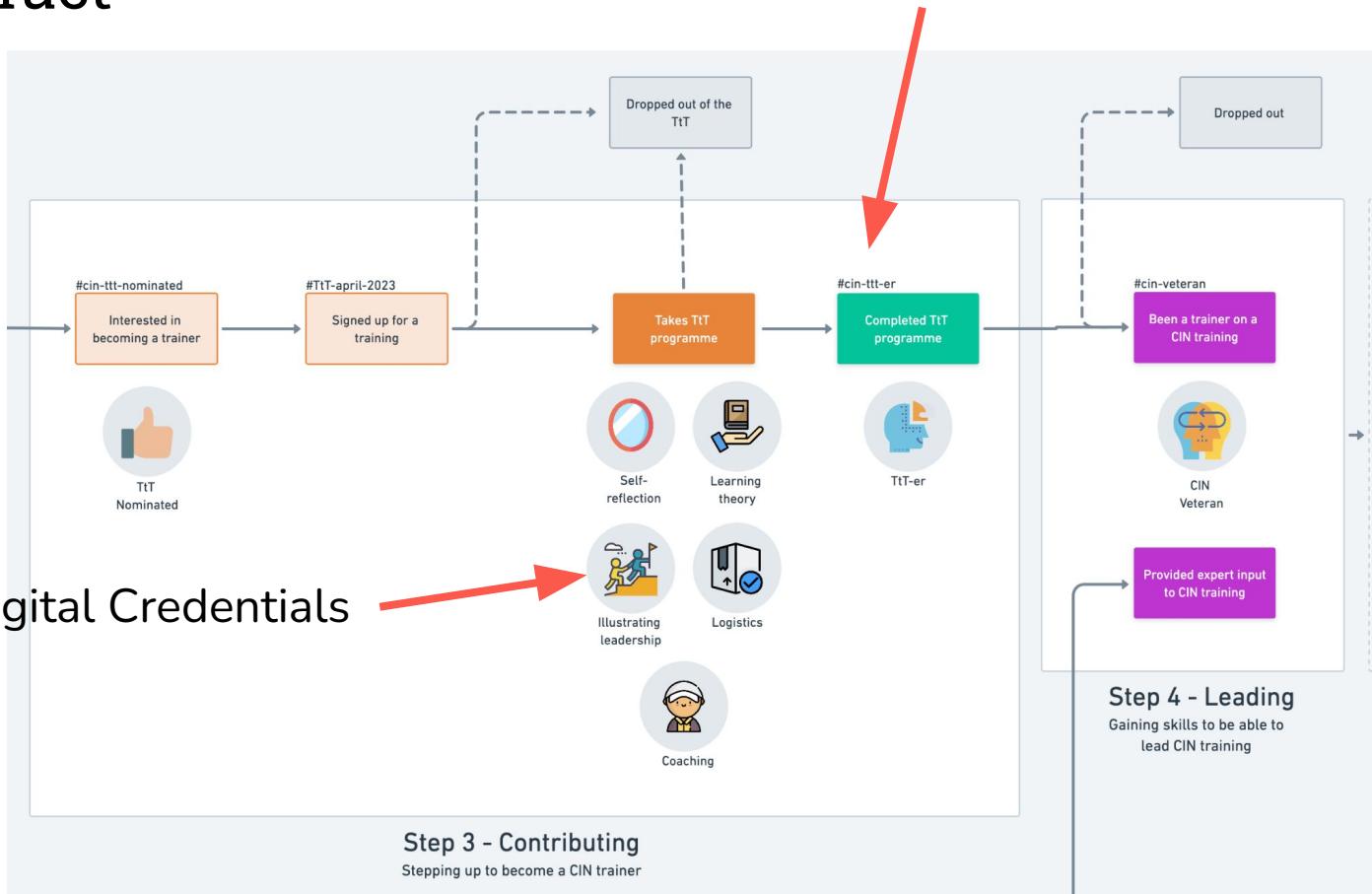
This guide is for those interested in creating a Community of Practice (CoP) using a social learning platform such as Participate. It has been created by [We Are Open Co-operative \(WAO\)](#) based on our experience building and facilitating a community known as [Open Recognition is for Everybody \(ORE\)](#).



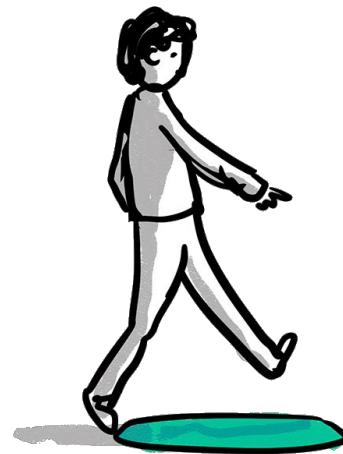
# How users interact

Slack channels for various points in the pathway

GREENPEACE



# 4 STAGES OF ENGAGEMENT



AWARENESS

FIRST  
ENGAGEMENT

BUILD  
RELATIONSHIP

DEEPEN  
ENGAGEMENT

WDO

# Ethics, Privacy, and Safeguarding

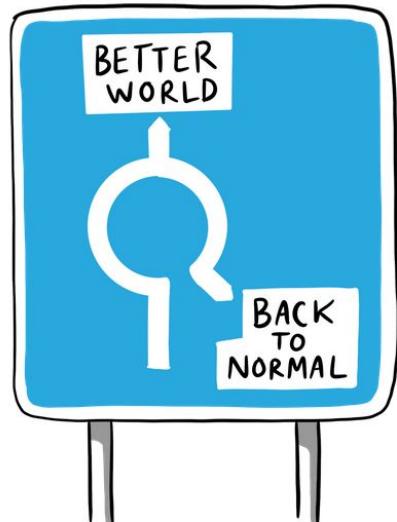
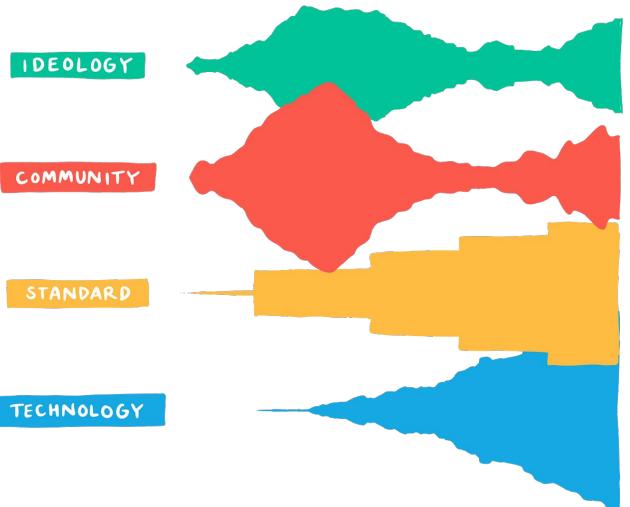
You asked for:

- a. Commitment to secure data handling and compliance with privacy standards.
- b. Strategies for safeguarding users and maintaining ethical operations.



## Let's talk about commitment

- Technology is not neutral.
- Our decisions around technology matter.
- We take privacy and data ownership very seriously.



# And we always have.

## Can we plz talk about privacy and security?

Building the passbolt community in 2023



Laura Hilliger

Published in We Are Open Co-op · 6 min read · Feb 2, 2023

At the end of last year, passbolt got in touch with us about doing some community work. Pleased to work with the passbolt team again, we're kicking off 2023 with an organisation working to help people embrace their privacy and security while being realistic about how people collaborate in the digital space.



## Privacy and Security Teaching Kit

This Teaching Kit is a set of hands-on learning activities for teaching online Security and Privacy

Made by [Laura Hilliger](#), [Dumitru Gherman](#), [Emma Irwin](#), [Ben Moskowitz](#), [Atul Varma](#), [Alina Hua](#), [Stacy Martin](#), [Matthew Willse](#), and [Shane Caraveo](#)

### Activity: Privacy: Introductions and Setup

This is a just basic activity to start a participatory workshop on Privacy.

Made by [Laura Hilliger](#)

dougbelshaw.com  
<https://dougbelshaw.com/blog/2018/01/29/mechanics-of-gdpr>

### More on the mechanics of GDPR - Open Thinkering

Thankfully, when it comes to challenging organisations on the provisions of the **GDPR**, data subjects can delegate their representation to a non-profit organisation. This is a sensible step, and prevents lawyers become rich from **GDPR** challenges. Otherwise, I can imagine data sovereignty becoming the...

#### Final steps in my GDPR journey

Posted on February 26, 2018 by Doug Belshaw After being away for a couple...

#### Continuing my GDPR journey

Posted on February 6, 2018 February 6, 2018 by Doug Belshaw. I've already...

dougbelshaw.com  
<https://dougbelshaw.com/blog/2018/02/26/final-steps-gdpr-journey>

### Final steps in my GDPR journey - Open Thinkering

Posted on February 26, 2018 by Doug Belshaw After being away for a couple of weeks in Australia and the USA, I'm back home. It's time, therefore, to finish off the Futurelearn course I started around Understanding the General Data Protection Regulation (**GDPR**).

dougbelshaw.com  
<https://dougbelshaw.com/blog/2018/02/06/continuing-gdpr-journey>

### Continuing my GDPR journey - Open Thinkering

Posted on February 6, 2018 February 6, 2018 by Doug Belshaw. I've already written a couple of blog posts to reflect on my learning during the first two weeks of a Futurelearn course I'm taking on the General Data Protection Regulation (**GDPR**): Social networking and **GDPR**; More on the mechanics of...



Web Literacy Competencies  
Privacy | Open Practices

Audience

- 16+
- Beginning activists

### Section 3. Participating on the Web

#### Privacy Coach

This activity was remixed from [Hive Toronto](#), and the original project was funded by the [Office of the Privacy Commissioner of Canada \(OPC\)](#). Remixed for Clubs by [Mozilla](#).

**Learners mentor their peers to enhance their privacy** through their online or digital activities. Knowledge and expertise is shared through discussion or by **remixing a response template to report on experiences**.

45 mins - 1 hour

10 min

#### Teaching in Pairs

Begin the session by explaining that **everyone has something to learn and to teach about privacy**.

# CoC comes first in our work

The screenshot shows a sidebar navigation menu on the left with sections like 'Current Directory', 'Code of Conduct', 'Data Protection policy', 'Famers policies', 'Privacy policy', and 'Safeguarding policy'. The main content area displays the 'Code of Conduct' page, which includes a 'Code of Conduct' section, a 'Our Pledge' section, examples of acceptable behavior, examples of unacceptable behavior, and a 'Our Responsibilities' section.

The screenshot shows a sidebar navigation menu on the left with sections like 'About the DCC', 'Membership and Community', 'About Verifiable Credentials', 'Verifiable Credentials Explained', 'LERs Explained', 'Verifiable Credentials in Education', 'Steps to Adopting Verifiable Credentials', 'Technical Guidance on LERs', and 'What are portable, verifiable digital credentials?'. The main content area displays the 'Code of Conduct' page, which includes a 'Code of Conduct' section, a 'Our Pledge' section, examples of acceptable behavior, examples of unacceptable behavior, and a 'Our Standards' section.

The screenshot shows the passbolt Community forum interface. It features a sidebar with links to 'Topics', 'FAQ', 'About', 'Badges', and 'More'. The main content area has a heading 'This is a Civilized Place for Public Discussion' with a subtext about respecting the community as a public resource. It also includes a section titled 'Improve the Discussion' with guidelines for posting.

The screenshot shows the LocalGov Drupal Docs 'Code of Conduct' page. It includes sections for 'Governance', 'Contributor Agreement', 'Code Of Conduct' (with links to 'Our Pledge', 'Scope', 'Our Standards', 'Enforcement', 'Enforcement Guidelines', 'Credit', 'Technical Group - Overview', 'Patch Maintenance Policy', 'Policy For Adding A New Feature', 'Functionality Or Modules To LocalGov Drupal', and 'Git Branch Naming Conventions'), and 'Scope' (with a detailed explanation of the scope of the CoC).



Menus



## Code of Conduct

### Our Pledge

The Wellbeing Economy Alliance ("WEAll") is a welcoming, empowering community. We as members, contributors, and leaders pledge to make participation in our community a harassment-free experience for everyone, regardless of age, body size, visible or invisible disability, ethnicity, sex characteristics, gender identity and expression, level of experience, education, socio-economic status, nationality, personal appearance, race, caste, colour, religion, or sexual identity and orientation.

We pledge to act and interact in ways that contribute to an open, welcoming, diverse, inclusive, and healthy community.

### Scope

This Code of Conduct applies within all community spaces, no matter what their existing working relationship may be outside of the WEAll project. It also applies when an individual is officially representing the community in public spaces. Examples of representing our community include using an official email address, posting via an official social media account, or acting as an appointed representative at an online or offline event.



# WAO's Moderation Concerns

- 🚩 There are ways around the blocking function through group DMs
- 🚩 No moderation dashboard so difficult to moderate at scale
- 🚩 Anyone removed has to be manually reinvited
- 🚩 Not possible to delete content (only remove from the group)
- 🚩 Moderator privileges are a binary (no granularity in permissions)
- 🚩 Can't close a thread

## Trust Level Grid - Defaults

TL = Trust Level dependant

 = Can be enabled or adjusted by an admin setting

	TL0	TL1	TL2	TL3	TL4	Category Moderator	Moderator
Post Replies	✓	✓	✓	✓	✓	TL	✓
Post Topics	✓	✓	✓	✓	✓	TL	✓
Reply as Linked Topic	✓	✓	✓	✓	✓	TL	✓
Reply by email	✓	✓	✓	✓	✓	TL	✓
Email-in New Topics		✓	✓	✓	✓	TL	✓
Post Attachments	✓	✓	✓	✓	✓	TL	✓
Post Images	1	✓	✓	✓	✓	TL	✓
Post Links	2	✓	✓	✓	✓	TL	✓
Mention users in a post	2	✓	✓	✓	✓	TL	✓
Use @here Mention		✓	✓	✓	✓	TL	✓
Tag a Topic	✓	✓	✓	✓	✓	TL	✓
Create Tags		✓	✓	✓	✓	TL	✓

## Users per Type

Admin 6

Moderator 12

## Users per Trust Level

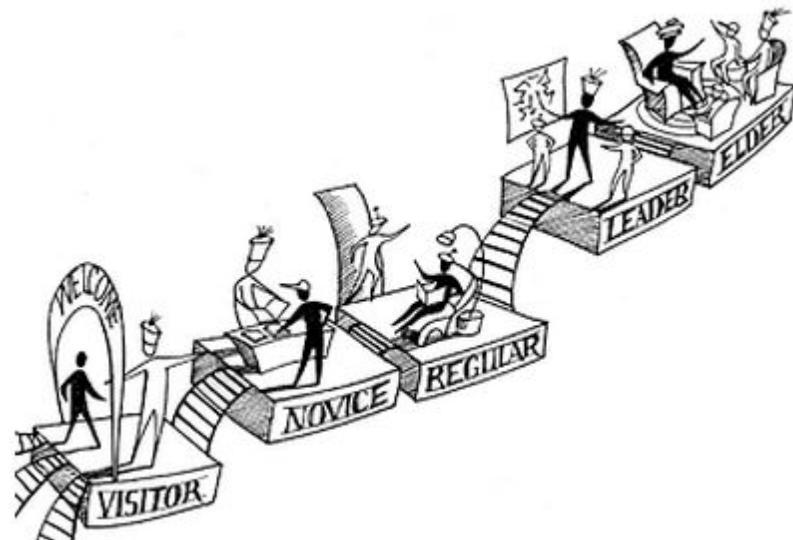
0 200

1 93

2 17

3 1

4 3



# Encouraging pro-social behaviours

Search

Create ? 🔔 User ALL BADGES EVENTS DOCS Sort Newest ▾

[Open Recognition is for Everybody \(ORE\)](#) > [Stealth Badges](#) > [Harmony Keeper](#)



Published

**Harmony Keeper**

Badge



**Description**

This badge is issued to members of the Keep Badges Weird community who help keep community standards high and the KBW community a positive place to be!

**Criteria**

To earn this badge, the recipient must have established themselves as a positive member of the community.



**BADGE**  
ORE at Badge Summit 2024  
 We Are Open Co-op · 06/08/2024 · Public



**BADGE**  
Harmony Keeper  
 We Are Open Co-op · 14/04/2023 · Public



**BADGE**  
Barn Raiser  
 We Are Open Co-op · 16/11/2023 · Public



**BADGE**  
Cop Coach  
 We Are Open Co-op · 16/11/2023 · Public



**BADGE**  
The Hoffmeister  
 We Are Open Co-op · 16/11/2023 · Public



**BADGE**  
Putting You Downes  
 We Are Open Co-op · 16/11/2023 · Public



**BADGE**  
Barn raiser 5x  
 We Are Open Co-op · 16/11/2023 · Public

THE CRITICAL INCIDENT TRAINING  
INCREASES RESPONSIVENESS

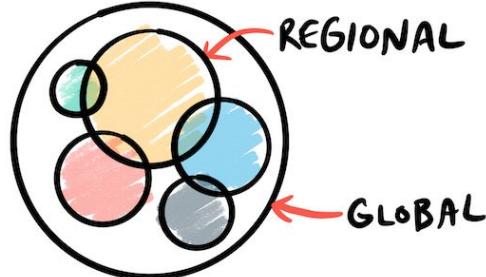


IS REPEATABLE

TRAINEES ARE AWARE OF CRISIS MECHANICS  
EQUIPPED WITH TECHNIQUES

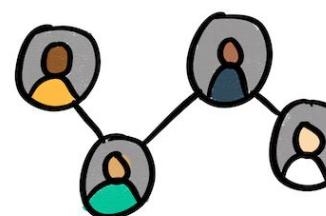


WE ESTABLISH A COMMUNITY OF PRACTICE

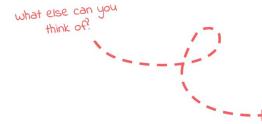
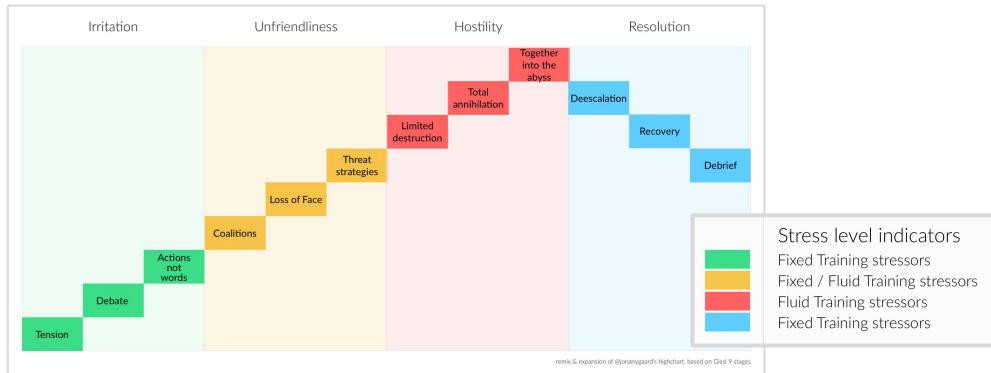


WAO

AND IDENTIFY TALENT...



# Theory, training, content warnings



## When weird things happen: guidelines for response as Lead Trainer



### What do to do first:

- Steady the ship
- Focus on **participants**, not trainers
- Ask questions to understand rather than shut down questions

### When to elevate to TRAINING MGMT:

- Another trainer says something inappropriate
- JEDIS complaint/concern
- Extreme stress response

## Reminder 3

### Text

:thinking\_face: Do you have concerns about your, or other people's, involvement in this programme? Need to talk about it? Use the #escapehatch channel!

### Preview

🤔 Do you have concerns about your, or other people's, involvement in this programme? Need to talk about it? Use the #escapehatch channel!

⚡ B I ⚡ ↵ ⌂ ...
Aa @ 😊 ⏪



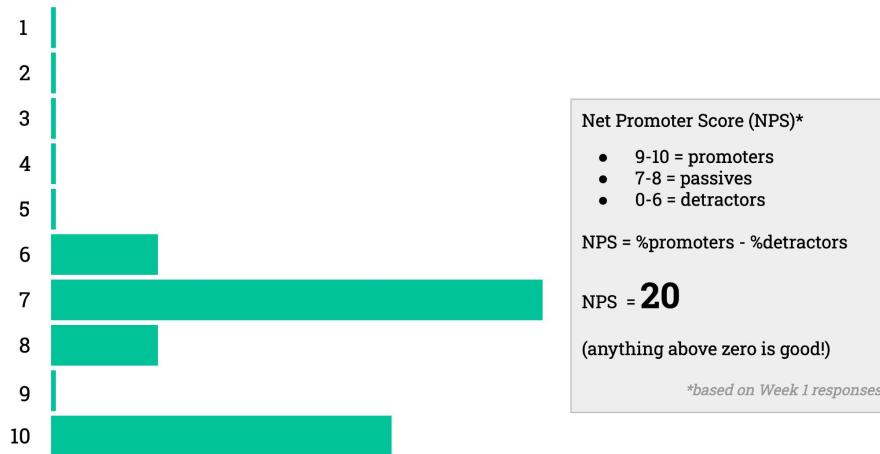
**laurahilliger** 12:27 PM

@here ! This course may include readings, media, and discussion around topics such as sexual assault or violence, physical violence, and identity-based discrimination and harassment. We acknowledge that this content is difficult to engage with and encourage you to care for your safety and well-being during this training. Please inform *any* of the trainers if you would like to opt out of any sessions!

Content warning: this week we have scenarios that include:

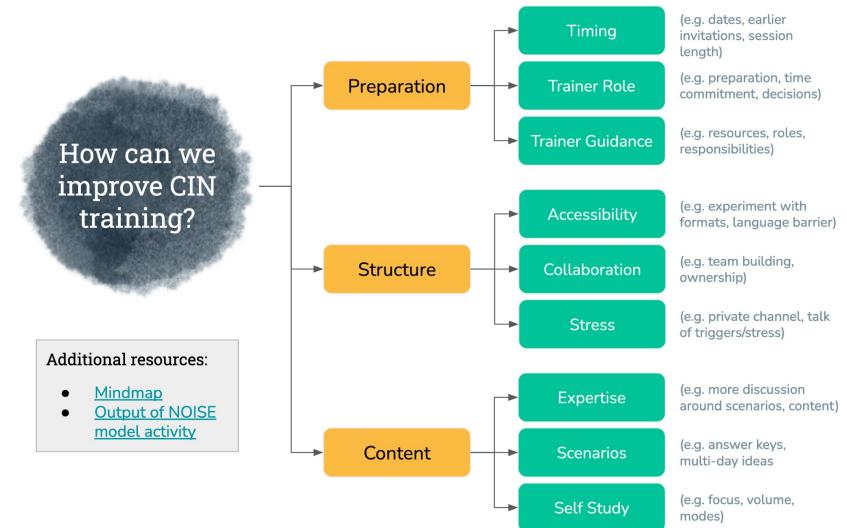
- The harming of animals
- Descriptions of sexual violence and assault
- State sponsored violence and coercion
- Bodily harm
- Drug use

We were extremely successful at creating the atmosphere we needed.



Additional resources:

- [Mindmap](#)
- [Output of NOISE model activity](#)



# Guide for services: complying with the Online Safety Act

[Online safety](#)[Illegal and harmful content](#)[Online pornography](#)[Protecting children](#)[Information for industry](#)

Published: 27 February 2024  
Last updated: 21 January 2025

**The Online Safety Act makes businesses, and anyone else who operates a wide range of online services, legally responsible for keeping people (especially children) in the UK safe online.**

All in-scope services with a significant number of UK users, or targeting the UK market, are covered by the new rules, regardless of where they are based.

The rules apply to services that are made available over the internet (or 'online services'). This might be a website, app or another type of platform. If you or your business provides an online service, then the rules might apply to you.

Who the rules apply to

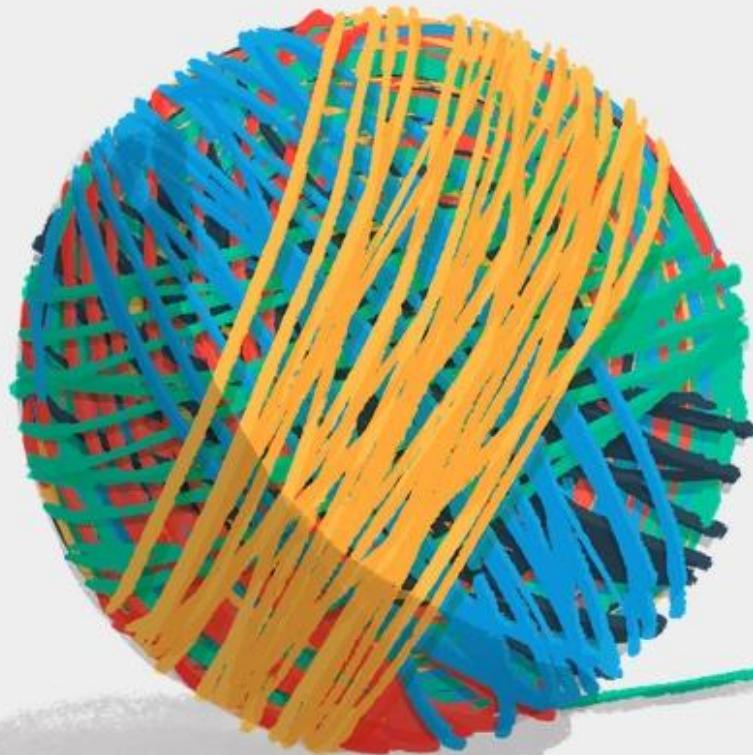


## Check if the Online Safety Act applies to you

Use our tool to find out if the rules are likely to apply to you, and what to do next.

[Start now](#)

...and  
finally...



Thanks!

