

SAFE SPACE

XR AUSTRALIA'S CONFLICT RESILIENCE PROCESS & POLICY

New perspectives, Transformative Conflict Circles,
and Internal Coordinator support on when and how
to enact a Parting of Ways

Living document, last updated 03/11/20

Approved by XR Australia National Regen team, XR SOS Global Support
and XR Regen Global Support Conflict Resilience team





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Our third demand of a Citizens' Assembly includes community members spanning the full political and social spectrum. Therefore XR, by its very nature, should be inclusive of all Climate Crisis perspectives – even when difficult to hear.

TRANSFORMATION

We've been conditioned to normalise social injustice, patriarchy and the destruction of our planet: domination, extraction, exploitation. As we listen to new perspectives and commit to our 10 profound Principles and Values, we challenge ourselves to heal the wounds we've inherited. We're all in different places of unlearning and we're finding our way forward, together.

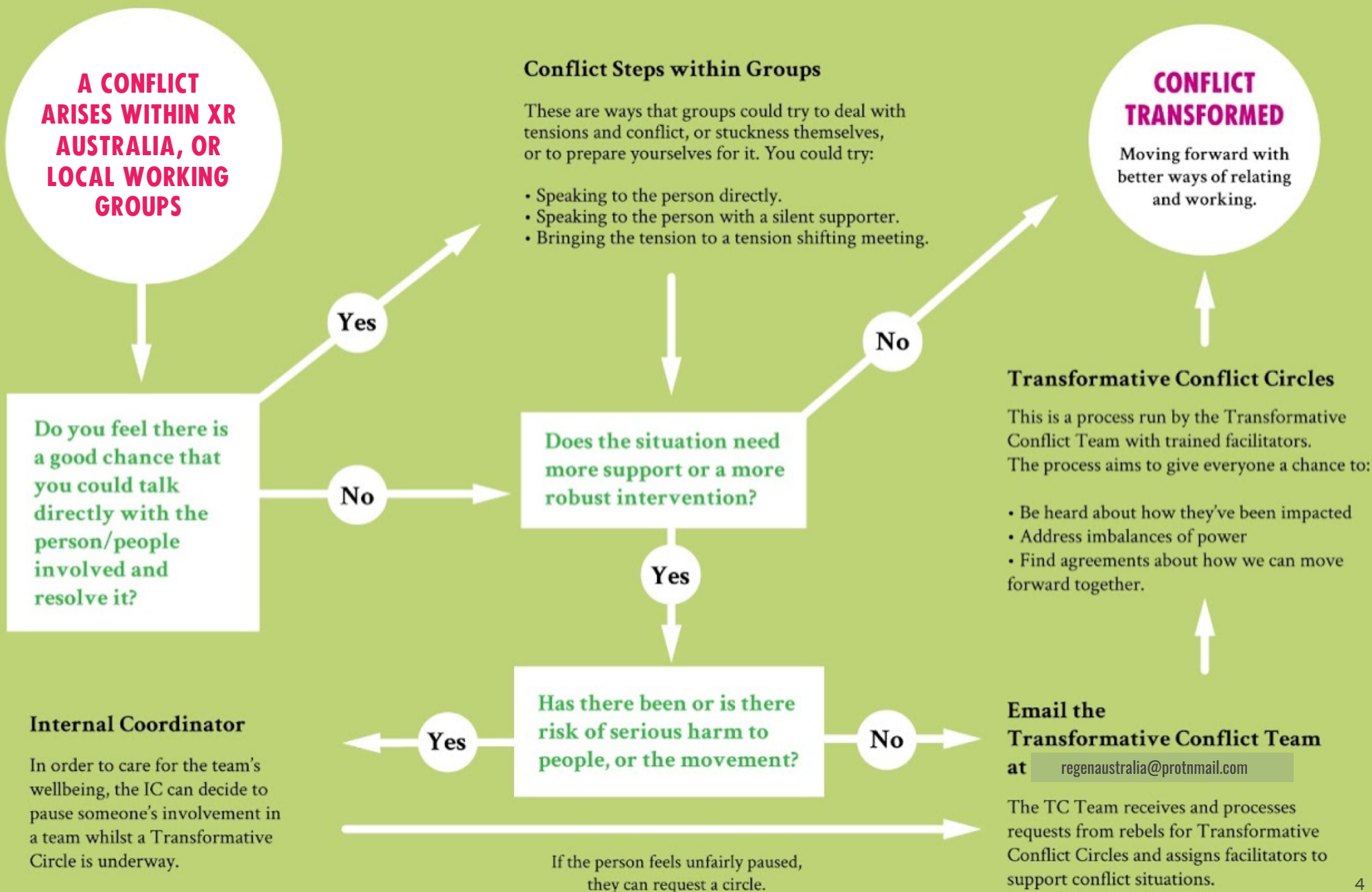
REBEL SAFETY

We aim to welcome everyone and every part of everyone. But we don't accept every type of behaviour: sexual harassment, racism, violence or abuse. While our aim isn't to blame or pass judgement on any individual, **Internal Coordinators** may ask rebels to leave the network to protect the welfare of others.



PROCESS SNAPSHOT

For full details see the UK's [Transformative Conflict](#) page



1. INITIAL MEETINGS

- Normally one-on-one.
- To really listen and hear what's important to each person.
- To explain the process and figure out some details



Facilitators are
multipartial i.e. on
everyone's side to support
and empower each person

3. REVIEW

- To look at our agreements and see what has and hasn't been followed.
- Celebrate what's worked.
- Change what's not working.



2. TRANSFORMATIVE CIRCLE

- To support everyone to express what's important to them and be heard and understood.
- To create agreements for specific actions to address what has happened and move forwards at personal, interpersonal, group and systemic levels.



SAFE SPACE – DOS AND DON'TS

DO	DON'T
• Respond swiftly, as untended conflict tends to escalate over time. • Reach out to the people involved privately to resolve the tension. • Feel unsafe? Reach out to your/their group IC, who'll start the next steps. They can support you to initiate a Transformative Conflict Circle (TCC). See Example 1 below. • Allow space for the rebel to evolve: remember as you share perspectives, you too may grow and evolve. • Understand the difference between being offended, disagreement, and serious misconduct. And the difference between transparency and privacy. Unsure? Reach out to regen. • Approach conflict with the intention to resolve it or find positive ways forward. • IC should set clear and short timelines for resolution. • ICs should look for support from Regen about working through the levels of tension, conflict or serious misconduct. + Serious Misconduct • Tell the relevant WG IC, about the serious misconduct of a role holder within their group. If the IC's involved in the conflict, or unable to act, tell a wider circle coordinator, like the Extco, who can then be delegated as the Serious Misconduct role holder. As the IC enacting this process: • Reshare this document and your mandate with all rebels directly and indirectly involved - reminding them of your duty to uphold rebel justice, and that you have 100% backing from the global XR movement. • Be willing to 'travel into the unknown', knowing that this beautiful movement can't evolve past rebel injustice without rebels like you. • Clarify roles, mandates, group agreements and policies, to make the situation and pathway forward transparent. • Update your role or mandate to include enacting this process.	• Use names outside of working groups, unless lodging an issue confidentially with a group IC or delegated conflict process role holder. • Respond with anger, harshness or bullying. • Engage with continued abuse and harassment. • Publicise conflict using XR platforms, internal and social. + Serious Misconduct • Share documents/commentary except: between those directly involved in the conflict; the ICs; Regen Advocate; delegated conflict process role holder; Regen group if approached for support; and the TCC if engaged. • Talk about it at meetings while TCC's in process, unless with consent of all involved. • Make public announcements impacting anyone involved in the TCC or other conflict resilience process. • Escalate the abuse or conflict via continued engagement. • Engage in gossip or serious allegations lacking in evidence. • Put yourself or another rebel in danger if you're receiving or are aware of communication threatening harm (sexual assault, defamation, physical assault). Instead, please seek immediate assistance within and/or outside of XR through any means to ensure safety. As the IC (or delegated rebel) enacting this process: • Believe that you're not empowered enact this process.

EXAMPLE 1

ISSUE	STEP 1	STEP 2	STEP 3	STEP 4
A REBEL HASN'T ADHERED TO OUR 10 PRINCIPLES e.g. 'Blamed and shamed' another rebel publicly (against XR Principal 8) following a 'triggering' difference of opinion in an open XR discussion forum. OR CONFLICT WITH ANOTHER REBEL e.g. A rebel claims to have received racial abuse from another rebel.	• Use courage and kindness to privately reach out to the other rebel, to discuss and share your perspective - without blaming & shaming. • If you're unable to, you feel unsafe, or you're unsatisfied with their response – go to step 2. • Not feeling ok? Reach out to your local Regen Group, though please keep identities private. (If you see blaming, shaming or abuse of another rebel, reach out to them in support, respond to the behaviour and share this document).	• You can reach out to your group's IC to chat through the issue. • Your IC will ensure clarity, necessary confidentiality and transparency to all involved and initiate the next steps and pathway forward, within a short timeframe. • Reach out to the Regen Advocate for wellbeing support.	- The IC brings up the tension within the group and invites those involved to a tension processing call/dialogue within a week. The IC might ask the Regen circle for support with facilitation. If you, or another, are unsatisfied with the step chosen/taken within the group, another step can be taken, which may be: - group agreements - a Transformative Conflict Circle - a pause of a few weeks or so - initiation of the Parting of Ways with an appeal process in, say, 3-6 months.	PARTING OF WAYS FROM A WORKING GROUP An IC can ask a team member to leave the team, the individual will then no longer have a role on that team or access to communication spaces. (Where the IC or EC are involved in the conflict, or are unable to act upon the Parting of Ways process, the group can nominate another member of the group involved, or the Regen Conflict Resilience circle. The TCC or nearest Regen WG IC can be also be asked to support the process. Or the closest Regen WG IC can step in to initiate the Parting of Ways if they see that a misconduct has occurred that isn't being acted upon.)

EXAMPLE 2: SERIOUS MISCONDUCT

ISSUE	STEP 1	STEP 2	STEP 3
SERIOUS MISCONDUCT E.g. A male rebel has used misogynistic slurs against a female rebel in an XR discussion forum, defamed her without proof, not apologised and repeated the slur following mediation.	Serious misconduct is considered a community held issue. Protection against further harm and abuse is responsibility of the XR community. Immediately reach out to the relevant Internal Coordinator (or wider coordination circle member if not appropriate), to report the issue. Give names, details, witnesses etc. (If you see blaming, shaming or abuse of another rebel, please support them and share this document. If they don't want to escalate, please run it past your IC, as XR must keep other rebels safe too. But please keep identities private unless step 2 is needed).	The IC should immediately gather full details and assess the report of Serious Misconduct: - Is the alleged act criminal? Discuss with the vulnerable person if they feel in danger and if the police should be involved. Consider getting support from local, regional, national or Global Support Regen groups. - For more resources read Global Support Regen Conflict Resilience doc and Transformative Conflict Circle page. - Feeling overwhelmed? If you seek support from others, please keep details confidential and in order to protect yourself, do not engage in further open or public communication concerning serious misconduct. Is the Serious Misconduct a proven fact? The IC's next steps will be: - Request that the relevant IT group remove abuse on communication platforms, and suspend access to any platforms that could allow continued abuse, serious misconduct or compromise XR (e.g. Action Network permissions, access to finances). Please keep details private. This requires evidence and the statement and signature of three working group members/role holders. - Post a generic Serious Misconduct statement within relevant group/s on relevant channels (see Appendix) so the vulnerable rebel/s feels supported and can begin a healing process. No need to use names or details. Notify within the group and wider circle that the role holder behaved with serious misconduct and is temporarily paused for six months from their group/s and role/s and communication within the team spaces. The person is temporarily not considered a representative of XR in this group. The person paused is offered a TCC within the 6 months, to support transformative justice and a pathway to reintegration within XR's Principles and Values. - If the person on pause refuses to take part in their TCC fails to: take responsibility for harm done; apologise; accept they should take time out to address their personal issues; continue their behaviour - go to Step 3. Is the serious misconduct is unproven (no proof or witnesses)? The IC will: Request in writing that IT suspend for 2 weeks any platform access that could harm rebels or compromise XR while the matter is investigated (e.g. Action Network permissions, access to finances). Investigate the claims and provides clarity. Consider risks, and may choose to: ask role holders to give up certain responsibilities; improve transparency; ask rebels to take a break; facilitate dialogue and tension processing; call on support from a Regen group; or email the Transformative Conflict Circle team to request they assign a TCC facilitator, who'll offer each party separate sessions to help navigate and support positive transformation. - If the person allegedly responsible for the serious misconduct doesn't engage with the requests of the IC to resolve the conflict, or the misconduct is consequently proven, go to Step 3.	PARTING OF WAYS FROM XR AUS If the serious misconduct is proven or continued, or the person doesn't engage in the requested conflict resilience or transformative processes, it's the IC's responsibility to enact the Parting of Ways (see Appendix templates), requesting support if necessary. Where the IC or EC are involved in the conflict; or they're unable to act upon the Parting of Ways process; or where the person's problematic behaviour is not exhibited within their own WG: - The group can nominate a WG roleholder to enact the process, with the support of the Regen Conflict Resilience circle and/or the TCC - Or the closest Regen WG IC can step in to initiate the Parting of Ways if they see that a misconduct has occurred that isn't being acted upon. PARTING MEANS: - Leaving a team or role, including not participating in calls, meetings or projects of that working group - Loss of access to private chats of the group, including on all relevant platforms such as Mattermost, Discourse, etc. In the case of a coordinator dismissal, this includes the coordination spaces as well. - The terms of their parting will remain confidential. However, for the safety of rebels and the integrity of our movement, if they breach the conditions of parting you should share a Parting of Ways Notice (see appendix), with those in contact with them, or those who may come in contact with them.

APPENDIX



SERIOUS MISCONDUCT STATEMENT (EXAMPLE TEMPLATE)

An abusive and <misogynistic/racist/homophobic> comment was recently posted in this channel. As it has contravened the principles and values of XR, it's been removed.

These Principles and Values are part of what, we hope, makes this movement different from those that have come before it. While we welcome all people, and every part of everyone, we don't welcome all behaviours. No forms of physical or written violence or abuse will be tolerated in any of the XR communication spaces.

In order to safeguard the wellbeing of those who take action in the name of XR, we remain sensitive to and vigilant of antisocial and abusive behaviour. We recognise oppression and domination take many forms, and that we must take steps to overcome them in order to bring about a better world.

Each of us has been socialised within toxic cultural systems, ones that have allowed racism, sexism, homophobia, and classism to continue largely unabated. This system affords positions of privilege and causes forms of oppression that not only give rise to behaviours, but which inflict trauma upon members of our community.

Only by addressing these problems can we hope to heal ourselves, and our communities, from the insanity that's led to the various crises we face in the world today.

As we attempt to change a system, we change ourselves and conflict inevitably will occur between each other. We have a responsibility to use short feed back loops, and deal with them in a relational and empathetic manner, using Non violent communication.

There are processes and resources in place to manage the conflicts encountered in this beautiful movement of ours, such as Conflict Resilience Mediators and trainings. The Regen Team will attend to requests for conflict resilience within the working group capacity.

For full details, please read Australia's [Safe Space Policy & Process](#) [link].

SERIOUS MISCONDUCT EMAILS (EXAMPLE TEMPLATE) Copy, paste and personalise

Hi <Receiver_of_act's_name>,

I hope you're well during this tough time.

[Group] have noted the <proven/alleged> incident committed by <Name> on <Date>, when <insert basic proven or alleged incident details>. To ensure the safety of vulnerable rebels while we look into it, we've treating the incident as Serious Misconduct.

For full details of what to expect over the coming weeks, please read this [Safe Space document](#) [link], which includes our Serious Misconduct Policy & Process. At its very heart, while the entire process is non-judgmental, it aims to protect vulnerable rebels now and in the future from physical and verbal abuse. And that's a beautiful thing.

As per our Serious Misconduct Policy & Process:

- We'll do our best to ensure it's fair, supportive, respectful and transformative.
- I'll call you within the next few days to confidently talk about the incident.
- I've confidentially ccd <Name>, <your <group> WG IC/the Regen LWG IC>.
- Please keep identities and key details confidential.
- We aim to ensure a fair, just and positive outcome in the next 3 weeks.

If you have any questions or you'd like some support sooner, please get in touch.

Sincerely,

<Name>

<Your <Group> Local Working Group, Internal Coordinator/The Regen Local Working Group, Internal Coordinator>.

Hi <Author of proven/alleged serious misconduct>,

I hope you're well during this difficult time.

This is an email just to let you know that [group] have noted <a proven/an alleged> Serious Misconduct incident made by you on <Date>, when <insert basic proven or alleged incident details>.

For full details of what to expect over the coming weeks, please read this [Safe Space document](#) [link], which includes our Serious Misconduct Policy & Process. At its very heart, while the entire process is non-judgmental, it aims to protect vulnerable rebels now and in the future from physical and verbal abuse. And that's a beautiful thing.

As per our Serious Misconduct Policy & Process:

- We aim to ensure it's fair, supportive, respectful and transformative.
- I'll call you within the next few days to inform you of steps forward.
- <I've/<Name>, your <Group> Internal Coordinator, has> temporarily suspended your admin permissions.
- I've confidentially ccd <Name>, <your <group> WG IC/the Regen LWG IC>.
- Please keep identities and key details confidential.
- We aim to ensure a fair, just and positive outcome in the next 3 weeks.

If you have any questions or you'd like some support sooner, please get in touch.

Sincerely,

<Name>

<Your <Group> Local Working Group, Internal Coordinator/The Regen Local Working Group, Internal Coordinator>.

PARTING OF WAYS

Parting should be considered a last resort, and carried out according to these criteria, or following violence or other extreme behaviors (For more information and resources see the XR Global Support [Conflict Resilience Document](#)). If a Conflict Resilience process hasn't happened, context and personal circumstance will still be taken into account. This will be considered through a talk with the IC, Regen advocate, or other trusted party of the individual with whom boundaries are being set, before any parting's considered.

CRITERIA FOR PARTING FROM A ROLE OR A SPECIFIC WORKING GROUP:

- Not adhering to XR's Principles and Values, and unwilling to take training or change behavior.
- Consistently and consciously violating the relevant group agreements, Policy or Ways of Working, or any relevant guidance specific to a Working Group
- Not fulfilling a mandate or role, which includes passive participation (not active, not doing team tasks).
- Not participating in a conflict process when requested with good reason.
- Failure of the conflict resilience process (time taken by the process is considered)
- Consistently working outside mandates, or having fundamental disagreements with the mandate, aim, or purpose of the group that cannot be integrated.

PARTING MEANS:

- Leaving a team, role or XR Australia, including not participating in calls, meetings or projects of that Working Group
- Loss of access to private chats of the group, including all relevant platforms like Mattermost, Discourse, etc. In the case of a coordinator dismissal, this includes the coordination spaces too.

INTENTIONAL BOUNDARIES PROCESS:

A) Who conducts the parting?

- Internal Coordinator (IC) in each working group can ask a team member to leave the team, the individual will then no longer have a role on that team.
- Where the IC or EC are involved in the conflict, or aren't willing to act upon the Parting of Ways, The group can nominate a role holder to enact the process with the support of the Regen Conflict Resilience circle and/or the TCC.

B) Communicating the parting:

- In order to communicate the parting to the individual, the person conducting the parting will communicate the decision to the person in question, explaining the reasons for the decision in non-judgmental and transparent way, and if possible, including constructive feedback. In all cases, the reason for parting should be made clear, and the individual should have been given time to adapt and modify their behavior. If there is serious misconduct the person is temporarily paused (6 months) from involvement and offered a TCC.
- If necessary, a statement will be written that the relevant group/s no longer recognizes these individuals as part of the group/st, or as holding whatever roles and mandates they had held, and that they may not represent themselves as part of the groups within XR. If necessary, and only as a last resort, the group, XR Australia and/or Global Support may elect to announce this decision internally. Whatever the terms of this parting may be, it will be delivered in writing to the involved parties in a timely manner.

APPEALS PROCESS

- The former team member can appeal the decision, which would then go through a documented and transparent re-evaluation by the Regen CRC, taking into account actions and behaviors of the former team member since the time of the parting.
- Once the parting process has been implemented, the individual concerned should not return to their role unless and until the appeal process overturns the decision.
- For the individual to return to the group post the 6 month pause, the group need to consent and the person to be inducted..

PARTING OF WAYS FROM XR (LETTER TEMPLATE) Copy, paste and personalise.

<Name>,

In line with XR Australia's Serious Misconduct Policy & Process, it is with a heavy heart that XR Australia must write to you to enact a Parting of Ways, with immediate effect. We thank you deeply for your Climate Action work, however your behaviour, like <name concrete act> <optional: despite efforts to make you aware/support you with coaching>, causes harm to rebels. We therefore feel that at this moment, your relationship with XR Australia is harmful for the overall group's health and ability to work to purpose.

Your continued Serious Misconduct is against XR Principles and Values:

1. Abusive language (documented) in group message: <insert example>.
2. Continuation of abusive language (documented): <insert example>.
2. Intentionally disruptive behaviour, derailing XR's progress: <name example>.

Parting of Ways Statement

'We no longer recognise you, <Name>, as part of XR, or fit to hold whatever roles and mandates you held, and that you may not represent yourself as part of XR and XR Australia in any way. The terms of this parting will remain confidential, however if you breach the conditions of parting then we will share a second letter, similar to this, with those that are in contact with you. We do this for the safety of rebels and the integrity of our movement.'

Parting means

In accordance with XR Australia's Safe Space: Serious Misconduct Policy & Process, and with immediate effect:

- Leaving all of your XR roles: not participating in calls, meetings or projects. This includes national and state entities that you're involved in.
- Loss of access to private group chats, including all relevant platforms like Mattermost, Base, Signal groups, etc.
- Ceasing all use of emails claiming you represent XR.

Process for Applying for Reinstatement:

This Parting of Ways is of indefinite duration, but you may apply to have your privileges in the XR community reinstated after not less than 6 months from the date of this letter. To be reinstated, you must:

1. Complete such rehabilitation activities, including Nonviolent Communication and XR-DNA training, as prescribed by the Regen Transformative Conflict Circle (RTCC); and
2. Demonstrate to the satisfaction of the RTCC that since the parting of ways, you have not engaged in any further misconduct relating to the XR community, and that you have rehabilitated and are unlikely to engage in any future misconduct.

Sincerely,

<Working Group>

<Local/National/Global Regen Group>

PARTING OF WAYS NOTICE: IF THEY DON'T PART WAYS (TEMPLATE) Copy, paste and personalise.

Dear rebel,

This is a confidential letter to let you know that <Name> was issued a minimum 6-month Parting of Ways on <date>, in line with the Safe Space: Serious Misconduct Policy & Process* (created by Sydney Regen with support from Global Support Regen).

Why have you received this letter?

We understand that <Name> has since broken the terms of their Parting of Ways and been in contact with you, or is operating within your group. Although nobody can be forced to leave a voluntary movement, <Name> has been made aware that if they remain in XR, this letter will follow in their wake. For the safety of rebels and the integrity of our movement, it's important that individual rebels know to protect themselves and others.

Why was <Name> given a Parting of Ways?

<Name> has undertaken abusive behaviour on a number of occasions which constitutes serious misconduct contrary to XR Principles & Values, including: <insert examples>.

Parting of Ways Statement (received by <Name> on <date>)

'We no longer recognise you, <Name>, as part of XR, or fit to hold whatever roles and mandates you held, and that you may not represent yourself as part of XR and XR Australia in any way. The terms of this parting will remain confidential, however if you breach the conditions of parting then we will share a second letter, similar to this, with those that are in contact with you. We do this for the safety of rebels and the integrity of our movement.'

Parting means (received by <Name> on <date>)

In accordance with XR Australia's Safe Space: Serious Misconduct Policy & Process, and with immediate effect:

- Leaving all of your XR roles: not participating in calls, meetings or projects. This includes national and state entities that you're involved in.
- Loss of access to private group chats, including all relevant platforms like Mattermost, Base, Signal groups, etc.
- Ceasing all use of emails claiming you represent XR.

<Name> has been offered a process for Applying for Reinstatement:

Their Parting of Ways is of indefinite duration, but they may apply to have their privileges in the XR community reinstated after not less than 6 months from the date of their letter.

To be reinstated, they must:

1. Complete such rehabilitation activities, including Nonviolent Communication and XR-DNA training, as prescribed by the Regen Transformative Conflict Circle (RTCC); and
2. Demonstrate to the satisfaction of the RTCC that since the parting of ways, they have not engaged in any further misconduct relating to the XR community, and that they have rehabilitated and are unlikely to engage in any future misconduct.

Who endorsed their letter?

<Name's> Parting of Ways letter was signed by: the XR Australia Safe Spaces Team and <insert Working Group name>.

It's up to you if you'd like to keep working with <Name>

However, for the safety of all rebels and for transparency, this letter must be communicated with anyone who comes into contact with <Name>, or who may come into contact with them. Abiding by XR's 10 Principles and Values is a non-negotiable in being part of XR. You have the right to ask <Name> to leave, and to refuse to work with <Name> until they've been safely reinstated – and the Safe Space team are here to support you.

More info

In an attempt to balance confidentiality with transparency, and depending on the need, we may be able to arrange a Zoom or the opportunity for you speak with a witnesses or one of the rebels abused by <Name>.

Sincerely,

XR Australia Safe Spaces Team

XRAusSafeSpaceTeam@protonmail.com

THANK YOU, AND LOOK AFTER ONE ANOTHER

