

COMMUNITY CHARTER

WHO WE ARE

Our Community

We are a community of intentional leaders, movement-builders, and change-makers who work at the intersection of technology and social good.

We are a multiracial, multicultural, and multigenerational collective who reject narratives of hopelessness, scarcity, and precarity and draw on narratives of hope, abundance, and security.

Our past(s) are shaped by our lived experiences of marginalization within the dominant culture. Our present(s) are based on our lived experiences of resilience in the face of adversity. Our future(s) are inspired by hope for lived experiences of joy, justice, and equity for those who come after us.

WHAT WE DO

Our Purpose

We work to interrupt and subvert systems that hold the future hostage through racism, sexism, ableism, patriarchy, and other forms of oppression exacerbated by unfettered capitalism.

We work to inspire and sustain the way-finders, torch-bearers, and hearth-keepers who illuminate paths and open doors for those who have otherwise been denied a presence in places of power.

We come together as architects of alternative futures, built on the foundation of our strengths, differences, dreams, and collective wisdom.

HOW WE WORK

Our Practice

Our practice involves trying, working, and learning in the open, both for our own accountability and to model other communities to do the same.

Our practice acknowledges the tensions that we navigate as leaders: tension between intent and impact, tradition and change, inventing and sustaining.

We don't draw maps for others to follow, but to show others that a way forward is possible; not to lead them to a destination, but to help them navigate the difficult terrain between their now(s) and their future(s).



HOW WE ASSESS

Our Impact

We are intentional about who is impacted by our work, while recognizing that intent and impact are not always the same.

We engage with those who are most impacted by our work through collaboration, not merely consultation.

We are intentional about assessing our impact using data, while acknowledging that data is not a substitute for empathy.

Version History

DATE	VERSION	DESCRIPTION
5/12/2023	1	First release version.
4/23/2024		all Season C TTWWs agreed to sign on to this official charter



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