

Process Team Steering Committee

Meeting Notes

September 14, 2019

Present: Paul (facilitator), dian marie, Jim, Martin, LaDawn, Deborah, Fred, David

Not Present: Lisa, Susan

1. Check-Ins

2. Announcements/Housekeeping

- a. LaDawn to take notes
- b. Three sets of minutes (July 28, August 13, and September 8) approved

THEMATIC ISSUES/WORKING GROUPS

3. Theory U update

- 252 registered for U.Lab (that we know about); 208 for hub. It's growing quickly! The tone of comments is positive and encouraging.
- Expectations for the coming weeks – what help do people need with hubs and coaching circles?
- Inclusion: Concerns being voiced in hubs about language and translation of videos and live discussions. Theory U books have been translated, and transcripts of talks can be copied and pasted into translation software. The hub hosts are continuing to explore the possibilities for inclusion. People in u.Lab are also very dispersed, in particular geographically; without a better platform to harvest or converse it may be hard for some to fully participate. They are looking for ways to include European regions that are not showing up on the platform, as well.
- Question: What can we do to encourage topical hub participation? How can we help the community understand how to work in hubs? Share the letter sent to the PT?
- Question: How do we find topical hubs at the Presencing.org site? A: there is no way to create sub-hubs on the online platform, which is limited. David has been sharing the existence of new hubs by email. This is definitely an obstacle to coordination. The Shambhala Maha Hub is a tricky space to get out announcements or whatever because it's like a running thread.
- Maybe there is a simple solution: adding names, emails, and topics to a Google doc that is viewable (not editable). Then people can self-organize. [David will do this] Having a sound technological platform becomes much more important as the prototyping stage arrives.
- Theory U is "learning by doing" so perhaps we can trust in the scaffolding of Theory U for now, and think about how we catch and share learning as it comes out the other side. Training is the heart of what is happening now, and platforms and regional gatherings are where the meaty outcomes are.
- There is also the Societal Lab in the spring, which could be another way to turn the emergent prototypes into concrete actions. Now we are seeing the oak trees sprouting, and we might recommend to the Board that they support the fruition through the Societal Lab.
- Recommendations to the Board are not enough. There is a much richer potential in the training and processes in which we are about to engage – let's not waste that richness.

Perhaps a full Shambhala webinar – appreciative inquiry, future search – could be a way to bring the results to fruition. Arawana is running a social presencing activity in Amsterdam – it would be good to get that out to the sangha. [dian marie will follow up on this]

- The Harvesting Group is the placeholder we have for catching, synthesizing, analyzing, and sharing. This could be very exciting if resourced properly.
- Perhaps we can think about a different platform moving out of u.Lab that is more helpful. Can we ask John David Smith to help us think through technological strategies to overcome the potential obstacles of moving forward with hubs and coaching circles? [David, dian marie, and Fred will reach out to John David Smith about this.] Some potential obstacles:
 - Dispersed participants in geographic space – hard to get together for circles
 - “Facebook-like” threads that cannot be organized in any particular way
 - No easy and obvious way to communication with hub participants, in particular sharing communications that can help everyone to understand how the platform and forms work
 - No easy and obvious way for the Harvesting Group to collect what comes from the Theory U process
- Should we have a SC coaching circle? [convening team will discuss and make a recommendation]

4. Status updates: Working group and other PT-related topics (25 mins)

- a. Code of conduct doc review
 - SC is providing feedback. Can the review be a kind of Theory U process? Reflecting and see what arises?
 - Feedback is so important, especially in Shambhala right now – we have to be able to hear from people and make them feel heard, and this needs to be balanced with limited time. We had discussed having the community contemplate the documents and reflect on the principles. It may not resonate, and we may need time to find this out. “Guidance on the CoC policy” document is not included for that reason. The PT should consider an explicit process that can help the community in this reflection, so it isn’t derailed by discursiveness. [discuss in a future meeting]
 - The CoC is in some ways a document for a culture that does not yet exist, so we have created three levels of redress that can respond to cultural differences and geographic diversity: local processes, regional panels, and international (appeals) entity. This should help any Care and Conduct officer who is later hired to oversee “the mandala of Code of Conduct,” so they have a structure within which to work that doesn’t leave all the burden on one person. The people at the regional, local, and appeals level would need training as well.
 - There are also two categories of processes: receiving complaints in a way that respects the dignity of people, and the “care” part – formerly the work of SH&WB.
 - Jim is making himself available to those who are reviewing the documents on Monday via zoom to discuss what is arising. He will send an email with details.
- b. Communications
 - What is the relationship between the PTSC and the Board? Let’s add this to the agenda for the meeting when the Board joins the PTSC in two or three weeks.
 - What is the workflow with communications, given that we have the PTSC, the Theory U Planning Team, and the Hub Hosts all needing to communicate? There is rarely a bottleneck like we experienced last week, but does it make sense to dissolve the

Implementation team and allow the hub hosts to do their own communications (with assistance from the PT Comm team if they need it)?

- Actions:
 - o Folding responsibilities into hub hosts and dissolving the separate body – Nancy will now be the “Hub Host Coordinator”
 - o Nancy is empowered to email hub people as she wishes – doesn’t need to pass it by the PTSC
 - o David will communicate with Nancy about these two items

5. Summary of actions/decisions taken

- a. **David** will seek consent from hub participants to add their names and email addresses to a Google doc (that also lists topical hubs) to facilitate self-organization.
- b. **Dian marie** will find out more about the activity Arawana is running in Amsterdam and share the information more widely
- c. **David, dian marie, and Fred** will reach out to John David Smith about thinking through technological strategies to overcome the potential obstacles of moving forward with hubs and coaching circles (see details above)
- d. The **convening team** will discuss whether we should have a SC coaching circle and make a recommendation
- e. **The PTSC** will provide feedback in the next few days on the Code of Conduct docs. **Jim** will make himself available on Monday via zoom to discuss what is arising, and will send an email with details.
- f. **David** will communicate to Nancy that Theory U Planning Team will be dissolved and its responsibilities rolled into the Hub Hosts body; Nancy will now be the “Hub Host Coordinator.” Nancy is empowered to email hub people as she wishes – doesn’t need to pass it by the PTSC.

6. For future discussion

- What process could help the community in reflecting on the Code of Conduct?
- What is the relationship between the PTSC and the Board?
- All-PT call
- Restorative justice initiative

7. Next meeting

- a. September 22, 11:30 Eastern
- b. We will start a half-hour earlier and meet for only 1.5 hours so we can attend the Board call and have a break in between