



Policies for Establishing SoL Communities & Use of the SoL Name

A design process was initiated at the SoL Global Forum in Finland in June 2003 to:

Create a *minimum global infrastructure* that will help SoL members around the world move to deeper levels of engagement by enabling us to:

- Accomplish meaningful initiatives together
- Share learning across a broad network
- Have connections and conversations around the world
- Invite in newcomers
- Organize and fund research projects, meetings, and other activities

Design Team Participants (Current Interim Membership Committee):

- Maria Cristina Koury d'Arce, BRAZIL
- Alain Gauthier, FRANCE/USA
- Hanna Heikkinen, FINLAND
- Sherry Immediato, Managing Director, Founding SoL
- Gopalan Kannan, MALAYSIA
- Elysabeth Leigh, AUSTRALIA
- Bettye Pruitt, USA, Co-chair Founding SoL Council of Trustees

A process designed to:

- *Move the Global SoL we have now* – a network of SoL communities at all different stages of development, linked mainly by informal, personal relationships
- *Toward the Global SoL we want for the future* – a global community, linked by a common idea of what it means to be a citizen of global SoL, operating democratically and non-hierarchically, with a robust capacity for collective learning and coordinated action

Our guiding rationale for this process:

- we need to do something now;
- our process will be self-amending;
- there is broad support for taking action on an experimental basis;
- we are moving toward being capable of creating a governing body;

This process so far has resulted in the current policies (which follow) for establishing SoL communities and use of the SoL name. The founding SoL Council, in its role as steward of the SoL brand, name, and trademarks, reviewed and endorsed these policies on a self-amending experimental basis at their meeting on 28 January 2004..

Proposed interim policies:

Our expectations of SoL communities:

- The community adopts SoL's Principles and Purpose
- The SoL community name is the property of the whole (global SoL) community; local coordinators and governing bodies are stewards for the name on behalf of the entire global community
- We adhere to clear ethical standards around personal gain from the SoL connection and how to deal with conflicts of interest in regard to the SoL name, e.g. in regard to sponsoring events, courses, etc; as well as in regard to publishing (e.g. no commercial use of the SoL name; you can list SoL as an affiliation in your materials)
- We also adhere to clear standards of ethics, fairness and transparency in regard to work assignments in SoL projects

What is the minimum structure a SoL community needs in order to ensure compliance with these standards? To answer this question, we have established the following policies:

1. The local SoL community is organized as a non-profit organization under the rules of its own country
2. Composition of the board/governing council/steering committee is diverse (practitioners, consultants, researchers) – may be elected, but not essential although the selection process must be clear; the goal is to have all three constituencies represented roughly in balance, but at a minimum the governing body should represent all groups (member categories) that are contributing resources
3. The governing group maintains a meeting schedule that is known to the members
4. The governing group agrees to commit to SoL principles and ethical guidelines governing the use of the SoL name
5. The organization is capable of minimum contributions to the larger SoL community
 - a. \$50USD per person/year¹, with a minimum of \$1,000 per community
 - b. Sharing learning and results – a minimum of a 2-3 page summary each year
 - c. Contribution of participation/engagement in global connections and governance
6. The financial contribution covers recognition of the community on the SoL web site (in effect, hosting of a community web presence); use of the interactive features of the site; *Reflections*; SoL Flash; members-only rates at SoL events
7. Members in the community agree to join the global community – become part of the global SoL member directory; they receive *Reflections*, the *SoL Flash*
8. After declaration of intent to form a SoL community, there is a developmental period of one year, during which two or three coordinators can have web site access, etc. for \$50 each; if the community cannot meet the guidelines by the end of a year, individuals can become Connections subscribers at the regular membership rate.

Key elements of work for the interim Membership Committee and local community coordinators for this phase of the formation of SoL's global community:

1. Establish a minimal set of policies for SoL communities. (See policies section above.)
2. Create a mentoring/support group from more established SoL communities to help emergent communities move toward being sustainable and therefore meeting the requirements of the policies.
3. Effective June 2004: all those interested in forming communities who do not meet the above requirements are eligible for discounted individual memberships in global SoL (via current

¹ This fee is waived for those who are members of founding SoL.

- Connections membership structure) at \$50/year for 12 months, a grace period for them to try to organize into a SoL community along the guideline
4. During the 12-month period the mentoring/support group will provide assistance.
 5. As communities form or re-form following the guidelines, this status is acknowledged by a membership review process, initially conducted by the interim committee. Communities meeting the guidelines are noted as such on the SoL website; others are noted as communities in formation. If a recognized community does not continue to meet the membership requirements including an annual report to the other SoL communities, its recognition may be withdrawn.
 6. The members of all recognized SoL communities will collectively set the roadmap for the next phase of global organizing when we have established the initial group of recognized communities.

What are the built-in incentives in the guidelines we are proposing?

- Increased diversity of the community's members
- An appeal to the sense of responsibility of members by inviting them to contribute for value received
- Increased generation of knowledge, with a local/regional application
- Creation of a more visible set of connections to build a greater diversity of theories; a larger marketplace of ideas (a response to the request to local communities to participate in the intellectual life of the community)
- A sense of belonging to something larger; and greater prestige as the SoL brand becomes stronger and more widely recognized
- An opportunity to shape the shared agenda AND an incentive to have a clear local agenda
- An incentive and encouragement to raise the bar – become more of a professional society, managed more rigorously
- Members can enter SoL through multiple access points – individual connections memberships, geographical communities, interest-group communities

Use of the SoL name for publishing, events, activities

1. Can't use the SoL name for events or publications unless you are a SoL community or interest group recognized as meeting the guidelines for using the SoL name (visible on the SoL web site)
2. Initiate events only after checking web site for already programmed events and with other coordinators; to coordinate events, fund-raising activities by
 - Calendar
 - Related content (e.g. Greenhouse and annual meeting carryover themes)
 - Cross-promotion of events
3. Put theme, dates, location, contacts for all events on web as soon as they are agreed – at least 3 months in advance
4. Can use the name for a SoL organizing event in an emerging community (not yet recognized on web site) with the qualification to avoid conflict of interest that would result from identifying the SoL event with a for-profit company, e.g. a consulting company (although we understand that a company might organize, underwrite the event, and can be named as playing that role)
5. Follow SoL Principles which state that products of SoL belong to SoL, excepting the rights of the authors in their own product. Avoid conflict of interest in publishing by restricting publishing rights to independent publishers (i.e. independent of entities that might profit from restricting the spread of the work vs. a publisher whose interest is in the widest possible distribution).
 - Try to get the publisher to co-publish with the local SoL community
 - Stipulation in the contract that we can break it with the publisher if they are restricting distribution