

**Planning for Increased Confidentiality/Transparency:
(DRAFT)**

Transparency

The document lays out some of our strategies for building stronger relationships between “the process” (to mean, both the current facilitators specifically as well as the process in general) with x’s community (to mean: co-organizers & activist organizations, close friends, bandmates, romantic partners, support persons, and identified allies, as well as people who were formerly in those positions). We do this both in order to ensure that the “process” is as transparent as possible (importantly, we have not felt that it has been up to this point) as well as to create safer and more comfortable ways of negotiating confidentiality internally (to mean, between x and the facilitators) and external to the process (to mean, both x’s community as well as the general ‘communities’ of the facilitators). **This document is currently in draft form, and is intended to remain as a “working document”.**

The first component of this work lays out some options for external people or organizations to engage with the facilitators on a regular basis about the process. They are not intended to be firm structures, but rather guidelines to help others articulate what kind of information they want to receive about the process, and how often. Clearly, anyone should feel free to contact the facilitators with questions, comments, or concerns at any time, not just during regularly schedule updates.

Type A:

Person/organization maintains monthly contact with one of the facilitators via phone. Would receive information such as:

- Recent and upcoming themes/topics (i.e., what we are centering our meetings around)
- A general feel for how things are going
- Significant developments in the process—sources of conflict or disagreement; new patterns identified or described; changes or completion in goals, etc.
- Be informed, quickly & with an explanation, if the process were stalled or ceased to continue for any reason

Type B:

Person/organization receives general updates from facilitators every month or two from the facilitator. These updates would include basic information, such as:

- Recent and upcoming themes/topics (i.e., what we are centering our meetings around)
- General direction of the process
- Be informed, quickly & with an explanation, if the process were stalled or ceased to continue for any reason

Type C:

Person/organization would only be in contact with the facilitators if the process ceased to exist, including an explanation, to the best of our abilities, of the reasons for this cessation.

Lastly, we would invite any and all members of x's community to join us in our meetings, because of general interest, or specific contributions to a topic, etc, though we would request that folks speak with the facilitators & x in advance, in order to effectively & safely navigate concerns about confidentiality or sensitive information.

Confidentiality

The second component of this work focuses on confidentiality; specifically, the sharing of information by the facilitators to external individuals or organizations. These proposals are meant to stand together; i.e. the second is inclusive of the first.

First Proposal:

That no information of a personal or sensitive nature about people other than x may be shared to anyone external to the process, without that person's explicit consent.

Second Proposal:

The facilitators reserve the right express personal opinions about the process (without, of course, revealing "information of a personal or sensitive nature".

Third Proposal:

- If information comes to light over the course of the process that does not fall into the above categories, that the facilitators believe should be shared with other individuals or organizations, this decision must be agreed to both by x & by the facilitators.
- If x does not agree, someone external to the process (i.e., a member of x's community, who would already have been identified) would meet with the facilitators and with x (together and/or separately). Their vote would replace x's, such that the facilitators could not share this information without that person's consent.
- We are hoping to identify folks who would be interested in filling this role soon, and have them be people who are (clearly) both willing to do this should the situation arise & also people that everyone internal to the process feels good about. There ideally should be a number of people willing to do this, in the case of more serious conflict of interest.

Fourth Proposal:

Generally, we leave it to the discretion of everyone involved in the process (internal or external) to navigate for themselves who they need to go to for support & about what.

*I'm using internal to connote x + facilitators & external to include everyone else who

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