

GameChangerSalon

Groundrules, Policies, Vision and FAQs

REVISED 6-1-14

Gamechanger Salon is a space for 1400+ experienced change makers from different “worlds” of the movement to share stories, honest reflections, interesting articles, and provocative ideas on how we build a stronger, more coordinated, more game-changing movement for the 21st Century – with the ultimate goal of: free people living in fair societies on a healthy planet.

That’s right - *1400+ diverse progressive change-makers on a listserve, and we have somehow managed not to kill each other.* Miracles do happen! Our secret: extremely strict ground rules, vigilant moderation, and a culture of love, respect, learning, and giving each other the benefit of the doubt. At its best, Gamechanger Salon should feel like a really fun conference. Except you don’t have to pay \$500, everyone gets to be on a panel, and there’s no carbon footprint. :) After three years, we’ve only begun to scratch the surface of what this space can be. We invite you to re-imagine and co-create it with us... Welcome and enjoy!

Ground Rules

GameChangerSalon is a big tent space for:

- **Creative ideas and projects** from all sectors
- **Introductions**, re-introductions, and updates on you and your projects
- **Report backs, lessons learned and success stories** (it’s OK to brag :)
- **Questions, brainstorm, requests** for advice and collaboration
- **Articles, videos, movies and books** related to movement-building
- **Strategize rapid response** to pivotal opportunities or crises
- **Diversity of approaches** (unity without uniformity)

- **Forming spin-off working groups** or conversations on particular projects

GameChangerSalon is NOT a space for:

- 1. Personal attacks, even subtle ones** (I'm good, you suck) (I'm right, you're wrong) and snarky put-downs.
- 2. Dissing** progressive orgs or individuals. ***This includes sending links that dis.***
- 3. Drama or beef** (personal or organizational - take it offline)
- 4. Sharing non-public info about candidate campaigns** (illegal coordination)
- 5. Leaks** - Sharing other people's emails unless they specify: "Please share." If you have permission, be sure to delete any mention of GamechangerSalon from the Subjectline, the "To" line, Signature AND Body - please scrub it impeccably!)
- 6. For consultants and for-profits** - writing about an issue related to a non-progressive client without disclosing the relationship. If a perceived conflict of interest has the potential to be a distracting issue, folks are encouraged to temporarily recuse themselves from list. See below.
- 7. Cross-examining** folks in a way that could be read as hostile, attacking or designed to embarrass. It's OK to ask genuine questions, and give honest reactions. But no one on the list should be expected to disclose private info about their work. Repeated or judgy questioning may be interpreted as attack.
- 8. No harassing people offline for things they write to the list.** Please share with moderator.
- 9. No sharing offline private emails with the whole list.** Could be interpreted as designed to embarrass.
- 10. Yelling at the Ref.** It's OK to question moderation decisions but no repeated or aggressive questioning or mocking. Moderators try to be fair and consistent which is not always easy or clear cut.

THESE WILL ALMOST ALWAYS GET AN IMMEDIATE YELLOW OR RED CARD AND IF THEY'RE SERIOUS ENOUGH MAY GET YOU KICKED OFF THE LIST. If you have a question about whether something is a yellow card before you send it, please email the moderator Billywimsatt@gmail.com for an opinion if helpful.

Also, feel free to email or text the moderator offline to flag a possible Yellow Card.

OTHER NO-NOs

- **Anything spammy.** Every email sent to the list should feel like something you would say to friends over brunch. We want the interesting informal real talk version, not the transactional press release version.
- **Use a different subjectline.** When sending the same note to multiple email lists, use diff subject lines. Otherwise threads get tangled.
- **NEW - No crappy subjectlines:** Don't forward an email to the list with a crappy subjectline -ie. "FW:[blah blah] etc. etc." Write a good simple descriptive subjectline so we know what it's about.
- **Use existing threads.** Do not create a new thread on a topic that already has a thread (but do feel free to change subject if topic changes).
- **For folks on "Digest" mode,** when replying, please precisely edit the subjectline to match the email you are replying to so you don't create a new thread with a gobbledegook subjectline.
- **Do clip threads** (carefully) so they don't get loong and duplicative.
- **NEW - Do give Context!** When posting articles and organizational notices, please give at least a few lines of interesting context (such as: Why are you posting it? What's the relevance or backstory? Questions, hopes or concerns you have in sharing this? What's the underlying theory of change in an organizational notice?). Exceptions for truly major breaking news.
- **Things you should post on Craig's List.** ie. "My friend is moving to Brooklyn and needs a sublet..."
- **Job postings** - except in the context of major transitions, in which case, they should be part of a personal and organizational narrative. The loophole here is if you write something interesting, you can work in a job posting :)
- **Fundraising appeals** (these should be done only very occasionally and tastefully in the context of an immediate crisis or opportunity). We will

also allow these as part of a giving thread in December of each year.

- **Press releases**, unless shared with context as part of a larger conversation or introduced with an interesting personal narrative.
- **Excessive links to your blogs, or book or self-promotion** (Announcing a new project ONCE is encouraged! Giving an update is fine too. After that, please only mention it tastefully in the context of substantive conversation).
- **Small non-substantive emails not relevant to whole list:** ie “w00t”
“++++”

The above are usually less serious offenses. They are generally frowned upon, and may get you a yellow card depending on the context (how many times, how egregious, how deliberate, whether there were special circumstances, etc).

Important Policies

YELLOW AND RED CARD POLICY: Three Yellow Cards = Red Card.

A Red Card is a three month suspension of posting privileges on this list. The recipient of a Red Card can still read emails but not post. After the first Red Card, you earn a second Red Card for 2 Yellow Cards and so on. The penalty for a second Red Card is one year suspension or permanent expulsion, according to moderator discretion. Egregious violations may result in automatic Red Card or expulsion.

CONFIDENTIALITY AND SECURITY OF THE LIST

You are not allowed to forward emails without permission of their author. That said, on a list with 1000+ people, it's a good policy not to write things to the list that you wouldn't feel comfortable saying publicly (or that you wouldn't want to be subpoenaed by a Grand Jury or broadcast on Fox News). 1000+ people is pretty darn close to public. So please use judgement and discretion.

WHO IS COVERED AND NOT COVERED BY THE NO-DISSING RULE?

Given our size and diversity, it is inevitable that some people on the list will consider others on the list to be not part of “the movement.” We tend to err on the side of inclusion. The Democratic Party and prominent elected officials such as President Obama are NOT covered by the No-Dissing Rule because they are an extension of the government and part of their job is to be held accountable by the public. However, we encourage people not to go overboard with dissing anyone, even right-wingers, corporations and electeds - cuz too much dissing can create a toxic vibe. Companies that work with right-leaning clients are also exceptions to the no-dissing rule. But they are in a grey area if they have many progressive staff. Anything in a grey area will be evaluated by moderators on a case by case basis.

CONFLICTS OF INTEREST, DISCLOSURE AND SELF-RECUSAL

When you join the list, we ask you to write an email on the Introduction Thread introducing yourself (to find it, search for “GamechangerSalon + Introduction”). Please say a bit about yourself, including what type of work you do, and for whom. If you've never included that type of info here, please respond to the introduction thread. And even if you have, feel free to re-introduce yourself!

If you have non-progressive clients or other developments in your life that could appear to create a conflict of interest, you should disclose that in your first email about the issue. You should recuse yourself from the list if for any reason you can no longer ensure the privacy, confidentiality and trust of this community. We ask that you *voluntarily* recuse yourself from the list if your circumstances could create a *perception* that this is no longer a safe, confidential space to strategize and organize toward progressive goals (ie. if you land a job at Fox news). If you have questions about whether you should disclose something, or recuse yourself, your friendly moderators are here to talk you through it!

FAQs

Who's on Gamechanger Salon? (please edit/add anything we missed)

https://docs.google.com/spreadsheets/cc?key=0Anbwn0eqg7QHdHRUVUxPRHI0N01GV0NIUTNYY1hiRUE&hl=en_US#gid=0

How do I change my settings or the email that I'm subscribed at?

Here:

<https://groups.google.com/forum/?fromgroups=#!forum/gamechangersalon>

If you need help, contact Membership Ninja Gwen Emmons:

gemmons@gmail.com

Can I nominate others to join?

Yes! GameChangerSalon was seeded by folks with a track-record of strategic movement-building, bridge-building spirit, and an impulse to innovate.

Members can request to add others of a similar description by sending an email and a brief description: billywimsatt@gmail.com. We will invite based on your recommendation.

Yikes! Too much email! (some helpful hints)

- Filter. Let it sit in a folder. Peek only when you want inspiration.
- You can change your settings to Daily Digest to get one email per day [here](#).
- You can “mute” key words on gmail to filter out specific threads.
- Ask a savvy friend for help optimizing your email systems. It's more manageable on Gmail which sorts emails into threads.

Why have yet another Google Group?

There are many vibrant online communities. Oddly enough, none provides a daily online space for a critical mass of movement leaders from different “worlds” *to strategize how to build a robust, transformative movement capable of winning, governing, and changing the culture.* It's bizarre we hadn't created it before. This is a ripe historical moment. These past 15 years, we've seen a Renaissance of innovation, and a convergence of movements and leaders. Spaces like Rockwood have built a foundation of hundreds of trusting

relationships. In the wake of economic collapse, the rise of the right-wing, consolidation of wealth and corporate power, and our unfolding ecological emergency, it has never been more necessary for the many “worlds” of movement-building to strategize together. We must find a way to work and dream big together beyond our issues, beyond our orgs, beyond the places where we live. We need a movement bigger than the sum of our parts.

How can I help?

Coming together and creating a space is a group responsibility. As a participant, we request your help in co-creating and co-curating this sacred space. Please help by participating, taking risks in sharing articles and ideas, responding to other people’s posts, and setting a tone of mutual respect: None of us has all the answers or we’d be in a different place right now. If you have an idea you want to explore, or you want to volunteer for the GameChangerSalon core team, drop a note to billywimsatt@gmail.com. We’re always looking for good people.

Who is the Core Team?

GameChangerSalon was started by [Billy Wimsatt](#), who is also the main moderator. Hallie Montoya Tansey co-moderated for two years until early 2013. Hallie continues to administer the annual evaluations. We are in the process of building an advisory team that also includes the following: Jackie Mahendra, Malkia Cyril, Sarah Massachi, Heather Booth, Jess Morales, Hannah Sassaman, Taj James, and Gavin Leonard who organizes the Book Club. Several others have played important roles, including Sam Novey and Gwen Emmons as Membership Ninjas. We’d love to add a few more great folks to the team.

What is the larger vision?

The 2-3 year vision is to facilitate more connection among the leadership of our various movements. The 5-20 year vision is to build a winning and transformative progressive Super Movement that adapts our movement-building model to 21st Century opportunities and conditions.

What is a Super Movement?

The idea has existed in many forms –described by Naomi Klein as a “movement of movements” and Paul Hawken as “the greatest social movement in the history of the world” which does not yet recognize itself. The idea is for each of us to *recognize* ourselves and our work as part of a larger movement for the survival and flourishing of our species and home planet. Despite our differences *we’re all on the same team. The more we act as a functional team, the more we will all succeed.*

Here is a Movement Calendar of national events that we strive to maintain (we currently need a volunteer to help maintain it)

https://docs.google.com/spreadsheets/ccc?key=0Anbwn0eqg7QHdDRaZktZZE9zSUMtZktTRkVjZF9GVkE&authkey=CMfEqUk&hl=en_US&authkey=CMfEqUk#gid=0

Free people living in fair societies on a healthy planet?

This phrase comes from the Quixote Foundation and we think it’s one of the most elegant plain-spoken articulations of our values and vision that all people –including conservatives- can relate to. It’s not etched in stone but we offer it a starting point.