

EDGI's Code of Conduct

This code of conduct is based on others developed by [Ubuntu](#), [Drupal](#), [AlterConf](#), and the [Conf Code of Conduct](#). EDGI contributors include Kelsey Breseman, Leslie Alanis, Eric Nost, Rob Brackett, Gretchen Gehrke, and Jessica Varner.

Ver [una traslación](#) de este código de conducta (por Google Translate)



Indicates that linked document access is restricted to EDGI members


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What brings us to EDGI is the chance to learn about and act on environmental data, governance, and justice issues in a fun, welcoming, challenging, and fair setting. EDGI's Code of Conduct (CoC) states our collective, shared ideals concerning conduct. The Code of Conduct (CoC) expresses our ideals, not a rulebook. It is a way to communicate our [values](#) to a broader community.

We follow the transparency reporting policy outlined [here](#) for public accountability and adherence to this Code of Conduct.

Discussion about this policy belongs in the #advisory-committee channel on Slack.

Be considerate.

EDGI has many partners and contributors. Participatory knowledge-making is one of our core [values](#). As such, we follow the decision-making process outlined [here](#) , in an advice and consensus process. In addition, we value healthy work boundaries and ask for honesty about capacity. We ask people to be considerate of others in word and deed, respect varied and intersectional perspectives, backgrounds, privileges, and life situations that influence a situation in ways that are not necessarily visible. EDGI commits to asking about accessibility needs and to providing appropriate accommodations in all of our spaces, as needed, whenever possible.

Be respectful.

The EDGI community, its members, and partners treat one another with respect. We are a non-hierarchical organization, and, as such, we make decisions together. Everyone can make a valuable contribution to EDGI. Although we may not always agree, disagreement is not an excuse for poor behavior or manners. We might all experience some frustration now and then, but we cannot allow that frustration to turn into a personal attack. In addition, we respect individuals' identities—use stated names and pronouns, and refrain from challenging a marginalized person's race, ethnicity, sexuality, disability, gender, gender expression, religion, and technological choices. We strive to foster a positive and constructive work environment where everyone feels comfortable, safe, welcomed, and appreciated.


Be collaborative.

Collaboration is central to EDGI and the larger open data community, so we aim to be open to collaboration internally and externally. Collaboration reduces redundancy and improves the quality of our work. We work closely with our partners and other related projects and communities wherever possible to coordinate our work. Our work is transparent, and involves as many interested parties as early as possible, and includes explicit efforts to build accessibility in anti-racist, anti-sexist, anti-ableist, and anti-oppressive perspectives. If we decide to take a different approach than others, we will let them know early, document our work, and inform others regularly of our progress.

When we disagree, we consult others.

Conflicts in our community can take many forms. Disagreements—social and technical—are normal, but we do not allow them to persist or leave others uncertain of the agreed direction.

We expect individuals to try to resolve conflicts between themselves constructively, asking for help when needed. This approach gives people more control over the outcome of their dispute.

If that fails, we escalate the matter to structures with a mediator chosen by one or more parties involved to provide clarity and direction. When conflicts arise, we draw upon the tradition of restorative justice, including with this toolkit: [Conflict Resolution Process](#) . Note: If you feel unsafe in EDGI's communication channels, please immediately contact an Advisory Committee member or e-mail contact@envirodatagov.org.

We will not tolerate bullying or harassment.

We do not tolerate harassment of any kind. We prohibit the use of sexual images in public spaces, deliberate intimidation, stalking, following, harassing photography or recording, sustained disruption of talks or other events, inappropriate physical contact, and unwelcome attention of any kind. If you feel threatened or violated as a result of intimidating, bullying, harassing, abusive, discriminatory, derogatory, or demeaning conduct, please refer to “How to Invoke EDGI’s Code of Conduct” below.

When we are unsure, we ask for help.

At EDGI, we encourage questions and asking for help; nobody is expected to be perfect. Asking questions helps us avoid misunderstandings and stay on the same page. Those who are asked questions should be responsive and timely. However, when asking a question, remember to consider others’ time and needs. Take note of how many people are present in a synchronous meeting and be mindful of that meeting’s purpose; is a clarifying question better asked in chat than aloud so as to keep the meeting focused? If you have noticed someone’s misstep, is there a way to address it without public embarrassment? Or perhaps, is there a question that should be asked aloud to make sure everyone shares understanding?

Step down considerably.

Members of every project come and go, and EDGI is no different. When somebody leaves or disengages from the project, in whole or in part, we ask that they do so in a way that minimizes disruption to the project. Notify people if you are leaving and take the proper steps to ensure that others can pick up where you left off.

How to Invoke EDGI's Code of Conduct

Code of Conduct violations exist on a spectrum. EDGI's Code of Conduct exists to protect our participants and values, not simply to punish offenders. EDGI members and participants in EDGI spaces are encouraged to invoke the Code of Conduct at a level appropriate to the offense, e.g., a 1:1 conversation expressing concern may be appropriate in some scenarios, immediate banning may be appropriate in others, and other scales of intervention might suit in-between situations. Some potential scenarios are provided below to help gauge an appropriate response.

Severity:

When reporting a Code of Conduct violation/reaching out for help, please use the below chart in order to help the EDGI member you are reaching out to understand your level of concern.

Severity	Description
1	Something egregiously bad happened and I am seeking immediate restitution
2	Someone was harmed and we need to address it but it's not immediate
3	The CoC was violated, I'm not sure if anyone was harmed, but we should do something to make sure it doesn't happen again
4	I'm not sure if this is a CoC violation per se but I'd like to talk this through with someone and see if we should do more

Who to contact:


This list is more of a guide than a set of rules. In general, it is appropriate to reach out directly to


any EDGI member you feel comfortable beginning a conversation with about a code of conduct violation you wish to note and discuss.


EDGI Space	Who to Contact
Virtual event	Any event organizer(s). In Zoom, you can direct message any attendee, including a host or co-host.
Slack	Any member of EDGI's Advisory Committee
GitHub Repos	Any maintainer of the repository (look for a recently merged pull request to learn who has commit access).
Virtual meeting	Preferably meeting hosts or co-hosts, however it can be any present EDGI member who you feel may be able to help you.
In-person event	Any event organizer(s).
Social media	Direct message to EDGI's social media, or contact@envirodatagov.org
Other EDGI space	contact@envirodatagov.org

Potential scenarios:

This section is a reference, not a set of rules. It is included to set expectations for all parties.

Situation	Reporter should...	EDGI contact should...
Two people disagree vehemently on an issue in a public EDGI meeting.	This is not necessarily a violation of our Code of Conduct. Community members may choose to intervene and express concern, ideally in a 1:1 setting.	If the situation escalates, any EDGI member may choose to initiate a Conflict Resolution Process  .
Someone in a public virtual event uses racial slurs in the event chat.	Immediately contact EDGI event organizers/facilitators.	Immediately remove the offending individual from the space, then follow up with an explanation of what has occurred and offer an impact based apology to all parties who may have been impacted.
Poor choice of language (e.g. exclusionary language) used in a public presentation	Reach out as soon as sensible to EDGI, or directly to the individual in a private	Seek to understand the harm, and then apply tools as appropriate: restitution, an

representing EDGI.	context if comfortable, to clarify the problem/educate.	apology to those harmed, educational discussion with the presenter, adoption of review processes for future presentations
Suspicion of stalking or other targeted harassment at a public in-person event.	Contact EDGI event organizer(s) and explain what you need to feel safe.	Take appropriate measures to ensure the physical, mental, and emotional safety of event participants, determining “appropriate” through discussion with the person who feels threatened.
Consistent rude or disrespectful behavior in multiple venues.	Contact an EDGI member.	Initiate the Conflict Resolution Process  .

EDGI's [Conflict Resolution toolkit](#)  may include helpful tools for EDGI members approached to resolve a Code of Conduct violation.

