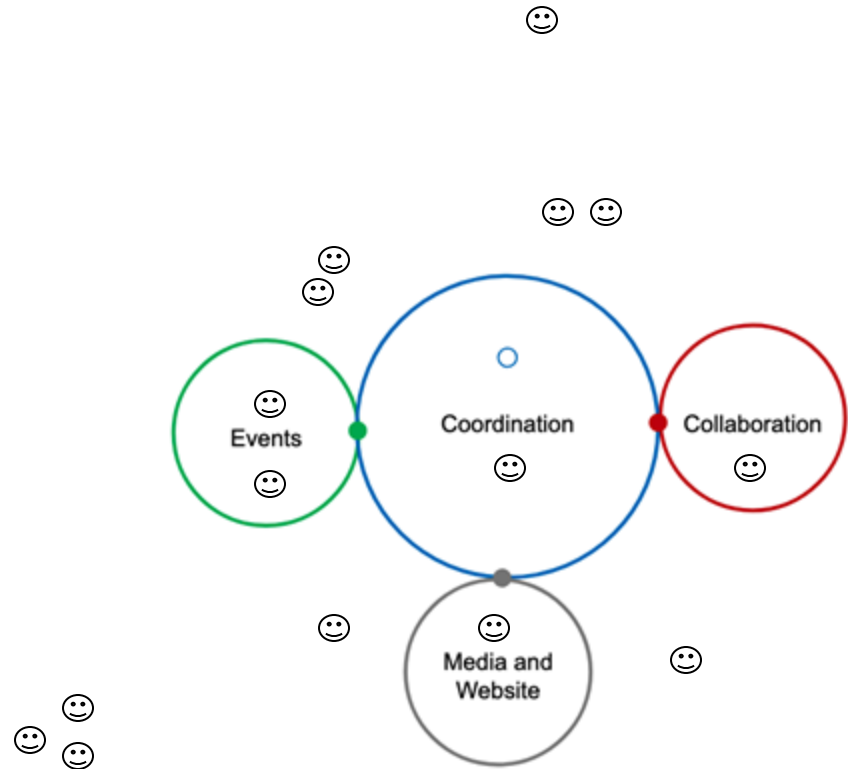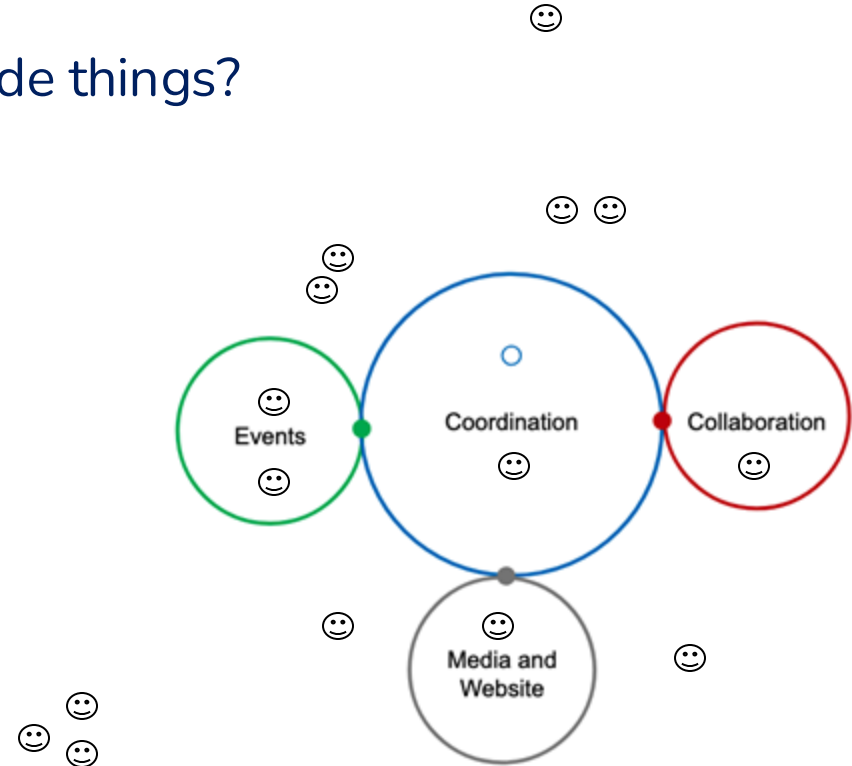# DECISION MAKING
WHO DECIDES?

Who decides?

Who decides?

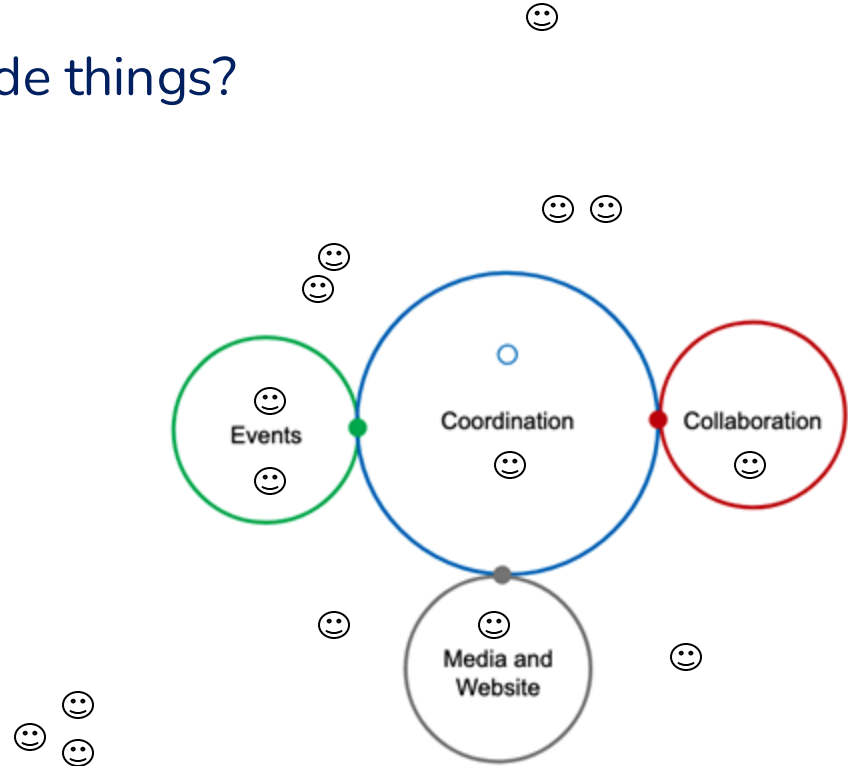→ Do you as **community manager** decide things?

Who decides?

→ Do you as **community manager** decide things?

→ Is there a **larger group** that decides?

- How is this group formed?

- All members?

- Only more active members?

Who decides?

→ Besides local OSC members, who else do you want to consider?

- Which **perspectives** do you aim to include?

- What could be ways to include them?

→ Think of the stakeholders you may have already identified.

OSC-NL Example

Board
- Responsible for all *central decisions*
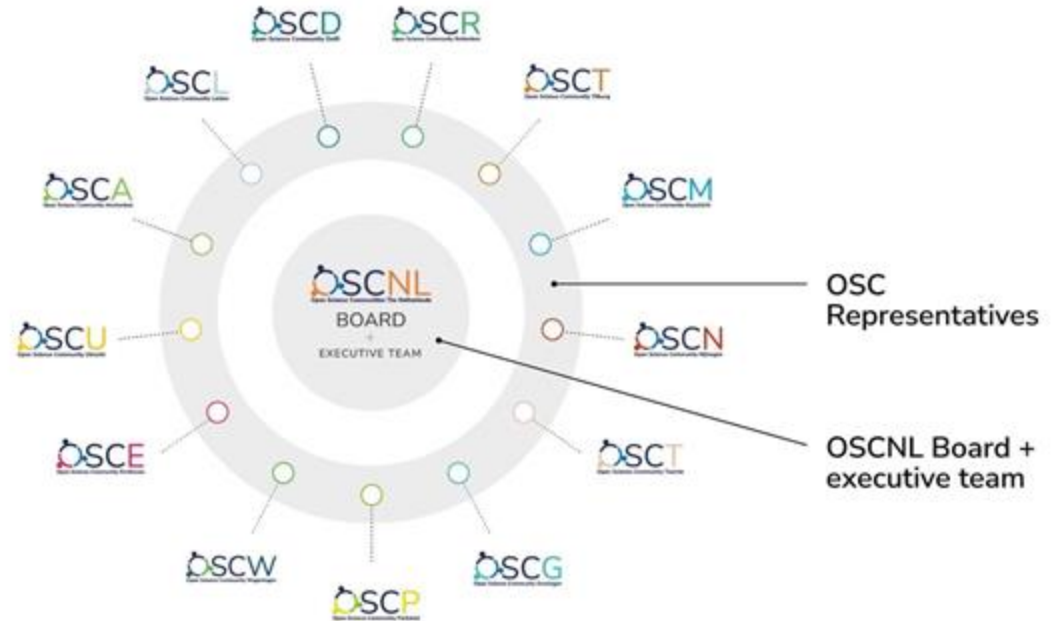- Elected by OSC members (at the assembly)

Executive Team
- Supporting the board
- Developed a *decision tree* for external requests

Advisory Committee
- Advises the Board
- Board *decides* who to invite

Assembly of members

- Organized to *consult* all members

Who decides?

How much autonomy do the **circles** have?

- What can a circle decide by themselves?

    - Is this linked to specific tasks?

    - Is this linked to a specific budget?

    → You can include this in the circle's responsibilities

DECISION MAKING
HOW DO YOU DECIDE?

How do you decide?

We are very much used to decisions being made by:

- Having a leader decide

- Deciding by majority voting

There are alternatives that are more inclusive!

https://www.sociocracyforall.org/sociocracy/

Pointer: Sociocracy

- **Consent**-based decision making

→ Proposal
→ Are there **objections**?
→ Adjustment to proposal
→ Give **consent** to try the proposal

- Preference: *What I want*
- Range of tolerance: *What I can live with*

Pointer: Sociocracy
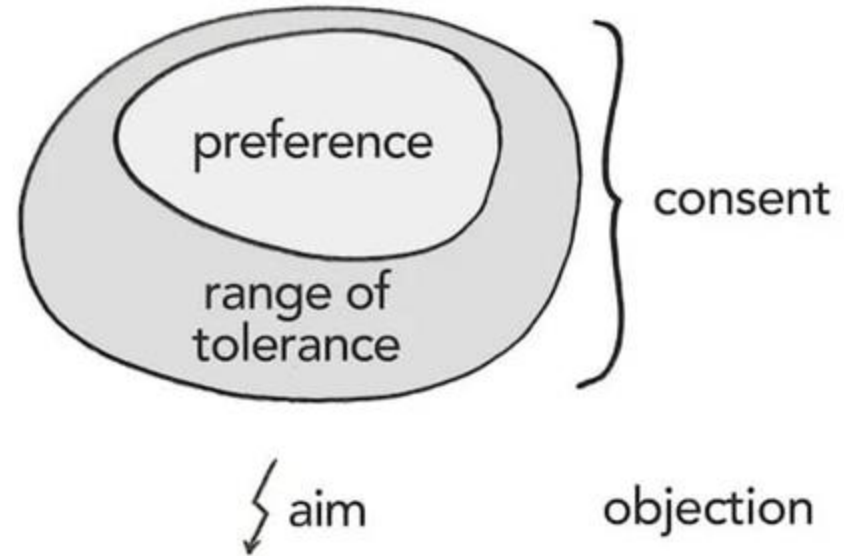
- **Consent**-based decision making

→ Proposal
→ Are there **objections**?
→ Adjustment to proposal
→ Give **consent** to try the proposal

- Preference: *What I want*
- Range of tolerance: *What I can live with*

Upsides
- No majority ruling
- Everyone is heard
- Objections are considered
- All consent to a decision

Downsides
- Takes time
- Takes practice
- Commitment needed
- Difficult with larger groups

https://www.sociocracyforall.org/decision-making-methods-comparison/

Pointer: Deep Democracy

→ **Perspectives** are gathered
Facilitator actively encourages alternative perspectives
→ Proposal
→ Voting
→ "Wisdom of the minority" is gathered to enrich the majority decision

Goal: Everyone agrees with the enriched decision

Upsides
- Brings tensions to the surface
- Everyone is heard
- Decision considers minority
- Works with larger groups

Downsides
- Needs a trained facilitator*
- Takes time
- Takes practice
- Commitment needed

* Unlike for sociocracy, I could not find extensive free materials for deep democracy :(

Decision Making Considerations

The Toolkit provides you with a couple of questions you can ask yourself around the decision making process you want to establish for your OSC

Think about the decision making structure you want to apply in your community.   **How much freedom do individual circles and their members get to make decisions?**   **Where are decisions made that are larger than an individual circle?**   **Who makes decisions?**   **Where are you on a spectrum between autocratic (leader decides) and participatory (group decides)?**   **How do you decide within a group (e.g. majority voting or more inclusive decision making) ?**
Are there any perspectives (outside of your community) that you want to give a voice? What could be ways to include these perspectives?

THANK YOU FOR YOUR ATTENTION!