

What is our goal?

To collaboratively build a long-lasting, self-sustaining, community-run, free-to-use workshop space for creative professional development using design-thinking as a method for problem-solving.

To allow as many people as possible to benefit from the space we build together and to actively create a culture of inclusivity and support for all members.

How will we achieve our goal?

We will design and run compulsory design-thinking led programs in the space.

We will expect our members to complete these programs to an agreed upon level in order to continue working under our banner, and to obtain certification from Our Workshop (OW). Certified members may in turn become longer term, paid facilitators in the growth of a broader OW network.

Alongside this we will require attendance at personal development classes. These personal development sessions are aimed at achieving primarily a commitment from our members to **radical honesty** so that we can learn from each other openly and offer the following to any and all members and to potential new members:

- Opportunities for all
- Understanding of our differences and our similarities
- Respect for each other and the space

What rules of engagement do we need to achieve our goal?

The following principles are all based on the idea of **RESPECT**, which is our common and agreed upon founding principle.

As a member of Our Workshop, I agree to the following:

1. I will use respectful language and tone of voice in order to maintain a **safe space** for honest clear communication.
2. I agree to take responsibility for how the space is **organised and kept** - in order to allow for maximum functionality, productivity and presentability to new members and visitors.
3. I will **not** drink alcohol and use drugs in the workspace.
4. I will learn and **follow agreed upon systems** of accounting for the operation of **Our Test Shop** in the entrance to Guga S'thebe, and I commit to this as a **duty** integral to my membership.
5. I acknowledge as a member of OW that I **owe support** to the wellbeing and longevity of the organisation. This support for OW is shown through a **10% commission** paid by each member to OW on all work obtained through OW and on all sales made under the banner of OW.
6. I intend to **individually grow** beyond OW and therefore allow for new members to step in and benefit from the space. Alongside this intention is a commitment to **share** what I have learned.
7. I agree that newcomers have the same **rights** in the space as longer-term members and that respectful behaviour of long-term members is important to give new members valuable insights into **our culture**.
8. By signing below I **agree to these rules** and I **agree to behave according to the values** we have established together: respect, honesty, empathy, accountability, open-mindedness and unity.

NAME _____ signed _____ date _____