

Considered Majority Vote for Roles in XR UK

[Note: this guidance is referred to by [Section C.5](#) of the XR UK Constitution.]

This guidance includes mandatory and advisory parts. Mandatory steps appear in **bold**, advice in plain text.

Mandatory process

The steps in the process are:

1. Clarify the role

- **The facilitator reads out or displays the mandate of the role.**
- The Internal Coordinator may explain the value of the role to the circle, its history and relationships with other roles and circles.
- **Ensure everyone understands what the role involves, its time and energy requirements, and the qualities needed to do it well.** Anyone may ask questions to clarify what is intended.
- **Seek consent for the term of appointment** (normally 3–12 months; 6 months max for Internal/External Coordinator roles).

2. Gauge interest

- **The facilitator asks who has the capacity and motivation for the role.**
- **Circle members may nominate themselves or others who have agreed to be considered.**
- Nominations can also be made for people who have not put themselves forward, but who others in the circle feel might fit the post well. If nominating someone in this way be careful not to put social pressure on anyone to stand if they are unsure.
- If there appears to be just a single candidate, check carefully that no-one else wishes to be considered before accepting this — the Advisory notes below are relevant here.
- Explore the possibility of rotation for sharing experience, and support potential new role-holders — again, see the Advisory notes, below, for more details on how to approach this.

3. Candidate introductions

- **Each candidate speaks about why they would fit the role, or someone else can speak on their behalf. No commenting on other candidates.**
- **Candidates share the other roles they currently hold** (so we avoid too much power or responsibility being held by any one person).

4. Clarifying questions for candidates

- **The facilitator initiates a round of clarifying questions for the candidates.**
- These questions can be responded to by the relevant candidate.
- Responses should clarify the relevant candidate's position, without reference to other candidates.

5. Vote

- **Each circle member votes for one candidate** (which may include themselves) **in a secret ballot.**
- Online: each circle member puts the name of the candidate in a private message to the facilitator.
- In person: write a candidate's name on a piece of paper and pass it to the facilitator.
- **The facilitator adds up the votes for each candidate, and announces who got the most.**
- **In the event of a tie, the External Coordinator of the circle has a casting vote. If the External Coordinator isn't present, then the casting vote passes to the Internal Coordinator.**

6. Check for consent

- **Ask whether anyone objects to the appointment of the winning candidate, inviting the nominee to respond last.**
- **Objections must be valid under the Constitution. Objections are tested using the Integrative Decision Making objection criteria in the XR UK Constitution [section C.7.f](#) (also [reproduced separately](#)).**
- **If there are valid objections, the facilitator works with the objector and candidate to integrate the objection.** This means looking for a solution which removes the objection but which is also acceptable to the candidate, until consent is achieved.
- **If an objection cannot be integrated a new election is held without including the candidate objected to. The facilitator decides whether this happens in the same meeting or a future meeting.**

7. Confirm Appointment

- **Once consent is reached, celebrate and welcome the appointee(s).**
- **Record the decision and update the circle's shared records (e.g. on the XR UK Hub).**

Sometimes more than one person may offer themselves as joint candidates for a role. Where that happens their nomination is treated as if they were a single candidate.

The process for a considered majority vote may be used in a shortened form with the consent of the circle.

Advisory notes

Inclusivity and encouragement

Give particular attention to voices less often heard or less confident; people grow through experience and support. Remember that much of our potential is latent. A particular appointment may enable someone to develop and exercise unsuspected abilities.

If a role has repeatedly been held by the same demographic group, explicitly invite others to consider whether they could take it on with support.

Psychological safety

Facilitators should aim to hold a calm, unhurried space; defend against persuasion, judgement or self-promotion. The process is about the role and the circle's needs, not competition. Facilitators may proactively invite new or quieter voices who have not yet spoken.

If you nominate someone for a role without speaking to them first, the first they hear of it may be in front of the whole group. Especially in larger circles, that can create strong social pressure — even when the intention is kind — and might lead someone to take on a role they're not ready for or don't feel right about. Encouraging others to take on leadership can be very positive, but it's often best to talk with them beforehand and give them time to consider whether it's a good fit.

Equality of opportunity

A slower pace or extra clarification may help those new to the circle or unfamiliar with the process. If it appears that there may be only one candidate for the role, slow down and double check that nobody else is interested. You might say something like "If we could offer any kind of support, what support might you need to take on a role like this?"

If structural or cultural barriers appear (e.g. dominance of one demographic or style), pause to discuss what support or adaptation would make participation easier.

Advocacy for candidates

When candidates speak for themselves, it can easily turn into a "campaign speech" — something we try to avoid in XR. Asking someone else to speak on a candidate's behalf helps prevent this, while also adding the speaker's own perspective and endorsement. For this reason, we recommend that, wherever possible, candidates have someone else introduce them.

Transparency and trust

Explain why this process is used — to integrate the wisdom of the group without turning it into a popularity contest.

After the election

Check-in soon after to confirm that the appointee feels supported and the circle is aligned on expectations.
