Integrative Election Process for Roles in XR UK

[Note: this guidance forms part of 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. First round of nominations

- **Each circle member nominates one person for the role (which may be themselves).**
- Online: each person puts a name in the chat and sends at the same time for everyone to see. The facilitator may cue up the process — “Type the name in the chat box, but don’t hit Enter. Anyone need more time? No, Ok. Then hit Enter on my count. 3…2…1…Enter!”
- In person: write a nomination on a piece of paper and pass it to the facilitator who will read them out.
- **If the circle has agreed that a shared appointment is acceptable, then more than one person may be nominated.**
- **Each person gives a positive reason for their choice (without commenting on other candidates).** For example, “I nominated this rebel because I believe they will bring a fresh approach, and grow into parts of the role that haven’t been emphasised by previous role-holders”.

- **Nominated candidates share the other roles they currently hold** (so we avoid too much power or responsibility being held by any one person).

3. Second round of nominations

- **After hearing others' reasons, each circle member may keep or change their nomination, giving a positive reason if their nomination has changed.**
- Nominations for multiple holders of the same role may be allowed if this emerges naturally.
- **No comments on others' choices or reasons.**

4. Proposal for appointment

- **Guided mainly by the number of nominations in the second round, but also taking into account the reasons shared and the needs of the role, the facilitator makes a proposal for who to appoint.**
- If appropriate, the proposal may include sharing the role between more than one person.

5. Check for consent

- **Ask whether anyone objects to the proposal, inviting the nominee to respond last.**
- **Objections must be valid under the Constitution. Objections are tested using the Integrative Decision Making Process objection criteria in the XR UK Constitution, section 7.**
- **If there are valid objections, the facilitator works with the objector and the nominee to integrate the objection.** This means looking for a solution which removes the objection but which is also acceptable to the nominee, until consent is achieved.
- **If an objection cannot be integrated, the facilitator makes an alternative proposal for appointment, guided mainly by the number of nominations in the second round (see 4 above), and checks again for consent.**

6. 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).**

The process for the integrative election process 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.

Facilitators may pay attention to who is and isn't being nominated and take gentle steps to widen participation where needed (e.g. invite reflection on barriers, offer mentoring).

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.

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.
