Objection testing

[Note: this guidance is referred to by Section C.7 of the XR UK Constitution.]

When a proposal is brought using the Integrative Decision Making process, the facilitator asks each member of the team if they have any objection.

If there is an objection, the facilitator tests it by asking questions to determine whether it is valid within the terms of the Constitution.

Integrative Decision Making aims to integrate all valid objections to a proposal.

To be valid, an objection must meet all of the following criteria, which can be addressed in any order:-

Criterion	Valid	Not valid
The proposal causes **harm** - where harm is defined as degrading the ability of the circle to achieve its mandate	Is your concern a reason the proposal causes harm? or…	… Is your concern that the proposal is unneeded or incomplete?
The proposal limits the objector from achieving the mandate of one of their roles	Would the proposal limit one of your roles? or…	… Are you trying to help another role or the circle in general?
The objection is created by the proposal and does not exist already	Is the harm created by this proposal? or…	… Is it already a concern, even if the proposal were dropped?
The objector is reasonably sure the harm will happen or doesn't consider the proposal safe enough to try	Would the proposal necessarily cause the impact? or… Could significant harm happen before we can adapt? or…	… Are you anticipating that this impact will occur? (If "Yes," ask the next pair of questions) … Is it safe enough to try, knowing we can revisit it at any time?

If the grounds for objection are that the proposal goes against a policy of the circle or its broader circles, or breaks a rule in the Constitution, or clearly violates XR's Principles and Values or Ways of Working then the objection is automatically valid. (This includes proposals that would clearly reinforce patterns of exclusion or discrimination.)

Facilitating Integration

- It is up to the proposer to see if they can find a way of integrating a valid objection.
- They can ask the objector for help with this: "What can be added or changed to remove that issue?"

- Or ask for contributions from anyone to resolve the issue.
- With each suggestion, the question for the objector is “Would this resolve your objection?”, and the question for the proposer is “Would this still address your tension?”

[Note: Parts of this text are derived and adapted from the Governance Meeting Process published by HolacracyOne with permission, © HolacracyOne, LLC.]
