



ICBO's Decision-Making Tool





Poster art by Victor Puga

Decision-Making Tool

The decision-making tool is a way for us to hear all voices and document them. The tool allows for everyone to vote on an issue. This is to both honor our Agreements and intentions in supporting each other's voice while we also acknowledge we have deadlines to tend to and decisions that need to be clearly made and recorded. This tool, designed by the ICBOs, supports our documentation of the process as part of our agreement with the National Science Foundation (NSF). Thus, the intent here is not to impose some rigid structure on our decision-making, but to add clarity and support to our process centering equity.

We can only move forward if no one selects the: **"I am against it and cannot proceed"** option. We are calling this the VETO vote. If there is a veto then we **MUST** meet to discuss the issues. Once we have this meeting, we will take another vote and this time only require 2/3 majority. In this way – we document all concerns and ensure that even though we are moving forward – everyone has an opportunity to be heard.

You can see a sample of our decision making tool on the following link: <https://noiseproject.org/resources/>



ICBO Decision-Making Tool

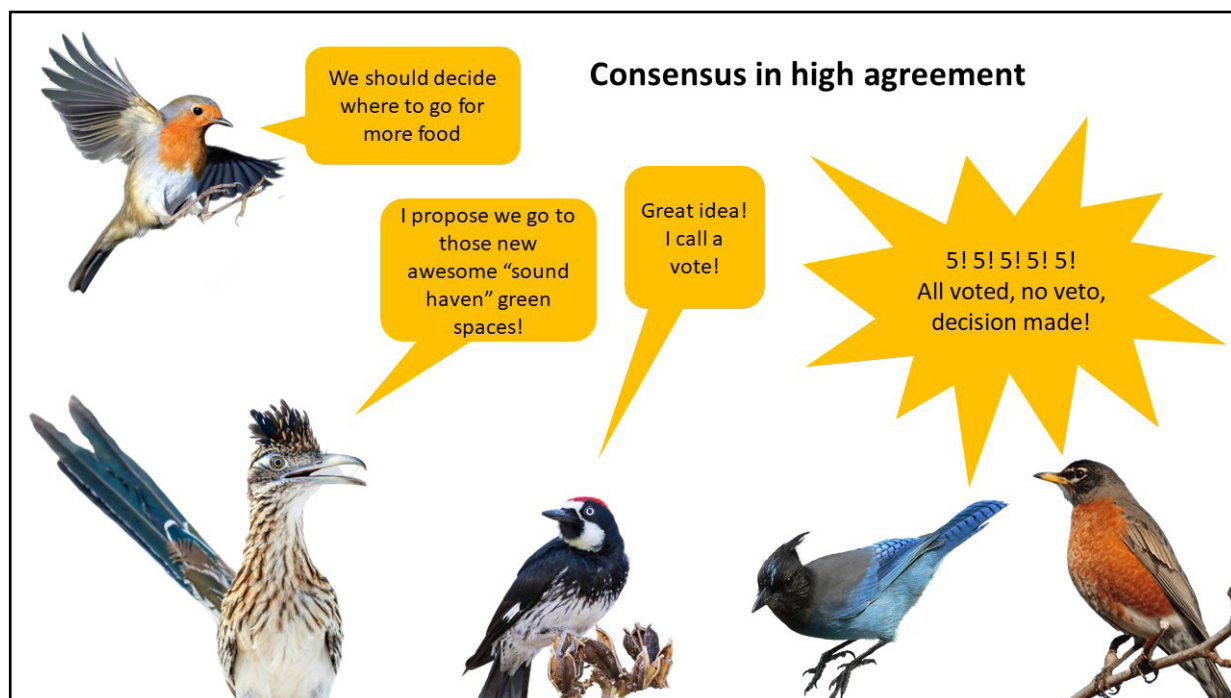
Honoring our working agreements and full transparency, we are submitting this request for your approval.

Request goes here.

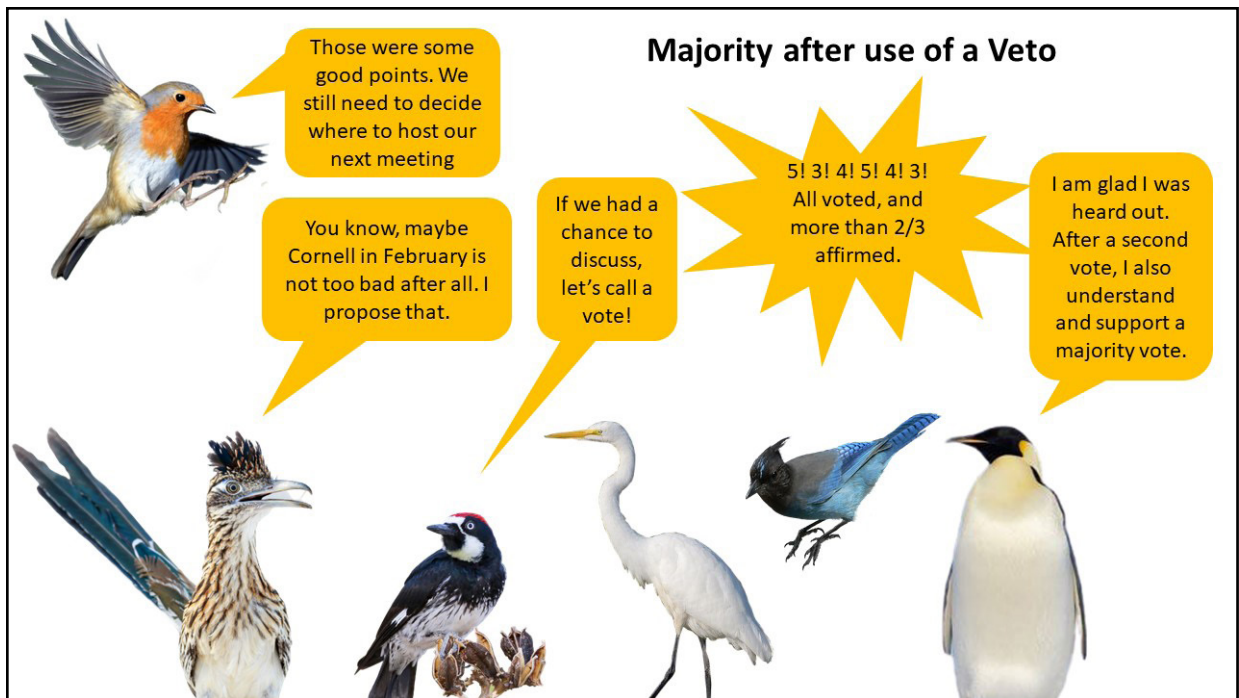
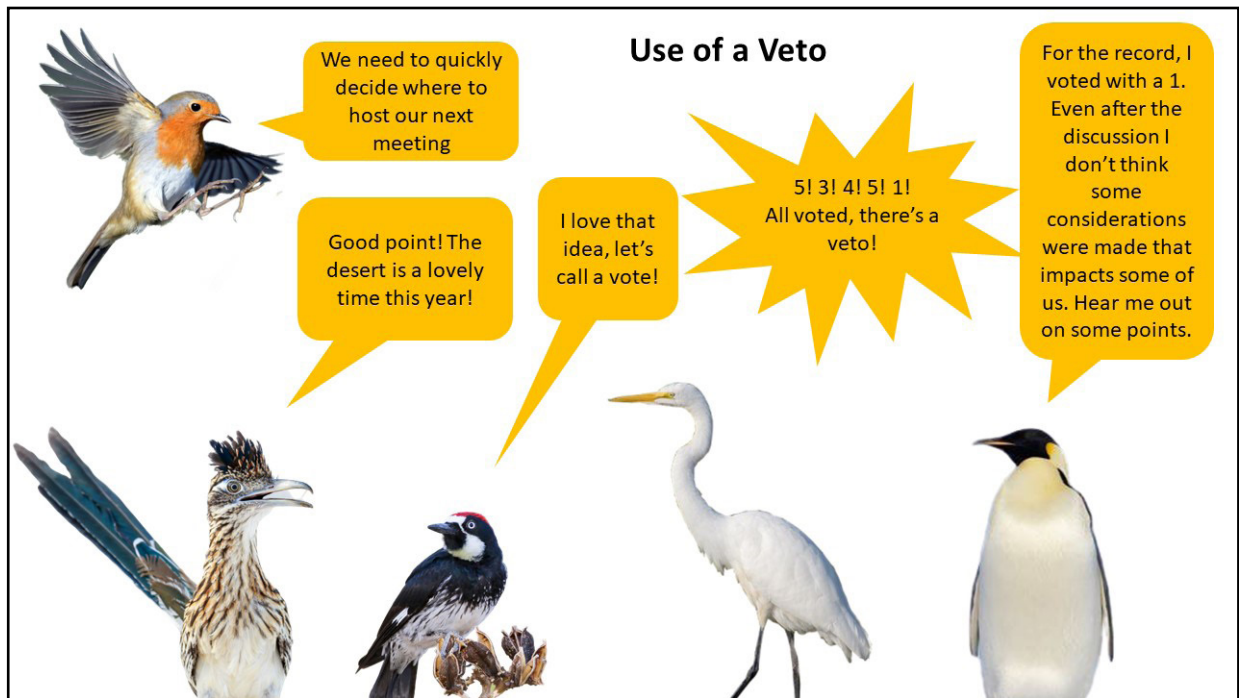
- ☐ I am against and cannot proceed
- ☐ Do not agree but will not sabotage
- ☐ Good either way
- ☐ Some reservations, but I approve
- ☐ I'm all in for it
- ☐ Abstain

Any comments or thoughts you'd like to share?

Examples:



Illustrations with birds by ICBO member and artist José González



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Presentations and Publications:

First authorship is determined by niche/topic/area of expertise; who is taking the lead; who might benefit the most; or alphabetical order. Transparency and honesty are fundamental to this determination.

One ICBO representative will take on the role of coordinating any requests for presentations stemming from our community perspectives research. This role will be held for four months and then we will rotate this responsibility.

We have developed a short application for potential presenters (ICBO members and/or others). The application can be found here: <https://www.surveymonkey.com/r/6C92HJC>

We will make every effort to ensure ICBO participation guides and interprets our work and messaging so that it is authentic in its representation and manner. Let the ICBOs speak for themselves.

Every member of the ICBO research team and participating community-based organizations will have access to all our findings, publications, and presentations as soon as they are available. Each member will have a printed version of our standard research poster of results and share as they see fit.

Posters, presentations, and publications will always acknowledge the authors and participating community-based organizations, and be clear about who has done this work.

The ICBOs will always speak for themselves. The research should be shared broadly without requiring in-person representation from dominant-culture institutions, including the Cornell Lab of Ornithology.

Blogs and videos are democratizing tools to share our community perspectives and the work we do.

The ICBOs will always communicate from the heart when posting online.

Our Motivations:

We value inclusion and authenticity.

We value working through conflicts.

We value doing the work lovingly by “living the mission”.

We believe that community-based organizations and leaders benefit by valuing and communicating their worth.

We expect due credit and equitable compensation for community expertise.

We demand self-reflection, transparency, and honesty in understanding motivations of our work.

We focus on social inequalities, work for social change, and believe the primary beneficiaries of our efforts are the communities we represent.

We expect mutual benefit to all partners.

Our Vision, Mission and Values

Vision: The sciences inclusively and equitably serve all of our communities.

Mission: To equitably and inclusively transform the sciences through underserved community voices and perspectives.

Values: Inclusiveness, Transparency, Equity, Integrity, Passion, Commitment, Social Justice/Justice



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