

# Co-Solve Collective

## Solving Our Most Persistent Social and Ecological Problems

Co-Solve Collective is a USA 501-( C ) -3 Non-profit Charitable Organization.

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### ORGANIZATIONAL CREDO

A collective is only as good as how its members work well together with commitment to the mission, values, and guiding principles set by the organization. The following CREDO describes the core values and principles by which all the participants of Co-Solve Collective will work together

All are welcome to participate in the Co-Solve Collective. However, it is a prerequisite that an interested participant reads and sends an email to the Executive Director of Co-Solve Collective, stating that the CREDO is acceptable to him/her and he/she will abide by the Credo in spirit and in action. Thank you!

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CO-SOLVE COLLECTIVE is an enabling platform where people come together to work on sustainable solutions to persistent social problems. The idea is premised on the firm belief that enduring solutions to serious social problems require a participatory, multidisciplinary democratic approach. Therefore, the ability to acknowledge and manage diversity is implicit in this belief. A hub will not only bring diverse knowledge, but also diverse opinions, ideologies and even value systems. Managing a hub is as exciting as it is challenging. Human beings bring their valuable attributes along with their frailties. After all, it is as human to feel valued and counted as it is to feel hurt and disregarded. At CO-SOLVE, we will strive to create a protocol that will enhance constructive collaboration and minimize attrition (yes, it is a tacit admission that it cannot be eliminated) due to disagreements or conflicts.

#### A CO-SOLVE member acknowledges that:

1. CO-SOLVE is open to any individual or organization that agrees to follow these protocols. A CO-SOLVE member can be an idea/solution generator or a supporter of an idea/solution. A member could be a subject matter expert, a donor, an activist, a scholar or representative of the community of stakeholders.
2. If an idea/solution is proposed by a member, it will be posted on the website under “projects under consideration”. CO-SOLVE will invite its members to offer comments and suggestions for a period of 2 months. Based on the response from the members and availability of funds and human resources, the project will move to the “Active Projects” category and a project-coordinator assigned.
3. Solutions to any social problems require a holistic, rather than reductionist (specialist) approach. Ideas and strategies will therefore come from various sources and experts. Each contribution will be heard and deliberated respectfully. Belittling any idea or contribution before it is deliberated will be promptly called out. A request will be made privately to refrain from repeating. If it continues, the offending member will be respectfully asked to withdraw.

4. There are multiple pathways to problem solving, especially in a complex and challenging socio-political contexts. Some of them may even be based on different paradigms. To move forward, a consensus is critical in such situations. While we must create an environment where interaction is free of intimidation or aggression, we must also recognize that some of the ideas and contributions may not prevail. A decision-making process must be free of acrimony. To avoid any misgivings about this process, CO-SOLVE will assign the role of adjudication of disagreements and decisions to the respective project Coordinator. The spirit of collaboration requires each member to agree to disagree respectfully.
5. Spirit of camaraderie depends on mutual trust, transparent communication and adherence to commonly agreed upon protocols. This is particularly important when it comes to ownership of intellectual properties. Ideas and knowledge generated, strategies evolved, relationships built and products/processes developed through deliberate COSOLVE efforts will remain the property of COSOLVE. Transferring, sharing or using the intellectual property without explicit consent by the Executive Director will be considered unethical and illegal. All members of COSOLVE-USA will agree to abide by this protocol.
6. There are no social problems without a political dimension to it. A diagnosis of the problem will inevitably require discussions that include prevailing politics. CO-SOLVE members will have views about it too. Given the propensity to vitiate the conversation, we have to draw a distinction between partisan politics and non-partisan politics. We have to refrain from going beyond the problem at hand and certainly refrain from propaganda on behalf of any political party. This will be a delicate balancing act between encouraging informed discourses and restraining divisive rhetoric. We will remind, when required, to live up to our role as matured conscientious individuals driven by social action.
7. Generally, a membership of COSOLVE starts as a "volunteer". Volunteering with COSOLVE could be in the form of an idea generator or as a supporter. As a given project evolves, the level of engagement of an individual may or may not change. The person who may have been an early idea generator may not be as active as those who came later and made it a robust initiative. Irrespective of who did what, the ownership remains collective. Any attempt to claim exclusive ownership will be seen as a breach of COSOLVE Collective's credo.
8. Persistent breach of the credo will be a cause for terminating the membership of the concerned person. It is the power of the collective that is always at work in any success (or failure).

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