

# TW San Francisco Bay Area

TOGETHER WE WILL

**Welcome to Together We Will - San Francisco Bay Area (TWWSFBAY)!** Our group began as a region of the *Pantsuit Nation*, a movement of nearly 4 million people who share stories and experiences in their common desire for a more progressive and tolerant society. Over time after the 2016 election, as the need and will for action to achieve these goals became more necessary to our members, we chose to be a part the network of *Together We Will* groups throughout the nation working in collaboration towards PROGRESSIVE ACTION.

We strive to maintain this group as a vibrant supportive online community. YOUR personal stories, experiences, perspectives and opinions are the glue that bonds this community and inspires us to all keep moving forward.

We ask you to understand that this community exists because of you, and is moderated to remain a safe-space solely through the work of our dedicated volunteers. In a large Facebook group of this size, it is a cumbersome task to review and moderate posts, messages, member requests, events and more, but we are dedicated to the work.

YOUR personal stories and thoughts for discussion are given the highest priority. If you do not see your post on our feed, please understand that it may have been found to be not in alignment with our guidelines and rules. The majority of posts deleted are unoriginal links and memes that are either duplicates of those already posted, or include no personal context for further discussion.

Please become familiar with the guidelines and rules that follow to help us keep the momentum positive and climate supportive for this amazing group. We are STRONGER TOGETHER!

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## Mission of Together We Will

*Together We Will* stand up, refuse to be silenced, and reclaim our democracy as everyday people taking decisive, unified action to defend and advance our rights.

## Who We Are

We are an inclusive network of global citizens and everyday activists, united in our enduring commitment to secure equity, social justice, and a sustainable environment. Through action, education, advocacy, and amplification of historically underrepresented voices, *together we will* vigorously promote and resolutely defend only policies of respect, tolerance, and health that benefit all people.

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## Posting Guidelines

**Be sure to do your own research. We do not have the staff to extensively review every post, and we are not responsible for the actions or content of outside groups. Please use your own good judgement in evaluating them.**

### ♣ MEMBER FREE POSTING

At this time, we allow members to directly post to our feed. With a group this size, we simply do not have the staff to vet and verify every submission, and you must use your own judgement regarding their viability, effectiveness, accuracy etc. Please submit posts with links that are timely and include meaningful discussion prompts with personal perspectives and include appropriate hashtags. We do our best to notify posters whose submissions are deleted via Facebook Messenger. If you submit a post and don't see it in our feed, we suggest that you keep an eye on your "Message Requests" in Facebook Messenger. Of course, our safe-space guidelines always apply and overly offensive items, or items deemed false will be removed at the Admin Team's discretion.

## ❖ TWWSFBAY CALLS TO ACTION (C2A) – FROM THE ADMIN TEAM

From time to time, we post a vetted call to action from the Admin Team. Our Admin and C2A Team reviews all member action threads, the national TWW C2A Advisory Board, partner organizations, and more, checks for validity and effectiveness, and then chooses a meaningful call to action which is then posted in both our group and blog. You are encouraged to sign up to receive these calls to action by email at <http://twwsfbay.org/join-us.html>

## ❖ PERSONAL POSTS AND PROMPTS FOR DISCUSSION

**--TAG THESE POSTS WITH: #Personal or #Discussion--**

As always, your personal stories, shared experiences and perspectives on today's issues are the glue that bonds us and keeps us motivated to act. These are always considered the highest priority. If you include a link, please remember to include your own context and prompt for thoughtful discussion in the group. Links with very short or no context will be removed—let's save those for our personal feeds.

## ❖ MEMBER EVENTS

**--TAG THESE POSTS WITH: #Event, or #Demonstration--**

We hope that you will continue to share the various marches, meetings and demonstrations to which our members are invited to participate. We ask that you submit a brief description including the date of the event, a link to receive more information, and add one of the hashtags above (#Event or #Demonstration).

## ❖ MEMBER RESOURCES

**--TAG THESE POSTS WITH: #Resource--**

One of the most important aspects to being in the TWWSFBAY group is the ability to share resources. If you find a great list of contact information, online library of materials, effective website or app, etc. please do share with the group by submitting a post tagged with #Resource. The most useful resources will be compiled into a list that will eventually appear on our group website.

## ❖ DISTRICT ACTION TEAMS (aka Indivisible groups)

**--TAG THESE POSTS WITH: #DistrictAction, or #DistrictReport and the district number (e.g. #CA12, #CA17)--**

Our District Action Teams are working in each Bay Area district to generally follow the Indivisible Guide approach for contacting our local members of congress (MoC). When these teams invite you to join them to visit the office of a representative, or when they report back to our group about a recent visit or other activity, we ask them to submit the post with the hashtags #DistrictAction or #DistrictReport along with the associated district number.

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## Rules

To keep our group a safe space and active community, our moderators use the following rules to assist with filtering posts and comments. If you violate these rules, you can expect that your post may be removed, your membership may be blocked, and/or the comment thread may be locked. In extreme cases, we may remove highly offensive comments.

The moderators and administrators will use their discretion in dealing with inappropriate posts and comments. The rules and guidelines are subject to the interpretation of our Admin team and may be changed at any time without notice.

- Please do not post any unoriginal or duplicate content (news articles, memes, links, etc.)
- For linked items, we will only allow non-duplicate stories with your original context and appeal for discussion. We get a lot of these on our personal feeds. Let's save this space for personal sharing, calls to action, and coordinated efforts with TWW groups throughout the country.
- Please do not "hijack" comment threads by adding an unrelated link or other post.
- Please do not use excessive profanity or all capitals (this is considered yelling).
- Please be polite and courteous. Healthy disagreement and constructive criticism are certainly allowed, but please direct arguments toward logic, views or concepts, and not individual members. Personal attacks, abusive language, material that is unlawful, obscene, defamatory or hateful is not allowed.
- Please do not post any personal or 3<sup>rd</sup> party advertising or solicitation. This includes fundraising campaigns (such as Go Fund Me and others) for individuals. Any comments, posts or events including such will be removed without notice. **ALL FUNDRAISING EFFORTS, REGARDLESS OF THE BENEFICIARY, MUST BE APPROVED BY THE ADMIN TEAM PRIOR TO POSTING.** Please send the request to [adminteam@twwsfbay.org](mailto:adminteam@twwsfbay.org).
- Please report abusive content (choose REPORT TO ADMIN). We want such material removed as soon as possible, and you can help that happen.
- As an affiliate of the TWW nationwide coalition, we must abide by a code of conduct. Our members are subject to those same provisions (see below).

### ♣ LOCKED THREADS

The Admin may lock comment threads for violations of our rules or if the discussion tone is no longer in alignment with our safe-space policy. Threads are locked from time to time to keep our threads timely and relevant.

### ♣ MEMBER CONFIDENTIALITY & SECURITY

As a member of the **TWWSFBAY** Facebook Group, you agree to keep all members' identities confidential. Please DO NOT SHARE POSTS (direct shares will only show as unavailable attachments outside of our group), and do not copy and paste any personal stories, posts or reveal identities of members without express written consent of that individual. SCREENSHOTS of group activity ARE NEVER ALLOWED. Members of this group are permitted to acknowledge their own participation in the group, but members are NOT authorized to identify themselves as representatives of **TWWSFBAY** without consulting the Admin Team.

For your safety, never include your phone number, address or other personal information in a post or comment. Your comments, posts, and events are visible to all members.

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## Admin Team

### ADMINISTRATORS

Sita Stukes  
Gabriella Musacchia  
Shamita Tripathy  
LezLi Logan  
Rebecca Kaufman

### MODERATORS / CTA TEAM

Kathryn Kao  
Megan Rilla  
Ruchira Shah  
Melanie Gilbert

### SUPPLEMENTAL ADMINS

Caroline Slivkoff  
Jessica Lee

Thank you all so much for making this such an incredible community. Something amazing happens when folks come together in support, respect and meaningful action. Together, we are better. TOGETHER WE WILL.

*Please Note:*

*Opinions expressed in comments and posts made by those who participate in the **TWWSFBAY** group are the personal opinions of the authors and not of the **TWWSFBAY** Admin Team or TWW USA. Therefore, we cannot be held responsible for the accuracy or reliability of information posted by those who participate.*

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## Code of Conduct

As an Affiliate of TWW USA, we must:

- align with the TWW USA mission statement;
- agree that no individual can be excluded from membership in or leadership of the Affiliate on the basis of race, class, gender, ability, religion, political affiliation or sexual orientation;
- commit to open sharing of resources and best practices;
- commit to including and encouraging voices from traditionally marginalized or oppressed groups, including those excluded from mainstream social, economic, cultural or political life due to race, religion, political or cultural group, age, gender, or financial status;
- safeguard the confidential information and privacy of Affiliates and their members; use social media wisely and responsibly;
- provide, and publish locally, a written community standard or code of conduct that includes the values reflected in this Affiliate Code of Conduct;

Affiliate group admins are expected to remove any Affiliate member or refuse Affiliate membership to any individual who:

- uses abusive language toward or engages in verbal, physical or visual harassment of another member;
- commits or threatens violence toward any individual or group;
- engages in conduct endangering the life, safety, health or well-being of others;
- bullies or takes unfair advantage of any other member; or
- fails to otherwise adhere to this Affiliate Code of Conduct or who violates the law.