

# Future Sight

July 2019 • A Report



## Index

Click to jump to section

- [→ A Summary](#)
- [→ FAQs](#)
- [→ The Future Sight Workshops](#)
- [→ Session Reflections](#)
- [→ Next Steps](#)
- [→ The Proposals](#)

# A Summary

## What is Future Sight?

In July 2019, **DIY Space for London**—a member-run social centre open since 2015—began a process of reviewing the way we work, our organising systems and structure. The following is a detailed review of what happened, changes that were agreed and the next steps we'll be taking to build something new for the future.

## What's changing?

DIY Space for London (Herein referred to as DSFL or DIY Space) will adopt the following ten-part trial model from **September 1st 2019**, with a review in six months.

**READ WHAT'S CHANGING**

## The Proposals: Stage One

### We will...

- 1 **Restructure the collectives model** bringing all under three core teams: Design, Operations and Events. [READ FULL PROPOSAL](#)
- 2 **Create four further freelance part time paid positions** (alongside our paid Finance workers) initially: Volunteer Coordinator, Bar and Licensing Coordinator, Events and Programming Coordinator, Facilities Coordinator. [READ FULL PROPOSAL](#)
- 3 Offer member and non-member **SIA-Licensed security staff** the same rate. [READ FULL PROPOSAL](#)
- 4 **Reconfigure volunteering** to become a structured process to include proper inductions, training, with chosen days or slots, and a simple step-down and handover process for all roles. [READ FULL PROPOSAL](#)
- 5 Run an open session to create a **Mission and Values statement** for DIY Space for London. [READ FULL PROPOSAL](#)
- 6 Establish a **Free University**. [READ FULL PROPOSAL](#)
- 7 **Relaunch the meeting room** as co-working space with a new A3 Risograph Machine. [READ FULL PROPOSAL](#)
- 8 Create and enforce an **access-Led Comms Style Guide** for DIY Space for London, to include not using acronym 'DSFL' until DIY Space for London has been stated first. [READ FULL PROPOSAL](#)
- 9 Move all our organising and communications **off Loomio and onto Slack**. [READ FULL PROPOSAL](#)
- 10 **Repeat Future Sight** as a regular group process of reflection and renewal. [READ FULL PROPOSAL](#)

## The Proposals: Stage Two

### Following the six month trial we will...

- 1 Dependent on financial status, look at implementing **paid bar lead roles** and additional **Community Liaison Coordinator** role from March 2020.
- 2 **Assess the usage of the Practice Room**, and if not in active use by March 2020 convert this to a store room instead.

## FAQs

### How did this happen?

All members were invited to submit proposals over the month of July 2019. Three sessions were held to identify a range of long-standing issues and build a trial model of measures and proposals to address them. Members delegated responsibility for agreeing this trial model to those who were able to attend and participate in this process. Those who are involved in the day-to-day operations of the space were heavily involved.

### I don't like something in this model, how do I block it?

We know not everyone will agree with the above! Each proposal was shaped through deep discussion and pragmatic planning, with contributions from everyone present. Between each session, the proposals were shared to all members for feedback. We hope you find something to love about the changes that this model will bring, and are able to stay curious! There is scope to get involved and shape how each of these actions impact DIY Space.

### Isn't DIY Space for London supposed to be volunteer-run? Aren't paid roles going to create a hierarchy?

DIY Space for London has always been volunteer-powered. However we have had paid, part-time finance workers since opening, because we realised very quickly that running the books for a large arts organisation with so many moving parts was too big for volunteers to run in their spare time. In essence, we are extending this idea to other crucial elements of the project.

London becomes an ever more increasingly expensive and difficult place to exist, let alone live. Many long-standing and committed volunteers have burnt out or been harmed over the years by the level of commitment that running such a project requires, on top of waged work. This is not what we set out to do. Inspired by the models of other radical spaces around the country, we believe it is time to invest a small proportion of the money we generate into a most sustainable form of people power.

### How will that work?

These part-time freelance roles (average one day per week) will exist to enact the will of the collectives, never to dictate to them. They will be subject to the Accountability Agreement and the terms of their role, speeding up everyday decisions.

These paid hours will enable them to focus on making DIY Space for London a safe, comfortable (Facilities Coordinator) well-stocked and legally compliant (Bar and Licensing Coordinator) brilliantly programmed, community-led space (Events and Programme

Coordinator) where many more people will still be giving their free time up, but in a more structured, rewarding and balanced way (Volunteer Coordinator.)

The recruitment process will be simple, transparent and open to all. It will be coordinated by our committee with a role for members on the informal interview panels. These will be one year freelance contracts, with a review after three and six months.

**We aim to have these roles in post by end-September 2019.**

# The Future Sight Workshops

## Session 0 • AGM Possibility Explosion

**This took place during the DSFL AGM in May 2019.**

It was a quick half hour brainstorm to identify some of the positives and setbacks of how we've been working, according to a group of 27 currently active volunteers and freelance workers, under the themes of Money, Structure, Labour and Community.

## Session I • Inspiration Stations: DSFL meets Partisan Manchester

**Thursday 18th July 7.30 – 9pm**

How do other spaces like ours organise themselves and what can we learn from these models? We heard from Xav Cohen, Events and Venue Coordinator from Partisan, Manchester's cooperative arts and social space, all about their approach to organising, their model, its successes and challenges, to help us get inspiration and food for thought, with a Q&A. This evening also included smaller group discussions where we reflected on what we heard.

## Session II • DSFL Maps 'n' Gaps

**Sunday 21st July 2019, 2-6pm**

This session helped us get a full grip on the tasks, roles and responsibilities that currently exist or are undertaken in the space. We needed a map of where we are to know where to go next.

We did this via a process of participatory mapping, starting the process of remodelling how we work. Which are the dormant collectives? Who is accountable for which tasks at DSFL? Who is paid and unpaid and why? When is communication simplest and most complex and on which platforms? Which are the particular sites of overstretch and burnout? Who knows what about each area and how do we democratise this knowledge? We mapped all tasks of almost all the collectives and then plotted them based first on priority and then on how often that task is getting done! We ate delicious food from DSFL's Food Collective

## Session III • DSFL Future in Sight!

**Sunday 28th July 2019, 2-6pm**

Reflecting on what we've learnt over the past three workshops, we worked through the process of building our new models. Using interactive group work we refined our ideas together, from small adjustments to current processes to bigger changes to our priorities.

What could be improved upon? What else works? Where can we save to spend elsewhere? How might we consolidate and adjust how we work to support healthy boundaries, our shared social and political goals, and collective and individual mental health and wellbeing? How can we make our new trial model sustainable, clear and transparent to new members?

The resulting proposals were then subject to an indicative vote in person at the end of this session, using the 'Ideas Rating System' as a more refined version of 'Dotmocracy' By the end of this session we had the beginnings of a costed model to communicate to the wider global membership. Yes, we ate food from DSFL's Food Collective again.

## Participation

### **Attending participants**

23 members, with most attending all three sessions

### **External participants**

Opportunities to participate via a dedicated email, Loomio, Whatsapp and public facing messages on all social channels about this opportunity.

# Session Reflections:

## Hopes, Fears, Burnout and Care

At the start of session three, individual participants anonymously shared their hopes and fears for DIY Space for London on post-its

### Hopes are that...

- ◆ It becomes a useful and inclusive place for the local as well as punk community
- ◆ We create a shareable structure for future spaces to run in the same way i.e. DSFL's way of working can be used by other volunteer-run spaces to work efficiently
- ◆ Continue to attract new people and ideas so we can positively move forward
- ◆ More local community engagement and participation
- ◆ Longevity
- ◆ Paid Roles
- ◆ Grows into something as important and meaningful as it is for some people (like me.)
- ◆ Growth to foster ideological achievement
- ◆ That I can come here anytime (reasonably) and the space will be being used for the good of the community
- ◆ We do instigate some changes
- ◆ The changes work!

### Fears are that...

- ◆ Volunteer experience and engagement will gradually deteriorate
- ◆ Close due to lack of money
- ◆ Close due to no more volunteers
- ◆ Closure! (The End.)
- ◆ We will experience high levels of burnout and lack of motivation because we haven't found the cause of it
- ◆ Be just a punk venue
- ◆ Capacity problems continue or get worse
- ◆ Get squeezed dry due to burnout and lack of attendance
- ◆ The space shutting or dying

## Burnout and Care

Xav, Events Coordinator at Partisan, Manchester, shared with us during Session I, that their model of paying Coordinators people to ensure important tasks are done, as set by the collectives feeds into their objective to be a 'political force for good' in their city, by being a sustainable place which plans to eventually create a fund from their income which community groups can make use of. He shared the idea that 'the more sustainable you are, the more impact you can have, and thus the more radical you can be.' If you're constantly firefighting just to exist, you cannot get to this point of achieving higher goals. If you are, as organisers at DIY Space for London often do, expending a lot of energy covering the very basics, it is easy to lose sight of your ideals and feel constantly on the defensive or unable to be open to new ideas which start to sound like 'more work!'

It was shared that there is a general lack of knowledge amongst currently active DIY Space organisers about the history of the space. It was felt that maybe this is a piece of work to write a participatory history of the space, perhaps by running a workshop to share people's memories and archive these 'waves' of activity and action.

It was shared that burnout will not cease just by enacting these ten points, that we need to invest in Care for each other in the longer term. This could look like creating real space within DIY Space to build bonds between each other. There was also discussion of how to respect each others' limits, given the history of people having to disengage completely because there has never been a way, once you're 'deep' in the space, to get out again via a step-down process where you handover responsibilities to others. We also discussed the idea of a scheduled 'check-in' where people can bring their successes and challenges (not limited to DIY space-related things!) and be supported informally in a peer setting. All these thoughts came towards the end of our second and third sessions, which may be indicative of our culture! The need to prioritise how we look after each other properly as a core value of community is spoken to in proposals number 4 and 5, but we hope that taken together, the new model will create some room for this Culture Change to be threaded throughout the next six months.

## Next steps

Through a group activity, we created a list of actions for the **Future Sight Working Group**—in practice this is committee members and those who stated an interest in the sessions in being part of this.

### Actions

- ◆ Prioritise short to longer term goals and order the passed proposals on this basis
- ◆ Organise a trial session for Free University
- ◆ Address any conflicting proposals which may have passed
- ◆ Set up the Slack and seek out a professional data person to effectively archive the Loomio. Find out if we should have one workspace with all channels available to everyone.
- ◆ Give people notice via Loomio and Whatsapp that if they are active and want to organise as part of a collective at DSFL they will need to move to Slack.

#### ◆ **Plan Recruitment**

*We workshopped the following process model:*

- Write Role Descriptions (based on existing Finance Worker roles) and edit these collaboratively as Working Group
  - Develop Application Packs
  - Create a visual diagram of proposed relation between teams, collectives, and all workers
  - Open recruitment for roles
  - Shortlisting to take place within August at DIY Space
  - Schedule week for interviews early Sept - planning to take place at Committee meeting
  - Aim for posts in position by 16th September
  - Each new role to get a buddy from the most relevant collective to onboard them and as a direct contact for questions
- ◆ **Communicate** the new model to wider world

*Ideas discussed include:*

- Write a report with a one page summary
- Post the report on Loomio, Our Website and Social media
- Create printed large poster documenting the Future Sight outcomes to go up in the space itself

# The Proposals

BACK TO PROPOSALS

The following are the notes from the discussion which informed each proposal, and the resultant votes.

## Process

*A note on process:*

- ◆ **Proposals 1–5** were developed organically during this process and were communicated to members for feedback between each face to face session.
- ◆ **Proposals 6, 7, 8 and 10** were submitted initially by individual members via a form and then presented directly by that member, with a discussion forum afterwards
- ◆ **Proposal 9** was discussed in May and voted on by members using the Loomio platform, which passed. The proposal was then debated, discussed on a practical and implementation level and voted on again at Future Sight.
- ◆ **All proposals** were reviewed by attending members and voted on using Ideas Rating.

# Proposal One

[BACK TO PROPOSALS](#)

## What is the proposal?

**Restructure the collective model** into three core teams: DSFL Design, DSFL Operations and DSFL Events

## Why? Some features of the idea, role, process?

Attendees acknowledge the 'collectives' system (where collectives organise their part of DIY Space independently and then feed into a monthly meeting) hasn't worked for a long time, and has never really felt totally effective.

There is no upper limit on the amount of collectives, system offers an almost unlimited proliferation of admin (e.g every "new" collective is a new inbox, new meeting to be scheduled, minutes to be circulated.) There are fifteen in theory at last count, with five actually operational in practice. These collectives also have the same few members in practice, and understandable disengagement, churn (members leaving) overstretch and subsequent burnout has become a feature of the collectives model. Many collectives are no longer active at all, which has left crucial areas of the project neglected (see Maintenance, Access.) Time is wasted through inefficient communication and knowledge gaps.

To address all this, we identified three core internal team areas to restructure under:

### **DSFL DESIGN TEAM**

incorporating Print Collective, Comms Collective

### **DSFL EVENTS TEAM**

Incorporating Events and Programming Collective and SIA, Sound Workers Collective, Bar Collective, Food Collective

### **DSFL OPERATIONS TEAM**

Incorporating Access, Accountability, Maintenance, Finance, Fundraising Practice Room and Meeting Room Collectives (plus other priorities without a current home, for example Environmental Impact)

The collectives will coordinate to meet up at a monthly Team Meeting, and these three could potentially even happen at the same time (e.g. 1.5hr meeting at DIY space for the three team groups, with a cross-collective check in at the beginning and again at the end for any actions or proposals that need All-Teams approval.)

## Benefits

- ◆ Collectives can more easily ask each other for help and mutual aid
- ◆ Print and Comms meeting and communication as part of the same team starts natural connection between those making art at DIY Space and those promoting what we do here, and will help bring the work of print more into the centre of the project
- ◆ Means a max of three IRL collective meetings a month, potentially scheduled concurrently, with decisions much easier to make when all relevant people there
- ◆ By collectives sitting within a 'team' there will be more collaboration and communication in general
- ◆ Opportunity to check in about any issues (e.g overstretch)
- ◆ When people leave collectives capacity, this can be taken up and addressed by others in the (much larger) overall team
- ◆ Builds a stronger identity
- ◆ Much easier to onboard someone to one of only three areas

## Challenges

- ◆ Some of the collectives have their own identities, we don't want to lose this in this process
- ◆ Transitioning from one model to the other will take some work
- ◆ Ensuring people know which meetings to go to

- ◆ If implemented with Proposal Two, the paid roles are spread across teams, resulting in a 'capacity floor' if decisions are made and no one has capacity to action them, thus avoiding crises and ensure basic responsibilities are always met.

**Will it cost time, money or another resource? If so, about, how much?**

**Time**

# Proposal Two

[BACK TO PROPOSALS](#)

## What is the proposal?

**Create four further freelance part time paid positions** (alongside our paid Finance workers) initially: Volunteer Coordinator, Bar and Licensing Coordinator, Events and Programming Coordinator, Facilities Coordinator

## Why? Some features of the idea, role, process?

The roles for this first phase have been designed and chosen to address specific areas which are not being done properly or to a standard befitting our ambitions or goals due to capacity and overstretch. After six months, if our capacity and income has improved, we hope to begin offering some paid bar lead shifts.

We will also consider a 'Community Outreach' role to this list as part of Phase Two, to ensure that this core part of our mission is prioritised. This is being put into Phase Two as it was acknowledged that without these basic tasks being taken care of, it is irresponsible to engage the community.

### **VOLUNTEER COORDINATOR**

*Sample areas of responsibility:*

Will create a new system for volunteering at the space based on assigned days and concrete benefits to volunteering. Can promote the opportunity to volunteer at DIY Space locally. Will enthusiastically engage and welcome new volunteers, give them a proper onboarding and coordinate and plan training days with the teams. Will take and action feedback from volunteers.

### **BAR & LICENSING COORDINATOR**

*Sample areas of responsibility:*

Will enact the decisions of the Events Team with a focus on the bar, coordinate stock ordering and management in close liaison with the bar leads and bar collective. Will ensure back bar area meets H&S standards, research drinks, liaise with suppliers, ensure pump room is well stocked and conduct a review of our licensing objectives to ensure

we are meeting them every time. Will coordinate applying for TENS (Temporary Event Notices) for late night events.

**EVENTS & PROGRAMMING COORDINATOR**

*Sample areas of responsibility:*

Will enact the decisions Events Team with a focus on external bookings. Will promote our event spaces and hireable rooms to new people and communities. Will build relationships with event organisers and promoters. Will effectively manage our Events Inbox, ensuring prompt and efficient responses. Will bring bookings to Events Team meetings to discuss including fee waivers and fundraisers. Will meet new promoters to show them the space.

**FACILITIES COORDINATOR.**

*Sample areas of responsibility:*

Will enact the decisions of the Operations Team with a focus on facilities management, operations and maintenance. Will regularly run safety checks in building, research and re/order our regular supplies e.g. ethical cleaning products. Being the in-space point of contact for all suppliers, maintenance contractors and tradespeople. Will ensure our Health and Safety and Fire Safety priorities are up to date, conduct fire checks and collaborate with Volunteer coordinator on training in these areas.

NB There are already two finance workers

**Benefits**

- ◆ Sustainability!
- ◆ Getting the basics done
- ◆ Will ensure that time for e.g. multi step tasks is there
- ◆ Upping the standards of the space from cleanliness to programming to the volunteer experience
- ◆ Recruitment process will create awareness of DIY Space’s new model

**Challenges**

- ◆ Raising the extra funds to cover costs.
- ◆ Transitioning from one model to the other will take some work
- ◆ Ensuring the flat structure is retained
- ◆ Ensuring that freelance workers feel supported in their tasks and can effectively support those continuing to work voluntarily in a mutual way

## Will it cost time, money or another resource? If so, about, how much?

### Money

We have calculated that additional responsibilities / support undertaken within these new roles will allow the current 2.5 days of finance work per week, to be reduced by 0.5 days per week (4 hrs), reducing this additional expenditure by £200 per month. As such, the total costs of this proposal are £1,200 per month / £14,400 per year

### Time

The recruitment process will be a large project to undertake

ROLE		WEEKLY	MONTHLY	ANNUAL
		HOURS	COST	
<b>Finance Administrator &amp; Finance Officer</b>	2 days per week • Reduced from current 2.5 days	- 4	- £ 200	- £ 2,400
<b>Events &amp; Programming Coordinator</b>	1 full day per week split over 1-2 hours per day as necessary	8	£ 400	£ 4,800
<b>Bar &amp; Licensing Coordinator</b>	1 full day per week split over 1-2 hours per day as necessary	8	£ 400	£ 4,800
<b>Volunteer Coordinator</b>	1 full day per week split over 1-2 hours per day as necessary	8	£ 400	£ 4,800
<b>Facilities Coordinator</b>	4 hours per week	4	£ 200	£ 2,400
<b>ADDITIONAL TOTALS</b>		<b>24</b>	<b>£ 1,200</b>	<b>£ 14,400</b>
<b>NOTE</b> These totals reflect additional cost, and as such do not incorporate the existing budgeted Finance hours and cost, only the reduction in both as explained above		<b>HOURS</b>	<b>COST</b>	
		<b>WEEKLY</b>	<b>MONTHLY</b>	<b>ANNUAL</b>

# Proposal Three

BACK TO PROPOSALS

## What is the proposal?

Offer member and non-member **SIA-Licensed security staff** the same rate

## Why? Some features of the idea, role, process?

Currently due to our license, when live music events happen at DIY Space, someone with a Security Industry Authority badge must be present in the space.

Initially, DIY Space funded the training and badges for eight members to get this qualification, and has repeated this process. However, many people have dropped off as there were no expectations set for number of shifts works. This leaves a small pool of 'badged' members who cannot in practice cover all events, or are often already working in the space and can't also be security. As such, 'external' (i.e. 'Security for Hire') have been brought in on a £10 an hour wage to cover many events, when a member cannot volunteer their time. This has created a discrepancy that breeds resentment and also sends a message to 'external' Security that they are not part of the community in the same way

We felt this whole issue can be avoided by submitting a request to review our license as soon as possible, but that for now this is required to ensure we are not in breach of license, we need to offer anyone undertaking this role the option of being paid.

## Benefits

- ◆ Equality
- ◆ When an event happens without an SIA-badge person there, we are at

## Challenges

- ◆ An additional cost
- ◆ Creates a discrepancy with other shift-based roles in the space

risk of being closed down. This proposal will remove this problem

- ◆ An interim measure while we review the license with the aim of removing this clause altogether

## Will it cost time, money or another resource? If so, about, how much?

**Costs**  
 Based on an estimate / average of a licenced SIA being required 4 days per week (Thu–Sun) between 8–12pm, the additional costs of this proposal would be £675 per month / £8,102 per year. May be much lower if license alteration is successful.

ROLE		WEEKLY	MONTHLY	ANNUAL
		HOURS	COST	
SIA	16 hours per week • 8–12pm Thu–Sun	16	£ 675	£ 8,102

# Proposal Four

[BACK TO PROPOSALS](#)

## What is the proposal?

**Volunteering to become a structured process** of on-boarding, training, with chosen days or slots, and a simple step-down and handover process for all roles

## Why? Some features of the idea, role, process?

Lack of structure around what it means to be a volunteer at DIY Space has created an escalating capacity crisis that has become chronic. It is in breach of health and safety, fire and licensing regulations to solicit volunteer labour without offering full training or briefing, as is frequently being done on our official social media channels for events which are being booked with no staffing.

This also does not support the ethos of skillshare or foster community. We all felt it was important that when people give their time up for free it should be for fun, not under any pressure. On the whole, an open access rota has not worked as an effective system for staffing events at DIY Space. There is no means to track overall capacity, volunteer happiness and wellbeing, and no progress or training mechanism, and there are data protection issues.

We discussed a model common to other social centres, where, upon being 'inducted' and trained, volunteers pick a regular 'slot' around which they know they can commit for either a certain slot or a period of time e.g. 'I run the bar on Thursdays DSFL' or 'I do events support twice a month.' When they cannot make it due to being away, they swap shifts or contact the Volunteer Coordinator.

## Benefits

- ◆ Defined shifts limit burnout as its a defined level of commitment
- ◆ Helps build identity as being 'part of DSFL'
- ◆ Getting trained up makes people feel connected and upskilled and responsible
- ◆ In your diary in advance
- ◆ If someone can't make their shift, they can swap with someone else, putting power and investment in the hands of volunteers
- ◆ At a glance ability to track capacity (e.g. Events x 4 nights a week, only three booked Event Coordinators, so we have a vacancy for x 1 )
- ◆ Removes concern over lack of staff when booking events
- ◆ The paid Volunteer Coordinator role will assist greatly in helping to design and refine this new system

## Challenges

- ◆ A big change!
- ◆ Recruitment will need to be active and there may be drop off from current volunteers used to working in a more ad hoc way
- ◆ Requires commitment in advance and organised schedules
- ◆ Volunteer Coordinator one day a week will need to be very efficient in mapping the roles required

## Will it cost time, money or another resource? If so, about, how much?

### Money

Could use a paid rota-ing tool but VC role to research, otherwise all costs covered under Volunteer Coordinator role

# Proposal Five

[BACK TO PROPOSALS](#)

## What is the proposal?

Run an open session to create a **Mission and Values statement** for DIY Space for London

## Why? Some features of the idea, role, process?

A half day session run by an external facilitator.

**Outcomes:** A written mission statement reflective of the space in 2019. An agreed set of values against which every event and activity proposed to take place at the Space can be assessed.

## Benefits

- ◆ Clarity
- ◆ Creates a break with the past whilst building on it
- ◆ Clears up confusion
- ◆ Less confusion or arguments re: what we stand for and what we don't stand for
- ◆ Less opportunity for some voices or viewpoints to take power over others due to 'time spent' or 'knowledge hierarchy' when bookings being debated

## Challenges

- ◆ Not everyone will agree!
- ◆ May lay open some political disagreements and differences which will need to be addressed
- ◆ As a licensed community space, will need to phrase our values in line with systems we may not always agree with

## Will it cost time, money or another resource? If so, about, how much?

### **Money**

£2-300 for external facilitation

# Proposal Six

[BACK TO PROPOSALS](#)

## What is the proposal?

Start a **Free University Collective** at DIY Space for London

## Why? Some features of the idea, role, process?

- ◆ Short Classes on different topics e.g. English as a Second Language, Humanities. Other course suggested may include practical skills-based sessions like Web Design, Gardening, Portraiture, Creative Writing, Political Education with guest speakers
- ◆ The classes will be taught using democratic pedagogical models and the organisation will be cooperatively run. We hope to offer 2–3 courses per term that would run in once-weekly parallel evening sessions.
- ◆ Run one night a week to begin with, 2–3 hour sessions
- ◆ Facilitated by a group of local early-career academics interested in creating space for learning outside of institutions. Not accredited courses.
- ◆ All classes to be free

## Benefits

- ◆ Clearly engaging with a need in the local community
- ◆ Creating alternative learning space
- ◆ Brings people new to the DIY Space who are keen to get involved and

## Challenges

- ◆ Would need to properly engage with people not already in formal education
- ◆ Drop off if people can't attend due to transport costs – need to factor in

start a new part of the space  
specific to alternative education

- ◆ Brings new possible users of DIY Space in
- ◆ Model already exists in Brighton – [freeuniversitybrighton.org](http://freeuniversitybrighton.org)

- ◆ Capacity – collective would need to keyhold and be responsible for the space

## Will it cost time, money or another resource? If so, about, how much?

Only cost would be the use of the space (free, as an internal collective) initially for one night a week. They are happy to be briefed on fire safety and then keyhold.

# Proposal Seven

[BACK TO PROPOSALS](#)

## What is the proposal?

**Relaunch the meeting room as co-working space with a new A3 Risograph Machine**

## Why? Some features of the idea, role, process?

The Print collective has been successful in fundraising for an a3 Risograph machine. Several groups have been in touch about using the meeting room to work from.

The use of this smaller room as a permanent chill out area has had limited success (whilst being very important and useful) The room is not well-maintained and a lot of discarded objects have accumulated.

The use of this room as a co-working space and Riso room during the day does not preclude it being used as an assigned 'quiet-zone' for those who need it (not a 'hang out' space) whilst being generally locked during events due to the fact it has the valuable riso machine in it would mean this was a more secure and thus effective 'quiet zone' for those who need it.

## Benefits

- ◆ It was noted that many regular organisers at DIY Space have never been in the print room, keen to build the link between print and the rest of the space by using part of the meeting room to run this open access studio.

## Challenges

- ◆ Proposed new users of the meeting room as a co-working space would still need room to work (Riso hours could not be 24/7)
- ◆ The wi-fi in the building is not amazingly strong and would need to

- ◆ Meeting our community benefit by offering co-working space adds strength to case for Business Rates review (and major financial gain)
- ◆ be looked at for those needing internet access
- ◆ Need to compromise on quiet space.

**Will it cost time, money or another resource? If so, about, how much?**

**Money**  
Some furniture and storage

# Proposal Eight

BACK TO PROPOSALS

## What is the proposal?

Create and enforce an **access-led Communications Style Guide** for DIY Space for London, to include not using acronym 'DSFL' until DIY Space for London has been stated first

## Why? Some features of the idea, role, process?

As Above, a simple and easy to follow guidance for anyone making written, audio or visual content or talking about DIY Space for London.

## Benefits

- ◆ Spread awareness about the need for colour-blindness and dyslexia sensitive design
- ◆ Using 'DIY Space for London' first means that everyone knows what we are talking about
- ◆ Website being accessible means more people can use it and become involved, and we are keeping up with our 'Bronze' Access Accreditation

## Challenges

- ◆ Access is crucial but capacity to e.g. support people with access needs to attend or volunteer is also very low
- ◆ Training to ensure people understand why the style guide should be adhered to

## Will it cost time, money or another resource? If so, about, how much?

### **Time**

Asking people to stop abbreviating and working in line with the access-led comms guide.

### **Money**

If website is to be redesigned.

# Proposal Nine

[BACK TO PROPOSALS](#)

## What is the proposal?

Move all our organising and communications **off Loomio and onto Slack**

## Why? Some features of the idea, role, process?

Loomio, the organising platform we have used since 2017, now has over seven hundred 'users' registered to it, but an active posting / read cohort of less than fifteen people, with only four or five people posting regularly, even if the mass membership is pinged on certain posts. A recent vote to move on from Loomio passed, but there was uncertainty about how to ensure we would undertake this big task.

Creating pro and con lists for the forms of communication we regularly use: Loomio, Meetings, Face to Face, Text Message and Whatsapp, we found that an online solution with an app for notifying each other is needed, together with a commitment to more face-to-face time.

## Benefits

- ◆ We would not auto-migrate, so active DIY Space organisers join only
- ◆ Slack more well-known than Loomio
- ◆ No Email Spam! (App based)
- ◆ More transparent than Whatsapp
- ◆ Integrate other useful apps like Doodle and Voting when needed

## Challenges

- ◆ Loss of searchable (ish!) old Loomio posts
- ◆ Ensuring volunteers know about it
- ◆ Training anyone who needs to learn to use it
- ◆ Archiving Loomio effectively

- ◆ DSFL already has a slack channel
- ◆ Certain channels can be public (so people can browse eg. a general tab) with others incl. W any sensitive info private
- ◆ Free with unlimited users (saving of \$594 a year)

## Will it cost time, money or another resource? If so, about, how much?

### **Money**

If we chose the pro model, there is a per user cost, so would need to be on the free one.

# Proposal Ten

BACK TO PROPOSALS

## What is the proposal?

**Repeat Future Sight** as a regular group process of reflection and renewal

## Why? Some features of the idea, role, process?

Using the same or similar processes to regularly renew and review the ways the organisation is working.

## Benefits

- ◆ Open up process to more people
- ◆ Prevent going stale
- ◆ Stop resentment building up
- ◆ Share Creative ideas
- ◆ Keep the spirit of Future Sight flowing and continue to make sure we work better and be revolutionary and beautiful!

## Challenges

- ◆ Might stop us working through things using existing structures
- ◆ Need to ensure the new structures have time to take root and become stable

## Will it cost time, money or another resource? If so, about, how much?

### **Time**

Facilitator's time

# Thank you for reading!

All content created by members of DIY Space for London in July 2019

Sessions were facilitated by Xav Cohen, Bryony Beynon and Lewis Greener

Transcription of notes and report prepared by Bryony Beynon

Design and layout by Patrick Fisher

**BACK TO TOP!**