

# Considered Majority Vote for Roles in XR UK

[Note: this guidance is referred to by the [XR UK Constitution](#) (Section C.5).]

The steps in the process are:-

1. The facilitator reads out the mandate of the role.
2. The term of the appointment is agreed by the team (normally 3 or 6 months).
3. Anyone willing to stand for the role comes forward or someone else does on their behalf. Nominations can also be made for people who have not put themselves forward, but who others in the team feel might fit the post well. If nominating someone in this way be careful not to put social pressure on anyone to stand if they are unsure [Note 1].
4. If possible each candidate has someone speak on their behalf [Note 2]. They explain the positive reasons why their suggested candidate would fit the role well (without commenting on other candidates). If there is no one to speak on behalf of a candidate, they can speak for themselves.
5. There is a round of clarifying questions for the candidates. These questions can also be responded to by the candidate or others in the team.
6. A vote is taken. All voting members vote using a secret ballot (private messaging the facilitator if using zoom.)
7. Everyone is asked if they have any objection to the candidate with the most votes being elected. Objections must be valid under the Constitution. Objections are tested using the Integrative Decision Making objection criteria in the XR UK Constitution section 7 f vi.
8. If there are valid objections, the facilitator works with the objector and candidate to integrate the objection. This means looking for a solution which removes the objection but which is also acceptable to the candidate. If an objection cannot be integrated a new election is held without including the candidate objected to. The facilitator decides whether this happens in the same meeting or a future meeting.

If there are no objections or if all objections have been integrated, the candidate is elected.

## **Note 1**

If you put someone forward for a role without discussing it with them previously, and the first they hear of it is in front of a group, the social pressure (especially in large circles) can be very strong (even if meant in a kind way). It could push someone into a role for which they are not ready or emotionally in the right place. Encouraging someone to step into leadership can be a positive thing, but it's recommended that you discuss the idea with the person before the meeting, giving them enough time to consider whether it's right for them.

## **Note 2**

Candidates speaking for themselves can lead to “campaign speeches” which is a group dynamic we would like to avoid in XR where possible. Having someone else speak for the candidate can mitigate this to a great degree and brings the speaker’s perspective and endorsement as well. This is why wherever possible we recommend the candidates have someone speak on their behalf.

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