

# Transversal Intake / Mutual Interviewing

The importance of mutual inter-organizational onboarding cannot be overstated (only understated). There are a number of reasons the transversality, mutuality, and universalization of onboarding procedures is so important.

First, there are the reasons why it's important to have an onboarding protocol at all:

- People newly exposed to the Project may have questions, or may have no idea what's going on.
- There are already latent roles, steps, and phases in a process of familiarization with a movement's goals, operations, and culture. It's important to make this process common knowledge.
- Formalizing the process as a publically-available set of procedures or protocols allows it to be discussed and improved by a decentralized collective.
- Having formal protocols allows a reliable, verifiable intake process to be established.
- A reliable, verifiable intake process makes sure that every official contact of the organization is properly logged, and that all contacts are connected with at least one central hub where they may keep in-touch.
- Maintaining a reliable registry of contacts allows for follow-up with contacts in an asynchronous and decentralized fashion.
- With reliable contact information, the crowd can act up on the data in a decentralized, but coordinated, way: analysts can look for new opportunities to introduce potential collaborators to each other; event planners can send out announcements or look up experts to personally invite; organizers can follow-up with registrations to move their involvement forward.

In short, the Directory enables a variety of organizational labor to be distributed, and it multiplies opportunities to organize and optimize collective labor on the Project.

In addition to reasons for having an onboarding process at all, here are some reasons it is important for the onboarding process to always be as mutual as possible:

- Every person brings with them a history of their own passions, activism work, involvement in various organizations and projects, as well as personal interests and projects that may align with the larger Project already.
- These passions, projects, and other organizations may shed light on new aspects of the Project that we had not yet previously taken into account.
- Each new batch of information may thus require organizational restructuring, or the recoordination of various people and resources, to take advantage of the new opportunities and infrastructural upgrades afforded by the new information.
- This kind of organizational intelligence information can be easily propagated to other ethical actors by formulating it as transversal protocols.
- Well-formed transversal protocols are eminently fair, because they maintain the anonymity of roles in the transaction.
- It's only fair to learn about others' projects if we want them to learn about ours—a mutual onboarding protocol makes this process easy and helps all the information reach the right place.

For these reasons, protocols in this manual have been designed to be translateral in application.