

Energy Futures Lab Fellow Social Contract

As an Energy Futures Lab¹ (EFL) Fellow, I am joining a community striving to accelerate innovation and collaboration for Alberta's energy future and lessen the polarization surrounding energy issues in Canada. I share the Energy Future Lab's overarching premise: that to remain a successful and prosperous society, Alberta will need to create an energy future that is aligned with the emerging social, economic and environmental demands of the 21st Century.

At the EFL, we collaborate across sectors and disciplines, test possible system-disrupting solutions, learn from these experiments and adapt. We are a community of innovators and influencers; value-driven, change-hungry and well-networked leaders. We are comfortable operating in a context where pathways continue to evolve through system sensing, co-creation, emergent outcomes and learning.

This agreement describes what it means to co-create and innovate together. It stands for what we believe in as Fellows within the EFL community. By signing this agreement, I agree to join the EFL community as a Fellow. I commit to demonstrating the following values and principles, and to contribute to accelerating progress to the energy system the future requires of us.

How I show up:

1. **RESPECT** - I will treat others with respect; respecting all opinions no matter how divergent they are from mine. A diversity of views is one of our strengths. I will seek to understand, not just to be understood. I will explore issues; not attack people.
2. **LISTENING** - When I attend EFL activities, I will be present. I will be an active listener and contributor.
3. **RADICAL MIDDLE**² - I will seek to reduce polarization by identifying and using narratives that can bridge divides.
4. **BOLDNESS** - I will step up and speak up. I will act to challenge the status quo. I will play a proactive role in helping create Alberta's future energy system.
5. **TRUST** - I understand that my experience in a social innovation lab requires mutual trust. I will conduct myself in a respectful manner, be honest, and ask questions to seek understanding. It won't always be easy, but trust is our "currency" and I will invest in building trust.
6. **BRAVE SPACE** - I will respect the **brave space** that the EFL represents and its importance in allowing us to build the trust necessary for meaningful collaboration. This includes a commitment to supporting and building a space that is respectful of others' physical and emotional safety as described in The Natural Step Canada's [Anti-Harassment policy](#).

¹ The Energy Futures Lab is convened by [The Natural Step Canada](#) and supported by dozens of organizations.

² See Maggie Hanna's blog "[Top Ten List on How to Inhabit the Radical Middle](#)"

How I contribute:

- I will seek ways to **contribute** to collective goals in a way that aligns with my personal and/or organizational priorities, recognizing that there is a wide variety of ways to contribute³.
- I will **collaborate** with EFL Fellows as a necessary means of achieving both personal and common goals. The EFL is not my side project; rather, it is a way to address a challenge or seize an opportunity that cannot be done alone.
- I will **amplify** EFL energy futures and ‘radical middle’ narratives by engaging with my organization and networks. I will **seek opportunities** to promote, elevate and support our collective work, whenever appropriate. I am proud of being an EFL Fellow.
- I will **champion** the EFL vision as our shared articulation of Alberta’s energy future, sharing it with my organization and/or networks as relevant.
- I will **show up** and **actively participate**. I recognize that it is a unique opportunity to be an EFL Fellow and that I am occupying a spot that others would like to have. I will therefore prioritize to the maximum extent possible showing up and participating in the meetings and activities of the EFL Fellowship⁴. I also recognize that my consistent presence supports building the necessary trust and cohesion for us to be successful.
- I will **educate myself** regarding the history and **truth** of the relationship between Indigenous and non-Indigenous peoples in Canada, and seek to practice **reconciliation** in my work and my conduct⁵.
- I will **share** information and knowledge. I will help other Fellows reach their goals by providing input and connecting them to my network.
- I will **respect confidences** through agreement that I can share what was discussed but not who said it, unless I seek permission from an individual to share an attributed statement. This applies to verbal and written communication, as well as social media.
- I will demonstrate my **commitment** by paying the suggested annual Fellowship commitment fee⁶, or if I experience barriers to payment, I will work with the EFL team to identify an appropriate in-kind contribution.
- I acknowledge that I am subject to and must understand and comply with EFL’s [Competition Act Compliance Policy](#) and any other **competition law compliance** programs or policies that may be implemented from time-to-time by EFL.

³ See ‘Fellows Roles’ in [Selection Criteria, Process & Application](#)

⁴ See ‘2023 Fellowship Schedule’ in [Selection Criteria, Process & Application](#)

⁵ Recommended resources: Truth and Reconciliation Commission [Principles of Truth and Reconciliation](#) and [Executive Summary](#), UN Declaration on the Rights of Indigenous Peoples ([UNDRIP](#)), Banff Centre course: [Truth and Reconciliation Through Right Relations](#)

⁶ See ‘2023 Fellowship Fees’ in [Selection Criteria, Process & Application](#)

2023 EFL Fellowship Workshop Series Schedule

Please note that given the collaborative nature of the Fellowship, selected Fellows are expected to attend all sessions.

What	When (all times Mountain Time)
Fellow Online Orientation (Virtual)	Session 1: Tuesday January 17, 9:30-12:00 Session 2: Thursday January 19, 9:30-12:00 Session 3: Tuesday January 24, 9:30-12:00 Session 4: Thursday January 26, 9:30-12:00
Fellow Online Learning Journeys (Virtual and in-person)	Session 1: Thursday, February 2, 10-12 (virtual) Session 2: Thursday, February 9: Newtonian Shift (full day, Calgary, in-person) Session 3: Thursday, February 16, 10-12 (virtual) Session 4: Thursday, February 23, 10-12 (virtual)
Fellowship Winter Retreat (In-person, Banff, Alberta)	March 15, 16, 17
Fellow Online ½ day Workshops (Virtual)	June 7, 9:00-12:00 June 8, 9:00 - 12:00
Fellowship Fall Retreat (In-person, Alberta, date and location TBD)	September 26 & 27
Fellow Year-End Gathering (In-person, Calgary)	November 23

If I am unable to continue to fulfill this social contract, I understand that the EFL team reserves the right to ask me to leave the Fellowship. I will also notify an EFL team member if I am concerned that anyone from the team or Fellowship is not fulfilling the spirit or word of this contract. For new Fellows, I understand there is a three month trial period in which I may be asked to leave if my Fellowship is not a good fit for the lab, for me or for my organization.

Signed,

Name _____ Date _____