

TIME

FOR

EQUITY



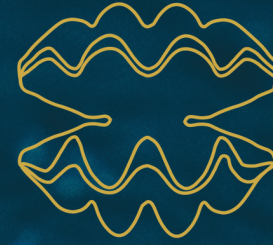




## WHAT IS A TIMEBANK?

A timebank is a system to give economic value to time, which has no inflation rate, no numerical difference between users and can empower and mobilize those typically deemed “unproductive” or used for slavery/unpaid labor by capitalist structures.





1-1 hour exchange

Unobtrusive Advertising Model

Flat, Cooperative Governance Structure

Cultural Engagement Self-Assessment Tool

Financial Redistributive Practices for Members

Broader Community Building Practices Include Online Services

# WHY DEFiANCE EXCHANGE iS DiFFERENT



# **DiGiTALLY MANAGED TRADE OF ANY KiND**

Defiance Exchange offers local AND online community service trade

Timebanks were publicly pioneered in the 90's. Check out some examples and see if they'd be a better fit for you than Defiance Exchange:

- [Timebanks USA](#)
- [West Seattle Timebank](#)
- [Directory of national and international timebanks](#)



Defiance Exchange Timebank is a collective of intentional, active members of our communities dedicated to creating and maintaining systems and interactions based on the following values: Economic Agency, Relational Courage, Personal Fulfillment, Reciprocity, & Transparency

## DEFIANCE EXCHANGE VALUES

Making an economic model means making space for everyone. We want to make space intentionally using the following guiding values:





# TRANSPARENCY

- I mean, you're reading this. That's something. We're putting ourselves out there with you.
- Our structures will be available online for easy viewing/understanding as soon as they're finalized. As of January 2021, we're about 80% finished
- Our LCA structure, policies, cultural, norms and base pay rate will be available online to be viewed or used in other organizations
- We commit to honoring the legacies and lineages we inherited ideologically that support our mission. We also admit our mistakes because they are also part of our legacy- our value of Relational Courage requires us to.nce of gifts to share once the boundaries are removed.





# RELATIONAL COURAGE

- Relational practice: All employees are encouraged to participate in socializing and intentional relational practice at their capacity. We are vulnerable together and hold each other accountable. This approach also makes our work flow far more efficient because we know what lights up other members of our team and then activate them.
- CEI: Our Cultural Engagement Indicator is a tool to help identify community members who are more likely to be safe, trusted and active in their communities. There are endless applications for this tool and we intend to license it to larger companies and share the profits.
- Bringing one's whole self means going at our personal speeds together: We can't move forward unless we're all coming along. Our team values accomplishing things in their "right time" instead of just quickly.
- Ask for what you want, Get what you need: It's simple. We're here for each other and we're here for you. Take a chance and feel the healing that can occur when we lean into our trusted and beloved community.



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**PERSONAL  
FULFiLLMENT**



- Choice to be financially restorative: charity feels gross. Let's both give and receive and reduce the unnecessary and harmful practices of economic hierarchies.
- Unobtrusive advertising: We will use a bulletin board style advertising model allowing for collectives to advertise volunteer opportunities that will be paid in Defiance Exchange Hours
- Redistribution: Active Members will receive dividends every quarter based on our profits after necessary maintenance and planning fees. We also intend to fund other partnered non-profits and/or restore indigenous land whenever possible - the percentage will be determined by ranked choice voting practices from Active Members and Board Members
- Capitalism requires slavery: we're trying to restore natural, inherent value of people and their efforts. Need a somber dose of reality? Check out these stats on current slavery.



**ECONOMIC  
AGENCY**



- Timebanks by default give us an opportunity to connect, receive and give hours of service between each other. We are valued for the multitude of things we do instead of one kind of job/skill.
- Active Members can create and vote on initiatives to pour our profits into – for instance creating sustainability grants
- There's a lot of money out there. We hope to generate a lot from ads so we can redistribute among members and pay out through dividends to practice collective wealth distribution.
- Reciprocity Requirement: All Active Members must receive service hours as well as exchange or give them. We will not assuage guilt – no martyrs here – just people leaning into each other. Besides, charity feels gross and non-profits aren't always the best way to give or receive resources.



**DISTRIBUTIVE  
WEALTH PRACTICES  
& RECIPROCITY**





**JOY!**

- “Economy” doesn’t have to be a heavy word! We can celebrate our collective successes and richness of interactions.
- Our economy is how we make and trade value – we emphasize what we value. We choose to value more than the job title you applied for. We value your natural inclination to offer what you love and receive what you want and need.
- The tools that help you survive aren’t always the tools that help you thrive! Timebank technology can help our communities thrive.



# 1:1 HOUR EXCHANGE RATE

TIME IS THE ONLY ECONOMIC METRIC THAT IS EQUAL TO ALL PEOPLE.

Defiance Exchange's system is either equalizing or so capitalist that it innately becomes more just by showing value outside of our paid professions.

- Allows for more dynamic personal lives
- Creates stronger communities
- Puts value to our efforts outside of what "typically get paid for". This work is often performed by minorities and undervalued demographics

HONORING OUR CIRCUMSTANCES AND BACKGROUNDS MAKES OUR SYSTEM MORE EQUITABLE AND JUST THAN SUPREMACY SYSTEMS LIKE CAPITALISM.



# FLAT, COOPERATIVE, GOVERNANCE, STRUCTURE

WE ARE THE 1ST LIMITED COOPERATIVE ASSOCIATION!!! (LCA, WA, 2019)  
FUSES THE BEST OF NON-PROFITS AND CO-OPS

- Paid Board Members = more diversity = greater systemic inclusivity
- Unique ranked choice voting system between types of Members: Investor, Patron, Advisory, and Board
- 20-hour work weeks to promote healthier life/work balance and accommodate valued community members
- Lean financial maintenance and flexible growth model Same rate of pay for every employee
- Contracts allow for extra pay based on specific projects and responsibility



# UNOBTRUSiVE ADVERTiSiNG MODEL

EXPLORE OUR BULLETIN BOARD!

- Users engage with the advertisements when they choose
- No emails, no messages, no pop-ups! Can be tailored to the user's preferred location or based on searched terms
- Creates more brand loyalty and willingness to use the system
- Businesses post to ask services from users for hourly exchanges instead of money
- Could save businesses a LOT of money for project-based work
- Brings in potential customers or new employees with a greater likelihood of altruistic, community-driven traits



# “MONEY-BENDING” FOR SOCIAL JUSTICE

REDISTRIBUTIVE PRACTICES CREATE ECONOMIES BASED  
ON ABUNDANCE INSTEAD OF SCARCITY

Users pay membership dues, & any profits (from any source) go either back to members as dividends or to non-profits or businesses based on voting practices. I.e. you could make money by participating in community!

By removing barriers, like financial burden, to accessing services and by incentivizing communal values based on what we can do, charity becomes less necessary within abundance-based economies like our timebank. Charity, culturally, places people in an unnecessary hierarchy; we don't want it or need it here.



# CULTURAL ENGAGEMENT INDICATOR (CEI)

A MEASUREMENT TOOL FOR ESTIMATING USER  
COMMUNAL ENGAGEMENT

- Builds community trust
- Promotes cultural flexibility and learning
- Consistent metric to see your relation to your community
- Places value on demographic experience and acquired knowledge
- CEI can be improved by taking trainings from partnered non-profits and academia
- CEI can be used in resumes/CV's, business reviews, hiring practices, or even voting for public office



# “CEI” AS A TOOL FOR DISMANTLING OPPRESSIVE SYSTEMS

By using a consistent metric to reflect on our own learning and actions to benefit community members within & outside our typical demographics, we can have more honest conversations and interactions about who we are, aren't, want to be, what we practice and why!

By partaking in trainings and educational offerings, our “scores go up” without directly burdening those we're learning about, avoiding triggering potential trauma responses. This approach is also often less embarrassing to those who are currently more ignorant than they'd like to be.

IT'S A MUCH LESS PAINFUL WAY TO LEARN TO LOVE EACH OTHER BETTER  
AND SHOW OTHERS HOW MUCH OR LITTLE THAT MEANS TO YOU.



# LCA CULTURAL NORMS

## NEW MEETS OLD: THE RELATIONAL COMMITTEE

Relational Committee Employees (RCE's) have demonstrated practice and skill in mediation and reconciliation via multiple kinds of paths, not necessarily always an academic degree

RCE's employ indigenous and modern techniques to reconcile miscommunications and wrongdoings within the organization and, eventually, to our users as well!

Employees are encouraged (but not required) to bring their whole selves to "relational practice meetings" facilitated by RCE'S where we practice being impeccable with our word, holding each other accountable with compassion and providing support when we can.



# DEFIANCE EXCHANGE CHALLENGES

## OPPRESSIVE BARRIERS LIKE . . .

- Capitalism by placing value on personal experience and offerings instead of inherited worth or slavery-run economies that require the suffering and disenfranchisement of “others” and a scarcity model to sustain itself.
- Racism and patriarchy by placing value on the tools, experiences, and skills used by minorities to survive and thrive outside of oppressive systems via our Cultural Engagement Indicator.
- Fear-based Communal Interactions by providing tools like the Cultural Engagement Indicator for users to gauge the likelihood they will be safe working with another user and encouraging users to reach outside their own demographic identifiers.
- Scarcity Mindsets by acknowledging that all people are valuable to our greater good - we have an abundance of gifts to share once the boundaries are removed.ks



# COMMUNAL ENVIRONMENT & CULTURAL NORMS

When you join us, you are “us.” WE make our community, and more you is better. The days of leaving parts of ourselves behind in order to “fit” into someone else’s idea of “who we should be” can be over. We can make that choice together. We don’t have to just survive together, we can thrive together. We want you as you are so we can move forward together and not leave any vulnerable groups behind.

We offer remediation between all members who earnestly seek it with our Relational Committee Employees who can facilitate conversations to right any wrongdoings between members. Their literal job is to make sure everyone in our community is heard, witnessed, and supported who needs to be as best they can.

We nurture community trust through honoring each individuals’ contribution by using an hour-to-hour exchange of services, because we are all innately, equally valuable. Our approach mobilizes our community to redefine what their time is worth, restoring healthier, more humane practices of trade and commerce.



# RECIPROCITY REQUIREMENT

Reciprocity is the practice of accepting, moving within and sharing our personal and communal spaces, talents, skills, and wisdom.

To maintain “active member status” at Defiance Exchange, members must give and receive timebank hours/services. Nobody will assuage any martyrized guilt here. We expect you to receive and learn to receive wholeheartedly from people willing to serve you.

We expect you to find your gifts and share what feels right and sustainable to you. You are an important part of our world, not just a point of data to sell. We can't even sell user data - it's prohibited in our bylaws!

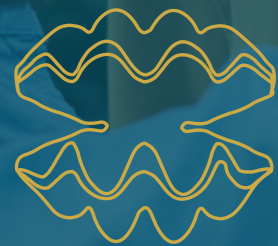


# BROADER COMMUNITY-BUILDING PRACTICES

A NEW WAY TO INTERACT WITH THE IDEA OF "LABOR"

Emotional, Cognitive/Intellectual, Logistic, Artistic, & Physical service divisions

- Most Emotional, Cognitive, Artistic and even some Logistic services can be done remotely/ online! Our system is Covid-friendly
- Users search by location and/or by type of service division
- Based on what we can do for each other, not what we can't do



Engages and mobilizes demographics marginalized by capitalism and its inherent discriminatory, hierarchical, patriarchal, racist, and reductive practices



# TODAY'S PRACTICE FOR DISMANTLING OPPRESSIVE SYSTEMS

What makes someone more deserving or less deserving than you in our shared culture?

Where did you learn that your time was more or less valuable than anyone else's? How did that idea get justified and reinforced over time? Do you want to keep that "rule" or let it go?

What work do you already do that isn't paid and/or valued by societal norms? How would you feel, think, and move through your world if others outwardly valued that work in you?

How would you like to be recognized and celebrated for what you can do instead of defining your role in community by what you can't / don't do or only the limited skillset you get paid for?

What have you done well today? What have you loved about yourself? We want to help celebrate that in you.





JOIN

THE

MOVEMENT!

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