



Healthcare Masterminds is a place to ask the questions and have the hard conversations that make extraordinary HealthTech ventures happen.

The following guidelines are intended to make the community easier and more enjoyable to use.

By joining the Healthcare Masterminds, you agree that you have read and will follow this Code of Conduct, and that you are at least 18 years old.

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Getting Started

- Set up your profile by clicking “Healthcare Masterminds” in the top left corner and clicking “View profile.” Click “Edit” in the right sidebar that pops up. Add a short bio that includes your company name and role, and put a face to the name with the most dashing-but-professional profile picture you have on hand.
- Introduce yourself. Add info about your company, healthcare topics that you’re knowledgeable/interested in, your favorite healthcare resource, and what you’d like to learn from and give to the community.
- Check out the channels and take the time to read the one-line descriptions that let you know what they’re about. If you’re unsure where to start, post a question in the main channel.
- If your favorite topic isn’t being discussed, bring it up! If enough people are into it, start a channel on it. Don’t forget to follow up with the conversations!
- We expect that you’ll treat others with respect. We encourage debate; we ask for patience, and we remind you that you’re here to learn and that means being open to a diverse set of ideas. See the [Code of Conduct](#) below.
- There are two ways to provide feedback on Healthcare Masterminds, one public and one anonymous. If you don’t mind sharing your thoughts publicly, we encourage you to post in the channel so that we can have an open and transparent conversation about suggestions that includes everyone. Visit channel #feedback for instructions on how to suggest new ideas and observations to the community.

How to Contribute

- Jump right in!
- Say hello to new members and welcome them into the community.
- Have a positive attitude — be friendly, helpful, and encouraging.
- Ask questions — be sure to ask specific questions that make it easy for community members to offer help or advice.
- Help others by answering questions. Only provide answers that are based on hard evidence or personal experience – don't just throw untested or vague ideas into the air.
- If you don't understand a question, ask back for clarification and specifics.
- Ask for feedback on something you're working on — a new feature, a marketing campaign, a design, and so on.
- Thank folks who take the time to reply to your posts – better yet, follow up with how you resolved the issue.
- Don't "should" all over answers. If others took the time to give you a next step, it's on you to integrate good advice actionably into your timeline and follow up.

A Few Details

- To foster more accountability for what people post, no anonymous display names are allowed.
- No one has signed an NDA to participate in this Slack, and you should not presume anything you say here will remain private, so act accordingly. Protect IP and legally-protected information.
- If you want to publicly disclose anything discussed here, use [Chatham House Rule](#) as the guideline ("participants are free to use the information received, but neither the identity nor the affiliation of the speaker(s), nor that of any other participant, may be revealed").
- Membership in this (and any) Slack Team is a privilege, not a right, and you can be removed at any time. See the Code of Conduct below.
- If you would like to share information about the Slack group on your website or social media channels, please use the designated "Healthcare Masterminds" branding, and not Health Venture Lab branding. If you have any questions about which logo to use, contact an administrator, we are more than happy to help clarify!
- We would like to ensure an engaged and exclusive community, so we're putting a lot of focus on how growing mindfully. If you're curious about who can join and when, take a look at our [Roadmap and Milestones](#) document.

Code of Conduct

The Short Version

Be respectful of other people, respectfully ask people to stop if you are bothered, and if you can't resolve an issue, contact the administrators. If you're being a problem, you can be kicked out of the Slack channel.

The Long Version

RESPECT

Healthcare Masterminds is an intentionally positive community that recognizes and celebrates the creativity and collaboration of independent members and the diversity of skills, talents, experiences, cultures, and opinions that they bring to our community.

We value respectful behavior above individual opinions.

Respectful behavior includes:

- Being considerate, kind, constructive, and helpful.
- Avoiding demeaning, discriminatory, harassing, hateful, or physically threatening behavior, speech, and imagery.
- If you're not sure, ask someone instead of assuming. No, really. Just ask the administrators. We'd rather hear from you than hear about something you said or did after the fact, and we are here to help.
- Don't be a bystander. Role model respectful behavior, but also help to address disrespect when you see it.

RESOLVE PEACEFULLY

We believe peer-to-peer discussions, feedback, and corrections can help build a stronger, safer, and more welcoming community.

If you see someone behaving disrespectfully, we urge you to respectfully dissuade them from such behavior. Expect that others in the community wish to help keep the community respectful, and welcome your input in doing so.

If you experience disrespectful behavior toward yourself or anyone else and feel in any way unable or unwilling to respond or resolve it respectfully (for any reason), please immediately bring it to the attention of an administrator. We want to hear from you about anything that you feel is disrespectful, threatening, or just something that could make someone feel distressed in any way.

If that person in question *is* one of the administrators, please bring the issue to the attention of one of the others. Their job is to hold each other accountable, and ensure that everyone feels safe and welcome.

We will listen and work to resolve the matter.

APOLOGIZE FOR MISTAKES

Should you catch yourself behaving disrespectfully, or be confronted as such, listen intently, own up to your words and actions, and apologize accordingly.

No one is perfect, and even well-intentioned people make mistakes. What matters is how you handle them and that you avoid repeating them in the future.

CONSEQUENCES

If the administrators determine that someone is behaving disrespectfully, the administrators may take any action they deem appropriate within this Slack community up to and including expulsion and exclusion from the Team.

As administrators, we will seek to resolve conflicts peacefully and in a manner that is positive for the community.

We can't foresee every situation, and thus if in the administrator's judgment the best thing to do is to ask a disrespectful individual to leave, we will do so.

ADMINISTRATORS

The administrator(s) of the Healthcare Masterminds community as of June 4, 2020:

- Love Akpan - love@hvlab.eu