

Mission, Vision & Values

The mission, the vision, and the five values that decide how we work.

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1 Our Mission

To empower innovators worldwide by building exceptional open-source technology, fostering emerging talent in engineering and leadership, and cultivating a creative, globally-minded technical community that advances the responsible development and equitable distribution of transformative technologies.

LinkScape exists to bridge the gap between technological potential and human benefit. We believe that the most powerful technologies should be accessible to all, developed responsibly, and directed toward solving humanity's greatest challenges. Our mission is realized through three interconnected pillars:

1. Building Impact: Creating meaningful, high-quality open-source software that addresses real-world needs and sets new standards for technical excellence.
2. Developing Talent: Nurturing the next generation of technology leaders through hands-on experience, mentorship, and exposure to industry-leading practices.
3. Fostering Community: Building a diverse, inclusive global network of engineers, researchers, and creators who share our commitment to responsible innovation.

2 Our Vision

A world where transformative technology is built by diverse teams, guided by ethical principles, and accessible to every community regardless of geography or resources.

2.1 Five-Year Strategic Horizon (2026-2031)

By 2031, LinkScape aspires to:

- Establish a portfolio of flagship open-source projects used by thousands of developers and organizations worldwide
- Launch and sustain research initiatives that advance the state of the art in responsible AI development
- Develop 500+ emerging technology leaders through our programs and community
- Build strategic partnerships with leading academic institutions, technology companies, and nonprofit organizations
- Demonstrate measurable positive impact in communities historically underserved by technological advancement

3 Our Core Values

Our values are not aspirational statements—they are operational commitments that guide every decision, project, and interaction within LinkScape. Each value carries specific behavioral expectations for all members of our community.

RESPONSIBLE INNOVATION We develop technology with deliberate consideration for its broader implications. This means we: Evaluate potential harms before pursuing new technical capabilities
Design systems with safety, privacy, and security as foundational requirements
Document limitations and known risks transparently
Prioritize beneficial applications over technically impressive but potentially harmful ones

TRANSPARENCY We operate openly, sharing our work, decisions, and reasoning with our community. This means we: Default to open-source unless compelling reasons require otherwise
Communicate decisions with clear rationale and context
Acknowledge mistakes promptly and share lessons learned
Maintain clear documentation of our processes, policies, and technical systems

ACCESSIBILITY We ensure our technology and community are welcoming and usable by all. This means we: Remove unnecessary barriers to participation in our projects and programs
Design with diverse users and use cases in mind from the start
Provide resources and support for contributors at all skill levels
Actively seek perspectives from underrepresented communities

IMPACT We measure success by the positive difference we make, not metrics of activity. This means we: Focus resources on initiatives with clear potential for meaningful outcomes
Define and track metrics that reflect real-world benefit
Regularly evaluate whether our work is achieving intended goals
Share our impact honestly, including where we fall short

SAFETY We prioritize the wellbeing of users, communities, and society in everything we build. This means we: Implement robust testing and review processes before deployment Establish clear incident response procedures and communication channels Empower all members to raise safety concerns without fear of retaliation Accept constraints on capabilities when safety cannot be adequately assured

4 Application of This Statement

This Mission, Vision & Values Statement serves as the foundational reference for all organizational activities and decisions. It applies to:

- Strategic planning and goal-setting at all levels
- Project selection, prioritization, and resource allocation
- Partnership and collaboration decisions
- Member recruitment, onboarding, and development
- External communications and public representation
- Conflict resolution and ethical decision-making

5 Document Governance

5.1 Ownership and Maintenance

This document is owned by the Founder and maintained by the Executive Leadership Team. Any proposed amendments must be submitted to the Founder and Co-founders for review and approval in accordance with the Organizational Ordinance.

5.2 Review Cycle

This statement shall be reviewed annually by the Executive Leadership Team to ensure continued alignment with organizational direction. Reviews shall consider stakeholder feedback, evolving industry standards, and lessons learned from organizational activities.

LinkScape operates as a fiscally sponsored project of The Hack Foundation dba Hack Club, a 501(c)(3) nonprofit. Hack Club holds the charitable status and every dollar moves through Hack Club Bank.

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