

Global BIPOC Advisory Board
Meeting 5 MINUTES
Saturday May 28th, 2022
11:30 AM - 1:00 PM (PST) 90 mins.

1. Roll Call

Aielen
Hurdy gurdy girl
Loup
Travelingthyme

2. Approval of Previous Minutes (5 mins)

Review/Discussions of Meeting #4 minutes.
No objections to meeting #5 minute approval

3. Loup's Summary of Changes

- Cortex has stepped down
- The idea of the transition team was proposed to aid in reducing potential for burnout
- Loup is comfortable being admin but not a decision-maker and suggested having the Transition Team to build something for the long-run, steps to having a website that is completely guided by members
- Jessamyn mentioned she was agreeable to a position of oversight with ultimate decision makers being the community
- For legal reasons, there will be instances where jessamyn will have the last word but at the end of the day this won't play a role that much and in most cases will be the other way around (priorities set by Steering Committee, with day-to-day moderation implemented by mods)
- BIPOC board can also provide feedback and help guide how policies are developed
- Cortex is still around to help tie up loose ends but not working on a regular basis w/ team, mostly focusing on himself (which is great!)
- EM stepped down as a full-time moderator and now helps to cover during weekends (there is a contingency plan in place in case extra coverage/moderation is needed)
- LM has not been working regular schedules but has been in an advisory role (will step in during more contentious moderation issues, fill in background if needed etc), will continue to stay in advisor role (will stay as such as long as this makes sense for her and is helpful to everyone)
- There may be a point of time where they (EM, LM) may not be involved.
- Staff would like the community to carry less of the burden in terms of work that is done and listen to the community more (and then be able to execute on the community's input)
- Board should not be token figure that exists for the purpose of "performing" diversity
- Should find: balance between bringing value to community, and board's capacity for involvement
- Mod coverage is more efficient, frimble has been working on very useful tools that can make better use of mods' time and site's expenses
- Goal is to be sustainable and build reserves to have extra funds for additional projects and other circumstances that may arise
- These developments are very promising and exciting!
- Financial report will be done soon, will be reviewed, making sure expenses are prioritized towards what is needed and not "nice to haves"

- Will meet w/ transition team on June 1st and then report back to the community
- Based on community's needs and feedback, decisions can be made on how to prioritize spending
- Jessamyn will not supervise day-to-day but will work with the Steering Committee on general direction, big decisions etc
- When it comes to the BIPOC board, one thing loup would like to see is guidance on how site policies and moderation can be shaped. They can't stress enough how much policy can change what a website can look like.
- Loup believes BIPOC board can help to preserve and improve Metafilter's identity as a site by contributing to policy changes and moderating practices.
- Talking about other sites like Reddit, FB. Take FB for example, transphobia is reported, they get back to you in 3 days saying "what's wrong with that?" This isn't the future of the world we want to see and while Reddit doesn't allow transphobia to that extent, it still has many microaggressions.
 - To loup, Metafilter has a better balance, and wants to see Metafilter surviving and improving.
 - Loup acknowledges that mods don't have everyone's perspectives on hand at all times. Making a list of contentious threads that weren't great and utilize them as case studies to find oversights and areas where we could improve our moderating practice.
 - Would bring value and observe trends that then inform our policy
 - There is a hesitance to instantly ban folks on the moderating end, but in some cases it may be useful to apply that action more freely especially when it comes to people who take up a lot of space in a negative way. This is one way we can improve our practices.
- **Thyme** thinks that case studies and being able to review and get feedback on moderation decisions in-thread would be very helpful
- **Loup:** It seems useful to provide the board with tools to give us feedback privately similarly to how moderators communicate during the decision making process. (private comments in-thread that helps share context and insight on problematic comments, etc)
- **Aielen:** Wondering how much awareness the moderation team has around consistent bad actors, previous precedents for moderation in similar situations; is there any record of that considering Mefi's presence over the decades? There is wisdom there and maybe mods could pull from previous examples if there is record of these threads.
- **Loup:** Metafilter has a lot of tools, there is a good mix between human component (how moderators discuss issues) and technical component (able to leave notes for next moderator, ability to flag/earmark, etc). We have comments and notes on profiles, to comments within a thread and those are helpful in identifying patterns, if this is a first offense for a user. Additionally, part of our role is diving deep into reading the comment in the context of the thread, but also checking a user's commenting history, patterns and that often is helpful in us making decisions.
 - Loup leaves notes for the next moderator on duty preparing them for possible things to look out for. This is a tool that we can use and also improve upon these existing tools.
- **Loup** proposes that we utilize every 4th saturday of the month as our official meeting time and date moving forward to improve our meeting cadence
 - Members do not have an issue with this, and loup will go ahead and schedule those moving forward.

- Another commitment loup wants to make: a case study for the next meeting that loup will add into the board Slack that we can all go over them
 - **Aielen** is in the process of identifying the key takeaways from past BIPOC metatalks that can be reported on and studied further
 - Loup states that we (thyme and loup) will look farther into these documents from takeaways and get a better understanding of the sort of mod decisions that have been made in the past in addition to the feedback that users have provided.
- **Loup** would like to figure out if we need or want more rotating members, deciphering who is still able to be active
 - **Loup** mentions incorporating a **BIPOC Board liaison** to participate in the Steering committee that is being slowly put together, so that there is direct communication between board members and steering committee.
 - **Hurdy gurdy girl** likes the idea of a liaison. She also likes the idea of increasing the number of board members and consistent attendance is going to be crucial. She is concerned that some left because they were unhappy with the way things were being managed. She feels that now is a good time to try another recruitment drive considering the new changes to site management, ownership etc. Having more diversity in who the board is composed of would be a good thing and that is something there may be more enthusiasm around.
 - **Loup** agrees that representation really does matter and maybe we can create an open MetaTalk just announcing the desire to add board members to the team, possibly an open call with all the logistics included.
 - **Thyme** will reach out to users who may be interested or could reconsider to re-join
 - **Aielen:** Something we can emphasize is the consistent meeting date and the new Zoom format which could have been an issue in the past that caused friction in getting users in.
 - **Loup:** A lot has changed and we are in way better shape to move faster and ensure that we are actually being intentional around making the BIPOC board KEY to what MeFi does and what we can do as a whole.
 - The timing is perfect and will work with thyme on a meta talk post. Loup is feeling way more positive about where we are going and what the future holds. You all showing up matters to us.
 - **Hurdy Gurdy:** Also feels more positive and happy to commit to continuing these meetings. There is some value in consistency.
 - **Loup:** something they don't want this board to become a place where we just offload responsibilities or work to. That is not how we want to see things unfold; rather wants to bring value to you all prepared with ideas and work that we can actually commit to.

4. Other points/Additional comments

- a. Not applicable