

Global BIPOC Advisory Board
Meeting 7 Minutes
Saturday Jul 23, 2022
11:30 AM - 1:00 PM (PST) 90 mins.

1. Roll Call

a. brainwane, HGG, loup

2. Discussion

a. Loup's update:

- i. Transition Team's survey results: The survey confirmed how the sample weight at large was helpful in determining how the transition team's scope of work will look like
 1. Multiple components including funding: We are in a better place and for the business to stabilize, it will take a few more months
 2. Loup's hope is that the extra revenue can be used to compensate members of the team who are putting in a lot of work
 - a. Two points discussed with the team:
 - i. What is the scope of work and How many hours per month and what is the limit? Loup has recommended a team size of 10-12 people. The responsibilities should not involve more than 5 hours a month of work per month. So far with the survey alone, the work has been more than 5 hours but loup would like to get to a place where 12 users at 5 hours a month should everyone to a good balance in terms of work-load
 - ii. In terms of staffing, we are in a better position as well in terms of the balancing of roles with limited moderating time and clearly defined responsibilities. Loup's goal is for the steering committee to make the larger decisions while staff works on collecting the resources and making that decision-making process possible. The team should also have a say in how the site is managed overall in terms of staffing, moderation and allocation of resources.
 - iii. Evaluating moderating decisions becomes a full job on its own and that is where Jessamyn has been assisting in
 - iv. Thoughts?
 - b. Hurdy gurdy girl is in support of the steering committee having a hand in addressing larger more complex issues when it comes to moderating. Strongly supportive that the team does not fully manage the site on the day to day
 - c. Brainwane describes their experience about being on advisory boards where the priorities shifted and resulted in a board that did not have actual influence on policy. Setting expectations is great and there's nothing wrong with having a hands-on board that puts in way more work than what Loup is suggesting.
 - i. They suggest that when possible, when there are projects involving research, analysis and recommendations; if

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they can be semi formalized in a committee or working group, that can help provide guidance and transparency to the rest of the committee and MeFites about who is working on this and that these processes will take some time (possibly months). Setting limits around how many working groups a person can be on would be ideal.

- ii. BW also suggests that 5 hours a month is a good ceiling for participation and a little bit more for those on sub committees or working groups. Will allow us to determine when an actual research project can be completed so that staff can actually plan around these set timelines as well as setting clear expectations with the broader site membership.
- d. Loup feels that in order for there to be a balanced work dynamic between the committees and staff, there needs to be a budget so there is no unpaid labor.
- ii. There are several gray areas in regards to staffing, when and how staff shows up (including those who are no longer active staff members) Ultimately, Loup wants these decisions to be made by the members.
- iii. Loup wants the steering committee to be accountable to Jessamyn (for legal implications) and to the committee itself. Let's ensure this is as community driven as possible so that staff are no longer decision makers but are rather paid to get things done.
- b. Additional components Loup would like to present:
 - i. Members can still contribute to working groups despite their inability to contribute to the steering committee.
 - ii. For the selection process, the steering committee will be opening up a thread for users who will need to nominate themselves.
 - 1. Brainwane: some people may not nominate themselves or assert themselves as a nominee.
 - 2. Hurdy gurdy girl suggests we find a way to allow others to nominate members and then confirm that they've already spoken to said members
 - iii. The staff and mod team will not be involved in deciding who makes it to the committee, but rather allow us to have access to the nominations and provide feedback around abusive behavior, privacy and/or security concerns around specific members.
 - iv. There has been a proposal to have public voting on a page created by frimble for the voting process. Each member will have a certain amount of votes and votes are assigned to candidates.
 - 1. Brainwane says that there must be some pre-existing best practices processes that the group could apply

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i. Loup asks if there are particular groups of people that need to be represented in the committee?

Brainwane:

1. Geographic representation outside of the US
2. Trans/nonbinary non cis existence
3. Ability and disability

All 3 of those groups need to be represented because these are experiences that are often faced with the most difficulty on the site as a whole.

(It is assumed that BIPOC group will be involved as a direct liaison so that is why BW has not referenced race/ethnicity)

- Hurdy Gurdy Girl emphasizes the importance of representation so that there is the presence of empathy in these dynamics.
- Loup will make clear notes to share with the steering committee and will share with BW and HHG to confirm that these are the specific points being made.