

Global BIPOC Advisory Board  
Meeting 8 Minutes  
Saturday Aug 27, 2022  
11:30 AM - 1:00 PM (PST) 90 mins.

1. **Roll Call and Welcome Majick and youarenother**
  - a. **aielen, majick, youarenother, hurdy gurdy girl (HGG), thyme**
  
2. **Approval of Previous Minutes (5 mins)**

Review/Discussions of Meeting #7 minutes and any additional changes to be made  
Also require: approval to post #6 minutes
  
3. **Loups update on internal moderation notes**
  - a. **From last meeting notes:**
    - i. Working with frimble to create tools for board members to read in-thread private notes to give them a clear idea of how mods communicate/document any notable threads/comments.
  - Update: Feature should be up and running by next meeting
  
4. **Another call for new members**
  - a. <https://forms.gle/OHNeCgi8yMKgJqhG9>
  - b. **Thyme poses the question of whether personal outreach or other forms of recruitment would assist in gaining new board members consistently**
    - i. HGG outreach is encouraged. She finds that having a call to action (to join the board) everywhere on the site is helpful
    - ii. Youarenotehere shares that personal outreach would likely result in more positive reactions
    - iii. aielen says one problem with the board's process last time was that people would apply to join the board but not hear back, while not everyone on the board would be aware there were expressions of interest to join the board; there was a lot of communication that was being lost. When people did show up for meetings, meetings were not running as smoothly as they are now. aielen agrees that now would be a better time to get people on board, and suggests the Excel sheet with the form results can be immediately accessible to everyone on the board so everyone has eyes on the incoming communication and can make sure we don't lose any potential responses there.
    - iv. Action item: add everyone to google form excel sheet
  - c. How to improve form for new members?
    - i. Majick: 2 step process - Allowing users to express interest in short form and THEN we can move forward with a long-form application if necessary
    - ii. HGG: we could prompt initial interest and then more of a one-on-one conversation with potential members; not just offering a text-based back and forth exchange.
      1. Additionally, a more synchronous conversation incorporating voice call or zoom that creates a more responsive outcome if there is the labor available to do that. HGG would not mind doing some of the chatting with those who express interest.

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- iii. youarenother : Amending the introductory language of the form (stating that a user does not have to answer the questions and can simply use the form to express interest)
- iv. aielen feels that the process should be viewable and trackable by all involved. Feels that clearer language in the form would be helpful to emphasize that the longer forms answers are OPTIONAL - or would it make sense to have two different forms for this process?
- v. Majick could see it going different ways. Less is more when you're asking for a call to action. Having just a form that has the required fields and a box that allows for anything they'd like to share with us. Making it feel less like an application process. An email list that we can cc that reaches out to board and interested parties or a real time space for all to have a conversation.
- vi. HGG: We don't want the application to feel like a job application and speed of responding is going to be very important
- vii. Suggestion to work on an email list and assistance with getting projects done as we move forward

Revisited discussion to begin a new and different onboarding process:

1. Sending folks to a google form can be discouraging and a possible embedded form/check mark could be an easier way to submit "interest" to the board/mod team
  - a. Thyme will chat with frimble and loup about this feature
2. Majick brings up the importance of thinking about the tools that we use to communicate and recruit, being mindful of what platforms we are utilizing in terms of privacy.
3. aielen: trying to figure out privacy and user friendliness. Will the results/info be relayed to us through frimble or can we get it directly as a group? Same question about the two google forms, it could still lead to missing people out. Maybe getting the mailing list set up so that we can all be notified on the information submission

#### **5. BIPOC MeTas Review (TBD) - Tabled**

#### **6. aielen update:**

- a. Discussion about having a liaison on the steering committee
- b. aielen is now on the steering committee.
- c. aielen had suggestions about the voting process that they raised privately to the Transition Team during elections after being briefed on the voting process, namely around voting process being based off user profiles. aielen brought up the point that with a lot of people from marginalized groups leaving, people would wipe their accounts resulting in not just their posts and comments wiped but also all the threads they started. For example, if someone else started a thread and you happened to contribute to that conversation, even though you're still on the site, that conversation and your contributions are no longer accessible if that someone else wipes their account. aielen clarifies they think the wiping policy is fair because they think those people that left had every right to wipe their accounts, and is not sure if there is a better solution. aielen is not personally against the actual wipes but recognizes this might result in information asymmetry during a voting

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process based on user profiles. after hearing these points, the Transition Team considered adding a note about that to their post, but then collectively decided not to. aielen recognizes the Transition Team were under time constraints. This could be a suggestion for future SC voting processes.

- d. d. aielen hopes their time on the SC will go well and will create a bridge between this board and the committee"

**7. What can Thyme do to make this board more valuable and productive for you all?**

**Thyme shares thoughts around how to encourage BIPOC participation and how can we foster a truly safe space?**

- a. Youarenothere feels that we can use the board to make that visibility more active. The space can feel a lot safer and we could be making our voices louder. For example, POC takeover. A more visible but not announced presence.
- b. Majick: Being representation instead of encouraging representation. What do we want the scope of the board to be? What are we trying to accomplish in terms of influencing policy and culture as well as taking direct action in the community?
  - i. Posing the question of: What is it that we want to do as a group?

**Some action items for next meeting summarized by aielen:**

- thyme, majick, frimble, loup to figure out tech solution to new member form & update on this next meeting
- majick to set up email mailing list for board & update on this next meeting
- meta thread reviews next meeting (we could all come prepared to discuss the 2 threads originally picked out last meeting)
- ideas for programming/BIPOC user engagement (we could come prepared to brainstorm this if we have time)
- big picture discussion