

Global BIPOC Advisory Board  
Meeting 9 Minutes  
Saturday Sep 24, 2022  
11:30 AM - 1:00 PM (PST) 90 mins.

**1. Roll Call**

- a. Majick, aielen, loup, brainwane, HGG, travelingthyme**

**2. Approval of Previous Minutes (5 mins)**

Review/Discussions of Meeting #7 & #8 minutes and any changes to be made

- Thyme will input changes that were suggested via email
- July 23rd - attendee list
- Meeting 6 - attendee list
- Meeting 8 - aielen made suggestions via email

**3. Majick's email mailing list update**

- a. Majick will send out an email with a mailing list alias to the group. So far, it should work and everyone will receive all emails
- b. We should not rely on majick to be relied on for administering the email list. It is at least publishable and everyone should receive emails at this time
- c. Loup mentions that we can also send out a distribution list
- d. Majick is not comfortable with using google for personal communication
- e. Brainwane asks about whether we can expect the board members to read all of these emails
  - i. Majick: That is a reasonable expectation. This is publishable and can be used for outreach, public contact, up to us to decide the use case
  - ii. Brainwane cannot commit to reading all communications outside of meeting time.
  - iii. Majick mentions that this is an official way to maintain communication both in and outside of the board, but does not want to impose a commitment upon any members. Let's participate at a level that's comfortable and useful.

**4. New Member Onboarding process**

- a. <https://forms.gle/QHNeCgj8yMKgJqhG9> Current form with updated language**

- b. Exploring the option of an embedded link/expression of interest button that will reduce the need for a full application and board members will be alerted as submissions come in.**

- Update on new member recruitment following previous meeting's discussion: new member form's language has been changed to emphasize that not all form fields are mandatory. this can be a temporary solution until we develop more extended/sophisticated tools for new member recruitment.
- Loup shares the embedded hubspot link that could be used for board onboarding, will also be used for newsletters and other site communications. Fully embedded and can be customized to the board's needs
- Majick likes the idea having for outside contacts that looks metafilter-y;

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- Loup asks for suggestions around what language to use, and frimble will create a standalone page so that everyone gets Slack notifications, or email and all will be able to access.
- Majick: we should think about the ideal size of board / extent of recruitment and outreach. we could think about how much effort we should put into this and how sustainable could it be in the long term
- Aielen feels that theres a barrier of entry and it's hard to keep members on board consistently. Aielen suggests that in the case that we have a plethora of members, we could have contributor working groups; BIPOC contributes working group, a central board and diversity projects where folks can participate depending on their level of commitment.
- Majick calls the above a good problem to have. Problem currently is the limited number of participants.

### 5. Idea Exchange re Steering Committee

- a. Aielen: in preparation for what we are going to present to the steering committee tomorrow, aielen has provided a link to the proposed agenda and questions. Main purpose of the meeting for the SC is to understand what we do, our role and our plans/priorities for the future, including challenges to date. After summarizing what the board is about, she would foresee a discussion around how we imagine the SC and board working together; knowledge exchange and getting to know each other.
  - i. Some of the agenda has questions that hopefully we can answer, and it's something we could discuss as a group now. Aielen is thinking about whether we can come up with responses as a group that can be put into a presentation for the purposes of time.
  - ii. What are your thoughts on the proposed questions? Can we discuss now or save it for the optional session
- b. Brainwane feels that there is too much to go over in one session. Suggests if we can use part of today's session to discuss who's going to cover bits of the conversation. We need to also be willing to say "we don't know, but here's a summary so far" because there are things that we have not come to an agreement on. Inquires if folks would like to volunteer to summarize some points for the group, and if others can insert nuance in the chat.
- c. Majick finds that the questions are going to help in getting things started and majick has opinions about many of these questions, but cannot comfortably present consensus around the group's agreements. As a board, we do not have a lot of answers to these questions.
- d. Aielen thinks that the other items on our agenda could be helpful in answering these questions. Do we want to consider going into that discussion now?
- e. Brainwane asks if HGG is going to be joining us; suggests if we could mark things that we really want to get to as we may not adequately cover everything we want to go over
- f. Aielen feels similarly, maybe some of the more important sections may be **#4, #5 and #6**.
  - i. We do have plans of the moderation tool, and some other projects

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- g. Majick suggests creating a textual answer to: budget questions, yes or no questions/answers so that we can focus on items that have a message to carry.
- h. Aielen sees #7 as a more open-ended discussion. The more understanding we have of each other. These can all be divided into:
  - i. What are the problems we face?
  - ii. What problems do we want to address and how?
  - iii. How do we think the SC can address these concerns?
    - 1. Questions to do with our vision, our plans, identifying areas of concern in terms of MeFi as a site that we need more discussions around
- i. Majick finds that the majority of our time together has been spent around governance, not much around community issues, and is personally not up to speed on what that consensus is and whether consensus exists. The meta review could be helpful in coming up with the overall board opinion.
- j. Aielen proposes making a copy of the form to work on together, majick also has the ability to throw the form onto an acrobat so we can asynchronously work together.
- k. Brainwane: Under the impression that the BIPOC board should be a working group of the Steering Committee. Is this an unresolved question?
  - i. Aielen: how would you define a working group?
    - 1. Brainwane: the board should be a group of people who report to the SC and there's a set of agenda items that we work on, and collaborate with them on things that they'd like for us to work on. We would provide a report at SC meetings. For example, a working group on fundraising, a working group on moderation where each group has their own specific purposes and goals. Reducing the separation between the SC and board. Would like to know if there are alternate suggestions to this structure.
    - 2. Aielen's concern is whether that would adequately address the board's ability to advise and run our own initiatives aside from other diversity initiatives. Additionally, how to distinguish us from other working groups that currently function based on the SC's decisions. Wonders if we should be overseen by the committee or if we could take more of an advisory role.
    - 3. Majick feels similarly in that the close alignment with the SC will make us more effective as a board and allow us to implement initiatives. Aligning with the SC as something that has momentum that is intended to influence the operations and culture of the site. The SC working for us, rather than us working for the SC.
    - 4. Brainwane is fine with us working for the SC because they were elected members.
    - 5. A note has been made that the composition of the steering committee is of concern in regard to POC representation.
    - 6. HGG: Those are good points. Likes the connection with the SC, but would also want us to be advisory rather than just receiving direction from the SC. The other working group I am on is quite independent but is

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connected to a SC that doesn't really direct our actions; it's the other way around.

- a. HGG is part of a working group that works without reporting to a particular group
7. Loup: as long as the SC helps the group rather than directs how the board operates
8. majick emphasizes aielen's point: BIPOC representation on the SC being weak, that's what WE are here for -- to help improve that among other things
9. Majick: it's important that the interests that we represent are on the table as the SC operates
10. Aielen: the SC's current attitude towards the board is one where the SC is in an enabler role, to facilitate us in achieving our goals as a BIPOC board
11. Brainstorming immediate concerns / pain points:
  - Thyme's concern- the ways we show up as BIPOC people on the site, as a user base - problems finding ways to take up more space and to just be present (to be heard and seen)
12. Brainwane: Flagging user experience is a concern. Encouraging more people to use the flag feature.
13. HGG: HGG likes this point and appreciates the free form section where folks can input more specific feedback. One thing that HGG likes and would like to see more of. Acknowledgement of deletions so that for people who saw the original comment, seeing a mod provide an explanation for why the commentary is not allowed is helpful. More generally, visibility on the site would help. The visibility can aid in intentional existence/participation.
14. Thyme
15. Aielen: We often have to filter ourselves to participate in metafilter. Maybe some of this is about reestablishing trust in the community, at some point there was so much more content from BIPOC people. If you don't have a welcoming atmosphere, no matter how you invite diverse
16. Brainwane: do we have numbers around how many of those posts (on the blue) are by BIPOC?
17. Loup and thyme do not have numbers on this.
18. Brainwane believes there is a decline of posts BY BIPOC users as well as posts ABOUT BIPOC-related discussions. It is a difficult thing to measure/determine. Brainwane: what does your gut tell you about the decline in diverse/BIPOC content?
19. Aielen: Is this general decline prompted by the general BIPOC decline?

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**Meeting is over, Session 2 for Steering Committee conversation is optional and in 1 hr.**

- 6. BIPOC MeTas Review**
- 7. Ideas for programming/BIPOC user engagement**
- 8. Big Picture Discussion**