Global BIPOC Advisory Board
Meeting 10 Minutes
Saturday Oct 22, 2022
11:30 AM - 1:00 PM (PST) 90 mins.

1. **Roll Call**
   a. **Sumana (brainwane), loup, majick, aielen, travelingthyme**

2. **Approval of Previous Minutes**
   a. aielen: Add in thyme as attendee for meeting 9, edit bullet 5

3. **Steering comm x board minutes**
   a. Brainwane: Is sharing something for general consumption around the discussion of what is our role and what we are trying to work on something we can publish?
      i. Majick: "a manifesto out for membership"
      ii. Aielen: document would be good to work through and develop as a public-facing document
      iii. Majick: there are a lot of good ideas and work being put together, but is there a way we can divvy up the workload a bit/onboard a volunteer to support aielen with this work?
         1. Discussion continues around capacity and the workload currently on aielen's plate, plus current urgent fundraising drive
   b. Fundraising drive + aielen's work
      i. Loup: there are always ways to solve the matter of money-making but burnout is something we cannot recover if folks doing this work are overloaded in any way
      ii. Loup wants to make sure aielen is not flooded with responsibility
      iii. Brainwane: can make a short edit of the public facing document to get things moving. See post here.
      iv. Aielen: A lot of the work that's needed to be done is building a picture of 20 years of site history; institutional knowledge so we don't need to continuously have the same conversations to get to a place of understanding as a group.
         1. Feels that the document the group came up with is a good starting point for lessening the workload moving forward by creating that foundational historical context. This information must be substantially collated and aielen finds herself needing to do this because it creates barrier to getting things done correctly.
         2. Loup just wants to make sure that aielen does not feel alone in the process as we all work at our individual capacity levels.
         3. Brainwane: the work that's being done is what a librarian or archivist does to put pre-existing source material into indexes; **maybe we can call for volunteers outside of the steering committee to collate this information. Maybe that is something Jessamyn can help put something together as a short-form list. Prioritizing and escalating this task would be especially helpful.**
         4. Loup: that is something we as staff can do
         5. Aielen: in order to complete these tasks, admin needs to be responsive and it seems that the process becomes prolonged. There is often a sense

of waiting around for things to be clarified and trying to piece together the information that is required to complete tasks. One thing that the board can help with is whether we want to participate in the fundraising drive; content programming, events, something the bipoc board can say "here's what we did for the fundraising drive" and test out certain revenue ideas.

Pause to decide what we want to prioritize for the rest of meeting

4. **Majick frimble report**
   a. Finding out from the SC, what does frimble need to be enabled and what can be done to accelerate the process without adding load to frimble's plate.
   b. It looked like there was a vision around how to move forward to get folks to access the code, familiarization work (very old school) so there will be lots of ramp up time to get folks into the infrastructure to work on the code
   c. Lots of removing barriers from frimble and allowing others to tackle said barriers. It was a productive convo and it's all very early in the process. There's a lot of capturing context, sharing knowledge and getting everyone up to speed and seems to be a recurring problem where everyone is on the same page contextually.
   d. There may be a larger effort needed and the information flow problem comes right back to our current dilemma of collating institutional memory
   e. Access to code is not hard, but the issue is finding somewhere to run the code.
   f. Aielen: How much access do you (majick) have?
      i. Majick is a member of a github team where the code is hosted, the code is a read-only thing and no environments or servers or access to the "thing"
      ii. There is a need for accessing the back-end of things
      iii. Brainwane: if we have access to more money, can we expand frimble's hours and time?
         1. Loup: Yes.

5. **Deletion conversation**
   a. Loup provides context about said thread:
      i. Thread description: **(Thread link to be inserted after final discussion of this section)**
      ii. Standard procedure: Post was posted and immediately deleted due to it being Paywalled.
         1. Generally if a thread has a lot of comments, it will not be deleted but if it's an early stage in the thread, then we will delete.
         2. Someone posted a thread where there was 1 standing comment, the thread was deleted because it was paywalled.
         3. We got a message from the user and the concerns they voiced were insightful; the board takes a moment to read the user's feedback.

Note: "The board is not completely satisfied with this description but approves this for publication. There will be further discussion and clarification around the context and details provided in this section."

      iii.   Aielen saw the deletion and messaged said user about reposting the thread and found that the swift deletion was discouraging and similar to a pattern of deletions in the past.

            a.   Brainwane's initial reaction was that the deletion of the paywall link seemed appropriate but even so, it hits some people unequally.

            b.   Suggestion that moderators could engage in more negotiation or be more gentle in deleting said posts when they are coming from underrepresented demographics.

            c.   Suggests that the mods say something publicly around the paywalled link would be a good approach: a good suggestion is for the mod to invite other commenters to find non-paywall links

            d.   Majick: region-wall awareness is an approach forward in addressing the issue of paywall and swift deletions

            e.   Loup provides some additional context: Standard procedure is that paywalled posts are generally deleted. They see a significant difference in new and old mods in terms of content curation; thyme and loup being more heavy handed on policy and lenient on quality of content. We will chat with the team about lessening the extra steps and barriers in user's participation.

            f.   Having a safe person or user to talk to about issues that arise without getting into it in-thread, similar to what aielen was able to do with user of the swiftly deleted thread.

6.   **Fundraising drive - Will discuss asynchronously and revisit**

      BIPOC MeTas Review

      Ideas for programming/BIPOC user engagement

      Big Picture Discussion