

Global BIPOC Advisory Board
Meeting 11 Minutes
November, 26th 2022
11:30 AM - 1:00 PM (PST) 90 mins.

1. Roll Call

- a. **Aielen, Brainwane, Majick, Hurdy Gurdy Girl (HGG), Loup**

2. Approval of Previous Minutes

- a. #9 - Revisions still required.
b. #10 - travelingthyme moderator needs to share them.
c. #11 - Loup will share recordings and this doc.

3. Fundraising

- a. We are nearly at the revival target: Most successful fundraising in years
b. Numbers:
 - The numbers provided to the board were inaccurate and were best used as estimates.
 - Check out the Power BI info!!!
- We can make tech improvements! Loup aims to, in MetaTalk, discuss amount raised + tech improvements since last site update, and meet with Jessamyn + SC to cover first expenses + decisions to make
- Aielen suggests that we stick to the budget that has been laid out
- Loup does not think much will be changed, but more so deciding in what order changes/updates will be implemented (sequencing)
- Brainwane: When we are looking at Gross and Net for the numbers breakdown, how are we defining Gross and Net?
 - Loup: When we discuss Net, we are referring to the deduction of processing fees
 - We had to set up Venmo for payments (may also be helpful for honorarium for stipends)
 - We take physical checks, Venmo, PayPal, and credit cards
- Brainwane: is there anything about how SC is doing/feeling?
 - Aielen: The fundraising drive has mostly been organized by 2 Non-White, Non-US SC members - unequal distribution of labor. At the same time, SC is more or less constrained in this way until the end of their term because 4 hours a month were the official terms originally stipulated to the SC by the Transition Team. The SC also has had members leave, but even before these members left the work distribution was very unbalanced. The silver lining is that the other SC members acknowledge that the workload distribution is unbalanced.
 - Discussion of the unequal distribution of work on SC
 - At least 40 hours a month may be a more of a realistic amount of time to expect in terms of workload
 - When there are already non-SC volunteers doing up to 10 hours a week of work, and SC members have to oversee a volunteer team, they will need to be able to stay on top of work

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developments, communication and avoid becoming a bottleneck to that team's progress.

- 4 hours a month is not doable, considering the financial state of the site in regards to building the foundation of the site and keeping it up post-fundraiser
 - Brainwane: Transition Team came up with 4 hours a month, based on other non-profit boards that are usually not in crisis, also bearing in mind the amount of work that was fair to ask of unpaid volunteers. There was also the assumption that the division of labor would be evenly-distributed even in a crisis situation.
- Loup: There was a big underestimation of how much time needed to be put into financial investigation; the scope of work for all in general has turned out to be larger than anticipated. Now the question is how do we translate all we've learned about what needs to be done into a reasonable scope of work moving forward.
- Loup asks when to begin the discussion about understanding and better defining the scope of work.
- Majick: Raises concerns around the hidden costs of getting through this financial crisis at the expense of BIPOC Women who are working within the SC. What do we do to create transparency around that right now?
- Aielen: The SC has tried to present a united front in outgoing communications, and also feels that as the first SC we have to gain the trust of the community and staff. SC may need to be careful about communicating internal SC issues to the community, especially as some SC members have recently left (which will also need to be publicly disclosed eventually). BIPOC SC members also feel it is important that the SC as an institution be given a chance to succeed and establish itself, and don't want the SC to lose trust/face at this juncture. Dealing with community discussion and comms is also a lot of work in itself, on top of existing work.
- HGG: Should the BIPOC Board reach out to the SC to raise a flag around concerns of unacknowledged labor at this time?
 - HGG also raises concerns around the extra labor (emotional and otherwise) for BIPOC SC members that may come with raising these issues via metatalk
 - HGG proposes we come to the SC and raise these concerns as unacceptable
- Loup: When is a good time to help and how can we help to alleviate the workload?
 - Aielen: "The SC has been planning to meet with Jessamyn. Not sure whether the SC should meet with Jessamyn before meeting

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with the board or vice versa, but the board could set up a general meeting with the SC."

- Loup: is highly concerned about the uneven distribution and feels that meeting with Jessamyn is going to be a good starting point, will revisit this with the board

4. Case studies about moderator actions [POC only threads] {All threads}

- Discussing thread #5? "Let's talk about race"?
- The group reviewed a private Notion document
 - Proposed Methodology
- The board discussed concerns that had been brought up about a few moderators' moderation
- Brainwane suggestion: Transparency reports about actions that have been taken
 - For ex: "Over the past [month], we received # of reports out of which x are valid out of which vs actions" - help give us context on how rare or common deletions/removals are. Monthly transparency reports and surfacing the invisible work of the mods to create more transparency quantitatively (Similar to safety reports from conventions and other platforms) "Data about the stewardship that is happening to keep us all safe".
 - This would require a bit more process to gather those quantitative stats and publish them
 - Loup: This should be an action item and the question is, when? Loup will make it a priority in finding out HOW we can track these actions. "How mod actions can be quantitatively reported".
 - Coming soon: a Fundraiser presentation on "what mods do" including Restless Nomad
- Review summary of BIPOC Board goals and activities for publication

5. What The MeFi BIPOC Board Does

- Request for a subsite for BIPOC board on metafilter.com
- Variety show and presentations for fundraising - please reach out to Aielen re ideas
- Suggestion from aielen: have a live event, a "meet the BIPOC board" panel
- In regards to providing visibility into what the board does: Since there are some questions people are asking, it would be good to address questions through a live "meet the board" session:
 - Aielen mentioned that there have been questions about why board members get honorariums while other volunteers do not, for example.
 - Aielen feels there is a lot of history and context that could be provided through a virtual session.
 - Brainwane: If there are other questions besides why the board gets honorarium while SC doesn't, BW would like to know to be able to provide context/clarity into our written public communications.

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- Aielen clarifies that the questions coming up are from the MeTas (fundraising meta's for example), not necessarily direct questions to the SC.
- BW: Are there any other questions that we should address?
 - Aielen: Maybe addressing the fact that Loup's pay was 1 month behind and Loup clarifies that this is no longer an issue with the budget and something that was never communicated with the larger community.
- All approve of BW posting the ["What the MeFi BIPOC Board Does"](#)

Action items

- loup@metafilter.com Aielen and Loup to talk and pre-plan a discussion with Jessamyn about the imbalance of work on the fundraiser on the SC
- loup@metafilter.com share moderation onboarding documents with the BIPOC Board.
- loup@metafilter.com ask LobsterMitten to help with onboarding new mods
- loup@metafilter.com , will report how moderation related actions can be quantitatively reported.

For Next Meeting

- Go over the two threads
- Having a subsite for the BIPOC Board?