



Firefly Conduct Committee

2018 Year-in-Review

The top-left and bottom-left corners of the slide feature decorative geometric shapes. These shapes are composed of overlapping, semi-transparent polygons in a variety of colors including light blue, teal, yellow, orange, and red. They are arranged in a way that creates a sense of depth and movement, with some shapes appearing to be layered on top of others.

HELLO!

We thought you missed us...

Or at least were wondering what we've been up to!

About Us

What

The Conduct Committee, established March 2015, is served by a dedicated group of Fireflies that have received specialized training from the Boston Area Rape Crisis Center, have been vetted by the board of directors as well as the Firefly community, and have signed a confidentiality agreement in order to receive and investigate reports of misconduct in the Firefly community.

Mission

The Conduct Committee is bound by the Firefly Arts Collective's Participant Code of Conduct, which was established by the board to protect our community from abusive, intimidating, threatening or unsafe behavior and ensure the board's ability to hold the annual Festival and other community events.

More info about the Conduct Committee can be found here

<https://www.fireflyartscollective.org/firefly-arts-collective/committees/conduct-committee/>

Who We Are

Current Members

- Amper Sandy (new!)
- Andi Keeley (new!)
- Dan Snyder
- Darren Torpey (Admin)
- Diana Picariello (new!)
- Emile Freeman
- Sadiya Akasha (Admin)
- Sage Kochavi

New & Prospective Members

- Paula Contouris
- Richard Nordin

Past Members

- Alana Lynch
- Chuck Ingersoll
- Djaz Idakaar
- Ike Feitler
- Lavender
- Seamus Reynolds
- Thomas Callahan
- Zac Delagrange

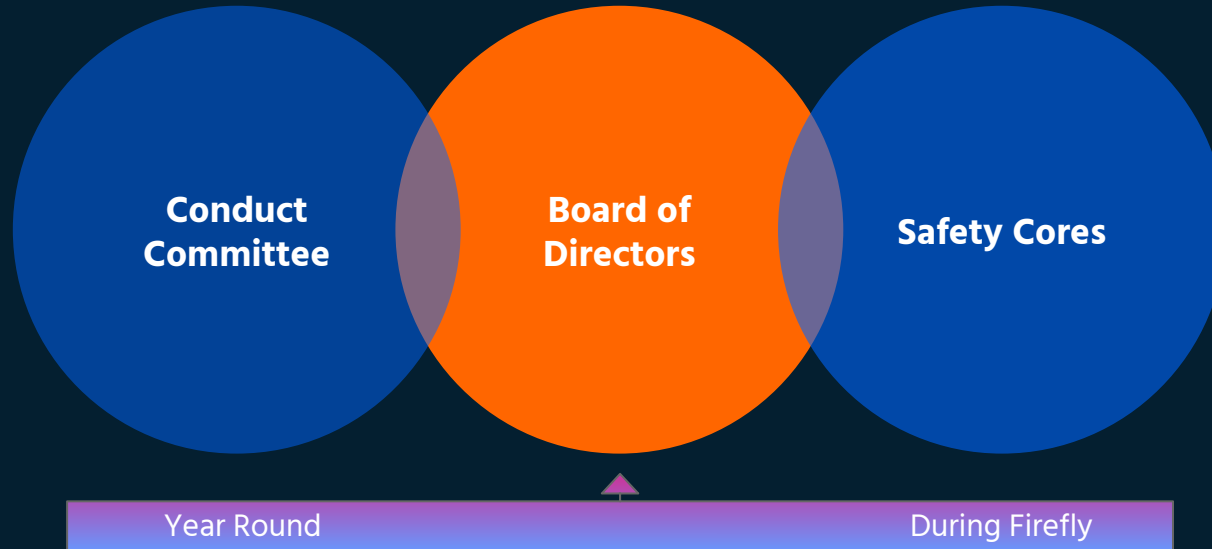
All past and present members have signed a [Confidentiality Policy](https://drive.google.com/open?id=1hcSZJDNkPUS4K2ciscXyokZ2kmaT7WI8), beyond which all current and new members of the Conduct Committee are signatories of the new Memorandum of Understanding (<https://drive.google.com/open?id=1hcSZJDNkPUS4K2ciscXyokZ2kmaT7WI8>)



1. **Big Picture**

How Conduct Committee fits in

Conduct Committee and Safety Cores work with the Firefly Board independently to help keep the community safe

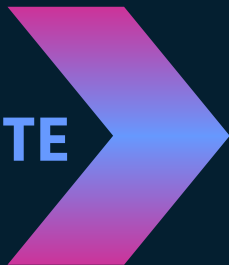


Our process is simple

**RECEIVE
REPORT**




INVESTIGATE



RECOMMEND



The Board reserves the right to take action and has agreed with the Conduct Committee's recommendation 92% of the time.



2. **By the Numbers**

Let's jump into stats

Reports Received by Firefly Year

July 2014 to June 2015	14
July 2015 to June 2016	8
July 2016 to June 2017	9
July 2017 to June 2018*	17
July 2018 to December 2018**	19
Total Reports since Inception	66

* We closed all cases before Firefly this year with the exception of 2 being 'Deferred-in-time' as the reportee was not registered to attend

** Recently our caseload has grown exponentially creating a need to scale quickly

Recommendations Made: July 2015 to December 2018

No Action or Archived	16
Official Warning	4
Referred to Board	4
One year ban	4
Indefinite ban	3
Bar from volunteering (in particular capacities)	1
Total Recommendations	25

Note: Some reports are merged into single investigations based on the subject matter leading to a smaller number of recommendations than reports received



48 Cases

These are each unique investigations



336 Interviews

Which calls for a lot of scheduling

39 Closed

That's 81% of total investigations resolved at this time

The slide features a dark navy blue background. In the top-left and bottom-left corners, there are overlapping, semi-transparent geometric shapes in shades of green, blue, orange, and pink. Similarly, in the top-right and bottom-right corners, there are overlapping, semi-transparent geometric shapes in shades of green, blue, purple, and orange. The central text is white and blue.

3. Evolution

Challenges and Growth

Challenges

Confidentiality

This is our utmost value yet often means members are unable to speak up to correct miscommunication or misdirection.

Communication

Improving on processes, changing roles, updated databases... which of these need to be communicated and how often to the community at large?

Ramp-up

All members must be vetted and trusted by the community and take time to learn the nuanced approach this role calls for.

Fit

As the committee matures and the community's needs change the qualities we need to possess must shift dynamically.

Burnout

An emotionally taxing role with little visibility and year round participation. We need a few new members every year.

Scalability

We need to respond to greater numbers of reports, faster, but without sacrificing quality.

2018 Process Improvements

- Migrated from Google Sheets to an Airtable database which allows us to streamline our process
- Created new case closing options to deal with reportees who are not attending Firefly events or involved in the Firefly community
- Staggered onboarding underway with new volunteers to be more responsive
- Firefly Incident Response Form updated and tied into database

Your feedback is *key* to process improvements!



First but not last!

We've collaborated with groups all over the planet in forming their own conduct committees. Here are just a few of them:

BurnT, Toronto
Euphoria/Alchemy, Georgia
Beloved Festival, Oregon
microburn, North UK

Burning Seed, Australia
League of Extraordinary Albertans, Alberta
Kiwiburn, New Zealand
...and presented at the Burningman GLC

INCIDENT REPORTS

Want to report an incident? Use the Firefly Incident Report Form at tiny.cc/FIRF

Firefly Incident Report Form

To file a report with the Firefly Arts Collective Conduct Committee, please fill out and submit this Incident Form. This form collects information regarding possible Code of Conduct violations. The completed form should contain sufficient detail for the investigators to begin an investigation. If the report warrants an investigation, Conduct Committee Admins will review the report with you before assigning your case to a team of two investigators who you will have a chance to approve of.

Your Name *

Report anonymously *only* if you do not wish to have any follow up. Anonymous information can be useful when it contains verifiable facts but information with no contact information is, by its nature, of limited value in our process.

Please enter preferred contact details below *

eg: phone number, email address, etc.

tiny.cc/FIRF

Abstract geometric shapes in the corners. The top-left and bottom-right corners feature overlapping translucent shapes in shades of blue, green, and yellow. The top-right and bottom-left corners feature overlapping translucent shapes in shades of red, orange, and yellow.

THANKS!

Got Feedback? Questions?

Email us at:

conduct-committee@fireflyartscollective.org

CONDUCT COMMITTEE



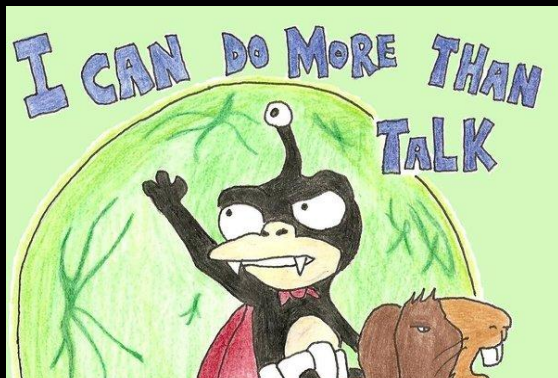
What our friends think we do



What other burns think we do



What Fireflies think we do



What the board thinks we do



What we think we do



What we actually do