

August 18th, 2019. 6pm.

Present (8/10): Jered, Gowdey, Dan, Liz, Talena, Frank, Kendra, Drew

Remote:(0/10):

Absent (2/10): Julia, Blake

Leads / Guests: Bendy, Carly, Jon (remote), Zylar (remote), Magneato (remote), Kat

Minutes recorded by:

To join the video meeting, click this link: <https://meet.google.com/zun-nzrp-srh>
Otherwise, to join by phone, dial +1 929-287-3273 and enter this PIN: 799 466 320#

Agenda

1. Ordering Food
2. Approve Old Minutes
3. Review Old Actions
4. New Actions
5. Polaris Incident
6. Leadership Summit
7. Theft
8. Code of conduct revisions
9. Mr. Universe
10. Sanctuary
11. Charity Everett
12. MC
13. Festcomm Notes for the Board
14. Other Notes for the Board
15. Other
16. Next Meeting Date
17. After: Discuss board candidates

Ordering Food

Please select your items from Ginger Exchange here in advance and they will be ordered prior to the meeting. Note any food restrictions that the restaurant should be informed of (e.g. cilantro, ginger, etc.) (Menu link:

<https://www.grubhub.com/restaurant/ginger-exchange-1287-cambridge-st-cambridge/81950>)

Frank: Miso Glazed Salmon w/brown rice; Salmon Avocado Maki w/brown rice

Kendra: Crab Rangoon, Happy Roll

Dan: Thai Red Curry with chix&shrimp & jasmine rice; salmon skin maki.

Brian: Inman Pad Thai w/Chicken & pork dumplings

Bendy: Chicken Teriyaki

Talena: Veggie bento

Liz: Edamame, Lettuce wraps with tofu

Carly: summer rolls with tofu, salmon avocado maki

Jered: BBQ Beef Dish, Avocado Salad

Drew: Beef BiBimBap

How was everyone's Firefly?? (5 min)

- Seems great

Approve Old Minutes (5 min)

https://docs.google.com/document/d/1XiiGzS21pzjTla3VsKGC-XheAFHg_CSKGqnyC0qofqQ/edit

Review Old Actions (30 minutes)

- Review Longstanding Actions here:
https://docs.google.com/document/d/1U3-tPfOJN558pWqL-O8NpcqTsmYjHbnBRnoVQS_wqRns/edit
- Gowdey: take lead on information sharing with other organizations about potentially dangerous people
 - Will have a meet & greet and discussion at Meat Camp during the event to discuss possible parameters under which sharing could take place.
 - Meet & greet didn't happen at FF.
 - Frank has a few updates regarding a parallel effort
- [participant] ConComm issue kicked to board
 - Talena- look over what was sent (anything?) prep for board review.
 - Post-event.
- Frank, Gougey, Liz to take next steps re: perpetrator of goat burn
 - In progress: Dan's observations at the fire (already in progress) did not lead to any specific people to interview. Follow-ups suggested with [camp] re: [participant]. (Also ascertain they were unticketed, and action if so.) Make a google doc (or similar) compiling our known information, some of it is in the AAR.
 - Multiple sources say that [participant] has taken credit for the goat burn.
 - He's been found to be an unreliable narrator.
 - Frank would like to discuss possible action - Done
 - Drew to follow up with [participant] / [camp] - Done
 - 1-year ban letter to [participant] - Done

- Frank has an update/lead - but it's a dead end.
- We have no more leads and will remove this entirely from the agenda.

New Actions (30 minutes)

- Follow up with Blake regarding polaris incident -- next meeting
- Talk to festcomm about prioritizing returning stress and urgency related to GTFO, which was directly contributory to the Polaris Incident. --Dan
- Email "leadership summit / visioning retreat" proposed invite list to look for event leads. --Frank
- Dan and Frank to suggest Code of Conduct revisions
- Frank to indicate to festcomm they can accept their LOL recommendation; we do not install a LOL over festcomm's recommendation
- Bendy to establish clarity around the policy regarding calling security (who does it? When? etc)
- Dan provides information in the survival guide regarding constructive participation in the field (tanks)
- Brian drafts a warning letter for [participant], for sending after more consensus has been built
- Jered drafts a letter to [participant] regarding trespassing and any information we should know
- All: next time, revisit the [participant], [participant], [participant] situation
- Dan: start the [participant] document for accounting re: [participant] directly
 - Need separate one for [participant]
 - Need separate one for [participant]
-

Polaris Incident (20 minutes)

6:33-6:45

Intro to board meeting mechanics

Feedback from a participant (Ranger OOD):

- Driver should not have access to polaris based on repeated observed behavior that cumulated in relevant incident
- No outstanding feedback or request related to event other than above
- Driver repeatedly escalated and drove up the road despite being blocked by GTFO volunteer
- Driver escalated and revved engine while OOD was standing in front of polaris

Segue; Polaris experience during Exodus

- Curious regarding [participant]'s thoughts on this
- Curious as to festcomm's thoughts on this/let's ask festcomm
- Dan to talk to festcomm about prioritizing returning stress and urgency related to GTFO, which was directly contributory to the Polaris Incident

Leadership Summit

- Board + festcomm gets together, talks about firefly stuff - an offsite
 - Get a large airbnb?
 - Lots of ice breakers/team building, versus topic-focused? Something else?
- Volunteers: Bendy, Carly, Liz, Sage maybe survey the invite list?
- Frank to mail "leadership summit / visioning retreat" proposed invite list to look for event leads

Theft

Is there anything that we can or should do?

- Should we raise awareness about theft in the survival guide?
- Should we compile information about incidents -- e.g., where they occurred? Frank will contact the specific individuals.

Code of Conduct Revisions

Agreed we need a new one. The process will be long, but there's a suggestion from Frank to have an interim better but not finished version to hold us over until the final one is complete. Timeline: Dan and Frank will send it around after this meeting, we will discuss over email and finalize our discussion in September, then send it to the community, then approve the final form at the October meeting.

[participant]

- Inconsistent behavior when interacting with camps, moop
- Inconsistent reports of behavior regarding interaction with female participants that responded during active incidents
- A written warning may be warranted
- Ban considerations
 - Indefinite may be indicated
 - When circumstances indicate a medical response only, we tend not to ban
 - Drain on resources in other ways/built bad rapport with camp
- Consensus for a warning - Brian to draft
- Drew to get additional info

Sanctuary Follow-up to [participant]

- Organizational approach was new this year

- Perception that scope of sanctuary extended too far for volunteers this year
- “Kick it sideways”
- Asking for Zendo’s training for addressing relevant cases
- How to deal with interference from freelancing participants

[participant]

- Reports of involvement outside of our experience with police, hospital stays
- [Participant] can assume omniscience; this presents a problem when dealing with consent from other people
- We have a general ban policy on trespassing
 - Do we want to engage her about this?
 - Identify what happened
 - Declare interest in her perspective
 - Jered will draft a letter

[participant]

- [redacted]
- This case vs. ConComm commentary
- Adding new ConComm members or letting selected Board members read the evidence?
- More thinking needed to determine what would satisfy people on both sides.

Next steps include:

- We need to determine what is necessary for us to evaluate the original recommendation of an indefinite ban
- ConComm is working on communication and transparency through example
- More members are going to be joining ConComm who may be appropriate to engage
- We could ask ConComm to ask if reporters would be willing to refer the case in its entirety to a subset of the Board
- Would like to hear from Drew / Blake / L-Train on what they think would be necessary to have trust in an investigation / who would need to be involved?

[participant] etc. / [participant]

- WTF was going on here? Can we get a complete picture of what/why these conversations happened without Board knowledge over a series of months?
- Who/how was the board meeting MOU violated? (Community members emailing board about a sensitive topic the morning after a board discussion.)

[participant] / [participant]

- Did [participant] actually do things that were inappropriately threatening to presumed reporters, or did he just talk to some people about doing so but thought better of it?

Altburn

- Jered will follow up with a timeline for next steps after the meeting.

FestComm Afterburn Notes (45 minutes)

Notes for the Board:

- New infrastructure in Fest Comm
 - Dissolving City - Mostly to new “Info Cluster” and Transport going to “Arrival”
 - Danimal (Info Cluster Lead) to contact board about moving Comm Committee to new Info Cluster
 - *Seems fine.*
- FYI FestComm is considering using Slack (or other tool TBD) vs email chains for 2020.
 - Let us know if you would like to join
 - Training can be provided if interested
 - *Seems fine.*
- Who decides on Land Liaison?
 - FestComm Suggestion :
 - L Train
 - Already has a relationship with both land owners
 - Goes onsite for all work weekends and more
 - Should we also consider Joe or other locals?
 - *Frank will email FestComm indicating we approve of L-Train.*
- Calling Security & Boards involvement
 - Clearer policy/communication when Security should be brought in
 - Inform Board that security has been called or Board needs to approve Security to be called?
 - [redacted]
 - Understood that BOC must give approval to remove participant from event.
 - Please update Festcomm what the protocol should be Re: calling Security so we can update our cores
 - Khaki should feel empowered to call security
 - *Bendy will make sure there is clarity around this this*
- Review tanks policy discussion?

- Possible effect on public perception of Firefly.
- No current consensus from Festcomm as it is a Board topic.
- In general, want to indicate impinging on others' good time is gauche
- *Add a note to the Survival Guide that it's OK to constructively tell other participants that they are negatively impacting your experience or others' experiences.*

Notes/Survey Feedback for the Board (45 minutes)

This will probably be an ongoing focus of our meetings for the next few months.

Jered's helpful compilation:

https://docs.google.com/document/d/1I59qbNji4RpusJUMAm8XBbPkJPib_BjixEntl6Rq8k/edit

Prospective Board Members (10 minutes)

Bendy - approved

Carly - approved

Jon - approved

Mike/Magneato - approved

[Participant] - invite to continue to participate in our community, and consider board at a later time

Concern about participation - how do we empower candidates to speak up in meetings?

Outcomes:

- Clean the board list archives
- Send approvals / declines and update mailing lists
- Follow up on process with deferred candidates - in new year, on similar timeline to this year

Other (5 min)

Next Meeting Date (team, ~5min)

Frank will do a doodle poll.