

October 28th, 2019. 7pm.

Present (12/14): Jered, Gougey, Drew, Dan, Liz, Magneato, Jon, Frank, Talena, Kendra, Carly, Blake

Remote:(1/14): Julia

Absent (1/14): Bendy

Leads / Guests: Danimal

Minutes recorded by: various

Agenda

1. Ordering Food
2. Approve Old Minutes
3. Survey Presentation
4. Review Old Actions
5. New Actions
6. Safety Cluster Concerns
7. Other
8. Next Meeting Date

Survey Presentation (45 min)

Firefly Virgin, True Virgin, Newcomers

31% newcomers for 2019

Fireflies have been to an average of 4 burns

88% white, 8.3% multiple races

83.4% male or female, remainder nonbinary/genderqueer

Virgins are a little younger than Veterans, but both skew older than we realized

Comfort, Safety, Management

Crowding (veteran response looks like cat ears) - skewing not crowded

Safety - statistically significant difference between males and females

Health - 76% can self-manage, 80% know where first aid is

Minors - 71% say minors are handled somewhat or extremely well, 3% somewhat or extremely poorly

Fireflies spent almost 1M on firefly, 71K in bethel

Bus - 14% take it, 94% will take it again, people don't because of EA or infrastructure. Suggest an additional bus stop and publicizing the bus truck.

Volunteering: 19% volunteered, 24% attended a work weekend, volunteers spent an average time of 6 hours volunteering

Not volunteering - 21% don't know what cores do, 20% have too many other responsibilities; 12% too complicated online process; 9% couldn't figure out how to sign up during the event; 9% didn't have time to sign up after getting an offer, 5% uncomfortable with volunteering
Low correlation between years of attendance and number of hours volunteered
Barriers to volunteering - make expectations and requirements more explicit, respond to inquiries
Transformational Experiences - 42% had one at Firefly 2019
The well - 78% satisfied
Medical Contractors - 54.7% report no interaction
Cargo truck - 30% likely to reserve space
Ticketing - 87% satisfied
Facebook group: 3x have positive views as negative views; 29% support stronger moderation; 24% oppose stronger moderation
Comments - theft comments; more comments regarding lack of trust for Board and Concomm; prioritize volunteers for tickets?; event size; shade for Portos

Questions

- 1) Is the numerical increase in newcomers due to the new weighting? Why the increase?
- 2) Shouldn't the sum of the "by race" categories be closer to 108.3?
- 3) Breakdown of virgin/non-virgin for "who to find if need first aid"
- 4) Numbers on non-binary respondents wrt safety
- 5) Re: the question about safety, looks like the rating by women went down from last year. Was the question worded differently and/or weighted differently?
- 6) Do we have trend data for the volunteer percentages and hours?
- 7) Were there any specifics to the "uncomfortable with volunteering" question responses?
- 8) The people who reported interactions with the medical contractors as not "positive" - were some of them "neutral" or were they all "negative"?
- 9) Any particular reason the three comments in the slides were chosen for the presentation? Just curious.
- 10) The comment about legal names posted in the kitchen was not in the free-form data provided to us. Do you know why?
- 11) What is the breakdown of virgin/non-virgin for "firefly is well-managed"?

Can we please get the raw data from Aaron?

Approve Old Minutes (5 min)

<https://docs.google.com/document/d/1mIZNVMMMS6MFrh-tBNjfGG6yBMKuEnh-60xRoX5y-oHI/edit>

Review Old Actions (minutes)

- Review Longstanding Actions here:
<https://docs.google.com/document/d/1U3-tPfOJN558pWqL-O8NpcqTsmYjHbnBRnoVQSwqRns/edit>
- Gowdey: take lead on information sharing with other organizations about potentially dangerous people
 - Frank has a few updates regarding a parallel effort
 - Frank will collaborate with Dan and Gowdey and Jon
- [participant] ConComm issue kicked to board
 - Talena- look over what was sent (anything?) prep for board review.
 - Post-event.
- Follow up with Blake regarding [incident] -- next meeting
 - Blake suggests asking L-Train - Frank will email (did this happen?(/L-Train... happy to dial in after 9)
 - Deliver this news after the winter closer to next year's event
- Talk to festcomm about prioritizing returning stress and urgency related to GTFO, which was directly contributory to the [incident]. --Dan
- Email "leadership summit / visioning retreat" proposed invite list to look for event leads. --Frank
 - Carly is on it
- Dan and Frank to suggest Code of Conduct revisions - Frank will email asking for final feedback before releasing to the community
 - Good feedback from community
 - Need final version
- Bendy to establish clarity around the policy regarding calling security (who does it? When? etc)
 - Next time
- Dan provides information in the survival guide regarding constructive participation in the field (tanks)
 - Still to do.
- Brian drafts a warning letter for [participant], for sending after more consensus has been built
 - Still to do
- Jered drafts a letter to [participant] regarding trespassing and any information we should know
 - One year ban. Jered will write letter.
- All: next time, revisit the [participant], Blake, [participant] situation
 - Next time -- ask those who had concerns about the conclusion come with ideas about how to reach a final conclusion. E.g., what steps would help those of us who had concerns feel comfortable with the outcome.

- Ask Sage, was there a problem with the way the investigation was carried out? E.g., a conflict of interest. Does she have a recommendation for how to move forward? Drew will ask her.
 - Drew- in progress
- Dan: start the [participant] etc document for accounting re: [participant] directly (untangle the Firefly telephone about what actually happened at Firefly)
 - Need separate one for Blake
 - Need separate one for [participant]
 - https://docs.google.com/document/d/16Pa6_xnTTaw5BC9Mp0hDUWYp8I_J5Za6nKEYVpvmRFw/edit
- Alt-burn (Jered)
 - https://docs.google.com/document/d/1wde0wbrCRVQqmEr1fd18r_xiHIY4EbJp24sgBvPflQ/edit

New Actions (minutes)

- Magneato: talk to Bendy about safety cluster appreciation/retention

Safety Cluster concerns (Frank)

Frank was approached by [participant] who passed along that there were a number of safety cluster folks who felt unappreciated.

- Dan: cores are empowered to recognize folks as they see fit- that message should also be passed along
- Magneato: wasn't aware that there was an expectation of post event recognition
- Would like to bring up with Bendy- Magneato will follow up

Other items that may need addressing:

- Ranger concerned about the amount of wood in the bug- over fueled to being unsafe?
 - Dan and Bendy discussed during the burn that it was reasonable and safe.
 - Rangers should be informed/aware that bug burn is not unilaterally one person.
- RE [participant]: was Drew involved in the decision to not remove him from Firefly?
 - Not directly. Drew talked to Liz and Talena, and Jered and Ben about it saying "do whatever you feel appropriate."
 - Why didn't we have him removed?
 - Felt that calling police and having him violently unwillingly removed was against community norms and wasn't in his best interests either.
 - Later- Wasn't safe to send him out under his own power
 - Also the 2 most affected said they just wanted him to leave them alone, but didn't care if he stayed at the event.
- There seemed to be some pressure from sanctuary volunteers to other volunteers to stay when they were uncomfortable.

- Need to make it more clear in sanctuary training that you do not need to stay in a situation that makes you physically or emotionally unsafe.
- Where are the AARs?
 - Bendy is technically responsible. Magneato is aware of it.

Next meeting:

- discuss response from survey core to board questions from 10/28 meeting; discuss survey free response
- Identify areas of distrust between community at large and board/leadership and figure out how we can address this. (Recurring emotional baggage that is sparked by things like the goat, [participant], etc)
 - One: Appearance of favoritism with people connected (or perceived as being connected) to board members

Other (5 min)

Next Meeting Date (team, ~5min)

Tentatively Sunday, November 24th, 5:30p.