

November 24th, 2019. 5:30pm.

Present (10/13): Jered, Dan, Bendy, Mike, Carly, Gougey, Jon, Kendra, Frank, Blake

Remote:(1/13): Liz

Absent (2/13): Julia, Talena

Leads / Guests:

Minutes recorded by: various

Remote joining details:

[redacted]

Agenda

1. Ordering Food
2. Approve Old Minutes
3. Review Old Actions
4. New Actions
5. Code of Conduct revisions
6. Leadership Summit/visioning retreat
7. Abuse of Power
8. Security policies
9. Drew
10. [participant]
11. [participant] letter
12. [participant] issue
13. [participant] feedback
14. [participant] from Transport?
15. Referral from concomm
16. ConComm [participant]
17. Discuss Survey Free Responses
18. Trust Between Leadership and the Community
19. Board Alumni and Event leads on board@
20. Bylaws Fixing
21. Top BOD goals
22. Other
23. Next Meeting Topics
24. Next Meeting Date

Approve Old Minutes (5 min)

https://docs.google.com/document/d/1ZTTJicY0OsR6f3r2DumYHQOAPIOpNSv_wp_AqrslrY/e/dit

Review Old Actions (X minutes)

- Review Longstanding Actions here:
https://docs.google.com/document/d/1U3-tPfOJN558pWqL-O8NpcqTsmYjHbnBRnoVQS_wqRns/edit
- Frank, Dan, Gowdey, Jon: take lead on information sharing with other organizations about potentially dangerous people
 - Frank will follow up
- [participant] ConComm issue kicked to board
 - Talena- look over what was sent (anything?) prep for board review.
 - Post-event.
- Polaris Incident
 - L-Train says: No [privileges] for [participant] 2020, Blake to tell L-Train board will handle talking to [participant]
 - DPW and Work Weekend leads should be notified before Firefly 2020
- Talk to festcomm about prioritizing reducing stress and urgency related to GTFO, which was directly contributory to the [Incident]. --Dan
 - I might jump on this bus too -kp
- Dan provides information in the survival guide regarding constructive participation in the field (tanks)
 - Still to do.
- Alt-burn (Jered)
 - https://docs.google.com/document/d/1wde0wbrCRVQqmEr1fd18r_xiHIY4EbJpP24sgBvPflQ/edit
 - Still to do.
- Magneato: talk to Bendy about safety cluster appreciation/retention
 - Magneato and Bendy are working with some rangers to send out thank-you cards
 - Carly suggests a holiday party in January

New Actions

- Carly to make spreadsheet to collect recommendations of people to invite to leadership summit
- Re. [participant]:

- Gougey to reach out to see if we can get any real info to ConComm regarding second-hand story of assault
- Bylaws:
 - Change terminology from “honorary member” to “non-voting member”
 - Coordinate update to website after bylaw update
- Task force to handle on behalf of the Board, starting with the question of stalking
 - Dan, Gowdey, Magneato
- Gougey to reach out to see if we can get any real info to ConComm regarding second-hand story of assault
- Reaching out to Terry?
 - Blake will do this.
- Brian will ask Drew to take BOD off his FB profile
- Jered to push forward Frank’s draft updates

Code of Conduct revisions (Frank) [20 min]

- <https://docs.google.com/document/d/1FBEZLfsrf3r9GpPhdRbyxpbJaBE3FuDvRjMXTLYTHaM/edit?usp=sharing>
- **Accepted**

Leadership summit / visioning retreat (Carly) [15 min]

- Date Feb 28 - March 1
- Invite 45, expect 30, plan for 50
- Invite list: BOD, FestCom, Cluster leads, nominated individuals from community, few leaders from other burns
- Budget: discuss offline what kind of accommodation is reasonable
- [Possible locations](#)

Abuse of power (Carly) [6 min]

- https://docs.google.com/document/d/1Qu_W2xagLz-u0l2gx8LGgdHbwPYYVYAWTVUeyOWSW-g/edit

Security policy (Bendy) [10 min]

- https://docs.google.com/document/d/1rm0lhBiwut_X6TP-lzGUJRbodMs5Eow0qa1wuS-tqr4/edit

[participant] letter (Gowdey) [8 min]

- Deferring until after the relevant AAR is published
- [email address]

[participant] letter (Jered) [5 min]

- Frank to send letter

[participant] issue from ConComm [48 min]

- “case notes review for board”
- Dan says that he did not discover anything that indicates that ConComm should retract the ConComm recommendation
- Gougey and Blake had a conversation with a (perceived) reporter, [participant], which they found to be clarifying. In particular she expressed her ideal outcome would be a restorative justice process. We don't have the resources to do this as an official agency, but we are encouraging of the community driving such a process.
- Our appeals process needs to be clarified; this is not meant solely as an appeal that the process of the initial ban was flawed, but also as an opportunity to represent that the situations leading to the ban has changed. [Text on website should be updated.]
- Consensus of those present to accept ConComm recommendation pending language of the letter
 - Blake objects to the decision to accept the recommendation (i.e. an indefinite ban) but does not want to block consensus.
- Frank will prepare letter based on previous letter to [participant], with indefinite ban language, and with an additional sentence about the sincerity of the appeals process & emphasizing personal growth & change, and send it around for approval. Will be used for all indefinite bans.

[participant] discussion [10 min]

- Bendy to talk to [participant] to see if we can get more specific first hand information on any situations
 - [participant] submitted official reports to Firefly ConnComm and Fractaltribe regarding [participant] behavior, specifically the incident at the end of a Lamp party.
- Gougey to reach out to see if we can get any real info to ConComm regarding second-hand story of assault

[participant] discussion (Liz) [13 mins]

- Related to this and other threads - what is “leadership,” how do we make decisions, who can do what, --- BOD philosophy & view on this, participants' view on this, engaging the community on this subject

- Event to engage community like a mini burn?
- Diversity - GLC notes from Jered
- [discussion tabled due to time constraints]

Steph removal from Transport? [3 min]

- Was steph removed, or just burned out? Rumor mill follow-up.
- Reaching out to Steph - Liz will do this
- Reaching out to Terry?
 - Blake will do this.

Referral from ConComm [19 min]

- Task force to handle on behalf of the Board, starting with the question of stalking
 - Dan, Gowdey, Magneato

ConComm complaint from [participant] [41 min]

- “Fwd: Complaint on the Conduct Committee”
 - Let [participant] know the complaints have merit, it was brought to your attention because we wanted to talk to you about it because multiple people thought you were out of line, friendly advice that you need to change your behavior - Dan will write up the intent of the procedure, Blake will talk to him about needing to be held to a higher standard as a leader
 - This was meant to be an informal conversation and not an official investigation or official interview, there’s no official statement for us to redact

Discuss Survey Free Responses [0 min]

- Deferred to a future meeting

Discuss who should be on the board@ mailing list [22 min]

- What is the point of honorary members?
- Does the community know who they are reaching by emailing board@?
 - This is noted on the website, but not everyone reads that
- What problems are we trying to solve?
 - Early responses direct from a board alum can be confusing
 - Distrust of existing board alums?
 - Surprise factor of uncertainty of who is reached?
- Frank: suggest change name from “honorary member” to “non-voting member”

- Seems like consensus here
- Will be addressed in Bylaws revisions
- Revisit event leads on board@? Make event leads ex officio board members?
- Leads on board list not necessary anymore for logistical reasons
- Note: event leads also currently on board drive acl

Drew Follow-up [9 min]

- Do we add someone new to the board to take his place?
 - Will follow the planned search for potential new members in 2020
- Brian will ask Drew to take BOD off his FB profile

Trust between Leadership and the Community [7 min]

- Favoritism called out as an example
- Start a doc
 - Reasons there's a trust issue... etc
 - Fill stuff out, start commenting

Bylaws fixing [1 min]

- This is covered by the long-standing action to review Bylaws
- Jered to push forward Frank's draft updates

Top BOD goals before Firefly 2020 (Carly) [2 min]

- Everyone to think about and bring topics to next BOD meeting
- Carly to make a doc

Other (5 min)

Next Meeting Topics

- Discuss Survey Free Responses
- Trust between Leadership and the Community

Next Meeting Date (team, ~5min)

Frank to send Doodle poll.