COMMUNITY DISCUSSIONS — GROUP A (Tuesday 12pm)

Shared Needs:
- Awareness
- Progress
- Effectiveness
- Attention
- Transparency
- Understanding
- Healing
- Participation
- Community
- Clarity
- Communication
- Process
- Security
- Honesty
- Contribution
- Growth
- Trust

Discussion Points:
1. Would like to see a good resolution via an updated Code of Conduct to prevent similar situations from recurring.
2. Some developers might be inclined to ignore and shy away from working through this conflict; instead we are hoping for open discussion and resolution.
3. We love the Drupal community. Anger should not pull us apart. Let's figure how we handle this. We need to feel reassured that if a similar situation arises it will be handled properly.

4. Noticed a general lack of participation from the community at the Driesnote today.

5. The way that the current situation is being handled is autocratic and there is a lack of transparency in how and why decisions are being made.

6. We want trust. We need explanations and justifiable reasons when people are asked to leave the community. This should not happen behind closed doors.

7. A democratic vote would not necessarily be a representative governance.

8. Look to how Wikimedia solves this for insights. They have similar needs for conflict resolution within their community of editors.

9. We need a community body that deals with conflict resolution — directly elected by the community, with perhaps a few appointed by those elected members. A flip of how the Drupal Association board is now.

10. We must look for mediation from outside the community.

11. Feels good that some of our board members are from outside Drupal and can help get a broader spectrum.

12. The Code of Conduct needs to evolve. We need to decide what to cover before we write it. Define values, and build rules to adhere to values.

13. We label someone a "rock star developer" and then the person is suddenly demoted — should we have more scrutiny before inviting people to leadership positions?

14. Define different levels of participation in the community, and lay out different expectations for behavior at each level.

15. If there is an undesirable act, demote "suspend" the person from leadership until final judgment. Provide for a probationary time to allow the person to defend themselves.

16. The DA board needs more-community elected members for diverse representation.

17. The Community Working Group needs people with experience in conflict resolution.

18. CWG didn't have the toolset to deal with the current situation.

19. Official communication need to be clear, frequent.

20. There must be no double standards: the person who raised the complaint to CWG and the person involved should have faced consequences at the same time.

21. We need to look to and communicate with other open source projects and how they

manage conflict in the community. PHP has gone through similar situations, reachout to and learn from what them. The Ada Initiative sought to increase women's participation in open source projects by helping them adopt codes of conduct.