

COMMUNITY DISCUSSIONS — GROUP H (Tuesday, May 9, 4pm ET)

Shared Needs:

- Listening
- Awareness
- Effectiveness
- Understanding
- Progress
- Contribution
- To be heard
- Reassurance
- Healing
- Inclusion
- Safety
- Empowerment
- Participation
- Cooperation
- Care
- Clarity
- Empathy
- Transparency
- Trust
- Accountability

Discussion Points:

1. Care about the community and now that we have an opportunity to reform the government and fill some gaps, it is something we should take and move forward with.
2. Here because they really care about the Drupal community after being involved for some time.
3. Important point in the growth of the community about how we grow ourselves.
4. Want rules of the community to apply consistently.

5. Interested in understanding a bit more about what is going. Also, keen to try to move forward. Enough talk has happened, everyone wants to see action. Wants to be a part of the action and make some decisions.
6. Desire to understand, contribute, and progress moving forward.
7. Some catharsis through these discussions.
8. We have made an investment in Drupal (agency business) and also our community investment. Looking for positivity in the LGBT community that relates to the overall Drupal community. Being heard and contribute to the resolution and the process to resolution.
9. Would like to see a healthier community (involves healing process for both business owners and contributors).
10. New to the community (10 weeks old) and is here because they are passionate about the process. Looking for Drupal to remain and open, welcoming environment.
11. Governance should give power to the community and allow anyone to contribute to an open source project.
12. Here for a number of people that don't feel safe being a part of the community discussions (due to who may attend or general discomfort).
13. Feeling too passive and haven't participated enough in the community. Hoping to involve themselves more and be a source of inspiration for furthering cooperation.
14. Been involved with Drupal for a while and has been a large part of their life. Discussions in the past month have been really hard. They care about the community and want it to be inclusive/safe.
15. We still have 3-4 times more men than women at DrupalCon, concerned about hostility in online conversations. Getting people to feel more included. Want to make sure that the governance rules that are set up are created in a way that focuses on power dynamics.
16. Continue to improve the community so that we have a community that reflects the wider world. People won't feel like they need to leave the community due to harassment that they receive.
17. Being careful about how we define inclusiveness. Clarity around what we mean when we use these words.
18. Concerned that at the moment the Drupal community feels like an unsafe space for the BDSM community. Looking to find or create some safety. Hoping that we will see some level of action coming out of these discussions. Disappointed so far due to responses to recent events.

They have not been focused around safety toward the BDSM community, seems more attacking.

19. Desire for there to not be a single person in charge of escalations when issues go outside of the purview of the CWG.
 - a. Referendum
 - b. Moderated discussion (similar to this one)
 - c. Round table / board that represents different groups
 - d. Group decisions of some kind
20. Wants more separation between DD&I and CWG. Can members be involved in both without negative effects, conflicts of interest?
21. Believes CWG appointment by Dries creates bias. CWG needs to reflect makeup of the entire community
22. Neutral mediation by CWG that reduces/removes bias of the accused/accuser
23. Training for CWG members to have greater skill in managing dispute and conflict resolution
24. Transparency in CWG process increases confidence and trust in its decision. Balance of transparency and confidentiality.
25. CWG escalation process is unspecified, misunderstood. Clarify process and apply consistently.
26. Have a clear policy around what "evidence" is "admissible" to CWG cases, so as not to encourage behavior that gathers information unethically.
27. Correction by discussion member: the CWG founding members were invited by Dries (4 people) but only one of those remains. All subsequent members that have joined the CWG were not appointed by him.
28. Doesn't feel like the CWG operates in total secrecy, but does agree that Dries shouldn't be the single escalation point.
29. In a more general sense, it's been disappointing that we've seen an uplift in abuse and attacks on the BDSM community. Some are ignorance and some are personally motivated. Hope that the DD&I and CWG would do more to reach out to groups that have experience/do outreach in the community.
30. Desire to remain constructive in discussions.
31. Think there is some misunderstanding and that leads to miscommunication. Needs a clear communication process.