

COMMUNITY DISCUSSIONS - GROUP J (Thursday, May 11, 9:30am ET)

Shared Needs:

- Trust
- Process
- Clarity
- Integrity
- Participation
- Contribution
- Resilience
- Accountability
- Awareness
- Acknowledgement
- Consciousness
- Opportunity
- Attention
- Reassurance
- Communication
- Peace of mind
- Choice
- Individuality
- Inclusion
- Consideration
- Empowerment
- Transparency
- Access
- Consideration
- Self-Responsibility
- Understanding

Discussion Points:

1. Issues w/ DA & governance model. Want to see changes regarding conflict of interest for dispute mediation.
2. Want to (re)build trust in the community, especially to the board of DA. Especially around process to manage mediation.
3. Distrust from Business Owners because DA may not be taking their company needs into consideration.
4. Employers of an accused on the mediation group is a huge conflict of interest.
5. DA has improved dramatically over the last 5-6 years and that improvement is possible in the other areas.
6. Community as a whole works fine.
7. Role of the DA is very U.S. based, doesn't respond to the European needs. DA isn't accountable to anyone and may be shaping prioritization and decisions.
 - a. Needs: awareness of global needs, basic things like date formats on the site
 - b. Acknowledgement of U.S.-centricity and commitment to change
8. It is good that community is thriving even when these challenges come up. Resilience.
9. Don't need a "dictator for life," something that can keep the community healthy and removes hierarchies.
10. Diversity and acceptance is a rallying cry for the community, but then DrupalCon is in Tennessee (non-LGBT friendly city). What can we do to support diversity to help balance/offset the investment in funds to a non-friendly state? Turn this into an opportunity for diversity. Get an official communication about this.
11. What can all roles (contributor, individuals, business owner) do? Reassurance that the DA is really behind it.
12. Worries about someone's behavior *outside* of the community is being brought in. Keep separation of outside choices from their activities in the Drupal Community.
13. Issue with one word "globalism" in the Drupal mission statement. It used to be positive, but now it is political, perhaps this should be readdressed.

14. LGBT issues were also in New Orleans and Austin, they have been there before.
15. Decisions that were driven off Drupal 8 to embrace Symfony was a huge disservice to community (forked Drupal / Backdrop).
16. Power shift to the PHP coding class is really hurting less technical members.
Consideration of those that don't have the technical skills. Some discussion that "WordPress is on our tails". Accessibility shouldn't be removed for others as the software progresses.
17. Understand that the internet is public in our actions. Trust & Self-Responsibility.
18. Trust process end-to-end (for private issue management) or need full disclosure to have transparency to maintain the trust.
19. Need to trust Community Working Group or whoever is running the mediation process.
20. Code of Conduct should be reviewed/ revised with issues that may be missing.
21. Desire to classify Drupal as a professional vs. personal thing, but it is very hard to do this.
22. Leadership roles need to comply with stricter guidelines than the Code of Conduct outlines, perhaps with further definition about what *is* a leadership role and how are leaders appointed.
23. Decision-making power comes with accountability and consequences.
24. State funded travel is not allowed to TN, so DrupalCon is not including those people by being in TN.
25. Must clarify positions that are "leadership".
26. What are the boundaries of the Drupal community?
27. How is community defined? Where does community begin and end?
28. In which cases a Drupal community member's activity "fair game" or relevant (positive or negative) in the Drupal community?
29. If personal, outside activities, outside the community is pulled into the community by someone else, what are the consequences for someone sharing private information?
30. Supporting non-LGBT states over and over again is a sign of an issue, not just a one-off.
31. What is truth in this situation?

32. Lack of good communication.
33. A leader that represents the community must uphold the values of the community, not their personal views (e.g., extremist religious or racist).
34. General community members have less impact than “leaders” because they lack decision-making authority.
35. Beliefs vs. behaviors. Only actions matter. Inclusivity applies to all beliefs. We all have different ideas, that alone shouldn’t disqualify someone from leadership.
36. It is good to be surrounded by others with different ideas, even though there are some that we don’t agree with.