

COMMUNITY DISCUSSIONS — GROUP M (Wednesday, May 17, 12pm ET)

Shared Needs:

- Participation
- Listening
- Self-Responsibility
- Awareness
- Agreement
- Healing
- Progress
- Hope
- Harmony
- Process
- Forgiveness
- Clarity
- Consideration
- Balance
- Direction
- Perspective
- Confidence
- Contribution
- Choice
- Reciprocity
- Individuality
- Empathy
- Transparency
- Trust

Discussion Points:

1. There is a desire to listen to other people's opinions about the project. There is also a desire to participate in this process and be a part of the project's outcome. Community members feel like it is their right and responsibility to participate in the project and it gives them a sense of belonging within the community.
 - a. What other opportunities do members have to participate?
2. With the most recent situation within the community there is still a lot of animosity. There feels like the community is not close to a healing point.
 - a. There is a want for the community to come back together and be able to work together again in a positive manner.
 - b. It feels like some community members have dismissed and have not considered other's views. Is there a way to remind community members of this?
 - c. Encourage community to pause and reflect before stepping into conflict, recognize difficulty for all involved, accept lack of information.
3. It feels like people are being overly strict with the community. If there is a violation, there should be discipline but also forgiveness.
 - a. Not sure how this would look. Perhaps a certain amount of time away from the community as a discipline?
 - b. Mistakes should be used as a teaching method.
4. Balance between transparency and privacy; image to the rest of the world — needs to be managed in a considered way.
5. There is a want to avoid becoming overly political within the community.
6. There is a desire to have clarity of rules, discipline and a clear process for community members.
 - a. Disclosure of "infractions" / violations could help highlight repeat behaviors that could be avoided.
7. Community style of governance should come into play. Community elected people. Project Management Committee style governance, with community-elected members

- a. There is a concern of conflict of interest with Dries being the decision maker.
There needs to be to be decentralization of power.
 - b. With the growth of the project and community, the governance should reflect this.
 - c. The responsibilities need to be evenly spread.
 - d. There is a want to make sure a decision (like the one recently made) is not put on one person again.
 - e. There is a fear that things will repeat themselves if no changes are made.
 - f. How does the governance work?
8. There should be transparency in how decisions are made, ensure it is documented well, access to everyone, promoted widely to ensure greatest exposure.
- a. It was not realized that someone could be asked or be removed or to step down within the community.
 - b. The documentation also needs to be available for all the see/read/reference back to.
 - c. Could be used for onboarding new community members. Onboarding process for new community members to include sharing and explaining this, confirming understanding.
 - d. Cannot abide by something that there is not awareness of.
9. Is there currently an onboarding process for new community members?
- a. Would this be adding too much work to volunteers who may not have the means to make this onboarding process.
 - b. There would need to be resources for the volunteers for onboarding process.
 - c. Resources needed to make these changes effectively, fairly, sustainably.
 - d. Could possibly be included in first-time contributor workshops at Cons, but it still doesn't capture global community.
10. Where is the future of Drupal going? There is a need for the community to have confidence in Drupal in order for them to want to support the project.

11. Want to ensure there is still room for choice of interaction in the community. Room for individuality in the community.
12. There is a need for greater inclusion of people with non-development skills, more room for contribution from those not in the inner circle. IRC more development channel, hard to get "in".
 - a. There's currently too close-knit groups within the community that it making it difficult for members to help contribute.
 - b. Supporting Partners of DA not included, embraced in making contributions.
 - c. There is a want to contribute, but it is not being recognized or appreciated.