

Note: This transcript has NOT been edited for accuracy and may contain transcription errors.

Elizabeth Corinth (she/they): Ah yes.

Elizabeth Corinth (she/they): Sorry, I I took copious notes, so I really apologize, and I did I did take copious notes.

Kyle Maxwell He/Him: because some people had actually watched the.

Kyle Maxwell He/Him: videos so I wanted to make sure that.

Kyle Maxwell He/Him: You would be clear that we had talked about some of those issues so maybe I can just give a little summary of what I previously talked about for the recording.

Elizabeth Corinth (she/they): that'd be great, and if you want to even consult the notes um i'll drop that.

Kyle Maxwell He/Him: link in there.

Elizabeth Corinth (she/they): just yet, so you can and also so that you can check and make sure I captured everything fully and accurately, if you have anything.

Elizabeth Corinth (she/they): That I should add, or change.

Kyle Maxwell He/Him: On the agenda page or.

Elizabeth Corinth (she/they): yeah it should be there under the agenda yeah there's notes.

Elizabeth Corinth (she/they): listed there and that's.

Kyle Maxwell He/Him: Okay sorry sorry everyone for taking up so much.

Elizabeth Corinth (she/they): that's my bad.

Okay.

Kyle Maxwell He/Him: So just to recap, again we didn't start recording right at the beginning of the meeting, but I just want to share what we started talking about because it's all about the.

Kyle Maxwell He/Him: Facebook group and the concerns that have been raised and i'm trying to represent the people who didn't feel comfortable joining the meeting by sharing their perspectives, so this is all somewhat based on the discussions and disagreements that started last summer.

Kyle Maxwell He/Him: Where some folks.

Kyle Maxwell He/Him: They were trying to contribute different different.

Kyle Maxwell He/Him: People with different backgrounds that have different marginalized groups that we're trying to really make the difference in the Community and wanted changes in the management structure.

Kyle Maxwell He/Him: To to help the colonial eyes the process, but basically the.

Kyle Maxwell He/Him: Some people are frustrated and left.

Kyle Maxwell He/Him: But in the end it led to the Community visioning process that that was.

Kyle Maxwell He/Him: designed to take input from the Community and the executive management structure doesn't hasn't changed significantly but.

Kyle Maxwell He/Him: It has hopefully brought morning feedback from the Community.

Kyle Maxwell He/Him: So, then, the recent catalyst was the the post about the.

Kyle Maxwell He/Him: New fee structure are sliding scale and and that led to some questions about representation and engagement and.

Kyle Maxwell He/Him: i'm going to this is going to be a little more brief than last time, but basically that was sort of the catalyst that there was a lot of comments on there, some of them were removed, people were were unhappy.

Kyle Maxwell He/Him: and

Kyle Maxwell He/Him: I think, maybe like five or 10 people were feeling frustrated and this has this has an important impact on the organization because.

Kyle Maxwell He/Him: People like myself and the people at this meeting and the people in the group I don't know how many random people check the Facebook page but it's more about the Community that's already around for school.

Kyle Maxwell He/Him: And and their desires to volunteer and participate, it is important to consider all the different perspectives and opinions.

Kyle Maxwell He/Him: So I was going oh yeah so there was, I did had mentioned how he spent a lot of time developing inclusive guidelines for the big Facebook group to really allow free discussion there that would be more comfortable to the administration, because of.

Kyle Maxwell He/Him: Any concerns about.

Kyle Maxwell He/Him: portrayal on the public Facebook page.

Kyle Maxwell He/Him: But there's still a trade off because people can share publicly about their experiences with the page and there's been a lot of negative feedback and in a fair bit of it is is valid or brings up good issues, so we want to try to have a way to deal with that better than.

Kyle Maxwell He/Him: what's happening right now, because I feel like people don't feel it's working.

Kyle Maxwell He/Him: And there is a higher barrier to entry right to get into these meetings I mean anyone is welcome to join, but it takes a time.

Kyle Maxwell He/Him: So yeah i'm still hoping that we can find a more productive middle ground and then that led into your admin crew apparently asking for a little clarification on the new position so it'll it kind of came around the fees and the money.

Kyle Maxwell He/Him: which you know it's always going to be a controversial topic when you start talking about charging fees and and I made the point on the public page that this is going to be optional.

Kyle Maxwell He/Him: And so that kind of makes it a gradual and flexible transition but.

Kyle Maxwell He/Him: One of the main concerns was people, especially marginalized groups trying to spend time volunteering and not being compensated because that's especially valuable work, and so the goal, I believe, was to hire someone.

Kyle Maxwell He/Him: To about in that regard as a staff that would be more representative of the Community, and I think you're going to get a little bit more information about that, and why that ties into everything we're talking about.

Elizabeth Corinth (she/they): yeah so there's um yeah so I had just dropped in the chat the link to I think it did yeah the Community engagement manager posting of what that position is.

Elizabeth Corinth (she/they): And the goal of that position is to be.

Elizabeth Corinth (she/they): Engaging and moderating the our outdoors Community space right so they'll be involved in that space kind of keeping eyes on everything that's going on they're responding to and addressing any concerns or issues that may arise and.

Elizabeth Corinth (she/they): kind of keeping tabs on what's happening and making recommendations about you know content that might be useful or structures or systems that might be beneficial.

Elizabeth Corinth (she/they): Within the platform, as well as you know, potentially and other like social media spaces.

Elizabeth Corinth (she/they): We, you know as we.

Elizabeth Corinth (she/they): Invite folks on to create their local groups right so there'll be local groups on the platform available for people to connect with other folks in their area.

Elizabeth Corinth (she/they): To communicate with each other, share ideas and tips and questions and then eventually that's also where the events will be hosted.

Elizabeth Corinth (she/they): Those will be moderated by a local volunteer the Community engagement manager will be a support person for those folks so that you know as they.

Elizabeth Corinth (she/they): may run into any issues that they have the Community manager to kind of speak to fall back on come in and address anything that may be happening within the groups.

Elizabeth Corinth (she/they): That needs to be addressed so that's the position of the Community manager there's also in jewels I think can speak a little more about this because he's been working.

Elizabeth Corinth (she/they): kind of as the main point person on this, but there's been a couple of thousand dollars set aside in the budget for consulting and auditing of some of our core programs and processes specifically from an equity lens so Jules I don't know if you would like to do that number.

Jules Beesley (he/him): yeah so I mean this partially maybe addresses some of the concerns of.

Jules Beesley (he/him): not paying people for their Labor especially black indigenous people of color and people holding other marginal identities and asking them to contribute and to to.

Jules Beesley (he/him): To make our practices more inclusive and.

Jules Beesley (he/him): build it and Center racial equity, but without compensating them, which is a problem, so we're.

Jules Beesley (he/him): Right now we're.

Jules Beesley (he/him): Looking to hire someone to do an audit around our policies and.

Jules Beesley (he/him): Practices specifically probably Looking first at the grievance policy which is really important to have that in place and that's maybe one of the most important pieces.

Jules Beesley (he/him): but also our orientation track.

Jules Beesley (he/him): And some just kind of looking at us big picture and then doing an audit of our some of our existing things that we're.

Jules Beesley (he/him): putting into place and then also the plan is then to in the future, as we have more funding to be able to to bring them on again or bring someone else on to consult further to help us.

Jules Beesley (he/him): With our strategic planning in the future.

Jules Beesley (he/him): And so that is in the works and that's very new and so we're looking for people and if anybody here can has recommendations on organizations or people to that I can reach out to.

Jules Beesley (he/him): Please share those with me, I have a few people that i'm going to speak with Texas, but if you have any buddy else in your network or know of any good organizations that can speak to especially.

Jules Beesley (he/him): Looking at outdoor and nature access.

Jules Beesley (he/him): To.

Jules Beesley (he/him): The I J lens that would be really helpful but i've got some people that i'm.

Jules Beesley (he/him): starting to speak with that's that's very new and that's one thing and another.

Jules Beesley (he/him): Another piece to this it's also very new which isn't quite fully fleshed out I don't think but it's a the ideas and maybe Elizabeth even knows a little bit more about this as to.

Jules Beesley (he/him): bring in I advise developing Advisory Board, do you know a little bit more about this.

Elizabeth Corinth (she/they): yeah.

Elizabeth Corinth (she/they): I was just looking Mercedes Maybe you can pull in the document um but yeah I was just looking at the working proposal right now, and the idea, there is, I think, to bring a team of four to five folks in.

Elizabeth Corinth (she/they): Specifically, who have backgrounds media are involved with organizations around different communities.

Elizabeth Corinth (she/they): Different marginalized communities specifically to come on as in a paid capacity.

Elizabeth Corinth (she/they): To you know provide some input and feedback on the platform on programs on you know specific offerings that we could.

Elizabeth Corinth (she/they): could work towards that would be beneficial to the members of their community from their perspective, so I think that's kind of the idea I think Mercedes just put the.

Elizabeth Corinth (she/they): The working version of the proposal yeah this is kind of brainstorming and an initial like.

Elizabeth Corinth (she/they): draft of the first contact invitation.

Elizabeth Corinth (she/they): We I think we're talking about.

Elizabeth Corinth (she/they): In terms of what funds, we could currently devote to that that that would be maybe five hours per person at like \$50 an hour of initial consultation and again with the goal of continuing our relationship as additional funds become available to.

Elizabeth Corinth (she/they): To continue to deepen in that work because that's something we would love to integrate fully but yeah again oh yeah I think Mercedes kyle saying he doesn't have access to that link.

Elizabeth Corinth (she/they): Okay, so so yeah those Those are some of the pieces that we are working on specifically you know, in response to those previous concerns that have been raised regarding.

Elizabeth Corinth (she/they): Regarding just not wanting to rely on free Labor of marginalized folks to provide input and feedback.

Kyle Maxwell He/Him: And I think there was another related concern that that I hope that that will help to address.

Kyle Maxwell He/Him: So that that's i'm promising because.

Kyle Maxwell He/Him: The other issue was one of accountability, I think the grievance process is important, but if you have an issue with the.

Kyle Maxwell He/Him: board or the executive director what it seems like.

Kyle Maxwell He/Him: Currently, those are all interrelated in a way that it would be hard to have an objective perspective, so I think that's probably why you're considering that that does sound like it would be necessary.

Elizabeth Corinth (she/they): yeah and I don't know that the Advisory Council is specifically yeah well yeah yeah exactly that's what the grievance policy is is geared towards and and really developing a clear system, for you know the raising of concerns and the addressing concerns, as you say, in the impartial.

Elizabeth Corinth (she/they): way.

Jules Beesley (he/him): So yeah and and that accountability piece is really something that that whoever's consultant who's doing the audit is really going to hopefully help craft and figure out.

Jules Beesley (he/him): Because you know right now we're you know it's hard to hold ourselves accountable with we're so small and.

Jules Beesley (he/him): And it's just that's not going to work, the way and so that is something that has to be.

Jules Beesley (he/him): developed and built and figured out definitely and I just wanted to add that the you know that the sliding scale and one of the reasons why I supported that.

Jules Beesley (he/him): Was and I support this there's other organizations that I do this, is that it's it's a way to actually increase equity, because then you're able to take you know funding from the people who can afford it, so that you can do more.

Jules Beesley (he/him): and

Jules Beesley (he/him): and help address access and some of these barriers that are structural and the new advocacy and policy work and lots and partnering with other organizations and contributing to them and doing and things like that so.

Carlos Reyes: Why doesn't work meditation.

Doing.

Jules Beesley (he/him): So right now we're not partnering with any other organizations that i'm aware of, but for that's the plan right that's what we're working towards is to build those partnerships.

Elizabeth Corinth (she/they): we've got you know we've had a lot of conversations with specific organizations, you know variety of organizations over the past, you know five years and.

Elizabeth Corinth (she/they): Specifically, through the convict Community visioning process that was one arm of that so there's definitely existing relationships that have been cultivated over a period of years and in cases.

Elizabeth Corinth (she/they): That, but I think the challenge has been capacity in terms of you know, being able to like really.

Elizabeth Corinth (she/they): make those you know deep an integrated partnerships, you know we've we've had the capacity to kind of build some of those relationships and start those conversations, but I think what we're.

Elizabeth Corinth (she/they): hoping for, with this sliding scale, you know donation ask is that we will be able to reach a level of funding, where we can actually support those things with.

Elizabeth Corinth (she/they): Paid positions, who are overseeing those and like Joel said, you know, being able to contribute funding towards.

Elizabeth Corinth (she/they): Specific partnership initiatives, and you know we've talked about doing in person on the ground kind of workshops, with different organizations things like that you

know those are all things that that hasn't really happened effectively and on a purely volunteer basis.

Elizabeth Corinth (she/they): So, yes.

Jules Beesley (he/him): And I don't want to lose the deleting comments on Facebook discussion, too, I think that's we haven't ended that discussion and i'd like to hear from more people if anybody has seen those comments or as aware of them or has anything else to add or say about that.

Jules Beesley (he/him): love to hear brooklyn.

Brookelyn: yeah I just I was following a little bit and.

Brookelyn: I get the wanting to not have commented on the Facebook page, but I saw that and I saw the deleting and it just.

Brookelyn: I just get a feeling inside this is a mistake, this is not the way we should be handling it um so I was trying to think of like ideas.

Brookelyn: For like a middle ground or something and I just I think um and i've seen in other I can't think of any examples, but I have seen on Facebook and other pages, where people write negative comments and sometimes you see people delete them and then sometimes you see them respond.

Brookelyn: To them, and I always have respect for the organizations that don't delete the comments and they do respond to those hard Comments like.

Brookelyn: You know, even if it's not fun, but um, so I think that's important, and I know that the Facebook page isn't a place where people have a lot of time to spend like going back and forth and getting into arguments I totally get that so I don't know if there's a way that we could.

Brookelyn: Have like us a system in place where if somebody has a legitimate concern and they're posting it as a comment um.

Brookelyn: Even if there's no time to directly respond to that comment at that time, like could we post like thank you for your concerns here, thank you for your feedback, can we post a link with that to like a forum, or something where people can can.

Brookelyn: put those complaints and in their tracks and we can use that and, like you, and we could respond like at a later date, like if you can't it's hard to do it in the moment sometimes and like to think out those responses um but maybe.

Brookelyn: Just posting something like that, and then getting back to it later.

Brookelyn: And then they're tracked and then I don't know if we could somehow integrate that with the DJ committee and seeing what people are.

Brookelyn: upset about are complaining about and then kind of as a group, because we're trying to go from that top down to the bottom up.

Brookelyn: Get the get the word model yeah i'm.

Brookelyn: Trying to move in that direction and kind of running that through the DEA jaye committee and I know, right now, like the committee's not super active we're just trying to get.

Brookelyn: started again and free for schools in a tough spot right now we're we're trying to change all these things and get these committees started, but not and decisions have to be made and we're not everything's not in place yet.

Brookelyn: So it's, it is difficult, and I, I totally understand and understand that, but maybe something like that would would work I don't know.

Brookelyn: And then the other my other thing I was thinking about was somebody made a comment about the name are outdoors I don't know if anybody saw that comment um, so this is just another example of trying to move toward that bottom up model.

Brookelyn: Like that name to me sounded fine I didn't think anything of it, and then you hear other people's opinions that have a different perspective.

Brookelyn: That that see a problem with it and that maybe the rest of us would never see so I was kind of envisioning like.

Brookelyn: When we move more bottom up, is like before we make those decisions running it through the da da da committee to get those opinions before.

Brookelyn: The decisions made you know what I mean or before we make commit to that kind of stuff and I know like right now it's hard just because we're.

Brookelyn: This that stuff is not necessarily in place yet, but just going forward that's kind of what I was thinking is like really any major decisions like run it through the DJ committee because you might get a really good opinion on it or good feedback that you didn't would never think of.

Kyle Maxwell He/Him: Looking for links, did you say, this is a concern, they have.

Brookelyn: They say that again.

Kyle Maxwell He/Him: I feel like you mentioned that they had a concern, but I thought it was interesting to mention this specific.

Kyle Maxwell He/Him: issue that they had with the name.

Brookelyn: um.

Kyle Maxwell He/Him: Did you say it or Would you mind if I that.

Brookelyn: i'll go ahead yeah if you have it up, I don't I was gonna pull it up, if if you have it.

Kyle Maxwell He/Him: The specific concern was that our outdoors.

Kyle Maxwell He/Him: sounds colonialist and I admit that it didn't think of it that way, a purse I thought, our refers to us as in humans like being a community and working together, but the way they saw is our it can be also a possessive pronoun so.

Kyle Maxwell He/Him: It had this implication of owning the outdoors and then the feeling was that, with the predominantly white management that they were saying that.

Kyle Maxwell He/Him: This predominantly white community which I don't know the statistics may or may not be entirely the case in general, but that it felt like the white Community was owning the outdoors and so that was just a totally different way of looking at the same words and.

Kyle Maxwell He/Him: I don't know how many people would naturally think of it that way, but it's important to consider those kinds of things.

Kyle Maxwell He/Him: And I know there's been already a lot of marketing material out with the name our outdoors I don't know exactly how it was decided on, but yeah it seems like how I know naming is really a hard thing.

Kyle Maxwell He/Him: But the more perspectives, the better because, even if you know people aren't setting the name just just having more context is always better.

Jules Beesley (he/him): yeah, I think, including more voices, as always it's necessary and we don't think we have the mechanisms in place for that and the processes and we just been.

Jules Beesley (he/him): I mean it's been a mess Washington, since the pandemic and everything and restructuring and every it's just a mess, so I agree that.

Jules Beesley (he/him): I would like to see things be much more bottom up and have.

Jules Beesley (he/him): You know, clear channels of communication, where people can be heard and those can feed into a decision making process like if we're if the big committee is making decisions what's that process we don't even really have like a formal decision making process.

Jules Beesley (he/him): Do we vote we have majority like we don't we haven't written like our own little subcommittee bylaws so you know and then.

Jules Beesley (he/him): How do we make those binding right, and I think that hasn't been figured out it's worth spending some time figuring that out for sure, because I think that was that's always been the plan for this committee and this committee has never.

Jules Beesley (he/him): been cohesive enough and stable enough to really have that happen, and so you know initially got kinda.

Jules Beesley (he/him): sidelined, because it just wasn't active and from will probably lots of reasons and attention being a big one, I think probably but.

Jules Beesley (he/him): You know I think that's.

Kyle Maxwell He/Him: partially wasn't active is.

Kyle Maxwell He/Him: people felt frustrated and then yeah.

Jules Beesley (he/him): Like that's true yeah.

Jules Beesley (he/him): mm hmm.

Kyle Maxwell He/Him: i'm just a couple things I like what brooklyn said about like the thinking about the rules, I didn't want to make that point again of comparing the the rules that we worked on for the big group to the pre for school Facebook page.

Kyle Maxwell He/Him: I think it'd be nice if we could come up with some rules that were less defensive or it just when you read it right now it's like, no, no, no, no, no, no, no, I think.

Kyle Maxwell He/Him: It feels pretty negative and I know there's like reasons why that's been a problem but um I guess we don't really need to do it right now, but it would be good to talk about if there was a way to specifically.

Kyle Maxwell He/Him: Have the rules, you know it still can be in support of the organization, but not quite as strict.

Kyle Maxwell He/Him: I could also read, one of the comments that was the we did for context that I wasn't terribly inappropriate.

Kyle Maxwell He/Him: Hello new person.

Kyle Maxwell He/Him: Did you want to share something no.

Kyle Maxwell He/Him: Is that all right.

Kyle Maxwell He/Him: So i'm.

Kyle Maxwell He/Him: Actually I don't know, maybe I shouldn't say their name.

Kyle Maxwell He/Him: This person's says, I wonder how that new staff member would feel about this organization deleting marginalized voices and refusing to listen.

Kyle Maxwell He/Him: It all seems really performative antagonizing also I am a person of color if that makes a difference, I also notice your whole board is made up of white people while this.

Kyle Maxwell He/Him: White board willing to be uncomfortable and listen to the by hard person you intend to hire as well as marginalized by volunteers i'm really embarrassed for F of us right now and that I was part of it.

Kyle Maxwell He/Him: So I think, while that is negative about the organization, it does bring up good points, and like brooklyn said, addressing that publicly would.

Kyle Maxwell He/Him: I personally think I guess I you know, including my own opinion would rather see that address problems publicly then not addressed, because I think people respect, seeing that kind of stuff dealt with in a in a fair and inclusive way.

Brookelyn: As they think there are like there's been a lot of people working to relaunch this organization and to address a lot of the issues that came up last summer and there's.

Brookelyn: A lot of it's a small group of people that are kind of intimately familiar with what we're doing and there's a thousands of other people that aren't that aren't keeping up with emails they're not keeping up with the groups and.

Brookelyn: Which is normal.

Brookelyn: But I think if you can, if taking the time to address those concerns, like some of those concerns could have been addressed with actual things that we are doing and that could have educated people.

Brookelyn: about that, like about the things that we are doing it's not like we're sitting here doing nothing and nothing has changed.

Brookelyn: You know there's a lot of people have contributed to fix a lot of these problems and I think.

Brookelyn: that's why I might like if I was in charge that would want to address the comments, because you can.

Brookelyn: educate the other people, reading the comments and if there's no response, or they get deleted, then it makes it feel like we're not fixing those problems that we're just trying to sweep it under the rug because we're not dealing with it, even though we are.

Jules Beesley (he/him): And we're missing, you know when when stuff gets deleted were first of all, no one is able to see why those posts were deleted or that they were existed, I mean they're gone right there out of you.

Jules Beesley (he/him): And the other end it's hurtful to the person who took the time to respond right and and and it's.

Jules Beesley (he/him): Not.

Jules Beesley (he/him): And we're losing this important these important these voices and these ideas and this feedback that we need so.

Jules Beesley (he/him): Lots of problems there, I think there may be other reasons why those were deleted I don't know I mean I don't know the specific reasons.

Jules Beesley (he/him): On the each post or anything like that, but and there's also probably no real you know there's no moderation necessarily going on in some unlike that paid right so that's there's no clear I don't know if there's like clear guidance on what.

Jules Beesley (he/him): jumping they're going to get believe believe it.

Kyle Maxwell He/Him: I think that's why there's all those rules up, no, no trolling know whatever cooling and stuff that I hadn't even heard of.

Kyle Maxwell He/Him: But that is one thing we worked on it, I don't know if it got widely shared but we.

Kyle Maxwell He/Him: did put that in the reading for when you join the big group the policy there is that you never delete things as a first resort you always start with clarifying the rules and then having a discussion with the Community, and only if there was something hurtful that was said with that.

Kyle Maxwell He/Him: eventually be deleted and, if necessary, a follow up post would explain the context to the Community so everyone that be aware of what happened, it would interest disappear.

Kyle Maxwell He/Him: And I guess i'm.

Kyle Maxwell He/Him: So so we've been sharing that that perspective and I didn't hear that and and Mercedes have been moderating that so since Mercedes is here, I would hope that maybe.

Kyle Maxwell He/Him: You could share your perspective on.

Kyle Maxwell He/Him: If you felt that those comments were unreasonable, are you open to other methods of dealing with it, or why.

Kyle Maxwell He/Him: Maybe you could talk just a little bit about.

Kyle Maxwell He/Him: The strategies that are that are the current plan.

Mercedes Benedict (she/her): yeah I appreciate, you know you asking, I guess, I feel like it's not you know i'm here to listen and I, and I appreciate everyone coming in and voicing their opinion and I came to listen to everyone else's opinion I.

Mercedes Benedict (she/her): would just say that you know I am an employee of this organization, and so I.

Mercedes Benedict (she/her): i'm here to you know participate in that capacity and I don't think that it's like.

Mercedes Benedict (she/her): That, I have an explanation that I can give.

Kyle Maxwell He/Him: So you feel like you're basically doing your job and trying to follow the rules as they're described on that page that's kind of how i'm interpreting that.

Mercedes Benedict (she/her): yeah I think that that would be a fair interpretation and I and and obviously i'd like to have an opinion as a human being, you know and.

Mercedes Benedict (she/her): You know, as a minority, but I think that.

Mercedes Benedict (she/her): I mean, I will just say on a personal level, that some of the things that are not on there anymore, I feel like.

Mercedes Benedict (she/her): I personally feel like there was some very hateful things that were said that are hurtful to individual people.

Mercedes Benedict (she/her): And that that I don't know that that's necessarily the place for those to exist and that I don't know that there's a great solution, I don't think it's there's like a wonder like well if we just do this, that you know that no harm will be done to anyone.

Mercedes Benedict (she/her): So I definitely don't think that I have the answer.

Kyle Maxwell He/Him: Okay, well, I mean I think it's very understandable that you're.

Kyle Maxwell He/Him: Right yeah, so I think that ties into tone policing and we can talk about that briefly because.

Kyle Maxwell He/Him: I think you're right, I mean I have seen things that could be.

Kyle Maxwell He/Him: I don't know if I saw the things you're talking about, but I could see how there were some hurtful comments there's been a lot of anger and frustration, I think some of its justified, but it doesn't.

Kyle Maxwell He/Him: make you good to me saying hurtful things right, and so I think.

Kyle Maxwell He/Him: Well, thinking about tone policing engaging with some of the discussion I kind of was also thinking about the escalation and.

Kyle Maxwell He/Him: In the we're all we all want this to be a better place right so we're all working together on that and.

Kyle Maxwell He/Him: Like I said before, if something is hurtful especially to marginalize groups, but it could be hurtful to other people as well.

Kyle Maxwell He/Him: which I guess is probably what some of those costs were, and that was within reason to you know take it down and um I do think there were some may be negative, but not hurtful things that are more borderline, then you know, is where where we get into this Gray area um but.

Kyle Maxwell He/Him: yeah so.

Kyle Maxwell He/Him: yeah there's always a balance.

Elizabeth Corinth (she/they): And I think another thing that we run into is you know capacity with with the engaging in these kinds of conversations and and what that you know what that capacity is and the extent to which, like that can take the time of.

Elizabeth Corinth (she/they): Of paid staff and the extent to which volunteers are willing to take on that role.

Elizabeth Corinth (she/they): Because it can only happen if someone is doing it and so kyle you have you know very graciously stepped up, within the context of the DJ forum, and I hope that others will you know join you and I think you know.

Elizabeth Corinth (she/they): we're always that is always an open invitation to members of this committee and participants in that forum to to work alongside kyle and in that because that's.

Elizabeth Corinth (she/they): A task that can you know can rapidly become.

Elizabeth Corinth (she/they): Very like a significant time commitment, depending on the level of engagement in that space.

Elizabeth Corinth (she/they): And so.

Elizabeth Corinth (she/they): So yeah that's that's just something that we've also had to consider, as I think we, you know determine.

Elizabeth Corinth (she/they): The way that we are able to engage on the main page is you know, like we we can't dedicate the entirety of our resources to responding to comments when we're trying to do a lot of work with very minimal.

Elizabeth Corinth (she/they): You know funds to pay staff for on a weekly basis so that's just something that you know, has to be part of you know any anything that we make has to be sustainable and supported with the resources that.

Kyle Maxwell He/Him: So there's sort of a catch 22 there that's what I like to say, you know, sometimes.

Kyle Maxwell He/Him: It feels like or maybe it's a short term long term balance but it's like Oh, you know if only we had more resources, we could handle all these.

Kyle Maxwell He/Him: negative comments, and when you delete delete delete and then there's more negative comments, and then we have less resources.

Kyle Maxwell He/Him: You know, whereas if we just addressed it people wouldn't be so frustrated.

Kyle Maxwell He/Him: And then there wouldn't be as many negative comments, and then we wouldn't need someone your resources that we have enough time to moderate it and I know it's not that simple but that's why it's a catch 22 because it kind of bounces back and forth it's never a simple solution.

Kyle Maxwell He/Him: But there could be you know we may be like stuck in like a local minimum where things you know, there may be other ways to make positive progress.

Jules Beesley (he/him): Would anyone else, like to.

Jules Beesley (he/him): speak on this issue.

Jules Beesley (he/him): I want to give space for other voices if anybody else has anything they want to say.

Kyle Maxwell He/Him: i'll try to talk less, I will say, I understand that i'm have a lot of privilege categories and I really want to hear more from other groups, but the only way i've been able to do that, right now, is by sharing their voices here.

Kyle Maxwell He/Him: Are people talking, I just wanted to make sure we included all those topics.

Elizabeth Corinth (she/they): Thank you for doing it.

Kyle Maxwell He/Him: I don't know if any of the new Members want to talk about what interested them or something like that.

yeah Jennifer.

Jennifer Anderson LaRue: Am or was I don't know sorry really bad lighting I moved to listen to my father chatting in the background, and I was and co director in.

Jennifer Anderson LaRue: East King county and 10s date, whatever that will look like overcome and and I had joined the the big forum.

Jennifer Anderson LaRue: right before like a lot of the stuff that happened, and you know, unfortunately, because of Kobe and toddler and stuff I haven't had a lot of time or space to keep track of things, but i'm and i'm sorry I joined here late, I got the time difference wrong.

Jennifer Anderson LaRue: But I guess what.

Jennifer Anderson LaRue: My concern is an even just joining this and you know we don't have to spend a lot of time on it, but i'm.

Jennifer Anderson LaRue: Like I don't.
know.

Jennifer Anderson LaRue: What am I trying to say I don't see a lot of people here that are just volunteers, or like what like.

Jennifer Anderson LaRue: I have a couple of concerns like what is the standing of this and, like are there, volunteers who are currently willing to work like the G H I J issues and do we have.

Jennifer Anderson LaRue: People of color and people with disabilities and who are here and participating and help us be that stuff in that in that same question kind of applies to like some of this.

Jennifer Anderson LaRue: relaunch stuff you know I tried to follow the Community visioning process and engage when I could and but my concern there is kind of the same like I saw a lot of.

Jennifer Anderson LaRue: engagement from people this privilege and not the same amount of engagement from other backgrounds and i'm just worried that as we keep pushing forward like it just said, continue to send up red flags for me that the concerns that were raised, you know, a year ago haven't been.

Jennifer Anderson LaRue: addressed or or i've kind of been lost in the shuffle of relaunching and we're losing voices and it kind of speaks to like.

Jennifer Anderson LaRue: What has happened with the comments on the free for school page right now, like it actually created a lot more work, I think, for you guys to delete them rather than just.

Jennifer Anderson LaRue: letting them stand and maybe just having a general statement to respond to them, because now there is some valid criticism, which was criticism before that.

Jennifer Anderson LaRue: Minority voices are being disregarded and even shut down I don't I don't have a good anyway, I apologize for jumping on late because maybe some of this was already addressed and.

Jennifer Anderson LaRue: I haven't had the capacity to stay fully informed, but I would love to be able to report back to like people are asking me like what we plan to do like what that looks like in terms of how free for school is honoring.

Jennifer Anderson LaRue: Minority voices and addressing some of the criticism that came up and how.

Jennifer Anderson LaRue: You know it's one thing to say, like we're open to having all voices contribute and it's another to like make sure.

Jennifer Anderson LaRue: There are opportunities for their voices to participate, where they feel safe, because what I hear a lot of is that people of color and people with disabilities and other people with minorities, and you know identities.

Jennifer Anderson LaRue: No longer feel safe enough to participate in this and and help move the organization forward.

Jules Beesley (he/him): Thank you for sharing that I think those are all really important and valid points and thanks for sharing all of that.

Jules Beesley (he/him): I don't know if I have any answers to that because these are all real problems that we're struggling with, I can say that we are trying to struggle we're struggling with these and we're trying to.

Jules Beesley (he/him): We have a plan to increase the diversity of the Board that's one thing.

Jules Beesley (he/him): But.

Jules Beesley (he/him): But that's you know that's a small piece developing our hiring practices.

Jules Beesley (he/him): and improving those and making sure that.

Jules Beesley (he/him): they're inclusive but we're also trying to we also have to make sure that you know we're very.

Jules Beesley (he/him): We know what are we, including people in, and that has to be.

Jules Beesley (he/him): You know, we have to really make sure that this organization is structured in a way, where voices will be heard and power will be shared eq and equitably, and if there's, and that means that people who had that they have access to.

Jules Beesley (he/him): To to hold people like to hold the people, the top accountable, I think that was a fundamental issue.

Jules Beesley (he/him): A year ago and it's still it's still an issue and I don't think it's been fully resolved and.

Jules Beesley (he/him): But we are at a point where things can be changed and restructured and it's happening so.

Jules Beesley (he/him): yeah I would say, these are problems that need to be.

Jules Beesley (he/him): worked on and.

Jules Beesley (he/him): Hopefully we're working on them, I mean it's a it's a it's a real challenge and I don't know you know I don't know if it'll succeed, I mean, to be honest, I don't know if this organization will succeed.

Jules Beesley (he/him): At meeting those challenges.

Jules Beesley (he/him): But i'm i'm working on it i'm still committed to work on it.

Kyle Maxwell He/Him: Great question i'm.

Kyle Maxwell He/Him: You talked earlier about like.

Kyle Maxwell He/Him: The like auditing process Advisory Board, I know we have a timeline for reopening and starting the online community.

Kyle Maxwell He/Him: Would it make sense, or is there a timeline for any of the specific goals that we have around Tha.

Elizabeth Corinth (she/they): yeah I mean we have some of these pieces that we've discussed kind of directly slated in with the overall you know reopening work plan that that we have as a staff, where things are kind of.

Elizabeth Corinth (she/they): scheduled and.

Elizabeth Corinth (she/they): And parceled out, you know who's who's working on what and what time they're allocating to those things, some of the pieces are.

Elizabeth Corinth (she/they): dependent on kind of.

Elizabeth Corinth (she/they): board participation or volunteer participation.

Elizabeth Corinth (she/they): Those things can be a little more difficult to timeline out because people aren't you know, employees and so it's you know there's there's a little more fluidity in terms of people's availability.

Elizabeth Corinth (she/they): So, and some of these things as James mentioned are kind of.

Elizabeth Corinth (she/they): In development, and so I think the.

Elizabeth Corinth (she/they): Dates haven't been set on all of them and.

Jules Beesley (he/him): that's something that we could committee could work on, I mean that's definitely like.

Jules Beesley (he/him): A task that needs to be done, like laying out the milestones and you know, setting up you know, identifying these goals, a lot of which have already been identified in the just you know.

Jules Beesley (he/him): identifying those targets and putting a timeline together for meeting them and then having working groups will help work towards those.

Jules Beesley (he/him): That takes a lot of time and energy.

Jules Beesley (he/him): And so, if people are willing to commit that time, energy, I don't know.

Brookelyn: yeah is there a way that Elizabeth you could share I don't know if we have time for this right now but.

Brookelyn: Is there a way to share your screen and go to our outdoors and show where the DEA jaye stuff is because I.

Brookelyn: I had glanced at it a lot like a couple weeks ago, and then I was looking at it again today, and I feel like I couldn't find some of the things I thought I saw before and the sun was in my mind, but.

Brookelyn: I thought there was something with like tasks, or like a place for that, and I could not find it I don't know, unless I was something else I just can't remember.

Elizabeth Corinth (she/they): yeah absolutely it's still there, so I will go ahead and share my screen now to show you and I know that there are some folks who haven't been.

Elizabeth Corinth (she/they): been able to get up there yet so.

Elizabeth Corinth (she/they): I wanted to I did want to spend some time on that in this meeting.

Kyle Maxwell He/Him: So that could cover technical issue where when I click on some of those it says permission denied.

Kyle Maxwell He/Him: People are coming to there's like.

Kyle Maxwell He/Him: Different colors.

Kyle Maxwell He/Him: but either way.

Elizabeth Corinth (she/they): yeah please if you hit anything.

Elizabeth Corinth (she/they): Like that shoot me an email, and I will be able to go, and you know it's usually just some permission has gotten you know it has like gotten.

Elizabeth Corinth (she/they): removed or added or you know some some setting has been changed, you know accidentally are in the process of.

Elizabeth Corinth (she/they): Updating things so if you do hit anything where you're like this is weird something's not not where it should be, or I don't have access to something, please do if you shoot me an email I should be you know I can usually fix it within you know 24 hours.

Mercedes Benedict (she/her): i'll hasn't been using utilizing the asked the admin and there was a few that were I ever elevated to tell us so.

Mercedes Benedict (she/her): I think that a couple of them glitches that needs to be fixed by crew.

Kyle Maxwell He/Him: yeah, thank you for that I had mentioned yeah I had to put those under the questions, but this was when I hadn't I just noticed recently mentioned earlier that said permission denied track is designed to be completed by other.

Kyle Maxwell He/Him: But.

Elizabeth Corinth (she/they): yeah cool so just yeah just let us know continue, you can continue to use the ask an admin or whatever way you want to reach out, we will respond and get those things address.

Elizabeth Corinth (she/they): So basically for anyone who has not yet gotten access to this platform, if you once you sign that volunteer agreement if you indicate, you know.

Elizabeth Corinth (she/they): That you're a committee volunteer and you're joining the DOJ committee then.

Elizabeth Corinth (she/they): Mercedes will get you an invitation to the platform if you're already on the platform she'll change your.

Elizabeth Corinth (she/they): role so that your ID I J Member when you are then on your dashboard under groups, the DOJ committee group this pink one will will show up.

Elizabeth Corinth (she/they): And if you click on that it should be that the projects are the first thing that appears.

Elizabeth Corinth (she/they): When you open that but if it isn't, then you can look over here, there should be this left hand sidebar and if you click on projects that should take you to this.

Elizabeth Corinth (she/they): This location and then you can see, we have them organized within four different categories of work and then within those categories, if you click on one.

Elizabeth Corinth (she/they): Then over here you'll see a list each of the specific projects within that area has its own page, and so you can click on those you can see kind of the context of what the project is and then there's a place to share your thoughts so that's where discussion can happen and.

Elizabeth Corinth (she/they): If it as people add see if I can find anything where folks have.

Elizabeth Corinth (she/they): Added comments, but as people add comments or responses they'll show up down here, and you can respond in comments to those so that can be a place where conversation does happen, amongst the committee.

Elizabeth Corinth (she/they): around these specific topics we just have been kind of finding out more about the specific notification settings that are available, and I think right now.

Elizabeth Corinth (she/they): You don't it's not set the platform is not set up with the functionality to give you notifications.

Elizabeth Corinth (she/they): For like anytime someone posts in a track that you may be interested in if they respond to something you posted right comment on something you posted you'll get a notification, or if they tagged you you'll get a notification.

Elizabeth Corinth (she/they): But they're working on adding the ability to like follow a track, so that you get an automatic notification every time that was something I thought was.

Elizabeth Corinth (she/they): was an option and apparently it's not and so, for that reason, this may not be the best place to do like kind of ongoing you know, like like.

Elizabeth Corinth (she/they): really active work because people would have to come back and check and see if there have been responses, so that may be something that would be better to be done, you know via email or on a different platform.

Elizabeth Corinth (she/they): So.

Jules Beesley (he/him): docs and probably be.

Elizabeth Corinth (she/they): yeah and that's yeah, the idea is here, we can we can certainly like link a Google Doc so that it can have a home here in this committees, you know working space.

Elizabeth Corinth (she/they): But then you would click the Google Doc you know link within, and I think some of these are you know we have that already set up in some of these so that, then that would be where you would actually do the work.

Elizabeth Corinth (she/they): So yeah I mean this is i've set this up as kind of like here's a way we can use this space for this work and then you know, the question is open to the Committee of.

Elizabeth Corinth (she/they): You know to what extent this is a helpful way and any adjustments that we want to make to how it's set up, it can be can be made so.

Elizabeth Corinth (she/they): I would love to hear.

Elizabeth Corinth (she/they): thoughts on that and questions about about that if anyone has tried to engage there and and and hit any any questions or.

Brookelyn: Not I thought I had seen this, this is what I was remembering, and I have not been able to find it so what I saw was today was the exploration the track for DJ.

Brookelyn: And for some reason I just looked.

Brookelyn: I just pulled up on my phone.

Brookelyn: That I don't have that in my groups anymore okay.

Brookelyn: yeah i'm pretty sure it was because i've this looks familiar but.

Elizabeth Corinth (she/they): we'll take a look at maybe that your role somehow got changed or something so we'll we'll take it no more season think that's what happened we'll figure it out.

Brookelyn: Okay.

Elizabeth Corinth (she/they): have the capacity to sign in as you and and figure out what you're seeing and everything so.

Elizabeth Corinth (she/they): we'll take a look at that, but yeah that's that's that should be how it works is that you should be able to go to your your dashboard or on to the library let's do this thing.

Elizabeth Corinth (she/they): To the library under groups.

Elizabeth Corinth (she/they): And you should if you're a DJ member is your role, you should see this DJ committee group.

Brookelyn: So yeah it used to be there, but it's not now there now.

Elizabeth Corinth (she/they): We will take a look.

Mercedes Benedict (she/her): You were right, you were a contributor I changed you to DJ Member, so you should be able to see it now apologies, I think that when you re signed the agreement right or maybe it's that you completed the contributor pending, and so it automatically updated your role to contributor.

Mercedes Benedict (she/her): So so.

Mercedes Benedict (she/her): So I switched you back to DJ Member.

Brookelyn: Okay, thanks.

Mercedes Benedict (she/her): yeah always just let me know if you have that problem okay.

Elizabeth Corinth (she/they): cool and that's helpful because that is a.

Elizabeth Corinth (she/they): systemic issue that we need to fix in terms of how the.

Elizabeth Corinth (she/they): role updating happens so that DJ Members can complete that track so.

Elizabeth Corinth (she/they): What do you think that group.
um.

Elizabeth Corinth (she/they): Any other kind of questions around that piece of things.

Kyle Maxwell He/Him: The platform is is there's like pink and purple is the committee is pink tracks or purple is that the right way to think about it.

Elizabeth Corinth (she/they): yeah basically there's there's kind of a color coding system and there's a color coding system for tracks and there's a color coding system for.

Elizabeth Corinth (she/they): For explorations and so yeah just the way that it's set up.

Elizabeth Corinth (she/they): that's that's how those colors work, we can look at the shifting the colors if it's helpful to.

Elizabeth Corinth (she/they): clarify how things work, but the different you know So these are the all the different explorations and so.

Elizabeth Corinth (she/they): You know they're color coded so that people can say like Okay, I want to you know just look at things related to play or I want to look at things related to Community and then you can kind of see those and access those.

Elizabeth Corinth (she/they): So the purple must be something like committee work which is not showing up here, because those tracks only show up within the committee group.

Elizabeth Corinth (she/they): You can you can set up tracks to either appear, you know, in the library or to only appear in that committee group, because otherwise these the exploration library would end up becoming overwhelming.

Jules Beesley (he/him): Is there a way for anyone add a track.

Elizabeth Corinth (she/they): that's not currently.

Elizabeth Corinth (she/they): enabled, but I think we can set up the different roles could be able to create tracks, is that, do you know Mercedes.

Elizabeth Corinth (she/they): there's definitely.

Mercedes Benedict (she/her): double check I don't know that I, I think you may be able, I think that we can make it a role or a role, like certain roles can make tracks.

Elizabeth Corinth (she/they): yeah and that's definitely a vision that we've had is that you know we could open track creation to like a crowdsourcing or or invite specific people who have specific areas of expertise to create a track around something like those are all things that have been under discussion.

Brett: let's gonna ask a question I haven't been.

Brett: On the new platform yet so i'm.

Brett: i'm going to just.

Brett: I don't know excuse my ignorance, but I have a question coming from myself, but also some concerns that have come up in my chapter about.

Brett: How are people contributors vetted like if someone says yeah I want to become a county leader.

Brett: I have, there was some people concerned about like well who are these people they feel some sort of comfort that they can go through Facebook and like check someone's profile and they feel safe talking to them and.

Brett: Because you know who their friends with or whatever they are, and so how is that.

Brett: being addressed, since as a two part question and also like who can.

Brett: Start conversations and like I.

Brett: said.

Brett: I started our stations shooting who our staff are not.

Brett: People.

Brett: With the big issues at heart, and they have.

Brett: A lot of discomfort with the sliding scale and sort of a false.

Brett: I don't even know how to explain it briefly, but like their false concerns about.

Brett: People who can't pay but it's it's really coming from.

Brett: Like a politically right wing standpoint of like.

Brett: Why to the, why do we have to pay more.

Brett: And, and you know there's been comments about how like they get free childcare and why you know now, I have to pay for this and, like it's it's um.

Brett: I don't I don't have that I have, I have like ultimate like so much energy to put into conversations with.

Brett: People about like lifting up minorities, but I I don't have patience to have these conversations like i've sort of at it ultimately I just said, if you don't if your values don't align with free for school feel free to like not participate with fine.

Brett: But i'm curious how you know i'm i'm in control of that Facebook group, and I could delete the comments I didn't I don't want to I but I, you know, stop the conversation, and I feel like I have control like stopping people from posting like you know post up to be approved and.

Brett: And I have like trying to keep that place a peaceful place and knowing that i'm just one person moderating a group of 3000 people like I don't approve conversations that are.

Brett: going to start a whole bunch of stuff that is not directly related to play and outdoors and especially during co bit like we're not even meeting we're not having this conversation, and like.

Brett: Anyway, long winded way of saying like how like I just don't see how many volunteers are going to be there to moderate everything, so if we open the floodgates of people being able to.

Brett: I guess i'm seeing this one place being like having potential to have so many inappropriate comments and conversations and how is that.

Brett: Are we prepared to handle that commit like flooding in, or is there a process in place.

Elizabeth Corinth (she/they): yeah that's a great question.

Brett: Sorry.

Brett: What was scheduled to be brief.

Elizabeth Corinth (she/they): No it's helpful and it's so helpful to.

Brett: Get.

Elizabeth Corinth (she/they): You know context and and.

Elizabeth Corinth (she/they): details and everything like that is really helpful and that's definitely something we've been thinking very.

Elizabeth Corinth (she/they): seriously about, and so you know, the way that we have the system set up on the platform is that any new group that gets created needs to have at least one person who you know is like.

Elizabeth Corinth (she/they): registered and oriented and volunteered as a Moderator of that space, so that you know, a local group cannot be created until someone steps up and says, I you know I agree to be the Moderator of this space.

Elizabeth Corinth (she/they): That person goes through a brief orientation, we want it to be like low barrier to entry, but it does lay out the expectations, for you know that the central part of their role is to.

Elizabeth Corinth (she/they): Basically, keep an eye on the conversations and ensure that they are adhering to the Community guidelines and principles that are set out so first of all, when people join the platform they go through.

Elizabeth Corinth (she/they): A Community engagement orientation to like lay out the groundwork of like these are the expectations for the ways that we engage in this space there's a.

Elizabeth Corinth (she/they): component of like self reflection and there's a component of like you know kind of establishing some basic principles of engagement.

Elizabeth Corinth (she/they): with one another and and like a framework for thinking about an understanding that really aims to Center you know equity and and.

Elizabeth Corinth (she/they): Being aware of other people's perspectives and experiences and particularly like your own areas of like being in a dominant like group versus a non dominant group right like so that's kind of laid out from the beginning for anyone who joins the platform before they can engage in any.

Elizabeth Corinth (she/they): In any of those groups or or conversations on the platform.

Elizabeth Corinth (she/they): So that's piece one piece, too, is that any group that's created on the platform will have at least one dedicated moderator that person will have signed a volunteer agreement that you know.

Elizabeth Corinth (she/they): cup like addresses you know kind of like a code of conduct and expectations and and and policies that we've developed around you know the expectations of moderators.

Elizabeth Corinth (she/they): And then we'll be hiring this Community engagement manager, that will be there, their role to be like the support and the check right of those groups so there'll be making sure you know, the expectation is that.

Elizabeth Corinth (she/they): The moderators that which are called group hosts they check in at least twice a week to their space.

Elizabeth Corinth (she/they): The the encouragement is for those to be a team of folks and not just one one person right so that that can be shared and.

Elizabeth Corinth (she/they): The encouragement is you know if people can check in on a on a more frequent basis than twice a week.

Elizabeth Corinth (she/they): we're always trying to balance like we want these positions to be like accessible and you know, not a huge barrier, we want people to be able to take on these roles and to create these spaces, but we want to make sure that there's.

Elizabeth Corinth (she/they): Enough structure and support to to make sure that you know that, like you say the there, there are kind of moderation and and that things aren't going to veer off, you know into into areas that are that are harmful.

Elizabeth Corinth (she/they): So.

Brett: And when they do is there.

Brett: Like support or.

Like.

Brett: I don't know even like copy and paste like real fruit like.

Brett: Curbing certain.

Elizabeth Corinth (she/they): yeah exactly.

Brett: or yeah like I even with the conversations that have come up just recently in my group, like I.

Brett: i'm kind of depleted at the moment, and so I haven't been.

Brett: As yeah able to like really.

Brett: Like I said I just was like leave them.

Brett: But I don't know there's probably a better way.

Brett: To do that, but I just wanted to make it clear message to the group because you know it's like the whole group I mean I don't know, maybe nobody's reading it, but I feel like.

Brett: There is, and just like I don't I don't want to start a political debate on the group page it, but you know if if you.

Brett: Ever just leave.

Brett: But there's a part of me that's like is that, am I allowed to kick people out of the group, like I don't know if everyone, where the line is you know you can.

Brett: You don't like some some people said it like and I just was like the donation it's a donation it's optional and then, but once it started to get into people talking about handouts and yada yada it's like yeah you can go.

Elizabeth Corinth (she/they): yeah but I guess i'm wondering if there's.

Brett: I mean i'm in Texas I there's going to be like 50% of people um maybe I don't know with perspectives like that and been able to win with it free.

Brett: That was just a non issue, and I think we did a really good job of keeping politics, out of it and I don't know going forward how.

Brett: I think that I think it's good that is decentralized and I think that there's gonna be lots of positive I just also kind of foresee, at least in in our area like a lot.

Brett: More almost separate type of groups popping up like you know.

Brett: Different Culture per per group or something like.

Kyle Maxwell He/Him: Oh, this is something that was like flawless for there were issues raised in like directors forum that the racist things were sad or other other problem extra.

Kyle Maxwell He/Him: philosophies that were then defended is oh it's free speech or something like that.

Brett: Right.

Kyle Maxwell He/Him: I guess, so I mean this was partially why I think it helps to have training and it helps to have clear guidelines, I would like it if, like this is what we tried to do for what I helped with the big group, but some of that has been integrated into that our doors platform and so.

Kyle Maxwell He/Him: I would like that to be helpful in the situation that you're describing where you don't know Oh, can I like allow this or not so, then it should be clear through the training and I think this probably will still continue to be improved, but that it says, you know.

Kyle Maxwell He/Him: These kinds of things that make marginalized groups feel uncomfortable are not permitted, and you know we don't remove people as a first resort unless it's.

Kyle Maxwell He/Him: You know, a more serious like direct racism or their you know their stages for how to handle that kind of stuff.

Jules Beesley (he/him): I did see Jennifer had their hand up.

Sure sure has a chance to speak, if she can.

Jennifer Anderson LaRue: Oh, I just.

Jennifer Anderson LaRue: I wanted to say, like I look for my understanding, and maybe Elizabeth can clarify it sounded like the Community now I already figured the role Community support manager and.

Jennifer Anderson LaRue: Like that will be their job to be there and it's the group hosts need help, or like something is going.

Jennifer Anderson LaRue: crazy it sounds like there will be a paid staff member there to help take care of that which is awesome.

Jennifer Anderson LaRue: and related to that in terms of like paying staff overs I, I wonder if it would be helpful, or even maybe important at this point to acknowledge that.

Jennifer Anderson LaRue: You know, like a lot of this stuff as we talked about you know, most of us are doing this to volunteer capacity, but that doesn't diminish the people who are doing it in.

Jennifer Anderson LaRue: In a paid capacity and that doesn't mean that they shouldn't be paid because a lot of this work is full time jobs.

Jennifer Anderson LaRue: That instead of framing the sliding scale.

Jennifer Anderson LaRue: fee as a diversity issue for friend, you know we can.

Jennifer Anderson LaRue: Like it's important to pay people living wage like if we're if we have expectations and organization needs positions that are working full time it's important that we, you know if that is the.

Jennifer Anderson LaRue: The culture and the mission of our group to support people who are doing this full time with a living wage like can we start reframing the discussion about that because.

Jennifer Anderson LaRue: i'm still on the border about how it's strictly a diversity issue this is filthy, but I do agree that is important to pay people a living wage for work that they're doing.

Jennifer Anderson LaRue: And therefore I would be more willing and maybe other people would be more willing or be able to see it in their minds as an issue of.

Jennifer Anderson LaRue: This is an organization that I like and want to support and want to help grow and I want to be able to pay the people who have committed all this time to it to keep it going that i'm willing to contribute to their living wages versus making it purely a diversity equity inclusion issue.

Elizabeth Corinth (she/they): yeah and that's something we've tried to also frame on the.

Brookelyn: On the website, I mean that's that's.

Elizabeth Corinth (she/they): addressed I think in the faqs around why we're moving to this model.

Brookelyn: yeah i've seen, I think that.

Brookelyn: It seems like that has been a big part of like the blog post.

Brookelyn: I think it was in there about the paid positions i'm.

Brookelyn: pretty sure i've seen that in a bunch of places but.

Elizabeth Corinth (she/they): yeah I mean I think there's two different questions right like, why should anyone pay.

Elizabeth Corinth (she/they): The answer to that is like we need the resources in order to pay people to do the work that's necessary to make this organization function in the way in the like.

Elizabeth Corinth (she/they): The rich and supportive way that we want it to function.

Elizabeth Corinth (she/they): But then, why don't we just ask everybody to pay X amount I think that's because we, we do want this to be accessible to anybody, regardless of their capacity to pay, and we want to you know invite folks to give at the level that works within their.

Elizabeth Corinth (she/they): Their budget, so I think it's you know there's those two different questions and they both answer why we're.

Elizabeth Corinth (she/they): Moving to this, you know, using this model.

Elizabeth Corinth (she/they): yeah I just want to echo brett's point in the chat that the Community management role sounds like potentially way, more than one job, and you know, again with as with everything.

Elizabeth Corinth (she/they): That we're doing right now, you know we're starting at where we are and what we with what we have and we are anticipating growth and we are.

Elizabeth Corinth (she/they): Anticipating growth and funding that can then feedback to growth in the support, so the idea is definitely that that.

Elizabeth Corinth (she/they): Community engagement position I think we're starting it at is it 10 hours or 20 I can't remember where we landed Mercedes, but you know.

Elizabeth Corinth (she/they): A part time per week position, but the idea is that that will eventually shift to full time as it's possible unnecessary and then that eventually there would be additional staff member.

Elizabeth Corinth (she/they): staff members like you know reporting to a Community management director, but also, you know doing that work so that so that there is robust support I think that's definitely something we identified as a core issue.

Elizabeth Corinth (she/they): of our previous model that we're working to it to address with this restructuring.

Brookelyn: Also to kind of piggyback off of what Brett was saying about certain topics and potential for issues um one that I am for seeing being problematic, maybe is on the issue of vaccines.

Brookelyn: I think that could potentially explode.

Brookelyn: Like I know for the events um.

Brookelyn: it's been said that we're giving the the the event host the ability to decide what the ground rules are like masks stuff like that.

Brookelyn: Is there do we have a stance on the vaccine issue like what if a event host is like the only people that can attend our adult the only adults that can attend have to be vaccinated um are we allowing people to take a stance like that I just see.

Brookelyn: that's a very polarizing issue i'm just curious if that's been brought about.

Elizabeth Corinth (she/they): yeah it's a question it's not one that we have like arrived at an answer about it's definitely you know part of the conversation, it has, I mean the whole issue of vaccines have come up, as I think you know, like before multiple times.

Elizabeth Corinth (she/they): Or the years just with more general you know vaccines and we've worked to develop policies around those in the past.

Elizabeth Corinth (she/they): And so yeah I think it's a good point and a good question.

Elizabeth Corinth (she/they): My sense is that, like the thing that the way that we have inclined in the past, is to, to a large degree, like, as you said, let the event host kind of.

Elizabeth Corinth (she/they): manage what feels comfortable for them and then, if folks don't like that those parameters and they feel that those are limited and constraining that they are welcome to also you know launch and host their own events that have the parameters that they want to see so.

Brookelyn: yeah I guess that's the best probably the best way to handle it I just I could just see issues with.

Brookelyn: People being upset like that this particular event is close to them, because they.

Brookelyn: choose not to be vaccinated.

Brookelyn: But I also see, like the other side, where someone might have a medical issue that they don't feel safe if.

Brookelyn: The people around them or not, so I don't just.

Kyle Maxwell He/Him: Well, and.

Kyle Maxwell He/Him: Social justice issue.

Kyle Maxwell He/Him: of you know that can affect different communities.

Kyle Maxwell He/Him: Depending on what rules ISA and whether we have a general policy that's you know more inclusive, or we allow you know different plot policies that may or may not be beneficial.

Brookelyn: yeah and I just don't know if there's a win, win answer for that one, I think.

Jules Beesley (he/him): Maybe.

Brookelyn: it's gonna be a problem.

Jules Beesley (he/him): Maybe similar to this your firearms, which was an issue before and probably come up again.

Jules Beesley (he/him): And so there was there was some thinking around that and I think some of that thinking applies, because it is it's similar in some ways, not exactly but.

Jules Beesley (he/him): there's some overlap there in terms of how do we orient around that issue and what do we do as an organization.

Elizabeth Corinth (she/they): We have gone for a long time, I really appreciate everyone being here and engaging so deeply and all of your.

Elizabeth Corinth (she/they): thoughts and especially those who have brought in the comments and concerns of folks who aren't able to or chose not to be at this meeting.

Elizabeth Corinth (she/they): Because I think you know, we want to hear and address all of those so and thank you especially kyle for holding that space.

Elizabeth Corinth (she/they): For those conversations to happen on the Facebook forum, really, really am you've put in a ton of time and effort just getting us to this place and then.

Elizabeth Corinth (she/they): And then you know, in the past day or so, specifically, you know really teasing out what what was going on with those issues and making sure to bring those up so just really want to appreciate all of that work um and.

Kyle Maxwell He/Him: I just want to say thank you to the people that.

Kyle Maxwell He/Him: spend their time trying to.

Kyle Maxwell He/Him: provide feedback as well.

Elizabeth Corinth (she/they): yeah and also to brooklyn and Brett who had in a couple other folks who had kind of laid the initial groundwork that, then you kind of worked off of as well kyle so anyway there's been a lot of.

Elizabeth Corinth (she/they): Work going into where we are today and i'm thankful so thankful to everybody who has engaged in this work along the way.

Elizabeth Corinth (she/they): um I you know we've we've talked about a lot of things we've raised a lot of really important issues i've tried to document, all of them and we've got the rest of this meeting recorded I apologize again for failing to start the recording immediately.

Elizabeth Corinth (she/they): I can take some of the specific you know additional kind of proposed projects and initiatives and add them within the projects, you know tracks that we have in the DJ committee but i'd like love to you know.

Elizabeth Corinth (she/they): Think through beyond me putting those there, how can we actually make sure that work can get done to move some of these.

Elizabeth Corinth (she/they): These ideas and projects and.

Elizabeth Corinth (she/they): and work forward.

Jules Beesley (he/him): I just want to add i'm going to make sure that the.

Jules Beesley (he/him): The issue that's ongoing now of deleting comments on Facebook and Facebook moderation, all that is is that everything that was said here to make its communicated to on and to the board and so that we have a.

Jules Beesley (he/him): clear direction on how that's all being handled and.

Jules Beesley (he/him): do a better job I think so just wanted to add that.

Elizabeth Corinth (she/they): So I guess i'll present to the folks who are here.

Elizabeth Corinth (she/they): What.

Elizabeth Corinth (she/they): What are you able to do and contribute what areas are you interested in engaging with.

Elizabeth Corinth (she/they): Of the things that have come up or the other, you know tasks that are on our docket as a committee from you know previous meetings and discussions what time do you have available to contribute, and you know how can I support.

Elizabeth Corinth (she/they): Moving that work forward.

Brookelyn: I guess based on just yesterday and today I guess i'd be interested in trying to figure out a system for addressing complaints feedback.

Brookelyn: i'm.

Brookelyn: away for maybe.

Brookelyn: People that don't feel comfortable coming to these meetings or are participating, but still have concerns that was an easy way for them to communicate it that get that.

Brookelyn: Where these issues get addressed, or they get feedback.

Brookelyn: Maybe talking through different options and how how we can do that.

Elizabeth Corinth (she/they): And I think the two places where that kind of you know, can slots in the most to where we already have, like a lot of ongoing work and could could kind of build those out to address those issues I think are the grievance.

Elizabeth Corinth (she/they): policies and procedures right so that's one place, that we can you know really take a look at those with these concerns in mind and think through you know, like do.

Elizabeth Corinth (she/they): Do these issues inform ways that things that we've missed or ways that we want to adjust those those policies and procedures, so I think that's one piece.

Elizabeth Corinth (she/they): And then the other piece is the question of the Facebook forum right and what is kind of the purpose of this space, and how are we as a committee.

Elizabeth Corinth (she/they): Beyond the work that kyle has done, and is doing, like using that forum as a space for for those conversations to happen, so I think those are two of the possible avenues to.

Elizabeth Corinth (she/they): That, I think we can we can build out and work on to to address some of those issues and there's others as well.

Elizabeth Corinth (she/they): And Jennifer, thank you for.

Elizabeth Corinth (she/they): Your comment in the chat widget and seeing and i'm gonna pull that into the notes around just clarifying more.

Elizabeth Corinth (she/they): what you were saying about how the language of the sliding scale has been framed and yeah how how we're talking about it.

Elizabeth Corinth (she/they): So thanks.

Elizabeth Corinth (she/they): thanks for that and i'm going to incorporate that into the notes, so that we can.

Elizabeth Corinth (she/they): bring those forward.

Elizabeth Corinth (she/they): Other folks.

Elizabeth Corinth (she/they): In terms of how you.

Elizabeth Corinth (she/they): want to engage and how I can support you in connecting with and getting into some of the work we've talked about.

Jules Beesley (he/him): And if it's too late, and you want to think about it, you can always email.

Jules Beesley (he/him): Elizabeth or myself, which I don't know if i'm my emails is.

Jules Beesley (he/him): available.

Elizabeth Corinth (she/they): It should be on the.

Jules Beesley (he/him): On there.

Elizabeth Corinth (she/they): That it on the website.

Jules Beesley (he/him): Okay.

Elizabeth Corinth (she/they): Make sure, but um yeah Jennifer you've got your hand up.

Jennifer Anderson LaRue: yeah so, and this is sort of what i've struggled with this whole time, as well as.

Jennifer Anderson LaRue: I don't.

Jennifer Anderson LaRue: Like I want to help because I want to be able to.

Jennifer Anderson LaRue: help make the organization better and also.

Jennifer Anderson LaRue: As a white why like i'm really struggling with my place and all of this, and like looking so I don't know i'm still just stuck in this like.

Jennifer Anderson LaRue: What is my role as a white woman and helping to get.

Jennifer Anderson LaRue: Right and helping to like set D I J policies and implementing them and working on them when I don't see a whole lot of.

Jennifer Anderson LaRue: People with minorities identities participating at this point, I guess, so i'm like i'm just still stuck in that middle piece that I have been for quite a while, which is why I haven't really been like fully in or fully out.

Jennifer Anderson LaRue: And I just wanted to be honest about that, right now, and I don't know like I don't know the answer I don't know how to make it better I don't know how to make it better for you guys.

Jennifer Anderson LaRue: But I think you know i'm also wondering if there's a lot of people out there in my situation or like we would love to help and also recognizing that.

Jennifer Anderson LaRue: As a woman like there's.

Jennifer Anderson LaRue: Things I shouldn't be doing right now are things I should not be in charge of and things I should just be listening for this anyway, I don't know what.

Jennifer Anderson LaRue: I don't know what the right answer is i'm still struggling with that, personally, and still you know, on my own personal journey of learning and you know, be more aware of all of these issues, myself and so.

Jennifer Anderson LaRue: i'll i'll take a look and see if there are things that I can help with but also just wanted to mention like i'm still feeling super comfortable like like you know, raising my hand for like a leadership position and stuff.

Jennifer Anderson LaRue: is happening.

Brookelyn: We just hit, I think you just hit the nail on the head of why this committee has never been stable and has never.

Brookelyn: accomplish the goals that we want it to I think that's exactly why. It's just

Elizabeth Corinth (she/they): Can you clarify. Sorry, go ahead.

Brookelyn: Just people not feeling like like there's things.

Brookelyn: I want to this committee to do, but I don't know if I feel comfortable doing them either.

Brookelyn: Like it's not my place.

Brookelyn: So it is a catch 22 we want to do the work.

Brookelyn: But because we haven't done it, yet we can't get.

Brookelyn: A diverse group of people in here and I don't know I don't know how to.

Brookelyn: But Jennifer That was a good just a really good point I think I don't know how to fix that, but it was a good point.

Jules Beesley (he/him): I appreciate that and I.

Jules Beesley (he/him): I feel that you know as a way and I feel that, too, and I think about this lot and and while I.

Jules Beesley (he/him): buy I My personal view is that it's a lot of this is Labor that should be done by if we're doing it for free right, this is Labor that should be done by people with more privilege, who can.

Jules Beesley (he/him): Put the time into do it and that doesn't it means also that we shouldn't be taking up space for leadership roles and I do think that there's if that's an issue that we have to always be mindful of.

Jules Beesley (he/him): But you know but there's also work that needs to be done in order that should be done by people with more power and privilege who.

Jules Beesley (he/him): should be doing that work then doing that volunteer work that's my personal view i'm sure some people may not agree with that, but.

Jules Beesley (he/him): But it, but it is that's how I that's how I think about it.

Kyle Maxwell He/Him: One way one thing i've heard.

Kyle Maxwell He/Him: From the anti racism stuff that i've been trying to follow his system yeah I mean, I agree with you like.

Kyle Maxwell He/Him: I don't want to take too much of a leadership role.

Kyle Maxwell He/Him: But racism is a problem that white people have and why people need to help fix it so, on the one hand, I.

Kyle Maxwell He/Him: i'm trying very hard not to take over anything but I think we have a role in contributing.

Kyle Maxwell He/Him: To to help this miracle efficient.

Brett: yeah, thank you for for saying that because I i've been struggling with the same thing and.

Brett: Every time there's a meeting i'm like I go.

Brett: Like what is my Why am I here what's my role but there's there's a part of me that really you know wants.

Brett: To help make make changes and make things right, and then there's a part of me that doesn't know my place and doesn't you know I don't my perspective, doesn't necessarily matter in this place that's, not because I have.

Brett: You know I tried to have an open mind, in a compassionate empathetic perspective, but I don't know where where.

Brett: Some people are coming from and what what the actual issues are.

Brett: And I feel like every time I come, I just i'm coming to listen, I want to hear what thing, so I wasn't paying attention to the Facebook thing so it's good to know like what's going on in here and learn, and then I also like what can I still don't know what I can do it just.

Brett: push myself to show up because I think it's easy to just walk away and not be part of this.

Brett: But it is our problem and.

Brett: We have to start somewhere.

Brett: it's just really weird right now with the whole fact that we haven't actually been doing for school.

Brett: And, and then there's a restructuring that I like personally not connected to yet like I haven't even been on the platform so i'm trying to just listen.

Brett: and see where I fit in i'd like you ask what we can do right now, and I think I searched it don't know when I can do, someone has something they need done movie like feel free to ask.

Brett: it's hard for me to identify right now work how I can be helpful or useful.

Elizabeth Corinth (she/they): yeah I mean, I think, like some you know, like the projects that are kind of outlined on in the DJ committee group, you know are things that we've identified like where work is needed and beneficial and I.

Elizabeth Corinth (she/they): Okay um so you know and i'll add a couple things to that from tonight like developing some bylaws right and all of these things are things that obviously like.

Elizabeth Corinth (she/they): No one is going to come in and have everyone's perspective incorporated, but anyone can come in and give a starting place and that's so helpful right to just like could like.

Elizabeth Corinth (she/they): devote some of your time to be like here's here's what I think from the best of my informed perspective.

Elizabeth Corinth (she/they): And then bring that back to this committee and then we get other additional eyes on it right, and then we can continue to iterate that and continue to get but like always making those starting places is helpful, even if you don't feel like.

Elizabeth Corinth (she/they): Oh, I don't have all the perspectives and knowledge to be able to do this right, you know, like the value to to getting something going so that we so that other folks can can just you know so that there's less Labor involved in.

Elizabeth Corinth (she/they): In honing right.

Elizabeth Corinth (she/they): So that's that's one thing I would say, you know is that anywhere, you can dive in and contribute your perspective, like.

Elizabeth Corinth (she/they): is helpful and contribute, especially your time to like developing groundwork, and I think yeah like as as a white person and as a person of various dominant identities, like.

Elizabeth Corinth (she/they): I think I think it can be problematic to.

Elizabeth Corinth (she/they): to sit, you know I think there's the the opposite in there's the like impulsive like i'm going to come in and do everything, because I know best right there's also the impulse of like Oh well, this isn't my job in my space, you know.

Elizabeth Corinth (she/they): And I think yeah it's it's i'm i'm working to say well it's my job to like continue to get informed and to understand other perspectives, so that I can then bring those and do what work I can do.

Elizabeth Corinth (she/they): In the space, but also, you know.

Elizabeth Corinth (she/they): I like recognizing my own position and not.

Elizabeth Corinth (she/they): Trying to you know privileged myself or put myself in.

Elizabeth Corinth (she/they): A position of authority, so I don't know if that's where I am in wrestling with that.

Brookelyn: And I think this is a good conversation I think.

Brookelyn: It ties back to listening and having a way for people who have concerns to communicate it to the people that shouldn't be doing the work.

Brookelyn: But we need to listen to the people that have the perspectives that we don't have so that's I think a good starting point would be to figure out a way to get all those perspectives, so that the people that need to be doing that work and do it right.

Brookelyn: would be a good starting point, I think.

Julie Anna Bowman: hi i'm going to chime in i'm going to keep my video because my bandwidth seems to be freezing out every so often i'm new guys, this is my first time.

Julie Anna Bowman: On this meeting, I was compelled to join, because there was i've i've seen ongoing i'm not on Facebook, a lot it's um.

Julie Anna Bowman: I mainly join just because I was the became a director free for school, but people of my Community had noticed and.

Julie Anna Bowman: be marginalized members of my Community had noticed the discussions going on on the Facebook pages.

Julie Anna Bowman: And they asked me directly about them and I didn't have a great answer for any of this and they had noticed the ongoing banter so that was what compelled me to join because i've been doing a lot of learning myself this year as a white woman and.

Julie Anna Bowman: So I just wanted to join and listen I would love to contribute, however, I can but going to ECHO just about every person on this call with not knowing exactly how to do this um, but I do, I will contribute, where I can.

Julie Anna Bowman: I am concerned, I you know i'm very empathetic person, and I see a lot of.

Julie Anna Bowman: Discussion that I just went over yesterday because it was brought to my attention and just looking at the pages and looking at these Members who.

Julie Anna Bowman: Clearly, gave a lot of time and energy, and they are hurt and they are posting and it seems like the same people are coming back posting with the same grievances over and over and.

Julie Anna Bowman: And so it just I see that hurt and I just I want to listen, I want to learn and want to raise their voices as well and.

Julie Anna Bowman: find a way to find compassion and repair anything I wasn't directly involved in it, but I do believe in the mission of this organization I think it's it's wonderful it can bring so many people outside but.

Julie Anna Bowman: You know just to connect to.

Julie Anna Bowman: You know, all Members there's diversity makes this world beautiful.

Julie Anna Bowman: And so yeah so that's why i'm here i'm new and i'm just i'm learning and listening and just getting caught up, but just wanted to pipe in I do apologize I haven't been able to.

Julie Anna Bowman: Be here the entire conversation, so I didn't miss quite a bit of it, but just wanted to introduce myself, and I will jump on.

Julie Anna Bowman: To the.

Julie Anna Bowman: outdoors and try to get caught up as much as I can.

Julie Anna Bowman: Thank you Julie.

Elizabeth Corinth (she/they): it's great to hear from you, and thanks for joining really glad to have you.

Elizabeth Corinth (she/they): on board in here at this meeting.

Elizabeth Corinth (she/they): yeah, so I think.

Elizabeth Corinth (she/they): I would encourage folks to to go to the platform to specifically kind of look at the like the big Facebook forum, you know page task within that communications project and the grievance policies and procedures tasks within I think it's under logistics.

Elizabeth Corinth (she/they): And operations and and just you know contribute any thoughts, then and ideas that you have there so that we have you know, a rich.

Elizabeth Corinth (she/they): source of you know, areas that we could could continue to pursue, you know and build out some of those systems so that as, as everyone has said, you know we can we can be able to hear and incorporate.

Elizabeth Corinth (she/they): All the voices, and particularly those who are raising concerns and pointing to problems and issues that need to be addressed.

Elizabeth Corinth (she/they): Anything any final thoughts questions.

Elizabeth Corinth (she/they): Thank you all again so much for being here, I will be sharing out the notes and the recording.

Elizabeth Corinth (she/they): And everything in the next couple of days.

Brookelyn: Thank you.

Jules Beesley (he/him): Thanks everybody bye.