

Reps.Next - Working Group

“Community Leadership Track”

RASCI - https://en.wikipedia.org/wiki/Responsibility_assignment_matrix

Responsible	Irayani Queencyputri (Rara)
Accountable	Reps Council, Participation Team Reps specialized in Leadership are Reps that want to focus on community building and mobilizing as their main area of contribution. They focus on building and supporting local communities, inspiring and recruiting new Mozillians and mentoring future Reps.
Supporting	
Consulted	
Informed	

Background Information

Problem statement

We haven't been able to provide resources for Reps interested in the work in specific areas of Mozilla or interested in community building and organizing. Our mentorship structure is mainly built around bureaucratic tasks. While we have fantastic mentors doing a great job we're also not supporting them actively.

Goal

The goal of this working group is to create a specialization track for Community Leadership, for Reps interested in community building and organizing, who are interested

in growing their leadership skills and who want more support for building and organizing Mozilla communities around the world.

Possible questions that need to be answered:

- Can we find a better word than “Leadership”? (0)
- How broad is this track? Inside local community? Inside functional areas? (2)
- Should there be a “Recognition” part already baked into this specialization?

Discussion Platform

Link to the Discourse topic:

<https://discourse.mozilla-community.org/t/working-group-community-leadership-track/7033>

Meeting notes are documented here and shared on Discourse as well for maximum transparency.

Meeting Notes - Tuesday, March 15th, 16:00 - 17:00 UTC

Attendees:

- Irayani Queencyputri
- Daniele Scasciafratte
- Mijanur

Agenda + Notes:

- From last meeting:
 - Amine and Rosana will work on a draft for the survey to be shared with the group on next team’s meeting. We’re looking for other helpers :)
 - https://docs.google.com/document/d/15GK_FTlPLTupf06ONdxH8szhNGiHT7HJeH3dTeWNxiQ/edit

- Daniele will coordinate with the Meta group the survey so that we send only one
 - https://docs.google.com/document/d/1vOftCs8FKq0ZMwouwRNNnvizc5SZa_rBw5IASQ_4vY8/edit
- Viswaprasath will start thinking about how to facilitate the discussion on discourse, we aim to have a draft also ready for next week
- Notes from conversation:
 - We wait until the next meeting of Meta WG (tomorrow march 16th), to decide when to send the survey.
 - We are finished checking and re-checking the questions in the survey, and waiting for the Meta WG check the questions.
 - https://docs.google.com/document/d/15GK_FTiplTupf06ONdxH8szhNGiHT7HJeH3dTeWNxiQ/edit?usp=sharing
- Next steps:
 - Daniele and Rara will join the Meta WG tomorrow, and discuss about the final decision for the survey.
 - Anyone wants to join Meta WG call tomorrow, please check the final time in Meta WG Discourse
 - <https://discourse.mozilla-community.org/t/working-group-meta/7051>

Meeting Notes - Tuesday, March 1st, 16:00 - 17:00 UTC

Attendees:

- Rosana Ardila
- Amine Zaafour
- Daniele Scasciafratte
- Viswaprasath
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Agenda + Notes:

- Creating the survey with Meta track
https://docs.google.com/document/d/15GK_FTiplTupf06ONdxH8szhNGiHT7HJeH3dTeWNxiQ/edit?usp=sharing
- Finding a way to define what skills and what responsibilities a Rep in this track should have and from there finding a better name for the track
- Start research on what kind of skill building is needed

Notes from conversation:

- how can we know how people feel about leadership: in some places the “oldest” member of the community is always the leader and new members can’t step up to leadership positions
- How can we make sure that the community isn’t “dominated” by groups of friends? So that Mozilla doesn’t become a “friends club” where friends are together, but newcomers can’t do many things and impact is not always there.
- We can do some research about other governance models in opens source and non profit communities to see if there’s something else we should be thinking about (for example check out other communities playbooks
- We should sync with the “meta groups” to make sure we only have 1 survey
- We should also make sure that as we define questions and materials we focus on this leadership/community building track getting more focused on impact. In some communities there are many “community builders” that evangelize about FOSS, Mozilla, FSA, but the work done doesn’t seem to have much “functional area” depth and some people miss the impact. So there can be lots of self defined “leaders” and not a lot of people acting and making sure that the group is having an impact.
- We want to have both a survey so that we can understand how a lot of people feel about leadership, at the same time we want to facilitate a discussion on discourse to see:

- what people have learned in other communities about leadership (either what works and what doesn't)
- to get a more in depth view of Rep's understanding of leadership

Next steps: (please feel free to add your name to the step you want to be part of and contact the person listed to be able to help :)

- Amine and Rosana will work on a draft for the survey to be shared with the group on next team's meeting. We're looking for other helpers :)
- Daniele will coordinate with the Meta group the survey so that we send only one
- Viswaprasath will start thinking about how to facilitate the discussion on discourse, we aim to have a draft also ready for next week

Meeting Notes - Monday, February 23, 17:00 - 18:00 UTC

Reps Vidyo Room: <https://v.mozilla.com/flex.html?roomdirect.html&key=RWa4tTy27FSM>

Attendees (please write your name here):

- Irayani Queencyputri (Rara)
- Daniele Scasciafratte
- Emma Irwin
- Sandraghassen Subbaraya Pillai [Ganesh]
- Rosana Ardila

Agenda and Notes:

- Questions for survey in https://docs.google.com/document/d/15GK_FTiplTupf06ONdxH8szhNGiHT7HJeH3dTeWNxiQ/edit?usp=sharing
 - Is it enough?
 - Have we missed any important questions for the survey?
- Discuss: Can we find a better word than "Leadership"?

- Discuss: How to join this track?
 - Wait for the survey results, and define
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- Next steps?
 - [next week] Creating the survey with Meta track
 - Finding a way to define what skills and what responsibilities a Rep in this track should have and from there finding a better name for the track.

Meeting Notes - Monday, February 15, 16:00 - 17:00 UTC

Reps Vidyo Room: <https://v.mozilla.com/flex.html?roomdirect.html&key=RWa4tTy27FSM>

Attendees:

- Irayani Queencyputri (Rara)
- Daniele Scasciafratte
- Bob Reyes
- Mahay Alam Khan (mak)
- Amine Zaafouri
- Mijanur Rahman Rayhan
- Swarnava Sengupta

Agenda and Notes:

- Introduction - why are you interested in this working group?
 - For every Mozilla community, leadership is the main thing, no leadership will be no focus and direction in the community.
- Have we missed any goals (other than described above)?
 - Need to document the leadership from other communities, so that other can follow. (for example community guidelines, focusing to the leadership)
 - Every community leader need to meet with other leaders from other communities so that they can exchange experience and improve their management skills especially if they are working in similar projects (Privacy events / FSA events ..)

- Leaders have to encourage contributors to take initiatives and lead in some projects (localisation / Coding ..)
- Have we missed important questions?
 - Define the bureaucratic tasks that can help the Reps to organize the event
 - Define the biggest communities that can help smaller communities (sort of bigger communities mentoring/shepherding smaller communities)
 - Ask communities to identify their needs and what specifics in leadership they need to draw out plans and set milestones for this working group.
 - How do different communities define “leadership” or the “leadership role”?
- Let’s identify major milestones
 - Ask communities to identify their needs and what specifics in leadership they need to draw out plans
 - Simplify the blocking tasks
 - Documenting the leadership from other communities (create a community leadership guidelines)
 - Finding the challenges of various communities by asking the community leaders to share the challenges they encounter, including onboarding and recruiting new Mozillians
 - Find types of recognition that applied in other communities
 - Sending a Community Leadership survey very soon because we have to ask to every community and analyse that data to improve the leadership in that community
 - Define “leadership” or the “leadership role” within different communities
- Let’s define a timeline for the major milestones
 - [until the end of next week] Sending a Community Leadership survey very soon because we have to ask to every community and analyse that data to improve the leadership in that community
 - Ask communities to identify their needs and what specifics in leadership they need to draw out plans
 - Define “leadership” or the “leadership role” within different communities
 - Find types of recognition that applied in other communities
 - [until the end of next week] Finding the challenges of various communities by asking the community leaders to share the challenges they encounter, including onboarding and recruiting new Mozillians → open a Discourse topic
 - [blocked by the survey] Documenting the leadership from other communities (create a community leadership guidelines)
 - [until mid March] Define the bureaucratic/blocking tasks that can help the Reps to organize the event
- Immediate next steps
 - [until the end of this week - All] Prepare a survey with all the information because we have to ask to every community and analyse that data to

improve the leadership in that community → Rara will open a document to gather all the possible questions

- https://docs.google.com/document/d/15GK_FTlPLTupf06ONdxH8szhNGiHT7HJeH3dTeWNxiQ/edit?usp=sharing
- [until the end of next week - All] Finalize survey questions in the google form format and send it through all communication channels (mailing lists, Reps call, telegram groups, discourse topic, github, etc)
- [until the end of next week - Rara] Finding the challenges of various communities by asking the community leaders to share the challenges they encounter, including onboarding and recruiting new Mozillians → open a Discourse topic
- [until the end of the week - Rara] Organize a follow up call in the same time next week **Tue Feb 23rd - 16:00 UTC**

If you missed the meeting and want to add something, feel free to write down your thoughts :)

From Mak:

- Need to ask other community leaders, and ask about the challenge in building community +1(viswaprasath)
- probably write a blog to share about their experiences

From Zaafouri :

- Every community leader need to meet with other leaders from other communities so that they can exchange experience and improve their management skills especially if they are working in similar projects (Privacy events / FSA events ..)
- Leaders have to encourage contributors to take initiatives and lead in some projects (localisation / Coding ..)

From Daniele

- We have to prepare a survey with all the information to do very soon because we have to ask to every community and analyse that data to improve the leadership in that community

From Bolaram

- Community Leaders need to encourage contributors to take lead in some functional areas(QA,Localization,SUMO) and need to support them to make a good impact on that . +1
 - Taskforce model? (Swarnava)