Week 6 - diversity & inclusion, safety, & MozFest

Thursday, October 18th, 2018
2:00 PM ET
90 minutes

[Recording](#)

Roll call

Name / organization / GitHub or Twitter handle
- Chad Sansing / Mozilla Foundation / @chadsansing
- Maya Wagoner / Brooklyn Public Library / TW: @mayawagon GH: @theghostofmaya
- Aubrie Johnson / Wikimedia / TW: @daughterphoenix Git: @aubriejohnson
- Sarah Morris / Nucleus Learning Network / @NucleusATX
- Ju-Lie McReynolds / USDS / GH: @ju-liem   T: @dex
- Brian Muenzenmeyer / Target / @bmuenzenmeyer
- Rowan Cota / BuzzFeed / gh: @cotarg / (cota.rg@gmail.com)
- Larisa Blazic/Libre Graphics Community Print Shoppe/@barbarogenius
- Claudia Göbel / ECSA @claugoe
- Thomas Sithole
- Caleb Kibet
- Chris Holdgraf / Project Jupyter / @choldgraf
- Prossy Kawala / CEMCOD

Agenda

- Learning goals (Chad)
  - Understand a common idea of diversity, how to support it, and common challenges faced as we work to design and build it into our community, organizations, and projects.
  - Understand a common idea of participation and inclusion and how they empower people in inclusive communities, organizations, and projects.
  - Know the basic parts and functions of safety documentation like codes of conduct, friendly space policies, and participation guidelines.
  - Analyze MozFest as an example of open culture in action.
- CPG reminder (Chad)
  - Be respectful, honest, inclusive, accommodating, appreciative, and open to learning from everyone else.
  - Do not attack, demean, disrupt, harass, or threaten others or encourage such behavior.

- ○ See also: Week 2 summary.
- ○ See also: full CPG [here](#).
- ○ Issues: report them to [Chad](#) or [Sarah](#).
- Are you coming to MozFest? [OL6 at MozFest Guide](#) (Chad)
  - ○ OL6 at MozFest
    - ■ Thursday night: Mozilla Family Dinner (RSVP required)
    - ■ Friday lunch: Open Leaders Lunch on the 7th Floor (feat OL6 swag)
    - ■ Fri – Sun: Open Leadership Zone ([sign up for office hours](#))
    - ■ Sunday night: Open Leaders After party - meet in Ravensbourne lobby at 8pm
  - ○ Sign up to volunteer: https://mzl.la/ol6-mozfest-signup
  - ○ Slack: [#open-leadership-zone](#)
- Remember to breathe! (Sarah)
  - ○ Remember your goals and manage expectations.
- Check-in/weather check: share how you're feeling about your open leadership journey with a metaphorical description if the weather - do you feel weighed down by stormy skies or lifted up by a strong wind?
  - ○ Chad - is it Friday? It seems cloudy enough to be Friday :) Long week waiting for MozFest!
  - ○ Sarah - I'm feeling like there's sunshine but the actual weather outside is freezing and raining!
  - ○ Maya – sunny but can feel a light drizzle and see thunderstorms in the distance
  - ○ Aubrie - I can hear thunder off in the distance. Good, harmless, terrifying thunder.
  - ○ Ju-Lie - In a bit of a swirl. Not tornado level chaos, but lots of swirling winds. If there were more leaves on the ground already, they would definitely be forming little funnels just above the ground.
  - ○ Brian: Underwater as of late. Is that a hurricane or storm surge?
  - ○
  - ○
  - ○
- Diversity (Sarah, 15 minutes)
  - ○ Breakout room 1:
    - ■ What does "diversity" mean to you?
    - ■ What works in recruiting diverse community members?
    - ■ What challenges do you face?
    - ■ What communities, organizations, or projects do you look to as inspiring examples of diversity and inclusion?
  - ○ Shared insights (10 minutes)
    - ■ Diversity can be helpful to sometimes just think about "variety". What's missing as a skill or talent? Whose voice isn't in the room?
    - ■ It takes a long time to build real relationships
    - ■ To avoid tokenizing people, it can be helpful to invite whole orgs/groups in to share power
    - ■ A very important vehicle for encouraging tolerance and acceptance

- ■ "Diversity" can lead to a superficial focus on "colorfulness" - maybe better/more specific to focus on **shifting power** to marginalized groups +1+1+1
- ■ https://www.makethebreastpumpnotsuck.com/ started out only representing educated, upper-class white women but made a deliberate shift in the third year to a more intersectional focus (70% people of color!) +1
- ■
- ■ One challenge is identifying the "unknown unknowns" for groups you may not realize you're missing
- ■ Diversity can help communities come up with innovative solutions to their challenges through co creation
- ■ Diversity means so many things
- ■ It's not enough to just invite people - better to be deliberate about with whom you want to work and go to their meetings, learn what communities they want to build and go there +1+1
  - ● Chad: +1 to being deliberate and participating in the communities with which you want to work and from which you want to recruit contributors
- ■ It can help organisations and communities to deal with group dynamics
- ● Participation & inclusion (Sarah, 15 minutes)
  - ○ Breakout room 2:
    - ■ How do you make sure people feel invited, included, and welcomed in your work? How do you work to "make it more inviting" or #mimi?
    - ■ When was a time you felt immediately included at an event or by a community? Why did it feel so inclusive to you?
    - ■ What challenges do you face in fostering inclusivity?
    - ■ What does it look like when a community, organization, or project is inclusive? How does participation look for leads, contributors, and users?
  - ○ Shared insights (10 minutes)
    - ■ Use emojis 😊
    - ■ At a baseline provide things everyone likes: food and music
    - ■ Having a deliberate cohort of people actively helping to make the environment more welcoming is helpful, and making those roles explicit so you can reward the people doing that work
      - ● Chad: Yay for all the intentionality in the practices people are sharing! +1
    - ■ Music! & Food! +1
    - ■ Food (potluck style meal in particular where everybody contributes with what they can and share) +1
    - ■ Send truly personal emails to new members ("hey lucy I really appreciate all the effort you're putting in and what you add to the group, hopefully we keep seeing you!")
    - ■ Inclusivity should be everyone's job, not just one or two women who care strongly about it! +1+1

- We talked about how not-acting can enforce the status quo. How can we be more intentional and active in our support.
        - Make roles around inclusivity explicit within the organization so they're officially recognized
        - Treat women like Dwayne "The Rock" Johnson (don't be condescending, don't objectify them, don't try to pull some bs behind closed doors)
- Safety (Chad, 20 minutes)
    - Intro to safety - [deck]
        - Safety docs & safety officers
            - Having (at least one) safety officer can add more trust to the reporting/documentation process
            -
            -
            - Quick case #1 voting: Which of the following scenarios do you think might be covered by a safety doc?
                - a:
                - B: ++++++ +
                - C:++
                - none
            - Quick case #2 voting
                - a:
                - b:
                - C:+ +++++++
            - Quick case #3 voting
                - A: ++++++++
                - B:
                - c:
        - Reports & tips
            -
            -
            -
        - Additional case studies
            - Check out the case studies and think about how you would like your community, organization, or project to respond in similar cases.
                - How might you communicate clear expectations about the related encouraged and prohibited behaviors?
                - How might you communicate clear reporting and response processes?
    - Simple safety tools (taken from games)
        - X Card - whenever someone holds up the X Card, conversation stops until the issue at-hand is resolved. This might be represented by holding a hand over a webcam on a video call

- - - "Womp womp" - whenever someone yells "womp womp," conversation stops until some jargon is unpacked.
      - Line - whenever someone uses the Line tool, they draw a line and ask that the conversation not cross further into that topic.
      - Veil - whenever someone uses the Veil tool, they ask to draw a veil over the current conversation and that the current conversation be fast-forwarded to its resolution and that the group moves on.
      - Let go - people can Let go and leave a conversation anytime they want without explanation.
    - Q&A
      - ◾
      - ◾
      - ◾
- MozFest as an example of open culture, Sarah Allen (15 minutes)
- Some resources we use at MozFest
  - https://medium.com/mozilla-festival/accessibility-at-mozfest-606c3ad20c04
  - https://github.com/numfocus/DISCOVER-Cookbook
  -
  - A road of progress and evolution re: diversity, participation, inclusion, and safety.
  - Different now than 6 years ago - always evolving, learning, looking for feedback.
  - Learned wasn't always designing with as many people in mind as they could - this can happen in lots of orgs! Make sure to reach out to help build processes, be intentional about reaching out
  - The building we're in is helpful - wheelchair accessible, lifts, gender neutral restrooms, Braille signage, hearing loop - built for accessibility; we've communicated about them and used them more and more.
  - Challenge was to do better.
  - Things we changed:
    - Registration - how do we make people feel as comfortable as possible? Include CPG; shared on giant boards in registration area; guidelines go on the back; online registration forms ask for acknowledgement of the guidelines.
    - Ways to report/raise issues: share separate emails and phone numbers for reporting and lists of people who will use them to respond to reports.
    - Make sure people taking reports can be found easily on site with a strong comms network.
    - Post guidelines.
    - Photo permissions - make it clear who wants to not be photographed.
      - Should not take pictures of people with yellow lanyards, for example.
      - Cannot share photo content featuring people with yellow lanyards, for example.
    - Worked on ways to accommodate means of support such as service animals, closed captioning, translation, sign language.
    - Have a way to share pronouns.

- ■ Consider neurodiversity, sensory needs.
    - ● Places to rest eyes on blank surfaces.
    - ● Quiet rooms.
    - ● Loud rooms.
  - ■ Childcare options.
  - ■ Sessions for audiences of diverse ages.
- ○ Ask your community members what they need from you.
- ○ Having guidelines in place a good practice but how you implement those guidelines is also very important
- ○ Take feedback and responses seriously and act upon those reports
- ○ Q&A
  - ■ How many people get scholarships to attend MozFest?
    - ● On average: nearly 100 people. Session facilitators. Travel, hotel. From anywhere in the world.
    - ● Stipends go to spaces and allied orgs with resource needs for participating.
  - ■ How do you ensure that the people that do work around inclusivity / safety are recognized for this work?
    - ● We invite them to blog about their work and we publicize it and thank them.
    - ● Stipend participation at the festival and credit their work and document it so they can share it as they want.
  - ■ How can you accomplish many of these (great) efforts to improve inclusivity when you don't have the budget of Mozilla? :-)
    - ● We are certainly in a position other orgs are not.
    - ● Some things to consider putting into place:
      - ○ Look for other people/orgs who want to support community members in your community in particular areas.
      - ○ Sarah will share Tania's cookbook, which has a lot of things we can do.
    - ● What kinds of challenges or push-backs have you faced?
      - ○ People have asked if we would start sharing incident reports.
- ○ Opportunities for remote participation
  - ■ Watch the Dialogues & Debates series online.
  - ■ Follow the #MozFest hashtag.
  - ■ Follow @MozOpenLeaders.
  - ■ Visit the program to see if the sessions that interest you have shared notes.
  - ■ Remote participation suggestions for 2019?
    - ●
    - ●
    - ●
    - ●
    - ●

- Assignments (Sarah, 5 minutes)
    - Since MozFest is during Week 7, it's okay to replace you mentor meeting with attendance or remote participation. But you can totally meet, as well!
    - By week 9 - ideally before your next mentor meeting : Draft or adapt an openly licensed Code of Conduct, set of Community Participation Guidelines, or a Friendly Space Policy and add it to your GitHub issue or to your repo as CODE_OF_CONDUCT.
    - Complete your [compare & contrast assignment about safety](#) in your community, organization, or project.
    - Find a way to participate onsite or remotely during MozFest.
    - Q&A about assignments
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- Feedback on this session
    - What worked here? What didn't work? What surprised you? What would you change?
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