

July 9th, 6pm CET

Code of Conduct Zoom Call

Attendees: Matt Noyes, Jake Beamish, Manuela Bosch,

Facilitation: Manuela

Protocol: Matt N.

AGENDA

Arrival & CHECK-IN Round (20min)

Matt N. : Neighbour Organizing, internal democracy, participatory organizing, cooperatives, first time in CoC process, but experience in question how to organize to prevent “disasters”, in US, Japan.

Jake: new to PC, [only prior] experience with Coop Bank [as customer!], here to learn from others' experiences, mom grew organic vegetables for box delivery, so family experience... new to codes of conduct... vast curiosity, coming from user side of Mastodon...experience with other tools...

Manuela: come to this from grassroots and soc entrepr and spiritual/intentional communities, working as a facilitator and sometimes participant, democratically run co-working spaces; self-organizing projects... buy twitter led to social.coop. Observing loomio process and involved in CoC since start... try to integrate voices to create something bigger.

1: RECAP What do we already have achieved? What are the current complex questions? (15min)

Current Question how to follow up on last Proposals Feedback

- a.) Feedback on Content of Terms we already have, especially how do you list category of people who might suffer from harassment, concern to overlook a minority group
- b.) Reporting Guideline: we only have a draft so far. we need a proposal. For that we need to understand the reporting process, i.e. have a flow chart, clarify the tools/mechanics i.e. having a

form for reporting and clarify the responsibilities, i.e. decision process, nominating a jury, considering ways integrating approaches, i.e. restorative justice

2: VISION: Collecting ideas on how run/finish this process best. (15min)

Its Oct 31st, 2018

What has happened so you will be able to say this CoC project was really successful and you had a really good time doing it?

Manuela: Successful, enjoyable, XXall concerns metXX, and surprised at how **little time the project has taken until completion**

Matt: New people and XX*people who were concerned about the process before are now involved and have taken a leadership role*XX

Jake: other instances form their codes of conduct in the same democratic process in which we are doing it

Manuela: Our solutions are very simple and integrate our highest purposes and values.

Matt: We have introduced a new idea to how to do a CoC

Jake: XX**entire user base is happy with CoC**XX and it attracts more users to social.coop

Manuela: We have gotten energy and **it has supported other things in our lives** as well

Matt: XXWe avoid unproductive internet conflictXX and at the same time we can discuss really different experiences and ideas

Jake: ***we foster productive conflict***

Manuela: **Practicing a culture of trust within the CoC collaboration** and this spreads to the wider social.coop community

(note: We were running this as a "Dream Circle" Process)

3: FOCUS/GOALS: Sorting, prioritizing the ideas (10min)

Goals:

- 1. *Having a productive and democratic process in completing the CoC***
- 2. *Having more engagement in the CoC process and follow up***
- 3. *Volunteers working on CoC will be supported unexpected ways***
- 4. *Our CoC will prevent unproductive internet conflict***

- ***people who were concerned about the process before are now involved and have taken a leadership role***
- ***entire user base is happy with CoC***
- ***we foster productive conflict***
- **Practicing a culture of trust within the CoC collaboration**
- **little time the project has taken until completion**
- **it has supported other things in our lives**
- **We avoided unproductive internet conflict**

4: Discuss ROADMAP/TIMELINE (15min)

Steps for completion of CoC terms & reporting guidelines

Status	by	what	organized by (please sign up for empty slots)
done	07/11	Presenting the outcome of this call to Community Working Group, leave a note in Main Group CoC proposal thread and invite to join Community Working Group to help complete the CoC process	Jake, Matt N., Manu
done	07/13	Creating a clean working version of CoC terms AND guidelines, integrating existing comments/edits/ideas	Matt N. & Jake
?	07/14 to 07/22	Collecting ideas/dreams (that can also address concerns) on the existing and desired CoC terms and reporting guidelines in a shared doc, inviting the ones who had major concerns >> <i>this is the time for major concerns on current draft and also to announce ideas and wishes, ideally formulated as specific ideas.</i>	Manu B. & Jake_____
done	07/13 to 07/22	Voting on date for a 90 min call to work on a 3rd CoC draft, considering the collected ideas (<i>for Manuela possible on July 23/24/30/31, Aug 1, Aug 7,8</i>)	Jake_ & _____
	07/23 to 08/08	Call on CoC with focus on developing reporting guidelines/process base on collected ideas	Manuela B. & _____
	08/09 to 08/12	Present outcome of Call and collect feedback from Community Working group	_____ & _____
	08/12 to 08/15	Work on suggested changes	_____ & _____
	08/16 to 08/21	Run proposal in Community Working group	_____ & _____
	08/22 to	If necessary, make further	Christina H_ &

	08/24	changes	_____
	08/24 to 08/30	Run proposal in Main Group	Christina H & _____
	08/31 to 09/02	If necessary, make further changes	_____ & _____
	09/03 to 09/09	Run proposal in Main Group, if necessary	_____ & _____
	09/10 to 09/16	Build team of CoC caretakers (people who will facilitate and enforce the CoC reporting process): distribute roles necessary for implementation, prepare trial period	_____ & _____
	09/16 to 10/15	Trial phase to test the process	_____ & _____
	10/16 to 10/20	Community Working group works together with CoC caretakers: for reflection, work on revisions. Note: if we test the procedures that have been approved and then find we have to make substantive changes, we may need to ask for approval from the membership, unless we include in the proposal authorization for the CWG to decide on those operational issues.	_____ & _____
	10/21 to 10/27	Prepare Launch	_____ & _____
	10/21 to 10/30	Prepare Launch Party	_____ & _____
	10/31	Launch & Launch Party	_____ & _____

CHECK-OUT (5min)

Next Steps: Manuela is completing process proposal and discussing with Matt and Jake before presenting it

6/18/2018

Check-ins: Matt Noyes, Emi Do, Matt Cropp, Manuela Bosch, Tom Elliot, Jake Beamish

Admin:

- Roles
 - Facilitator: Manuela
 - Document Review: Matt C
 - Notes: Emi

Check In:

- Matt N: desire to see the document going
- Emi: observational
- Matt C: pre-requisite to community working group
 - goal: document to submit to wider membership for approval
- Manuela: facilitate conversation to enable content
- Tom: wanting code of conduct that works for everyone
 - support effort moving forward
 - happy with draft as is
- Jake:

Agenda:

- Walk through comments on [draft CoC document](#)

Process:

- "If you see someone who is making an extra effort to ensure our community is welcoming, friendly, and encourages all participants to contribute to the fullest extent, we want to know."
 - call to action without process: CoC is an action document
 - doesn't fit into CoC but maybe something that CWG can incorporate in another way
- Adding "attribution" to 'encouraged behaviour'
 - "Give credit for content you post and recognition for the contributions of others."
- "When engaging in criticism, aim to ensure it is constructive."
 - add Rappaports rules as an addendum

- Content Warnings
 - What is the appropriate use of this? Does it dilute the meaning of CW if used for causes/posts not for protecting those affected by trauma
 - Inter-instance diplomacy?
- Audience for "unacceptable behaviour"
 - those who are not aware of the sensitive/impact of the statements that they are making
 - those who don't care about the effect of their statements
- "Discriminatory language, including jokes, or personal insults, particularly those related to gender, sexual orientation, ability, ethnicity, socioeconomic status, or religion (or lack thereof)."
- "punch up, punch down" issue
- add UBC harassment policy as an addendum
https://equity.ubc.ca/files/2010/06/equity_d_and_h_awareness.pdf
- adding "for example" so that the list is not definitive
- Spam: commercial
- Flooding: bulk posting

Next Actions:

- Ways to encourage 'extra effort' to ensure welcoming, friendly environment
- CW:
 - running poll of what should be "CW"
 - word cloud?
- Violence: definition of violence
 - need to have a larger conversation around what violence "is"
 - for now kept as an addendum, but to be explored later
 - [https://www.heartland.edu/documents/idc/What%20is%20violent%20comm%20and%20nvc%20\(Winters\).pdf](https://www.heartland.edu/documents/idc/What%20is%20violent%20comm%20and%20nvc%20(Winters).pdf)
 - <https://flowchainsensei.wordpress.com/2015/06/12/codes-of-conduct/>
 - <https://www.theguardian.com/politics/2016/aug/19/momentum-drops-pledge-to-non-violence-from-code-of-ethics>
- Reporting Guidelines/ Process
 - process of reporting needs to be second document
 - Potential model for reporting guideline:
https://docs.google.com/document/d/1pZTXsGuWNTe5X6z_DytJZTbjOyJUT4HlvPPnfmbuPEw/edit
- Reconsideration Process
 - reporting guidelines to include these
- social.coop bylaws:
 - reflect Community Working Group to being able take necessary action
- Non-member guidelines?** (didn't quite catch this)
 - how to handle non-member violations of our CoC

- off-instance harassment guidelines
- Inter-Instance Diplomacy
 - coordinating CoCs with other instances?
- Resources section
 - Create a new document/space for resources
 - Wiki?
 - separate doc?
- Infographic
- Talk to moderators that might be able to offer feedback on holes that might need to addressed

5/28/2018

Check-ins: Matt Noyes, Manuela B, Leo S, Robert B, Matt Cropp

Admin:

- Aim to be done by 11:15am EDT

Agenda:

- Walk-through of the [Draft Document](#) that has been collecting ideas and feedback
 - Additional discussion on document.
- Develop list of narrowed-down bullet points to bring to whole group for final round of feedback.
- Process going forward
 - Write synthesis of discussion points into a core list of rules and behaviors.
 - Circulate to Community Working Group for Co-Editing
 - Put a draft to whole group.
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Next Actions:

- Team to compile
 - Matt Cropp to take an initial swing at the list of behaviors based on Citizen CoC.
 - All who RSVP'd to call to help with initial co-editing.

4/14/2018

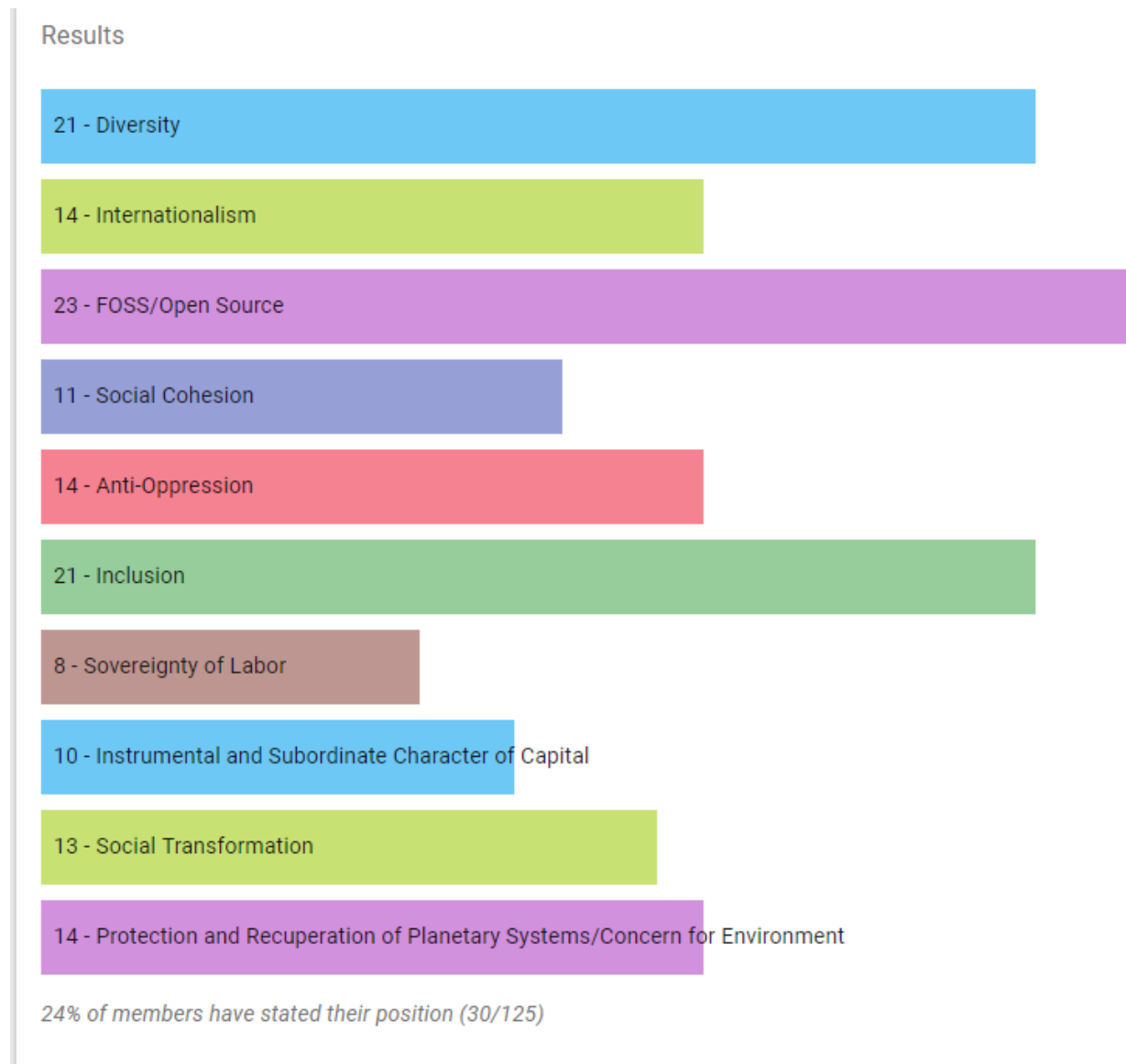
Check-ins: Matt, Michele

Admin:

Agenda:

- Review supplemental values poll results and discuss possible integrations.

- Results:



- Values to merge

- Diversity & Inclusion (integrate anti-oppression)
 - As users of marginalized identity to develop some operational points on this part, as Matt, Michele and Mayel are white doods.
- Internationalism
 - We're functionally an international co-op
 - Operationally could look like good tools for things like time-zones, translations -> Mayel can give us some insight on this as he's currently running a translation co-op.
 - Possibility of moving towards localized chapters that federate at the global level? In some ways that might make things a little less international.

- Michele: thinking about the Catalan Integral Co-op
 - Concern for Environment
 - Extension of concern for community, which is a co-op principle.
 - Operationalization through things like services that run on renewable energy, investing a % of our surplus in renewable energy, etc.
 - Free accounts for environmental projects, etc.?
 - FOSS/Open Source
 - Postpone discussion of this topic for upcoming call on FOSS co-op paper discussion.
 - Tend toward a preference for FOSS/open-source infrastructure.
- Discussion
 - As we grow it would be interesting to tie Loomio access to OpenCollective donations so we get access control to determine which demographics are more represented so we can evaluate Neville's proposal of "only overrepresented demographics pay"
- Review the vision for the project statements from the [member poll](#).
 - Things pulled out by meeting participants
 - I hope it's a place where people can hold each other accountable for what they say, but in a way that brings people in rather than shutting them out, tho this may be more work. Some of Ostrom's research on commons governance like graduated sanctions might be cool to try here.
 - I think the key is to foster a community in which people are encouraged and encourage each other to develop along three lines: autonomy, creativity, and solidarity. The code of conduct should be a tool for facilitating an open-ended process, just enough rules/procedures to create a space within which to operate.
 - The CoC needs to maintain social.coop as an inclusive group of people with an affinity for decentralized, democratic governance and free/libre software. The CoC must encourage civil, thought-provoking dialog, while at the same time protecting marginalized groups from harassment and other forms of malicious behavior.
 - Strong-in, group norms, but light touch in terms of muting/blocking other instances, so that is mostly left to individual discretion except in extreme cases: "I think we should aim for strong controls on in-instance behavior—against abuse and harassment of many kinds, but I don't think we should be more reluctant to block other instances if our members want to expose themselves to such stuff on their own feeds."
 - C2 → "we don't do this here"
 - C5 → how do we handle harassment?
 - C6 → progressive enforcement (v. Ostrom)
 - C10 → catalyst of coop projects
 - C17 → add education to our core values
 - Elements to consider
 - Stance against hate speech and harassment while still cultivating a strong culture of dialogue and exchange of ideas.
 - Incremental enforcement - not bringing the hammer down all at once, but clear consequences for actions.
 - Public education and being a catalyst of co-op projects.

- Strong-in, group norms, but light touch in terms of muting/blocking other instances, so that is mostly left to individual discretion except in extreme cases? Need to determine the balance.
 - Develop a roadmap and assign tasks for the development of the first draft CoC
 - Review Existing Resources and Examples of CoCs before next call
 - Enspiral
 - [Personal Conduct Agreement](#) (agreements are like constitutional documents, for us)
 - [Harassment and Abuse Policy](#) Agreement
 - [Conflict Resolution Guidelines](#) (we almost named these Transformative Justice Guidelines, but figured that Conflict Resolution was a better signpost for now)
 - Neville Suggestion: [How to design a code of conduct for your community](#)
 - [Empty Document for adding initial ideas](#)

OT:

- Consider remunerating those who update the instance as a first step towards a full remuneration scheme

Next Actions:

- Michele:
 - Ask on Social.coop for code of conduct examples and resources to build a list.
 - Compile a list of sources and share in the WG as a google spreadsheet.
- Matt:
 - Schedule the next call ~a month out to begin constructing the code.
 - Post an invitation (check poll) to the working group to add things to the draft document in the meantime.
 - Matt to toot asking for volunteers to take the lead on the Diversity/Inclusion/Anti-Oppression values operationalization.
- Goal for next call/process:
 - To develop a bullet-pointed outline of key elements to be ratified by the working group. If ratified, the document will be fleshed out, and then presented to the full membership for ratification.

3/17/2018, 11am Eastern

Check-ins: Matt, Michele (late, bloody timezones)

Admin:

Agenda:

- Review of code of conduct development process/progress

- Poll members about using ICA Values as a baseline starting point. [Done]
- Ask participants to engage in a short writing exercise to surface additional values, and encourage members to post out summaries of their exercises on Social.coop. [included in survey]
- Aggregate additional values from social.coop members through a survey. [Done]
 - Narrow down aggregated list of values through dot voting process.
 - Assemble committee to Draft Code of Conduct/Community Standards based on community prioritized values.
 - Code of Conduct submitted to full membership for comments.
 - Committee integrates comments and submits proposal for ratification by full membership.
- Review of survey results
 - Additional Values Suggestions
 - Diversity*
 - Internationalism
 - Rejection of “abusive behavior”
 - FOSS/Open Source***
 - “The values of the Free Software Foundation & the Electronic Frontier Foundation”
 - “Caring for Others” should be further specified as meaning: proactive collective resolution of problems and questions by members, by proactive discussions with other users.
 - Social Cohesion
 - Anti-oppression
 - Inclusion* [perhaps an elaboration of concern for community]
 - Three from Mondragon:
 - 1. Sovereignty of Labor -- the democratic exercise of power and control by workers over their economic activity
 - 2. Instrumental and Subordinate Character of Capital -- the restriction of the power and influence of Capital in the ownership, governance, and management of organizations and its subordination to Labor
 - 3. Social Transformation -- The realization of the cooperative values amounts to a project of broad and deep change in the basic structures, practices, and ideologies of modern society.
 - One related to planetary concerns:
 - 4. Protection and Recuperation of Planetary Systems -- Climate change and inequality are the urgent and universal problems of our time. From the beginning, cooperativism has been tied to environmental protection and sustainable practices.
 - Vision for social.coop

Next Actions:

- Create dot vote poll for members to weigh in on additional values w/ 5 dots. Options:
 - Diversity
 - Internationalism
 - FOSS and/or Open Source
 - Social Cohesion
 - Anti-Oppression
 - Inclusion
 - Sovereignty of Labor
 - Instrumental and Subordinate Character of Capital
 - Social Transformation
 - Protection and Recuperation of Planetary Systems/Concern for Environment
- Next Meeting - schedule poll for working group.
 - Develop working definitions of the prioritized values.
 - Review of Goals and Aspirations responses to survey.
 - Plan the work of drafting the code of conduct document.

12/17/2017, 1:30pm EST

Checkins: Matt Cropp, Michele Kipiel

Admin:

Agenda:

- Review of state of code of conduct dev process
 - Previously approved flow
 - Poll members about using ICA Values as a baseline starting point.
 - Done
 - Ask participants to engage in a short writing exercise to surface additional values, and encourage members to toot out summaries of their exercises on Social.coop.
 - Matt poked Manuela a little while back, as this was her idea, but did not hear back.
 - Perhaps the way to do this is create a form to ask folks for ideas and thoughts, that we can draw from as we craft the code of conduct. -Matt
 - Aggregate additional values from social.coop members through a survey. - Matt to add field to form.
 - Narrow down aggregated list of values through dot voting process.
 - Vote following the survey.
 - Assemble committee to Draft Code of Conduct/Community Standards based on community prioritized values.
 - Code of Conduct submitted to full membership for comments.

- Committee integrates comments and submits proposal for ratification by full membership.
 - Amendment from Fabian:
 - "Create a thread for Code of Conduct Constraints thread under the main social.coop Loomio. Any constraint proposal passed under that thread shall be considered a requirement for any Code of Conduct Proposal"
- Walk-through of the notes from the platform co-op break-out session
 - Review of document with comments
- Next steps to a social.coop code of conduct
 - "Policy Register" Document(s) need to be created and linked from the main.
 - Michele to compile and send to Mayel to create sandstorm document
 - Create a "Code of Conduct Constraints" thread that Fabian proposed and was passed. -Matt to do.
 - Code of conduct development
 - Assemble values and code of conduct development survey and send out to the membership. -Matt
 - For Federation Policy
 - Need a working definition of "Shitposting" since it is part of our current Federation policy.
 - Next Meeting to be scheduled once the survey process is complete - after the new year -Matt to create schedule poll.

Next steps:

- Michele -> compile the policy register document
-

July 5, 2017, 3pm EDT

Checkins: Manuela, Matt Cropp

Admin:

- Roles
- Hard Outs

Agenda

- Code of Conduct/Community Standards Development
 - Process Development

■ Values

- Submit flow to be ratified by working group
- Poll members about using ICA Values as a baseline starting point.
- Ask participants to engage in a short writing exercise to surface additional values, and encourage members to toot out summaries of their exercises on Social.coop.
 - Could use Ujournaling?
 - Manuela - video that includes writing exercise, will send to Matt. Can potentially organize the output as “Toot-ups” on Social.coop.
- Aggregate additional values from social.coop members through a survey.
- Narrow down aggregated list of values through dot voting process.
- Assemble committee to draft code of conduct/Community Standards based on community prioritized values.
- Code of Conduct submitted to full membership for comments.
- Committee integrates comments and submits proposal for ratification by full membership.

■ Condensed (Maximum 10 points) statement of Community Standards/code of conduct that is both awareness raising and participatory.