CHAOSS

❗ These are old minutes. We have consolidated all working group minutes to here:

📄 CHAOSS Working Group Minutes

DEI WG Agenda and Meeting Minutes

- **Connection Details**: zoom.us/j/4998687533
- **Issue board**: github.com/chaoss/wg-dei/projects/1
- **Repository**: .... github.com/chaoss/wg-diversity-inclusion
- **Videos**: .... YouTube playlist
- **Slack:** .... #wg-diversity-inclusion
- **Every Wednesday at 16:00 UTC,** .. 8:00am U.S. PDT, 10:00am U.S. CDT,17:00 CEST
- **To add this meeting to your calendar: Copy this link and add as URL** **https://ics.teamup.com/feed/ksbdtwkzagbvw3hcui/13059709.ics**
- Metrics tracking sheet
- Archived Minutes: 2020-June 2021, July 2021-Dec 2023

October 23, 2024

Agenda:

- Centralizing all minutes into one doc. New location is here:
- 📄 CHAOSS Working Group Minutes

October 9, 2024

Attendees: Please add your name and tell us how your week is going.

- Adeyinka Oresanya - hectic but fantastic!
- Peculiar C Umeh - Very well
- Yigakpoa L. Samuel (Ikpae) - Going great 😊
- Matt Germonprez - Smoother now that it's Wednesday
- Elizabeth Barron - going well!

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Agenda:
- DEI.md day! (First WG meeting of the month 🎉)
- Badging application update! 🎉
  - It's been deployed, yay!
  - Update links:
    - Link to the metric only, and mention the metric name instead of "CHAOSS Metric document". open in a new tab (https://chaoss.community/kb/metric-event-demographics/ for example)
    - We can take out the references drop down
  - Event Demographic page change:
    - Updated the Demographics metric
      - Change Check box: This event commits to improving demographic diversity at the event.
      - Add New: Tell us what you are doing to improve demographic diversity at your event.
      - Detail the process for measuring Event Demographics.
      - Change: If measuring Event Demographics, describe the process
        - If measuring… (on the next 2 questions also)
      - Take out the criteria for measuring demographics
      - Change check box: This event commits to improving the inclusive experience at the event
  - Public health page changes:
    - Maybe we can change our wording to
      - 1. ask if they have seen the PHPledge
      - 2. Describe what they have done to address Public Health and Safety for their event
      - 3. Provide link to their website (already ask)
      - [ ] change website application
      - [ ] change checklist for reviewers
  - None of the questions should be required
  - Inclusive experience - change from attendee diversity to "this event commits to providing an inclusive experience at the event"
  - Nominating Gift Uhiene for CHAOTIC of the week, let's recognize her and Desmond Obisi for their hard work
  -

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- Daylight Savings ends on Nov 3 in the US. Ends on Oct 27 for many other countries. Keep an eye on your calendars!
- All Things Open - Booth and 5 Free Tickets! 20% discount after that
    - October 27-29, Raleigh, NC USA
    - Let Elizabeth know and she'll send you the link
- Code of conduct documents have been published to the site
    - Code of Conduct
    - Procedure for making an incident report
    - Code of Conduct Incident Response Plan
- Project Badging:
    - Projects with DEI.md files that didn't get badged. Do we care? Do we want to reach out?
        - Django has one: https://github.com/django/.github
        - Wordpress is considering one: https://github.com/WordPress/DEIB-Issue-Tracker/issues/24
        - Are there more?
        - Maybe we can open issues or write a blog post on how we are seeing this happen, so we can give a little guidance here
- Review this metric: Chat Platform Inclusivity
-

September 25, 2024

Attendees: Please add your name and tell us how your week is going.

- Elizabeth Barron - great! We finally got rain! ☔
-
- Adeyinka Oresanya—-Rain, rain, rain! + Today is my birthday!
- Matt Germonprez - Solid. I like Wednesdays
- Sean Goggins - Rain, Rain, Sun, Clouds, Rain, Rain, Rain
- Desmond Obisi - Sun, rain, rain
- Gift Uhiene - Rainy, Sunny, Heat wave, Cloudy
- Kevin Lumbard
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Agenda:
- Quick recap of some things from the Weekly Community Call:
    - All Things Open - No booth (yet) but 5 Free Tickets! 20% discount after that
        - October 27-29, Raleigh, NC USA
        - Let Elizabeth know and she'll send you the link
    - New Working Group - UN SDGs (Sustainable Development Goals) #wg-un-sdg
        - Meets every other Wednesday at 10:00 am US Central/Chicago time
        - Subscribe to the calendar here: https://ics.teamup.com/feed/ksk9vit7vig1w48j3s/13658871.ics
        - First meeting is October 2
        - We facilitated an unconference session at the OSSummit Europe in Vienna, Austria. Meeting notes are in the planning doc:
            📄 UN SDGs Impact Metrics for OSS - OSSummit EU 2024
            - How can open source communities have a direct impact on the SDGs (inclusive communities help equality, for example)
            - How can open source projects be used by others to advance SDGs (statistics module to measure water quality, for example)
            - By connecting open source directly to SDGs, we may get interest from funders who are interested in helping us help them, so this connection helps sustainability in open source overall
            - Regarding metrics in open source, there may be challenges, so how do we facilitate this without adding more "stuff" for them to do, how can we support this?
    - Call for new Event Badgers!
        - New Badger Orientation Sessions (only need to attend 1):
            - September 25 at 11:00 am US Central/Chicago
            - October 2 at 9:00 am US Central/Chicago
        - No CHAOSS experience necessary, only a desire to help build more inclusive open source events
    - CHAOSS Workshop on Grace Hopper Open Source Day on October 4
    - Community Survey launching this week! - will run until the end of October/second week of November
- Code of Conduct documents update
- Education update
- Badging update
    - Goal is to allow organizers to complete application from new website, and just click the button

- Finished with implementation in staging but need to push to production to fully have the info they need
- They need access to digital ocean for staging environment -Adeyinka and Desmond - Sean will set up

September 11, 2024

Attendees: Please add your name and tell us how your week is going.

-
- Elizabeth - good! Maybe I should also prioritize sleep
- Enock Kasaadha - faster now that days are getting shorter
- Henrietta Ampofo - fast and slow
- Matt Germonprez - prioritizing sleep
- Adeyinka: last week of summer break for me
- Yigakpoa Samuel -
- Hamza Danjaji cool
- Aida Isah - So many engagements
-

Agenda**:**
- Cadence of meeting? Every two weeks?
  - Keeps us aligned with other CHAOSS meetings & working groups
  - Slack keeps us connected in between
  - Definitely NOT de-prioritizing DEI
  - DEI.md Project Badging will be on the first Wednesday meeting
  - Let's start now, so next week is off-meeting (Elizabeth can show up to notify people)
  - Elizabeth - change calendar
- Can we auto-exclude AI notetakers?
  - While we appreciate your interest in our community conversations, we kindly ask that you do not use AI Notetaking tools in our meetings. All of our meetings are recorded and provided on YouTube and all of our meeting minutes are publicly available.
    - Bring to the Community call?
    - Where should we post it?
    - Check zoom for auto-remove
    - Check youtube for closed caption/transcript - is this available
    - We can give access to transcripts
  - We've always removed them, we like just having people in our meetings
- Job channel for open source jobs

- Elizabeth to start today
- Tour guides. Is this working?
    - What can we do to promote this more?
    - Do we still need the slack channel? Maybe yes?
    - Let's check with maryblessing for an update
- Updates on the badging site. Was down for a bit.
    - Was a single package that had updates (single maintainer)
    - Let's make sure we have a team that can access this
    - Adeyinka and software devs are chatting about the plan for updating the event badging process
    - Will provide update next meeting (2 weeks)
- Education updates. How are things going here? Is there a time where we might want to start to share these efforts more publicly?
    - Let's look at the courses we have, and also how they work together in a progression

September 4, 2024

Attendees: Please add your name and tell us how your week is going.

- Elizabeth Barron- the weather is gorgeous!
- Ria Schalnat - Getting ready to head to Denver for SBOM-o-RAMA. Plus it was my BD yesterday!
- Matt Germonprez - Short and great
- Adeyinka Oresanya - It's going good!
- Winifred Young - so far so good
- Sean Goggins - All holiday weeks are good weeks. 😀
- Maryblessing O. - Going great so far
- Ij-beautiful 👍
- Aida Isah - Going great
- Hamza Danjaji - smooth

Agenda (1st Wednesday of the Month!):

1st Half: CHAOSS Things
- CHAOSS Code of Conduct - Procedures for Reporting and Responding
    - Hoping to publish in the next few weeks, so add your feedback soon
    - 📘 Procedure for making a Code of Conduct report
    - 📘 Code of Conduct Incident Response Plan
- Event Badging Updates:
    - 3/7 of applicants went through the Public Health Pledge badging
        - 1 wasn't comfortable with the way the pledge badging was worded

- 1 didn't have the resources
- Maybe we can change our wording to
  - 1. ask if they have seen the PHPledge
  - 2. Describe what they have done to address Public Health and Safety for their event
  - 3. Provide link to their website (already ask)
  - [ ] change website application
  - [ ] change checklist for reviewers
- CHAOSS Project updates:
  - Metrics Development and Metrics Models have been proposed to merge
  - New channel for government open source: #wg-government
  - We have started planning CHAOSScon EU 2025
  - Peculiar and Yiga working on updating Metrics to new template
- FYI: We are hosting a ½ day virtual workshop on Grace Hopper Open Source Day on October 4. Schedule is here.
  - Let's find out # of participants
  - Make sure newer volunteers are listed
  - Where's our stuff?
- (If time) Revising Types of Contributions Metric to consolidate categories
  - Add facilitating a meeting
  - The point of this metric is that there ARE a lot of ways to contribute
  - Let's wait and see if this is actually a blocker to people filling this out
- Reminders:
  - Send podcast ideas/feedback to podcast@chaoss.community
  - Send news to the comms team via slack (type the command /comms team submission form, or it's pinned in #general channel)
  - Nominate someone for CHAOTIC of the Week
  - If you've given a talk about CHAOSS or getting into open source, add your slides to the education repo
  - Add your community contributions using the issue template in the Community repo

2nd Half: DEI.md Things
- DEI.md Q&A

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August 28, 2024

Attendees: Please add your name and tell us something new you learned recently.

- Elizabeth Barron - I learned that AI models can't answer the question "how many Rs are in the word strawberry" so they just guess
-
- Matt Germonprez -
- Allison Kittinger - Kamala Harris's mom worked in my building
- Peculiar C Umeh -
-
-
- Precious Onyewuchi - That some of the biggest hacks/fraud occurrences in the world might be perpetrated by either terrorist organizations as they need funding, or by sanctioned countries.
- Maryblessing O. - I learned about my rights on data privacy. you could actually request that all your data on a specific platform gets deleted permanently if you want!

Agenda:
- New Issue Template for Community Contributions - demo
    - Helps recognition and career advancement
    - Helps project track and measure community contributions
    - Helps us figure out how much time things take
    - Helps newcomers see the different types of contributions
- Badging Update - next time!
    - Let's start iterating on the process of badging for applicants
    - There are design templates already built, need the dev backend - links are on figma (design team has access)
    - Elizabeth - do a linkedin/blog post for 1st wednesday of every month sessions and to encourage more interaction with us for help (DEI.md)
        - Encourage community to spread the word
    - Maybe at CHAOSScon in FOSDEM have a session on DEI.md file
- Side quest: We should start thinking about CHAOSSconEU 2025 - bring up at community meeting

- Community Survey
    - Elizabeth to launch based on 2022 survey. She will scrub the data and present it to the research group
    - Plan to use limesurvey again
    - Original blog post: https://chaoss.community/chaoss-community-survey-is-open/
    - Original survey questions: https://docs.google.com/forms/d/1f_38eeKBaz8bTqZmblQOc82H-yU-FDFmBqScWKBpjcs/edit
    - Original survey analysis and action taken: https://chaoss.community/chaoss-dei-self-reflection-summary/
- Tip of the week in slack for reminders (as below)

Reminders:
- LF Member Summit (Nov 19 - 21 | Napa, CA) - CFP Deadline on Aug 30
- Send podcast ideas/feedback to podcast@chaoss.community
- Send news to the comms team via slack (type the command /comms team submission form)
- Nominate someone for CHAOTIC of the Week
- If you've given a talk about CHAOSS or getting into open source, add your slides to the education repo
- Add your community contributions using the issue template in the Community repo
- CHAOSS Code of Conduct - Procedures for Reporting and Responding
    - These are ready for review and feedback (you can use comments in the doc or reach out to the CoC team privately)
    - 📄 Procedure for making a Code of Conduct report
    - 📄 Code of Conduct Incident Response Plan

August 21, 2024

Attendees: Please add your name and tell us how your week is going so far
- Daniel Murphy - busy!
- Ria Schalnat - Working on an empowerment gala for women!
- Matt Germonprez - Semester is starting!

- Sean Goggins - First week of my semester.
- Allison Kittinger - calm before storm
- Hamza Danjaji - Cool
- Peculiar C Umeh- pretty good
- Elizabeth Barron - busy but good
- Kevin Lumbard
- Aida Isah - Crazy
-
-

Agenda:
- DEI.md workshop - need someone to head this up
    - Zoom workshop or 2
    - Unconference at OSSEU or other confs? Super informal
    - Maybe we just start hosting series of hangouts during this call? 1x month? When we have a short agenda? 30 mins
    - Elizabeth - do a linkedin/blog post for 1st wednesday of every month sessions and to encourage more interaction with us for help
- Tracking the DEI.md file and who is struggling with it?
    - Check forks
    - Encourage issues so we can help them along the way?
- Event Badging update? (Adeyinka) - this will happen next week
- Metrics update - Just an FYI
    - Content not changing
    - New format is to make it easier to read and less overwhelming
    - We have some funds to make this happen
    - Once this is done, we can add the references
-

Reminders:
- LF Member Summit (Nov 19 - 21 | Napa, CA) - CFP Deadline on Aug 30
- Send podcast ideas/feedback to podcast@chaoss.community
- Send news to the comms team via slack (type the command /comms team submission form)
- Nominate someone for CHAOTIC of the Week
- If you've given a talk about CHAOSS or getting into open source, add your slides to the education repo
- CHAOSS Code of Conduct - Procedures for Reporting and Responding
    - These are ready for review and feedback (you can use comments in the doc or reach out to the CoC team privately)

- 📄 Procedure for making a Code of Conduct report
- 📄 Code of Conduct Incident Response Plan

July 31, 2024

Attendees: Please add your name and tell us the most difficult/complicated dish you've ever cooked
-
- Elizabeth Barron - this [Spiral Vegetable Tart](#) was up there
-
- Peculiar C Umeh
- Matt Germonprez - There is a chocolate cake I make that takes some time
-
- Kevin Lumbard
-

Agenda:
- **NO Meetings August 5-16**
- Add your talks to [this calendar](#) of CHAOTIC talks at conferences
    - Submit using the Comms Team Form in Slack
- New Working Groups to join:
    - Tech Writers (Wednesdays at 12:00 WAT), [#chaoss-africa-tech-writers](#)
    - Disability and Accessibility (Mondays at 6:00 pm WAT), [#chaoss-africa-disability-inclusion](#)
    - Already on the CHAOSS Africa Calendar
- CHAOSS Code of Conduct - Procedures for Reporting and Responding
    - These are ready for review and feedback (you can use comments in the doc or reach out to the CoC team privately)
    - 📄 Procedure for making a Code of Conduct report
    - 📄 Code of Conduct Incident Response Plan
- DEI.md Workshop Revisit
    - Interested people to help build out the agenda and organize:
        - Yiga - could host a workshop
        - Maryblessing
        - Peculiar
        - Allison - could host a workshop
        - Elizabeth - could host a workshop
        - Lami
        - Matt

- 🟧 DEI.md Workshop
- AI Elizabeth - message the group for a leader
- Event badging - get a formal update from Adeyinka
- AI Elizabeth - do a linked in post with comms for DEI Badging as below

Reminders:
- OFE's OpenForum Academy (Nov 13 - 14 | Boston, MA) - CFP deadline on August 7
- LF Member Summit (Nov 19 - 21 | Napa, CA) - CFP Deadline on Aug 30
- Send podcast ideas/feedback to podcast@chaoss.community
- Send news to the comms team via slack (type the command /comms team submission form)
- Nominate someone for CHAOTIC of the Week
- If you've given a talk about CHAOSS or getting into open source, add your slides to the education repo

July 24, 2024

Attendees: Please add your name and the longest flight/drive you've ever taken.
- Matt Germonprez - SFO to Sydney
- Precious Onyewuchi - Enugu to Zamfara (God😭).
- Sean Goggins - Longest Drive - Minneapolis, MN to Raleigh-Durham, NC
- Peculiar C umeh - Longest Drive - Port Harcourt to Lagos
- Kevin Lumbard - Drive from Omaha to Miami
- Winifred Young - Lagos - Delta
- Hamza Danjaji - Kano to Lagos (Over 1,000 KM)
- Victoria Ottah- Abia to Abuja

Agenda:
- No CHAOSS meetings August 5-16
  - Annual Summer Break
- Issue and PR
  - https://github.com/chaoss/wg-dei/issues/395(Peculiar will check our repositories for the tier 1 words and add comments THANK YOU!
  - Link: https://docs.google.com/spreadsheets/d/1zEfS7qWTV17IB_-M8qVRATvMCGRjetLl7dimh2_06mQ/edit?gid=0#gid=0

  - https://github.com/chaoss/wg-dei/pull/518

- Comms team - promote DEI Project Badging?

- Sample text
  - Here at the CHAOSS Project, we'd like to encourage you to share your project's diversity, equity, and inclusion efforts with your community and others. To learn more about how to do this, visit our [CHAOSS DEI Project Badging](#) page. We'd love to hear from you!
- CHAOSS Education Workshops : How the workshop materials will be collected.
  - Videos
  - Workshops: How can we get workshops collected so that others could use the materials to run their own workshops?
    - Agenda and materials: Open Source 101
      - 8-9am: What is Open Source and why you should care?
        - Precious has a podcast here.
          - https://podcasters.spotify.com/pod/show/the-open-source-education
      - 9-10am: How to participate with Open Source. How software gets built (socially and technically)?
        - PRs
        - Slack
        - Meetings
      - 10-11am: How to find a project that matches your skillset
        - Ruth had done something here
      - 11-12pm: Managing expectations (for yourself and from the community)
        - It takes time and commitment from you
        - The community is not always responsive
  -
    - Perhaps identify topics/materials that have already been produced
    - https://github.com/chaoss/education
- Other items you would like to discuss

July 17, 2024

Attendees: Please add your name and tell us are you a sweet or salty snacker?
- Adeyinka Oresanya- None ATM🙂
- Sean Goggins - Ice cream (I am lactose intolerant and from Wisconsin)
- Matt Germonprez - Sweet! Baking!
- Elizabeth Barron - sweet
- Eriol - Bitter I love dark chocolate and pickles
- Yigakpoa Samuel (I)

Agenda:

- Announcements:
    - Working on an easier way to add to community-contributions.md file for non-PR contributions
    - [Comms Team Submission Form](#) (pinned at the top of the #wg-diversity-inclusion Slack channel)
- Request from CHAOSS Asia:
    - Building a database of open source communities in Asia
    - If you have info, [here is the issue](#)
- Defining Community - Part 2 With Eriol Fox
    - https://miro.com/app/board/uXjVNmkztp4=/
- Reminders:
    - OFE's OpenForum Academy (Nov 13 - 14 | Boston, MA) - [CFP deadline](#) on August 7
    - LF Member Summit (Nov 19 - 21 | Napa, CA) - [CFP Deadline](#) on Aug 30
    - Send podcast ideas/feedback to [podcast@chaoss.community](#)

July 10, 2024

Attendees: Please add your name and tell us do you like noise or silence when you sleep?

- Matt Germonprez - Silence!
- Elizabeth Barron - Silence
- Sean Goggins - I've never had a choice aside from noise.

Agenda:
- Thanks to those who participated in the last meeting in the community building session with Eriol!
    - Will continue next week
    - Currently working from this Miro Board: https://miro.com/app/board/uXjVNmkztp4=/
- New CHAOSS Africa Disability and Accessibility working group
    - Meeting every other Monday at 6pm WAT
    - [#chaoss-africa-disability-inclusion](#)
    - Chairs and co-chairs? Victoria (and Brayan?)
    - Currently working on 6-month goals, mission statement, and including other working groups in an accessibility workshop
    - Need to get the audit suggestions implemented in the website, but this is challenging
    - Let's make sure we are keeping that work in sync with this meeting
    - Website issues:
        - Narrower content

- - Design for discoverability of metrics and metrics models
- community-contributions.md tracking of non-GitHub contributions
    - Discussed in community meeting yesterday - Current obstacles:
        - Not everyone is submitting their contributions
        - It's been a while since anyone submitted their contributions
        - People may feel strange self-identifying their work
        - People may not be familiar with the process of submitting a PR but this is good practice
        - People may not remember to do this
        - The process may be unwieldy since it is manual
    - We will keep the current process and look at ways to:
        - Remind folks this is a thing and encourage PRs
            - Add it to a reminder section in the weekly community meeting
            - Once a month ping in slack
                - Text: Hi everyone, just a reminder that if you're contributing to the CHAOSS project in ways that aren't reflected on GitHub, and would like to receive credit, please add your name to our [community-contributors.md](https://github.com/chaoss/community/blob/main/community-contributions.md) file. We'd love to have your work recognized!
        - Educate people on submitting PRs by pointing them to newcomer call for help
        - Maybe look into slack integration with GH but this might be tricky given the structure of the current doc
- Recent CHAOSScast: Celebrating 2 years of CHAOSS Africa
    - Email podcast@chaoss.community with ideas for episodes
    - Harmony helping with new CHAOSS Africa specific podcasts
    - Badging podcast in the works
- Code of Conduct Team - feedback welcome! (update from community call yesterday)
    - 📄 Procedure for making a Code of Conduct report
    - 📄 Code of Conduct Incident Response Plan
    - Will circulate with a few other meetings before finalizing
    - Will probably link to these docs from the CoC on the website
- Leader meeting?
    - 2x a year meeting with leaders within CHAOSS (opt-in, so we make sure to include everyone)
    - Want to check in with them, check for burnout, maybe they want to onboard a new leader
    - How is progress in the group

- Strategic Visioning
- We don't want to lose sight of leaders feeling burnout
- Maybe we can start with one and see how it goes

June 26, 2024 (June 19 meeting canceled)

Attendees: Please add your name and tell us your favorite thing about yesterday (or today!)
- Elizabeth Barron- decluttering my house and it feels really nice
- Victoria Ottah- I finished the first draft of an article
- Peculiar C Umeh Had a meeting with my mentor, it was fun
- Eriol Fox - I did a lot of garden work yesterday which was really fun and refreshing
- Yigakpoa S

Agenda:
- ❗**No meeting next week! (All CHAOSS meetings canceled next week!)**
- Defining Community with Special Guest Eriol Fox!
    - https://miro.com/app/board/uXjVNmkztp4=/
    - **Share (short) stories related to these words:**
    - Collaboration
    - Community
    - Togetherness
    - Gathering
    - Co-Creation
    - Friendship

June 12, 2024

Attendees: Please add your name and tell us about the best hairstyle you ever had 💇‍♀️
-
- Matt Germonprez - Shaved sides, beads in the back
- Allison Kittinger - ombre dyed
- Kristi Progri- Slick back
- Elizabeth Barron - Blue hair underneath
- Sean Goggins - Mullet. Because, mullet.
- Yiga S.
- Adeyinka Oresanya—Anita Baker with undercut
- Winifred Young - anytime I get a haircut, it might be my best

Agenda:
- Congratulations CHAOSS Africa on 2 amazing years!! 🎉

- CHAOSS Africa + Project Enable event happened Monday for folks living with disabilities to introduce them to Open Source and how to contribute
  - Sensitivity Training hosted with Project Enable for volunteers
- From last week: Revisiting the DEI.md Workshop discussion
  - Yes! Things we can cover:
    - Why? Background (because they may have to defend it against objections from the community, and also "sell" it to their community - give them language to use)
    - Where it is used?
    - How are other projects using it?
    - How do we actually fill this out?
    - How to think about the metrics?
      - How do we actually document this
    - Understanding their own biases and doing self-assessments
    - Helping understand DEI better
    - Helping implement some of the metrics
    - Breakouts to discuss DEI.md file drafts or building our DEI.md file
    - Maybe have a goal that at the end of the workshop the project leader will have a DEI.md file first draft to share back with their community or other leaders
    - Could have another project co-host this with us from a real world use case perspective
    - Might need to break this into 2 workshops.
    - Going through the template and looking at the metrics
    - Submission of the request
  - 30 minute recorded session online
    -
  - Interested people to help build out the agenda and organize:
    - Yiga - could host a workshop
    - Maryblessing
    - Peculiar
    - Allison - could host a workshop
    - Elizabeth - could host a workshop
    - Lami
    - Matt
  - Let's continue this next time
  - 🟨 DEI.md Workshop

- 🔷 Trust in Leadership
- Your agenda Item
- Your agenda Item

- Your agenda Item

June 5, 2024

Attendees: Please add your name and tell us how your week is going!
- Ria Schalnat - Happy to be back home after a pile of traveling and family visiting - all good but it is really nice to be sleeping in my own bed again!
- Elizabeth Barron - still undecided how it's going!
- Georgia Bullen — agree, with Elizabeth! Rocky start… seeing how it goes.
- Peculiar C Umeh - Great!
- Matt Germonprez - Different. Liz started a job so she is gone all day.
- Sean Goggins - Monday was great! .. and then the meetings came :D
- Winifred Young- Its alright

Agenda:
- 📄 Accountable Leadership
    - Let's keep iterating in this meeting
    - Seems like this could be part of a risk assessment practitioner guide
- Defer to next week: Revisiting the DEI.md Workshop discussion
- Revisiting the Non-Open-Source Event Badging Discussion
    - Feedback from Weekly Community Meeting:
        - Maybe we could limit to tech events
        - Let's pilot it first, and start changing our language quietly to "open source and tech events"
        - Should we get metrics about how badging has been going so far to support our choice? Could we get a testimonial from an organizer that shows the impact the badging has helped them create more inclusive events - Blog post or PDF?
- Feedback on DEI Event Badging Applications:
    - Maybe we can add a statement or link at the beginning of the issue to explain what the badges mean to explain to folks coming in without context
- Regional Leads Meeting Merging? (Georgia adding this to get clarity)

May 29, 2024

Attendees: Please add your name and tell us what time of year is your favorite?

-
-
- Allison Kittinger - Autumn
- Elizabeth Barron - Summer ☀️
- Matt Germonprez - Spring 🌷
- Hamza Danjaji - winter ❄️
- Georg Link - All seasons, for different reasons
- Yigakpoa Ikpae - Rainy (there are still only two seasons in Nigeria - Rainy & Dry Season)
- Winifred Young - Rainy season
- Lami Williams - Harmattan
- Peculiar C Umeh. Harmattan

Agenda:
- Feedback on new DEI Event Badging Applications from applicants?
    - Let's keep an eye on the Public Health Pledge site to make sure they are active and if they are adding on complexity
    - Maybe reminders on slack or github (github actions to open an issue at a certain time?)
    - https://docs.github.com/en/actions/managing-issues-and-pull-requests/scheduling-issue-creation
    - Elizabeth took a stab here
      https://github.com/badging/event-diversity-and-inclusion/pull/338
- [Accountable Leadership](#) metric
    - AI Elizabeth to iterate and bring back to the group next week.
- From the weekly community meeting: Remember that the Linux Foundation offers travel & attendance scholarships/funding for diversity and accessibility-eligible individuals who would like to attend its conferences in person (that is how I went to OSSNA).
    - https://events.linuxfoundation.org/about/travel-fund-request/
- A DEI.md workshop? Help get people started?
    - Yes!
        - Why? Background (because they may have to defend it against objections from the community, and also "sell" it to their community - give them language to use)
        - Where it is used?
        - How are other projects using it?
        - How do we actually fill this out?
        - How to think about the metrics?
            - How do we actually document this
        - Understanding their own biases and doing self-assessments
        - Helping understand DEI better

- Helping implement some of the metrics
- Breakouts to discuss DEI.md file drafts or building our DEI.md file
- Maybe have a goal that at the end of the workshop the project leader will have a DEI.md file first draft to share back with their community or other leaders
- Could have another project co-host this with us from a real world use case perspective
- Might need to break this into 2 workshops.
- Interested people to help build out the agenda and organize:
  - Yiga
  - Maryblessing
  - Peculiar
  - Allison
  - Elizabeth
  - (Matt?)
  - Lami
- Coc Committee update
  - Not extending the scope of CoC to outside CHAOSS spaces for CHAOSS Leaders
  - Establishing reporting and response procedures
- Google Forms versus Github Forms for the Ambassador program
  - Google Forms might be easier for people to use
  - GitHub forms go into an issue, private repo?
- Badging non-open source events:
  - Do we have the resources to badge other events? Can we scale?
    - We should make this a deliberate effort and make sure we can deliver on the promise
  - How do we feel about the open-source piece with regard to branding?
  - Maybe we can start small with non-open source events?
  - Are we ready to branch out and make it more widely known and applicable?
  - From a DEI perspective, it would help the tech community, in general, better center DEI in their events
  - "We promote DEI across the tech industry"
  - "We help tech events more inviting, welcoming, and accessible"
  -

May 22, 2024

Attendees: The last time you saw a good movie

- Matt Germonprez - Rushmore
- Ria Schalnat - Dungeons and Dragons the Movie - not quite sure when.
- Adeyinka Oresanya (Last Easter Holiday)
- Allison Kittinger - whenever Nimona came out
- Peculiar C Umeh - A week ago

Agenda:
- Proposed Metric Template
    - 📄 2024.05-Proposed Metric Template
- Project and Event Badging Promotion
    - Reach out to the Comms team once they are up and running to find ways to promote these programs.
- New Metric Draft: Accountable Leadership
    - Let's try a drop down for sections to not overwhelm the reader (let's take to the metrics development working group for more feedback)
- Update on Adding New Metrics to DEI Event Badging Application
    - This is complete
    - https://chaoss.community/diversity-and-inclusion-badging/
- Update on Ambassador Program
    - First Draft of Program Specifics
    - Standard of Excellence for Ambassadors
    - Maybe just say the role is for a year and then if you would like to do it again you should reapply. This is as opposed to a review
        - Ask what you plan on doing in the year that you would have this role
            - Part of the initial application and as part of the renewal process.
- From CHAOSS Africa: Outreach Event with ProjectEnable to introduce people living with disability to open-source. Date: 10th June.
- Health as a key component of Cybersecurity concerns
    - Perhaps talk to some students at Northern Kentucky University in the Fall
- Updates with the GitHub Copilot efforts? (not technically part of CHAOSS but may intersect with people in both efforts).
- AI BOM (Bill of Materials)
    - Allan Friedman CISA
    - https://www.prnewswire.com/news-releases/manifests-breakthrough-aibom-capability-awarded-air-force-contract-302019103.html

May 15, 2024

Attendees: How are you feeling today (in emoji form)?

- Elizabeth Barron - 😊
- Adeyinka Oresanya - 🙂
- Matt Germonprez 😝
- Sean Goggins - 👁
- Peculiar C Umeh
- Ogo Nelson

Agenda:
- New Metric Draft: Accountable Leadership
    - Let's try a drop down for sections to not overwhelm the reader (let's take to the metrics development working group for more feedback)
- Update on Adding New Metrics to DEI Event Badging Application
    - Event location inclusivity
    - Public Health and Safety
    - Event Accessibility
    - Devaluing the other metrics?
        - We need to make room for new metrics - just comes with growing the program
        - Shows that the badging program is active and alive
        - Maybe later we can change the percentage of what it takes to get a badge (let's get some data first)
    - Typo:

        - # Event Accessibility

            - This event commits to the Diversity Access Tickets.
- Update on Ambassador Program
    - First Draft of Program Specifics
    - Standard of Excellence for Ambassadors
- From CHAOSS Africa: Outreach Event with ProjectEnable to introduce people living with disability to open-source. Date: 11th June.
-

May 8, 2024

Attendees - What is your current desktop or cell phone wallpaper?
- Allison Kittinger - Jellyfish
- Adeyinka Oresanya- diver under the ocean
- Ria Schalnat: New Zealand Sunset (previously the One Ring but lost that when I switched phones)
- Sean Goggins - Vacation photos of my own

-
-

Agenda:
- Adeyinka: Badging Update
  - Need new metrics for event badging (3 new ones)
    - Event location inclusivity
    - Public safety
    - Event accessibility
  - Workflow:
    - Doc
    - Badging Bot
    - Backend logic on badging bot is completed
    - Updated checklist markdown file for both in person and virtual.
    - Remaining: Changes to the website. We are not yet there. We just need to add the new metrics on the form. Then people can begin to use version 4. Awaiting a response from Elizabeth. PRs exist for both the markdown files and the backend logic. Awaiting a PR review, and then the HTML form will be up.
  - Badging review:
    - Most of our badging reviews don't have notifications setup. So when people are assigned, they may not know they are assigned, and "Badgers" need to be contacted directly. We can encourage reviewers to watch the badging repository and setup notifications.
    - Alternative: Doing reviewer assignments and notifications using the Slack channel
      - Push notification to Slack with a GitHub action (bot alternative) [AI: @kaxada / s@goggins.com]
      - Right now, a person is monitoring it, and after a week, we do a manual notification from Adeyinka.
    - Is there an opportunity for learning: If my event got a silver, and next year they want to go for the gold, is there guidance on what should be or could be improved to get to the gold badge next year.
      - Many times the issue is an absence of some kind of important physical infrastructure.
      - Perhaps include some guidelines for how to make a more inclusive virtual event (e.g., closed captioning or a signer for the speakers).
        - Peculiar suggested this could be a broader discussion when we have a more populated call. 😀

May 1, 2024

Attendees - question: what do you think is the number one skill needed for success (however you define that)

- Matt Germonprez - Listening
- Adeyinka Oresanya- Asking questions
- Allison Kittinger - searching skills
- Peculiar C Umeh - Listening and Asking questions.
- Elizabeth Barron - maintaining balance
-

Agenda:
- Contributor Covenant version 3 survey
    - Link: https://forms.gle/mchcdt9ohgh5p4W76
- Reminders:
    - Bus Factor renaming poll will remain open until **May 4**: https://github.com/chaoss/community/discussions/63
- Re-evaluating "inclusion" (issue opened by Emma)
    - Maybe have "Accountable Leadership" as a new metric. We could infuse bits of the inclusive leadership metric from a new perspective
    - Things like "distributed leadership"
    - AI Elizabeth to start a new metric.
- Resurfacing Inclusive Naming Checklist
    - Maybe we can start with the website
    - There are links that reference master so let's change ALL internal links to not show the full URL (and also make sure the URL is updated)
- Work on Code of Conduct Enforcement Metric
- New Metric Template - matt sharing soon
- GitHub Copilot in Africa
- Quality of projects for project badging
    - May be ability for non-projects to receive a badge if they have a DEI.md file
    - How can we infuse human review in a scalable way?
    - Check for replacing of [Project Name]
    - Goal was for communities to self-police
    - Maybe we can use event badgers to spot check project badging applications
    - Maybe we need to just revisit this text of DEI.md to clarify the purpose of the badge (and not endorsing)

April 24, 2024

Attendees - question- have you ever taught anyone anything new? (Professors, it has to be outside your class!)

-
- Lami Williams - yes; how to create newsletters with Mailchimp
- Ria Schalnat - I teach adults and kids how to play chess.
- Matt G. - I taught people how to bowl!!
- Adeyinka Oresanya - programming concepts
- Allison Kittinger - programming concepts and basic Illustrator
- Sean Goggins - I've taught hundreds of kids how to swim
- Kevin Lumbard
- Peculiar C Umeh - I taught people how to play Volleyball
- Kingsley Mkpandiok - Teaching friends how to cook
- Elizabeth Barron - nature photography

Agenda:
- Reminder: We have a poll to gauge reactions to renaming the Bus Factor metric with the caveat that the CHAOSS project operates by consensus, so this poll is limited to understanding what people think. The one with the most votes will not necessarily be the "winner." The poll will remain open until **May 4**.
    - Please read the discussion on the issue before voting and contribute further discussions as comments on the issue (NOT the poll): https://github.com/chaoss/community/issues/632
    - Vote in the poll here: https://github.com/chaoss/community/discussions/634
- Work on Code of Conduct Enforcement Metric
- Badging website counter design
    - Open issue on this: https://github.com/badging/badging/issues/101
- Education work
    - How to parcel this into smaller pieces.
    - https://github.com/chaoss/education/issues
        - WHAT: Intro Section - START HERE
            - Intro to CHAOSS Script/Video - 5 minutes
            - Document - Intro to open source - link to other videos (GitHub, LF)
            - Document - Careers in Open Source - link to other videos (Dawn's career panels? Check recordings? Emma Irwin?)
                - https://www.youtube.com/watch?v=ztCgxzxpa78

- WHY: you should care about open-source community health (Context Working Groups)
  - Company
  - University
  - Science/Research
  - DEI
- HOW: CHAOSS Operational Details
  - Metrics
  - Software
  - Subprojects in CHAOSS

- Everyone LOVES the CHAOTIC shirt
- Your agenda item
- Your agenda item

April 10, 2024

Attendees - question- do you like to plan vacations to the minute or do you show up and go with the flow?

-
-
- Matt Germonprez - Gooooo with the Flooooooo
- Allison Kittinger - I'm a planner, I don't want to miss anything!
- Dawn Foster - flights, trains and hotel need to be booked along with anything that requires a ticket / reservation. Everything else is go with the flow.
- Yigakpoa - Go with the flow
- Lami Williams - Plan
- Elizabeth - I'm a mix; I like to have the main things planned but also leave space for other stuff
- Sean Goggins - Mix. I wing it; Kate plans. Planning works out well.
-
- Peculiar C Umeh - I like planning at

Agenda:

- Reminder: **No Meetings Week of April 15** - Spring/Fall Break + OSSNA/CHAOSScon
  - SO, do not come next week! :)
- We have a poll to gauge reactions to renaming the Bus Factor metric with the caveat that the CHAOSS project operates by consensus, so this poll is limited to understanding what people think. The one with the most votes will not necessarily be the "winner." The poll will remain open until **May 4**.
  - Please read the discussion on the issue before voting and contribute further discussions as comments on the issue (NOT the poll): https://github.com/chaoss/community/issues/632
  - Vote in the poll here: https://github.com/chaoss/community/discussions/634
- Event Badging Update:
  - Moving forward on the 3 new metrics (If interested in helping, reach out to @adeyinka)
  - AI Elizabeth - schedule a call with Enoch and Adeyinka to see what's what https://chaoss.community/diversity-and-inclusion-badging-2/
  - Badged events table shifted from readme to https://badging.chaoss.community/event-badging under badged events
    - Future trainings - change to [TEST EVENT] in title of issue
    - Link to Badged table from README (no direct link yet)
    - How do we want to show what version went with what badge?
    - AI ?? Open an issue to add an option for explaining versions?
    - We need to have a discussion about where this info should live - design team
    - AI Elizabeth - what are the actual differences between versions?
  - Starting to see ASF events come through
  - 167 Badges issued; First badge issued April 15, 2021 🥳
- Work on Code of Conduct Enforcement Metric
- OSSNA Panel on DEI Project Badging
  - https://sched.co/1aBPV

April 3, 2024

Attendees: Please add your name and tell us what you had for breakfast this morning

- Peculiar C Umeh - Kukuli & Tea
- Dawn Foster - Avocado toast
- Ria Farrell Schalnat - Coffee
- Adeyinka Oresanya - white rice and a side of veggies
- Sean Goggins - Black beans and rice
- Elizabeth Barron - protein shake

- Kevin Lumbard

Agenda:

- **No Meetings Week of April 15** - Spring/Fall Break + OSSNA/CHAOSScon
- Welcome Mowo, Winner, and Gloriah as new Badgers
- Ambassador Program - input requested, #community-managers is where this is being built
- Volunteers for our Education program
    - Want this to be a community project - list of issues
    - We encourage everybody to participate <3
    - Different ways to participate:
        - Create a slide deck
        - Turn a slide deck into a video
    - https://github.com/chaoss/education/issues
    - Maybe we can take 3 of the scripts and post them in general to surface these opportunities
    - Maybe the list of issues is a little overwhelming or intimidating
    - Maybe we can reach out to specific people to ask if they can write a script for those topics we don't have content for
    - Maybe we start with the top 10 topics that are crucial and focus on those

- Work on Code of Conduct Enforcement Metric
- Recommended reading:
  https://www.goodreads.com/book/show/41104077-invisible-women
-
-
-

March 27, 2024

Attendees: Please add your name and tell us your favorite month of the year:
-

- Dawn Foster - April (my birthday & spring flowers) or December (so many holidays)!
- Kevin Lumbard - October
- Adeyinka Oresanya - December (holidays and family gatherings)
- Sean P. Goggins - September
- Allison Kittinger - October, aka spooky season!
- Winifred Young- April because that's my birth month(special mention to any other month(s) in Q2 that has public holidays)
- Henrietta Ampofo - July 😃

Agenda:
- Badging:
    - Thank You Adeyinka Oresanya for being a Badger Lead! 🥳
    - Thoughts on Event Badging Applications and Process (Kevin)
        - (3 new metrics are being added to the application: Event Location Inclusivity, Event Accessibility, and Public Health and Safety)
        - DEI Working group will be the primary discussion location for keeping DEI badges updated with trends.
        - Are the badging questions measuring chaoss metrics?
        - AI - (Kevin) proposal for changes to the badging questionnaire and metrics/models so that they are better aligned.
    - New Badger Orientation April 2, 2024 at 7:30am US Central/Chicago time
- Predefined Issue templates in the badging repos (the blank issue has been disabled to encourage contributors to use the predefined templates): here. More topics for predefined templates are welcome.
- Your agenda item here
- Your agenda item here

March 20, 2024

Attendees: Please add your name and tell us how your day is going:

- Enock Kasaadha - New pollen, everyday
- Matt Germonprez - So far so good.
- Elizabeth Barron - better than yesterday
- Peculiar C Umeh -Its been a good day.
- Anita Ihuman - Slow
-

Agenda:
- Notes from Henrietta on making CHAOSS more inclusive from a medical accessibility perspective 😍

GENERAL FIVE PRINCIPLES
1. Affordable (using free or open source tools, providing travel support to conferences)
2. Internet-enabled devices
3. Access to digital literacy training; (education/onboarding)
4. Quality technical support (comes in slack, we try to respond to questions or identify the right people to answer questions especially for software, orientations)
5. Applications and online content designed to enable and encourage self-sufficiency, participation and collaboration. (documentation- always a work in progress; also onboarding newcomers, informational handouts like flyers)

   AI Elizabeth / Henrietta blog on this?
   Accessibility Audit should cover the rest of the concerns (also another blog post)

- Submitting to GHC (October 4?): virtual workshops for DEI, software
  - Make sure to point people to newcomer hangout to continue the conversation, not just leave them
- [Work on Code of Conduct Enforcement Metric](#)
  - AI Matt to clean up and we will look at this again next week
- I would like to promote Project Badging this week. Invite people to this meeting for help?
  - How can we be more vocal? Linked In post?

  - In case you've missed it -- CHAOSS DEI Project Badging has launched and we've badged our first projects! If you'd like to tell your community members and others about your DEI efforts within your project, check out our CHAOSS DEI Project Badging website at: https://badging.chaoss.community/project-badging

  - We can point people here
  - Maybe we can follow up with GitLab (daniel)

March 13, 2024

Attendees: Please add your name and tell us how your day is going
- Elizabeth Barron - great!
- Brayan Kai - Going on well
- Matt Germonprez - Wednesday mood
- Sean Goggins - Pretty good
- Enock kasaadha - moving so fast
- Peculiar C U meh - Great

- Lami Williams - Slow
- Henrietta Ampofo - tiring
- Winifred Young- fair enough
- Precious Onyewuchi - Just okay.

Agenda:
- Beta testing new CHAOSS calendar 🎉
    - Subscribe to only DEI meetings here
    - See the full CHAOSS calendar and subscribe to anything else here
    - AI Elizabeth - add note about right clicking to copy the link
- *(not a minute! IDK)* the new apply for badge button is up!! Yey. (thanks to Lami and Nelson)
- Idea for a new metric (or adding it to another?): Ticket prices (are they affordable? Is the event free?) (Busayo)
    - Just because it's free doesn't mean it's easy to get tickets. So holding some out to increase diversity might be something to think about
    - CHANGE This event commits to the Diversity Access Tickets.- add "or is free for all"
      Add "if your event is not free" to the following questions in that section
- Update on Disability Inclusion and Mainstreaming team (Brayan)
    - Maybe we can add these learnings to a "resources" section. Let's think about how to share this material
- Right to Left alignment on website shows up randomly- look into it (only happening on the About Page) (AI Elizabeth)
- Revisit our Spreadsheet
    - 📊 CHAOSS Metrics
    - Ideas for Project Badging 2.0
        - Code of Conduct Enforcement (let's get into proper template)
        - Onboarding/Documentation (we can start to build out)

Agenda for next week:
- Work on Code of Conduct Enforcement Metric
- Show us your hand gestures

March 6, 2024

Attendees: Please add your name and tell us how your day is going
- Adeyinka Oresanya. Nice! Solved a lingering bug
- Elizabeth Barron - busy but great!
- Matt Germonprez. Slowly but surely
- Peculiar C Umeh - My day is going well
- Sean Goggins, Slowly
- Allison Kittinger, it's only Wednesday??
- Winifred Young- Good, I love a lazy day

Agenda:
- Daylight Savings Time! https://chaoss.community/chaoss-calendar
- New Calendar Demo: https://teamup.com/c/c89b1o/chaoss
    - How to embed or show this
    - Let's try it and see
    - Will need to refine how we group these
- CHAOSS Asia Starting again this week
    - AI Elizabeth Add Divya to the regional leads group, zoom access
- Some issues with Event Badging …github.com/badging/badgingAPI/issues/38
- Project badging updates (github.com/badging/badging/issues/93, github.com/badging/badging/issues/89)
- Updated the Demographics metric
    - ✅Change Check box: This event commits to improving demographic diversity at the event.
    - Add New: Tell us what you are doing to improve demographic diversity at your event.
    - ✅Detail the process for measuring Event Demographics.
    - ✅Change: If measuring Event Demographics, describe the process
        - If measuring… (on the next 2 questions also)
    - ✅Take out the criteria for measuring demographics
    - ✅Change check box: This event commits to improving the inclusive experience at the event
-
- Do we want to think about marketing in line with OSSNA and badging? Yes.
-

February 28, 2024

Attendees: Please add your name and tell us [what zodiac sign you are](#)?
- Allison Kittinger - Pisces
- Daniel Murphy - Gemini
- Victoria Ottah- Scorpio
- Sean Goggins - Virgo
- Rhoda -
-
- Matt Germonprez - Leo
-
-

Agenda:

- [Event Demographics Metric](#)
- Regional Chapters
- Project Badging
- Outreach for Disability Support
    - Organizing a program in Nigeria
- Accessibility Team
    - Almost done with the web auditing of the website and on mobile

February 21, 2024

Attendees: Please add your name and tell us what is your favorite remedy for insomnia?
-
- Ruth Ikegah - Hot balm or imagining my life as a billionaire
-
- Elizabeth Barron - I'm in need of suggestions!
- Allison Kittinger - nature sound videos

- Ria Schalnat - Insomnia - who wants a cure for that? That is prime working time! Seriously, though, when I have enough time/energy left, a 10 minute bedtime yoga routine does wonders.
- Matt Germonprez - I don't know. Hatch
- Sean Goggins – Leaning Into Insomnia
- Daniel Murphy - Been using my son's sound machine 😆
- Peculiar C. Umeh
- Lami Williams - no idea. Melatonin (pillls)?
- Adeyinka Oresanya — read a boring book
- Jacob Isah - Eat heavy food and sleep in a dark room.
- Winifred Young

Agenda:
- Code of conduct team updates
    - New team members - Georg Link, Maryblessing Okolie, Anita iHuman
    - CoC training with otter tech
    - Contributor covenant 3.0
- Badging Updates
    - What is the update with the changes to Event Badging?
    - We have badged 4 projects!
        - https://badging.chaoss.community/project-badging
        - Can we add a column for Project Name?
            - Maybe we can add an input box in the applications
            - Issue for project name: https://github.com/badging/badging/issues/88
    - Maybe we can write a blog post to highlight some best practices or interesting ideas for the metrics
    - Maybe we can have a tab for examples of how the DEI.md file applies to various orgs/projects (or blog post?)
- CHAOSS Africa Disability Inclusion and mainstreaming Updates
    - Currently doing outreach to experts in the community
    - Partnering with Pycon Namibia to provide some tickets
    - Improving access to our own conferences / CHAOSScon Africa
    - Can bring back feedback to this group for our own community as well
- Vaunt Dev, a platform to recognize contributors: https://vaunt.dev/
    - AI Ruth to look at this more
- Next week - Community Contributions.md update
    - Have some merge conflicts, so maybe we can add sections by contributor

- AI Sean & Isaac to follow up with GitHub Actions to ease the merge conflict sitch

💗February 14, 2024💗

Attendees: Please add your name and tell us if you like chocolate (and if so, what kind is your favorite?)
- Allison: I love chocolate! My favorite comes from a local spot - Gail Ambrosius
- Sean Goggins - Yes. I like salted caramel and dark chocolate.
- Matt Germonrpez: I just got a lot in Brussels! (https://elisabeth.be/en/)
- Dawn Foster: Dark chocolate - salted / almonds, / hazelnut / so many good ones!
- Enock Kasaadha: Any Dark chocolate
- Elizabeth Barron - YES, and it's hard to pick! I love them all equally 🍫 😍
- Peculiar C Umeh - Yes, Hard to decide
- Brayan Kai - YES, anything Mint and Milk :)
- Winifred Young - Yes, milk chocolate, nutty ones
- Lami Williams - Dark chocolate
- Daniel Murphy - the darker the better (with almonds and sea salt please)

Agenda:
- Thank you Maryblessing! 😍
- New way to manage CHAOSS Calendar invites
    - Join the DEI Working Group Google Group
    - To be used for managing calendar changes only
    - Needs a little troubleshooting - not sending invites
- Badging Updates
    - https://www.figma.com/file/BG3gSZL2ukRqtTz5i94CGH/Project-Badging?node-id=5154%3A10630&mode=dev
    - https://www.figma.com/file/BG3gSZL2ukRqtTz5i94CGH/Project-Badging?type=design&node-id=5172-14887&mode=design&t=Qob6xUxi796e8h4D-0
    - Hosted Projects Endpoint
    - Documentation for backend
    - Archiving event badging repo
    - DEI review of the CHAOSS DEI Project Badging by Rowland Mosbergen
        - Review PDF file
- Collection of demographic + PII and DEI Event Badging
    - Is anonymous collection ok?
    - Should we ask about how info data is stored?
    - "What steps are you taking to know if you have demographic diversity"

- "How are you thinking about ways to improve demographic diversity at your event?"
- Add to Metrics Development Group meeting agenda
- Blog post?
- Next Week - CHAOSS Africa [Disability Inclusion and mainstreaming](#) Updates
- Next week - Community Contributions.md update
  - Have some merge conflicts, so maybe we can add sections by contributor
- CHAOSS Project DEI Badging panel accepted to OSSNA!!

February 7, 2024

Attendees: Please add your name and tell us your favorite childhood song
-
-
-
- Matt Germonprez – Likely something from The Smiths (UK band)
- Maryblessing O. - Joy joy joy by Destiny Kids
- Yigakpoa Ikpae -
- Brayan Kai - Safari ya Bamba song(It's a Swahili Song)
- Peculiar C Umeh
- Lami

Agenda:
- DEI Project Badging
  - Open [Issues](#) and [PRs](#).
    - AI Ruth: To share within the CHAOSS Africa community for developers open to work on these issues
    - Enoch can help folks navigate these issues
    - Testers using GitLab are needed for this project - Maybe Daniel or Marco could help?
      - AI: Find someone from GitLab to run the test
  - Link from the webpage
    - AI: Elizabeth/Kevin to get the pointer to badging.chaoss.community
- DEI review of the CHAOSS DEI Project Badging by Rowland Mosbergen
  - [Review PDF file](#)
    - Matt and Maryblessing to work on separating this on a spreadsheet
  - Here is [Rowland's review on the UKRI EDI Strategy](#) if you would like to have a look
- Friendly reminder to please file in your contributions
    - [CONTRIBUTING.md file](#)
- Onboarding Course Update

- Reminder to all volunteers to please send in a PR for their issues.
        - AI: Elizabeth to create time slots for people to use the CHAOSS Zoom to record their videos for the onboarding course
- CHAOSS Accessibility update
    - Repository: https://github.com/chaoss/Accessibility/
    - Update from Meeting last Friday. Requirements were collected.
    - Already have issue templates.
        - Issue forms for all DEI testing (Web, IOS, Android): https://github.com/chaoss/Accessibility/blob/main/.github/ISSUE_TEMPLATE/DEI-Badging.yml
    - Next: train more people to do checks; find more "testers"
    - AI Yiga: Add resources on accessibility testing for everyone to study
    - Accessibility Testing Spreadsheet
    - Suggested next step:
        - generate ~6 accessibility issues and work with the community to get them resolved. The goal is to test the process and see how it works; before more work is invested in finding issues.
    - Conversations around this have been moved to the DEI Slack channel: #wg-diversity-inclusion
- Updates on the CHAOSS Africa Disability Inclusion and Mainstreaming plans (Brayan).
    - 📄 CHAOSS Africa Goals, Objectives and Road Map
-

January 31, 2024

Attendees: Please add your name and tell us your favourite place in the world
- Maryblessing O. - Japan
- Katie Schueths, Spain
- Brayan Kai, Kilifi, Kenya 😌
- Allison Kittinger, South Korea
- Lami Williams - Japan (my dream country)
- Victoria Ottah
- Peculiar C Umeh. - UK

Agenda:
- We officially launched our DEI Project Badging website!

- Thank you to everyone who started work on this project ❤️
- It would be awesome if you helped us spread the word. See links below:
    - [Link to original post](#)
    - [Post on LinkedIn](#)
    - [Post on X (Twitter)](#)
    - [Post on Mastodon](#)
- Thanks to our friends at GitLab!
    - [Link to GitLab's blog post](#)
- This project is up for contributions now
    - GitHub Repo
- Update from Accessibility team
    - [README.md file](#)
    - [Contributing.md file](#)
    - [Project badging](#)
    - [CHAOSS website](#)
    - The team is moving to the DEI working group channel on Slack! #wg-diversity-inclusion
- DEI Event Badging bot updates?
- [Invitation to Participate in Research Study on Code of Conduct in Open Source](#)
- Onboarding Courses Update ?
    - The team is waiting on PRs from folks assigned an issue to work on
    - There was a suggestion to get everyone working on a video to a space.
        - How's that going?
- Additional item? Please add them here
    -

January 24, 2024

Attendees: Please add your name and tell us how you're doing today

- Enock Kasaadha - The weather feels like home. Will head out for some programs
- Allison Kittinger - enjoying the moody fogginess
- Elizabeth Barron - doing well!
- Dawn Foster - all good!
- Matt Germonprez - Great! I love ice fog so all good.
- Anita Ihuman - All good, just overwhelming

- Yigakpoa Ikpae - I'm alright
- Precious Onyewuchi - I'm great.
- Peculiar C Umeh - doing well.
- Sean Goggins - Zero Defects!
- Brayan Kai - I'm doing amazing
- Busayo Ojo - Pretty good
- Lami Williams - Great

Agenda:
- ❣️ Thank you ❣️ to Guest Facilitator Maryblessing (Jan 31 and Feb 7)
- DEI Project Badging - releasing Friday!
    - 📄 DEI Project Badging Changelog/Milestones/Release
    - Updates on GitLab repositories?
    - "Apply for Selfhosted projects" button is up
        - Still need to sort out the badging table of projects (link color and clear out / renumber the projects)
- DEI Event Badging bot updates
    - Currently being worked on by Enoch, related to private key not being translated properly
    - AI Elizabeth - Put a note on the badging page that applications are temp on hold
    - AI Elizabeth - check dates of the 2 open applications, if it's soon we can manually push through
- Community-contributions.md
    - Please add your contributions!
- DCO is automatic for edits made on website now! Thank you Dawn Foster 😍
    - Org level setting
    - We can do it for Badging Org also (we can add Dawn)
- New! Accessibility repo
    - Will house the accessibility audit and related tasks
    - Brings visibility to the effort and can attract those with accessibility experience
    - Work spans multiple repos and orgs so this is a good solution
    - PMs are Busayo, Peculiar, and Yiga / Victoria are leading the work
- Anita's Recommendations for this group from her research
    - https://docs.google.com/document/d/1Rwd5Y2TjyiyjHo84szS_b3ZVaTvXKl3IRpGfsJhMdv4/edit#heading=h.xzrks3acdtuq
- Metric Development - Elizabeth working on documentation for this to lower barrier to participation
- Onboarding Courses Update
- What else?

CHAOSS

January 17, 2024

Attendees: Please add your name and tell us how you're doing today

-
- Matt - Sun makes all the difference
- Elizabeth - still cold! 🥶
- Lami - Energized
- Dawn Foster - chilly day here
- Sean Goggins - Looking forward to a high of 34 Fahrenheit
- Brayan Kai - Doing Great !
- Hamza Danjaji - doing good
- nigel - Present
- Yigakpoa Ikpae - Great
- Kevin Lumbard - Dandy
- Maryblessing O. - Chill
- Winifred Young - I am doing just fine!
- Peculiar C Umeh - Chilly day

Agenda:
- DEI Project Badging Update (It's so close!) - **Jan 26**
    - https://badging.chaoss.community/
    - Please help monitor social media for questions 🙏
        - Linked In: https://www.linkedin.com/company/chaoss/
        - Twitter/X: https://twitter.com/CHAOSSproj
        - Threads: https://www.threads.net/@chaossproject
        - Mastodon/Fediverse: https://fosstodon.org/@chaoss
        - Should we give access to a person whose focus is just to watch these things? YES

- Maybe two people can do this so we can have better global coverage
    - Oluchi
    - Someone from a different time zone
- Login every day and see if there are mentions of CHAOSS on any of the feeds. If there are, send the link to Elizabeth so she can respond.
- **Date of Release from CHAOSS: Jan 26th, 2024**
- Future badges – A thought
    - Maybe we do 4 of 8, for example
- [Project Badging Q&A Bank of Answers](#)
- Blog Post and LinkedIn Post: 📄 **CHAOSS Project Badging Blog and Social**
    - We also plan to point people to the newcomer hangout, the Badging repo, and the #badging slack for questions
- 💡IDEA💡 for tracking contributions that do not show up in a PR
    - *Community Contributions* Folder in Community Repo and Markdown files for each project
    - Related Reading: https://github.com/readme/featured/open-source-non-code-contributions (including quotes from Dawn and Georg)
    - Markdown files would look like this:
    - ```
| GitHub Username | Task completed | Date Completed |
```
    - ```
|-----------------| --------------------------------|----------------|
```
    - ```
| @ElizabethN | Facilitated the Community Meeting | January 9, 2024 |
```
    - - we need to encourage folks to add themselves and provide a link regularly
    - - leaders can nominate or remind folks
    - Let's make sure we define what counts - start a doc (maybe everything counts!)

- Reminder: onboarding courses are in the works, but we can use your help!
    - https://github.com/chaoss/education/
    - Examples are in the README: https://github.com/chaoss/education/blob/main/README.md
    -

# January 10, 2024

Attendees: Please add your name and tell us how you're doing today

- Matt Germonprez - snowy and cold
- Elizabeth - Doing great but colllld! 🥶
- Ria Schalnat - Haven't had first breakfast yet!
- Sean Goggins - I'm a caring nurturer
- Dawn Foster - It's cold here, too!
- Richard Littauer - Is it time for second breakfast yet?
- Peculiar C Umeh - It's being well. Doing a thing with Scrum framework.
- Brayan Kai - Doing amazing but it's hot here !
- Allison Kittinger - enjoying the snow!
- Kevin Lumbard - Pretty Busy
- Daniel Murphy
- Hamza Danjaji - doing great

Agenda:

- New home of the minutes is in this doc. Old minutes have been archived (links above)
- DEI Project Badging
  - Updates/questions from GitLab 🙂
    - Four of GitLab's OSS Partners have committed to applying for CHAOSS DEI badges so far: Drupal, The Good Docs, Kali Linux, and Colmena
    - (Added by Elizabeth - linelist from GitHub also preparing the DEI.md file)
    - Any update on the Google form for self-hosted projects to use when applying? Assuming this will be added somewhere on the Get Started page?
      - This will be added as another button on the get started page
      - Form: https://docs.google.com/forms/d/e/1FAIpQLSdoKt4K8L_LuuZ-0xaUd1ZL8JrIZ5dGt20XAFP7x2SfkAASdw/viewform
    - Any update/eta on the GitLab redirect URI error? Anything we can assist with?
      - Enoch working on
    - Resolution on whether only owners of a repo can apply for badge or if maintainers can too? https://chaoss-workspace.slack.com/archives/C012A4L7M8V/p170293 3637527799?thread_ts=1702931935.054529&cid=C012A4L7M8V

- Only owners can apply for the badge (currently how the badge bot works, also adds an extra check that the owner of the repo is aware of and signs off on the DEI.md file)
        - Language to make it easier for DEI committees to ask owners to apply would be helpful
        - "Here's what this is for, here's how to talk about this within your project" if you're a maintainer or a contributor (pitching it up and sideways)
        - Include others – add to the "how it works when building DEI.md"
        - Add a Why it Matters page (link to the LF DEI report, and how the CHAOSS badge relates)
            - https://www.linuxfoundation.org/research/the-2021-linux-foundation-report-on-diversity-equity-and-inclusion-in-open-source
            - Add a Why under FAQ
        - Tools to enable for other projects as well (non-confrontational)
            - Pre-worded messages and posts
            - "How to share this elsewhere" page
        - Why it's important and why you should get involved
        - The reflection is the key - not a copy and paste (like a CoC can be) - how can we can continue the discussions with the badged projects to encourage them to share their learnings with each other
        - What are the steps we want them to take after being badged?
            - Blog (use a common hashtag)
            - Could include this in the badge email
        - Evergreen badge (updated every year) - yes
    - We will still have Silver, Gold, Platinum
- DEI within CHAOSS document
- Metrics that have a good DEI profile - before and after. Does the badge make a difference? (Comparing apples to trucks)
    - Maybe we can ask community managers to reflect on before and after
- **January 26 (tentatively) - CHAOSS announces**
- **OSSNA CfP - Matt will submit panel discussion**
- **AI Everyone: 30 minute release schedule - let's create a plan**
    - **What is the plan for the 30 minute release? I think I'm waiting for  geekygirldawn@gmail.com to let us know about Hausman (sp?s) schedule**