Request from Node.js Foundation TSC to the Board to investigate ways to support Diversity & Inclusivity

Arising out of https://github.com/nodejs/TSC/issues/133, for discussion at Node.js Foundation Board meeting 29th of August 2016.

Background

The Inclusivity Working Group (WG) was tasked with improving the inclusivity and diversity of the Node.js project. To date, the Inclusivity WG has largely failed to make progress in achieving these goals. We think that the primary reasons the WG has failed to make progress are:

- Structural Problems
    - The WG is chartered by the TSC, and is more or less an extension of the TSC.
    - Oversight/fairness was difficult to achieve correctly ("who watches the watchers").
    - Getting buy-in using the consensus model could be unnecessarily difficult on contentious topics.
- Lack of Resources
    - The WG was entirely made up of volunteers.
    - Getting larger initiatives implemented proved to be impractical given the limited time and motivations of volunteers.
- Fear
    - Many people were afraid to move forward on initiatives, regardless of which "side" of the debate people were on.
    - This fear manifested in disengaging, actively pushing back against initiatives, and other ways.

Request to the Board

The Node.js Inclusivity Working Group and the Node.js TSC requests that the Node.js Foundation ***investigate*** both the possibility and benefits of taking some or all of the goals and responsibilities of the Inclusivity WG. The full list of responsibilities can be found in the Inclusivity WG's charter.