

Fdd Season 14 Goal Planning

This document is being transferred to notion and is NOT a final version. It is not up to date with the rapid changes during budget proposal feedback

This document is replaced by this more concise and updated version based on proposal feedback [FDD Season 14 Outcomes](#)

Also helpful: [FDD Outcomes S14](#)

Here is the [FDD Season 14 Budget Proposal](#) which is still in another round of feedback as of 5/18.

Overview of the FDD OS

FDD has **Top Level Goals** which seasonally examine its respective **medium term focus** tagged **Essential Intent**. Consequently, **RoR (round over round) Health Metrics** are deployed to determine progress toward the **medium term** (12-18 months) goals.

Objectives & Key Results (OKRs) are used to guide each top level goal set **within a season**.

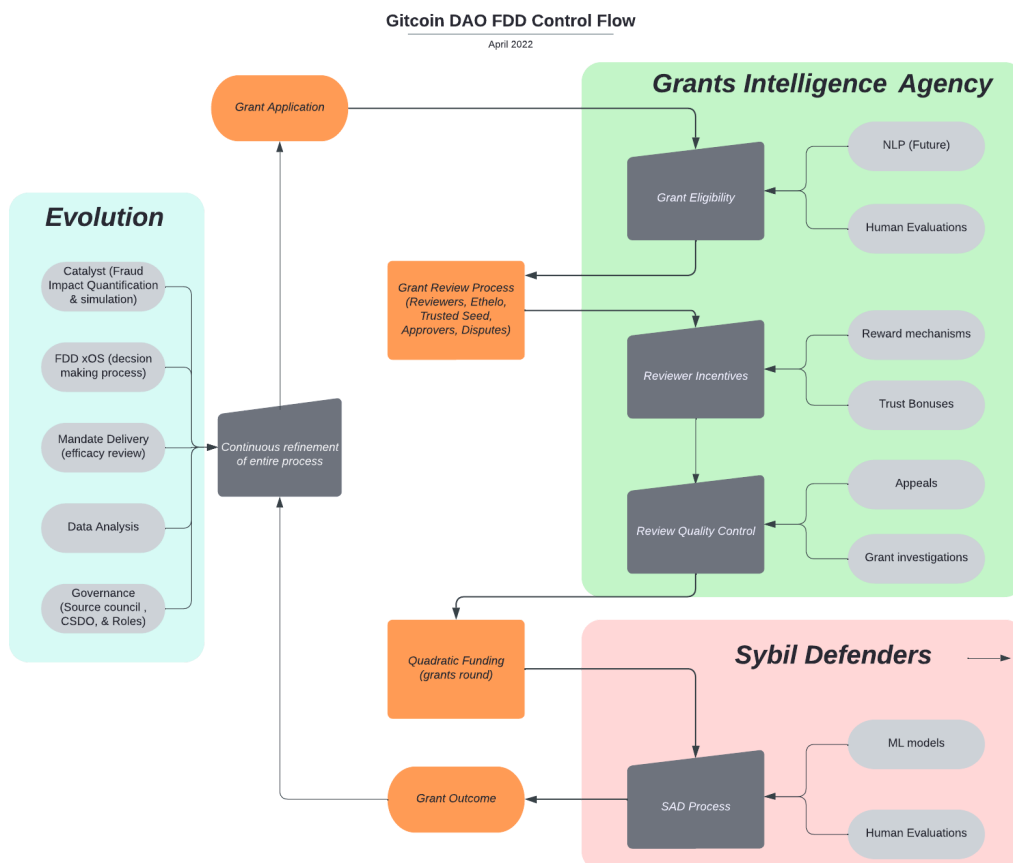
Outcomes are derived from our retro & strategy workshops, discussed with CSDO leadership, then assigned to an **Outcome Owner** through a process of nomination, synthesis, and ratification. Outcome owners are allowed to participate on the FDD Source Council. This gives them voice through the progressively decentralized FDD decision-making process. The corresponding Decision Making Agreement can be found in [Notion](#).

Most importantly, **Outcome Owners** are accountable for successfully executing on **deliverables** during a **season** and *transparently communicating blockers and impediments preventing or delaying the delivery of key results*. The **FDD Source Council** is responsible for incubating ideas and implementing passed proposals in the interest of the continuous improvement and progressive decentralization **of FDD & Gitcoin**.

Table of Contents

1. Essential Intent & RoR Health Metrics
2. Season 14 Top Level OKRs
3. Season 14 Squads & Deliverables
 - a. Sybil Defenders

- i. SAD Squad
- ii. Catalyst
- iii. Human Evaluations
- iv. Community Model
- v. Sybil Detection DAO
- b. Grants Intelligence Agency
 - i. Ethelo Development
 - ii. Round Management
 - iii. Rewards Modeling
 - iv. Grant Investigations
- c. Evolution
 - i. xOS
 - ii. Mandate Delivery
 - iii. Operations
 - iv. Storytelling
 - v. Data Science



1. Essential Intent & RoR Health Metrics

These metrics will be included on a public dashboard to show the round over round improvements of the FDD workstream. The intention of this document is to show the metrics we

will use going forward, but more information about what the metrics mean will be available when the public dashboards are made available.

Sybil Defenders

To minimize the effect of sybil attacks on Gitcoin Grants now and in the future

(Bold = Top 5 metric for RoR success)

- **Cost/evaluation (S12=\$4.39;S13=\$1.42)**
- **Inter-reviewer reliability score (n/a)**
- Flagging efficiency rate (S11=83%;S12=170%;S13=84%)
- Sybil incidence / Confidence level (S11=6.4%[95%];S12=26.3%[95%];S13=14.1%[95%])
- **USD removed from fraudulent allocation (S11=\$606k;S12=\$621k;S13=)**
- Sybil Detection DAO Microservice subDAO Protocols
 - Data collective partners (S13=1)
 - Feature engineering contributors (S13=4)
 - **Number of models (S11=2;S12=2;S13=2)**
 - i. Future = Data science contest models staked
 - **Human evaluations (S11=1,800;S12=6,000;S13=12,000)**
 - Evaluator reliability score (n/a)
 - Community validations (n/a)
 - Prospects (S13=)
 - Customers
 - Contributors

Grant Intelligence Agency

To improve the legitimacy, scalability, and quality of grant eligibility processes

- **Grant time to activation (S11<96hr;S12=<48hr;S13=<48hr)**
- **Cost per review (S13=\$5.38)**
- New grant applications (S11=;S12=;S13=)
- Total Reviewer Budget (S11=\$10,000;S12=\$14,133;S13=\$12,380)
- **Total # of reviewers (S11=7;S12=8;S13=7)**
- **# of “Trusted Seed” reviewers (S13=4)**
- Poison pill score (Quality) (n/a)
- **Successful appeals/total new applications (S13=16 / 33 = 0.48)**

Evolution

To empower contributors to help FDD deliver on outcomes and become sustainable

- Contributor UX score
- Time from proposal to pass/fail
- Grant round execution score
- Treasury spend / output
- GIA Execution Score
- Sybil Execution Score
- Evo Execution Score
- Decentralization score

The contributor UX score is still being derived from our survey. This will baseline the metric in season 13. The rest will be baselined in season 14.

Season 14 Top Level OKRs

These seasonal objectives and key results help us to stay aligned as we focus on our individual deliverables.

Sybil Defenders

Objective: Improve the quality of data inputs & processes in preparation for Grants 2.0

- **KR1:** Add 2 anti-fraud components with Grants 2.0 applicability
- **KR2:** Lower the cost per evaluation by 10% while creating inter-reviewer reliability score
- **KR3:** Add the community model to the “meta-model” for sybil detection

Grant Intelligence Agency

Objective: Collaborate to improve scalability and quality of reviews in preparation for Grants 2.0

- **KR1:** To re-review the entire set of active grants in prep for Grants 2.0
- **KR2:** To reduce the number of outstanding appeals and disputes to zero
- **KR3:** Lower the cost per grant review by 50% while maintaining quality

Evolution

Objective: Build the workstream to be sustainable and remove “key person” issues

- **KR1:** A contributor UX score improvement of 10%
- **KR2:** Find and plan 5 opportunities for revenue or protocol funding
- **KR3:** Build metric dashboards for each top level goal set

Accountable Roles

Community Manager - David

Liaison to other workstreams. Guide collaborations and be a primary point of contact.

Talent & Onboarding - David

Handles one on one onboarding for new fdd contributors and participates in GitcoinDAO hiring/talent meetings.

Accounting Liason - Izzaya

Workstream Lead - Joe

CSDO 1 - Joe

CSDO 2 - Tigress

CSDO 3 - Kish

Outcomes & Ownership

(Outcome owners have been nominated. Ratification on Monday 4/18. Revision and budget drafting due on Monday 4/25, but please bring to Thursday's Week End for discussion with time to make adjustments)

Template Initiative | NoOne

S14 Outcome: What will be made possible by this effort? Focus on outcomes, not output.

Supports these S14 OKRs: Which S14 OKRs does this outcome support?

Supports these RoR Health Metrics: Which RoR Health Metrics does this outcome support?

Customers: What initiatives & workstreams consume your services ?

Important Stakeholder outside FDD: Who is heavily affected by your initiative?

SMEs/Advisors: Which subject matter experts or advisors will you hire?

Team Positions/hrs

- Project Manager / 5 hrs / \$250
-

Hiring Needs: Do you need to add open positions to find someone?

Budget Request Total: \$

Problem Narrative

Tell us about the problem this initiative will address.

Solution

A quick synopsis of how your initiative will focus their efforts to solve the problem above.

Season 14 Deliverables

- Mark your deliverables with emojis
- 💎 Done as part of executing a grants round
- 🎈 Improvements to systems & processes
- 🎁 Season deliverable not in grants round runbook (Write a blog post, create a quest)
- 🧑‍🔬 Research which is persistent
- Create your own category

Sybil Defenders

SAD DevOps | Zen

S14 Outcome: The ASOP runs smoothly as possible with noticeable improvements each round
Supports these S14 OKRs:

- **KR1:** Add 2 anti-fraud components with Grants 2.0 applicability
- **KR2:** Lower the cost per evaluation by 10% while maintaining inter-reviewer reliability
- **KR3:** Add the community model to the “meta-model” for sybil detection

Supports these RoR Health Metrics:

- **Inter-reviewer reliability score (n/a)**
- **Number of models (S11=2;S12=2;S13=2)**
- **Cost/evaluation (S12=\$4.39;S13=\$1.42)**
- **USD removed from fraudulent allocation (S11=\$606k;S12=\$621k;S13=)**

Customers: Human Eval, Community Model, Data Analysis, Grants Ops

Important Stakeholder outside FDD: DAOops-Team, GPC, MMM, DevOps

SMEs/Advisors: David FS, Nollied, Danilo

Team Positions/hrs

- Armand
- Kammerdeiner

Hiring Needs:

Budget Request Total: \$26,000

- Data Engineer - 15hrs / \$100 = \$1,500

Problem Narrative

The work of Data scientists/Machine learning engineers is prototyping intensive and involves a lot of experimentation, this leads to:

- the prioritization of functionality over maintainability.
- cleverness over readability.
- manual deployment and execution over automation.

This introduces technical debt and usability difficulties.

Solution

- Devops/DataOps as a service to the squads that need it the most in FDD, especially during crunch time (mid-grant rounds).
- Squeaky clean, efficient, and easy to use code/infrastructure.
- Handle informational onboarding (documentation) for new contributors, both for the software itself and the data.
- Set up and maintain the storage medium.
- Set up an interface to the storage and implement access control.
- Automate the processes of Sybil Defense

Season 14 Deliverables

The ASOP runs smoothly as possible with noticeable improvements each round

- Run SAD during the round
- Automation of the SAD
- Adding new analysis into production (Inter-reviewer reliability)
- Support FDD Community Model
- Support DAOps DevOps on Data Storage Layer
- Support dashboard building efforts by FDD Mandate Delivery
- Support other FDD DevOps requests during the season

Catalyst | nollied (Eliminated for budget - Simulation moved to Reward Modeling)

S14 Outcome: Research, simulate, and develop ideas in mechanism design, deep learning/NLP/RL, econometrics, etc. to inform decisions and improve our ecosystem's resilience to fraud.

Supports these S14 OKRs:

- **KR1:** Add 2 anti-fraud components with Grants 2.0 applicability

Supports these RoR Health Metrics:

- **Number of models (S11=2;S12=2;S13=2)**
- **USD removed from fraudulent allocation (S11=\$606k;S12=\$621k;S13=)**

Customers: Community Model, GIA Rewards

Important Stakeholder outside FDD: Grants 2.0

SMEs/Advisors: Octopus

Team Positions/hrs

- Dickson/10/\$500
- Robert/10/\$500
- Kylin/10/\$700

Hiring Needs: Technical Writer/4/\$200, Reinforcement Learning Engineer/10/\$800

Budget Request Total: \$37,500

- Includes new hires and cloud compute resources

Problem Narrative

1. The Grants 2.0 ecosystem will be super modular and that means we will be able to use different parts as legos, how do we know which ones to snap together?
2. The integrity of the grants ecosystem relies entirely on the shoulders of machine learning. Can we alleviate this pressure and drive up the cost of exploits?
3. Many exploits exist for QF and more broadly the ecosystem, most of them we haven't discovered yet.
4. Grant reviews are a heavily involved human process, but most reviews are pretty straight forward.

Solutions (Numbers Correspond to Problems)

1. Using simulations, propose end-to-end solutions for the Grants 2.0 to prioritize.
2. Using mechanism design tested in simulations and robust assumptions, design modifications to the system that make it more expensive to conduct exploits (such as sybil & collusion attacks).
3. Discover exploits and propose fixes.
4. Build NLP based models for grant filtering to increase the amount of grants human reviewers can process.

Season 14 Deliverables

- 📍 Find exploits in mechanism compositions and simulate/quantify their impact.
- Map the territory of modular inputs to Grants 2.0 with assumptions & tradeoffs
- 📍 Design grants 2.0 mechanisms and draft simulation-backed reports.
- 📍 NLP based grant filtering
- 📍 AI based smart contract auditing side project of contributors we may use
- Communicate developer level knowledge on grants 2.0 & dPopp to FDD

Human Evaluations | Armand

S14 Outcome: Increase the number of evaluations to 15,000+ performed by 50+ evaluators while lowering the cost by 10% and in

Supports these S14 OKRs:

- **KR2:** Lower the cost per evaluation by 10% while maintaining inter-reviewer reliability

Supports these RoR Health Metrics:

- **Inter-reviewer reliability score (n/a)**
- **Cost/evaluation (S12=\$4.39;S13=\$1.42)**
- **USD removed from fraudulent allocation (S11=\$606k;S12=\$621k;S13=)**
- **Human evaluations (S11=1,800;S12=6,000;S13=12,000)**

Customers: SAD Squad-Model, Community Model, Data Analysis Pod, FDD Community Intelligence

Important Stakeholder outside FDD: Entire Community

SMEs/Advisors: Omnianalytics, Nollied, Waka, Adam

Team Positions/hrs

- Human Evaluators Average time 10 hours each
- Bot to disperse the POAP rewards in NFTChat (Partnership still in discussion with Alex)

Hiring Needs: Yes, Human Evaluators

Budget Request Total: \$ 24,000

Problem Narrative











Sybils attack is a community problem where everyone is involved to improve the prevention/detection of Sybils Attack, lowering the risk of adversarial behavior at scale and

reducing the fraud within the matching pool or quadratic formula as a concrete and direct example.

Solution

Adding at least 2 workshop training sessions with the actual human evaluators and refining the knowledge base over the definition of Sybil behavior/attack meaning in deep. Using innovative ways to detect and deflect these attacks.

Season 14 Deliverables

-  Increase the number of evaluations performed to 15,000+ from 12,000
-  Increase the number of evaluators to 50+ from 37
-  Lower the cost per evaluation by 10% from \$1.47 to < \$1.40
-  Baseline an inter-reviewer reliability score to easily follow round over round and apply it to previous seasons for RoR Health measurement
-  Support SAD squad in automation building
-  Creating 2 different Quests on Gitcoin to experiment and learn about Sybil Attacks
-  Improving the App and analysis
-  Identify opportunities to merge our solutions organizations like BrightID
-  Blog post
-  Creating a list of “Most Wanted” Sybils Rings or Sybils Users
- Create a pipeline for human evaluator observations to not be lost and instead be properly reviewed and submitted to the proper outcome owner.

Community Intelligence | Omni

S14 Outcome: Season 14’s conclusion will yield an automated, turn-key community developed ML model capable of scoring thousands of new user accounts orders of magnitude faster than the human evaluators and with an accuracy comparable to the currently deployed ASOP model.

Supports these S14 OKRs:

- **KR1:** Add 2 anti-fraud components with Grants 2.0 applicability
- **KR2:** Lower the cost per evaluation by 10% while maintaining inter-reviewer reliability
- **KR3:** Add the community model to the “meta-model” for sybil detection

Supports these RoR Health Metrics:

- **Inter-reviewer reliability score (n/a)**
- **Number of models (S11=2;S12=2;S13=2)**
- **USD removed from fraudulent allocation (S11=\$606k;S12=\$621k;S13=)**

Customers: xOS, Mandate Delivery, Storytellers

Important Stakeholder outside FDD: Who is heavily affected by your initiative?

SMEs/Advisors: Trueblocks

Team Positions /hrs / \$ Weekly

- 4 Modelers / 10 hrs / \$675
- 1 ML Engineer (Testing & Optimization) / 10hrs / \$675
- 1 Analyst / 10 hrs / \$675
- 1 Analyst (Support) / 4 hrs / \$150
- 1 Data Dev Ops (Support) / 4 hrs / \$150

Hiring Needs:

Budget Request Total: \$60,000

Problem Narrative

To further align itself with its mandate to decentralize its operations, the DAO hopes to create a more participatory data science practice where members from across the eco-system can contribute their expertise to the defense of the Bitcoin protocol.

Solution

In addition to assisting with scaling the anti-sybil efforts through the generation of high accuracy, low cost predictions, the community model squad mandates itself to do so through the development of easily maintainable code and with processes that engenders as many outside contributors as possible.

Season 14 Deliverable

- Finalized Community ML Model Codebase
 - 📌 Deploy a maintainable, modularized ML codebase
 - 📌 Create procedures for community-wide participatory development
 - 📌 Create and iterate on the model's documentation
- Optimized Sybil Account Detection ML Workflow
 - 📌 Create a "1-Click" automated process for the sybil scoring of new accounts
 - 💡 Provide sybil account scores during the round
- Alternative Anti-Sybil ML Detection Experimentation
 - 📌 Experiment with at least 1 alternative algorithmic anti-sybil approach
 - 📌 Source a list of alternative approaches for future research

Sybil Detection DAO | Joe

S14 Outcome: A viable roadmap & governance issuance structure for microservice protocols which provide inputs for sybil detection are available for review

Supports these S14 OKRs:

Supports these RoR Health Metrics:

- Number of models (S11=2;S12=2;S13=2)
- Cost/evaluation (S12=\$4.39;S13=\$1.42)

Customers: FDD Sybil Defense, Grants 2.0

Important Stakeholder outside FDD: BrightID, G2, Everyone, but not one more!

SMEs/Advisors: Sam Spurlin, Tigress, Spencer?, Disruption Joe

Team Positions/hrs

- Blockscience/TBD
- PM/

Hiring Needs:

Budget Request Total: \$60,000

Problem Narrative

In order for a borderless democracy on the internet to succeed, it will require sybil resistance. Bitcoin Grants has shown us that the machine learning detection models can scale, but it does not provide a sustainable source of funding to build a digital public infrastructure. It is a problem that affects everyone on earth and not a single person more. Solving this problem would enable legitimate and fair elections anywhere in the world, or the metaverse.

Solution

A model for launching Sybil Detection DAO (SDD) needs to be designed. This begins with standing up supply side microservice subDAOs specialized in incentivizing one behavior. FDD will use funding from Bitcoin and potentially other grants to fund the contributors to build these microservice subDAOs while earning governance in the future Sybil Detection DAO via an issuance curve.

Season 14 Deliverables

- A written briefing report that includes:
 - Definition of a clear purpose and functional remit for SDD
 - Potential Organizational structure and initial conditions (e.g. initial minimal SDD sufficient to manage a small number of subDAOs, initial behaviors to be incentivized, instantiation of a small number of initial subDAOs to develop and manage the microservice-based behavior incentivization mechanisms)
- Summary of the results of discussions with potential data partners and scoping of bi-directional interface points
 - Interface point 1: Data flows
 - Interface point 2: Token/governance flows
 - PoC Use Case: Bright ID
- Diagrams/sketches of potential SDD token governance and economic systems
 - Include how microservice subDAOs would be embedded in the scheme
 - Include budget estimates for operational costs for 1 year
 - Mapping of microservice protocols to launch prior to SDD with roadmap
- Description of a technical roadmap for making SDD viable

- How incentive mining might perform in SDD microservice subDAOs
 - Systems engineering graphic identifying inputs and outputs
- Research and recommendations to potential advisors for a DAO legal “container”
- Research and diagrams of integration points between SAD, SDD, and dPoPP
- Recommended next steps

Grant Intelligence Agency

Ethelo Development | Waka

Grants are entered into Ethelo and reviewers are able to access and execute their reviews with accurate results being returned to where they are stored.

Supports these S14 OKRs:

- **KR1:** To re-review the entire set of active grants in prep for Grants 2.0
- **KR3:** Lower the cost per grant review by 50% while maintaining quality

Supports these RoR Health Metrics:

- Grant time to activation (S11<96hr;S12=<48hr;S13=<48hr)
- Cost per review (S13=\$5.38)
- Total # of reviewers (S11=7;S12=8;S13=7)

Customers:

- FDD Grant Reviewers

SMEs/Advisors: ZER8, Joe, nollied

Important Stakeholder outside FDD: Ethelo Team, GPC, G2, Grants Ops, Support

Hiring Needs: PM, vendor management, integration test

- Ethelo - Scienty, Ben West, Revelry, Laura
- Full Stack - Sad Mafioso
-

Budget Request Total: \$13000

Problem Narrative

Ensuring ethelo is working properly is critical to the success of FDDs GIA OKRs

Solution

Assign an experienced technical team to work with Ethelo and GPC to ensure a quality integration is in place while not overdoing it as this is still MVP/PoC territory.

Season 14 Deliverables

- Test Ethelo integration to be working prior to grant review time opening
- Grant review output is sent to Notion in a usable format
- Load all active grants no less than one month prior to GR14 start
- Fantom customer use case
- Grants 2.0 integration discovery
- Automation of simple filtering by policy requirements
- Work with Catalyst & Data Science teams to build features into the Ethelo data output

Round Management | Zer8

S14 Outcome: All grants are reviewed in a quality and timely manner in a way the community approves.

Supports these S14 OKRs:

- **KR1:** To re-review the entire set of active grants in prep for Grants 2.0
- **KR2:** To reduce the number of outstanding appeals and disputes to zero
- **KR3:** Lower the cost per grant review by 50% while maintaining quality

Supports these RoR Health Metrics:

- Grant time to activation (S11<96hr;S12=<48hr;S13=<48hr)
- Cost per review (S13=\$5.38)
- Total # of reviewers (S11=7;S12=8;S13=7)
- # of “Trusted Seed” reviewers (S13=4)
- Successful appeals/total new applications (S13=16 / 33 = 0.48)

Customers:

- Gitcoin, Grants Ops, Support
- The ecosystem partners and cause round owners
- Grant Applicants

Important Stakeholder outside FDD: PGF, DAOops, Gitcoin Holdings

SMEs/Advisors: Joe, Annika, Connor, Janine, Bob

Team Positions/hrs

- David /10 h/ \$62.5/ Communicator and appeals/policy PM
- Trusted Seed Reviewers(Anna, Emmanuel, Doggfather, lamdgold) /10 h/ 30\$
- 0xMigi /5 h/ 30\$
- Reviewers/10 h/ 20\$
- Tagger

Hiring Needs: N/A atm

Budget Request Total: \$28000

Problem Narrative



The grants are the most valuable products Gitcoin has to offer and we should strive to achieve an even more credible neutral review process compared to the previous rounds and ensure that the voice of the community is taken into consideration while also preserving the Gitcoin Ethos and its mission. In GR13 the Review Quality initiative ensured that the grants backlog was reviewed before the OAT began and that all the grants were reviewed in less than 48 hours(the quality of the reviews was higher compared to previous rounds). We will continue to develop a simple process that will help more people become grant reviewers.

The number of grants and thus reviews grew considerably from GR 12 to GR 13 which is amazing for all of us, but also implies that we should allocate more attention and/or resources to this initiative. The complexity of the review is higher than in GR11/12 because we have more ecosystem/cause rounds. The sybil threat and also the tactics used by bad actors that are trying to game the grant system grew considerably due to Gitcoin's popularity. The level of effort and complexity that bad actors resort to when it comes to exploiting Gitcoin grants is manageable, but could become a real issue.

Solution

- Increase the number of grant reviewers that can participate
- Increase the quality of the reviews
- Open up participation to the Gitcoin community(via Ethelo)
- Plan ahead of the beginning of the round and try to gather all the inputs/outputs and variables
- Estimate the number of grant creators what will apply for a grant in GR14
- Coordination with all other workstreams/squads/people involved in the grants product is also a proactive solution and should be handled with a more hands on approach
- Ensure that the most proactive reviewers/Trusted Seed reviewers are fairly compensated
- Experiment with the Coordinape Tool within the grant reviewer group and/or Trusted Seed Reviewer group
- Train Trusted Seed reviewers to handle tagging issues and decentralize the process
- Learn from the situations from the previous seasons(GR11, GR12, GR13) and develop creative ideas ahead of the beginning of the round
- Review the grants backlog before the OAT begins
- Review grants in 48 hours during the round(on average)
- Ensure grants are compatible with their respective tags (x% accuracy)

Season 14 Deliverables

-  Review every grant
-  Be able to email all DAO members to participate

- 💡 Execute reviews in under 4 days during open review time (one month before to one week in)
- 💡 Execute reviews in under 48 hours during the round
- 💡 Execute on the disputes and appeals during the round with input from PG Grants Ops
- 💡 Reviewers get briefed by GC founders prior to round open.
- 💡 Assigning tags, keeping Notion up to date and assessing new/old grants eligibility for the different Ecosystem/Cause rounds (more complex than it sounds)
- 📍 Frameworks for policy enforcement, since we need to make systems more autonomous where the said policy or rules should be kept in check. - in Ethelo and GIA Dev
- 🏠 Establish if the GIA is compatible with Grants 2.0
- 📺 Run the GIA Twitter
- 📺 A proactive approach to any issues related to grants, tags and Gltcoin grant creators

Long Shot Deliverables:

- 🏠 Experiment in preparation of Grants 2.0
- 📺 Run the GIA Twitter Handle all the tags in a decentralized way
- 📺 Run the GIA Twitter Create a cool Grants Primer that will help us, our grant creators and other workstreams (MMM collab)
- 📺 Create a dCompass quest for the TS

Reward Modeling | BFA

- **S14 Outcome:** A system for incentivizing reviewer participation which maintains output quality is simulated and designed.

Supports these S14 OKRs:

Supports these RoR Health Metrics:

- **Cost per review (S13=\$5.38)**
- **Total # of reviewers (S11=7;S12=8;S13=7)**
- **# of “Trusted Seed” reviewers (S13=4)**
- **Successful appeals/total new applications (S13=16 / 33 = 0.48)**

Customers:

- FDD GIA
- Gitcoin

Important Stakeholder outside FDD: Moonshot collective and/or DAOops

SMEs/Advisors: Octopus, Disruption Joe

Team Positions/hrs

- Adebola / Analyst and Simulation Operations assistant / 8hrs/ \$70/hr
- J-cook / technical writer and Model evaluator / 5hrs / \$70/hr
- Octopus / Simulation technician / 10hrs / \$70/hr

- PM/ 5hrs/ \$50/hr

Hiring Needs:

Budget Request Total: \$22,500

Problem Narrative

Round over round, grant reviewers compensation has been manually computed, with the ability, performance and reputation of grant reviewers not well modeled for adequate compensation. With the Gitcoin ecosystem sponsoring many more rounds, it is imperative to have an indigenous dApp built using the proposed model by the GIA dReward initiative.

Solution

- With the model already proposed, the decision on the form of transactions will be made (either to include third parties or not).
- identifying the system components to be modeled and the performance measures to be analyzed.
- Understanding how the actual system behaves and determining the basic requirements of the model are necessary in developing the right model.
- Collect relevant input data and perform model translation.
- Creating a proof-of-concept (POS) to validate the dApps idealization and firmly showcase its feasibility. This will help in testing the DApp with minimal resources
- Picking the best DLT platform after scrutinizing the advantages and limitations of each platform

Season 14 Deliverables

- 🔴 Identify the exhaustive data input needs for the reviewers compensation DApp
- 🔴 Run 3 framework simulations for reviewer comp & trust models
- 🔴 Verify and validate the 3 framework simulations
- 🔴 Discover the required specifications for the dReward distribution application
- 🔴 Identify and Address assumptions on building the dReward distribution app
- 🔴 Connect with dPoPP team for identity and proof-of-concept (PoS)
- 🔴 Outline plans for integrating the DApp with Grants 2.0

Grant Investigations | Zer8 (Rolled into Round Management for budget)

S14 Outcome: Investigate grants using a first principles approach

Supports these S14 OKRs:

- **KR2:** To reduce the number of outstanding appeals and disputes to zero
- **KR3:** Lower the cost per grant review by 50% while maintaining quality

Supports these RoR Health Metrics:

- **Cost per review (S13=\$5.38)**
- **# of “Trusted Seed” reviewers (S13=4)**
- **Successful appeals/total new applications (S13=16 / 33 = 0.48)**

Budget Request Total: \$7,500

Problem Narrative

As time passes the grant products will evolve into Grants 2.0 thus we will need to investigate grants from different perspectives and we need to start by investigating grants using a first principles approach.

We could reach a point in which it would be impossible to differentiate between a fake grant and a real one, due to the informational feedback loop that bad actors can exploit

SMEs/Advisors: Joe, BFA, Octopus

Team positions:

- David / 5 h / \$62.5 /Senior grant investigator and strategist
- 2 Trusted Seed reviewers / 2 h/ \$30

Solution

- Investigate most suspicious grants
- Investigating sybil grant owners
- Building out the trusted seed of round
- Identify misuse of funds in certain grants
- Update policy with input from Grants Ops
- Identify new opportunities for detecting fraud using a first principles approach
- Commence a data science approach based on the results of the investigations
- Specs for a user review site a la yelp
- Specialize Trusted Seed Reviewers in specific Ecosystem/Cause rounds where their knowledge is best leveraged
- Save the DAO and/or partners at least 7k by investigating grants
- Save the DAO and/or partners at least 15k by investigating grants
- Create new criteria to investigate grants and detect new type of bad actor behavior (<5)

Season 14 Deliverables

- 📍 Strive for efficiency and prove the importance of this new initiative
- 💡 Create criteria for investigating grants using a first principles approach
- 💡 Identify patterns in suspicious grants
- 📍 Develop solutions to prove misuse of funds
- 📍 Track grants from round to round in a systematic manner
- 📍 Create metrics from the information gathered from suspicious grants
- 📍 Analyze bad actor feedback loop

Evolution

FDD xOS | Joe

S14 Outcome: FDD decision making will be easily understood and accessible to contributors

Supports these S14 OKRs:

- KR1: A contributor UX score improvement of 10%

Supports these RoR Health Metrics:

- Contributor UX score
- Time from proposal to pass/fail

Customers:

- FDD Source Council & Contributors (primary)
- FDD and DAO Visitors, DAO Contributors (secondary)

Important Stakeholder outside FDD: DAOops-Team, CSDO Team

SMEs/Advisors: Joe, Kish

Team Positions/hrs

- Tigress / 25 hrs / \$75 / PM/Coach
- Waka / 5 hrs / \$75 / Analyst
- Adebola / 5 hrs / \$50 / Notion for SYBIL & GIA

Hiring Needs:

Budget Request Total:

- \$26000

Problem Narrative

For one third of the CX survey (S13*) respondents there seems to be a sense of ambiguity and uncertainty also being present. This shows up as being unclear about FDD roles & responsibilities or not receiving enough feedback on the results of our work. While decision making is good, more than two thirds say it is difficult to find information one is looking for.

Solution

- enable contributors to propose ideas, make collective decisions efficiently, and document agreements
- better define the success of our workstream
- research and provide the tools and support specifically required by FDD contributors
- design sustainable models which will provide the services of FDD as a public good to the broader ecosystem
- communicate the time frames for execution, dependent hypotheses, and decentralization efforts

- progressive decentralizing the workstream processes and liaising with stakeholders outside FDD

Season 14 Deliverables

- 📌 Contributors will be able to propose ideas, make collective decisions efficiently, and document agreements
- 📌 Documentation available for the decision making processes and power structure of FDD
- 📌 Contributors will have support for the tools and access they need
- 📌 Communicate the time frames for execution, dependent hypotheses, and decentralization efforts
- 📌 Documented season handbook (Notion & calendar) which includes rituals to develop a cadence of how we work
- 📌 Great communications for governance actions in progress
- 📌 Contributors will be able to feedback their voice in the S14 CX survey (revised version of S13 test-run)
- 📌 Stakeholders and Contributors will be able to develop insights into this initiative based on a new metric dashboard for the top level goal “Evolution”

Not committed / “Stretch” deliverables:

- 📌 Contributors will have support (e.g. a mentorship program or cross-squad exchange) for the FDDops processes
- 📌 Look into privacy-preserving decision making tools (e.g. supporting 1 address, 1 vote) as well as tools who create a versioned history of agreements

FDD Mandate Delivery | Kish

S14 Outcome: FDD provably executes on a collaboratively designed strategy focused on outcomes over output

Supports these S14 OKRs:

- **KR2:** Find and plan 5 opportunities for revenue or protocol funding
- **KR3:** Build metric dashboards for each top level goal set

Supports these RoR Health Metrics:

- **Grant round execution score**
- **GIA Execution Score**
- **Sybil Execution Score**

Customers:

- FDD Source Council & Contributors
- CSDO / Leadership

- Stewards

Important Stakeholder outside FDD: PG, CSDO, Support

SMEs/Advisors: Omnianalytics, Annika, Octopus, Angela, Joe, Bob, tigress, One from each stream.

Team Positions/hrs

- 1 frontend dev/ bounty/ purchase (\$1000/\$1000/\$500)
- 1 design bounties for poap (\$800-1000)
- 1 ops and research person (\$300*13)
- 1 backend/ data person (\$250*13)
- 2 research (\$250*13)
- Tip parties (\$500 + 500)

Hiring Needs:

- Backend/ Data Engineer
- Design for poaps(one time bounty- end season)

Budget Request Total: \$16650

Problem Narrative

GitcoinDAO faces a challenge to have a constant understanding of the healthiness and direction of the DAO. With Grants 2.0 coming up, it might be required to have more check points to be in place for contributors as well as stewards.

Solution

We in last quarter worked on coming up with metrics for different arms of FDD, this season we plan on making it more visual to whole community and more qualitative. We also plan on researching more around probabilistic escalations to be sure rounds are ran smoothly both in current format as well as taking incoming changes in grants 2.0 into consideration.

Season 14 Deliverables

- **Primary**
 - 🎁 Design & develop Sybil steward dashboard for RoR Health Metrics
 - 🎁 Design & develop GIA steward dashboard for RoR Health Metrics
 - 🎁 Design & develop EVO steward dashboard for RoR Health Metrics
 - 📅 Documented grant round handbook (Notion & calendar)
 - A glossary of unique FDD terminology
 - Identify and prioritize all risks, assumptions, issues, and threats to FDD
 - Blog post on potential framework classifications for long term sustainability including revenue generating subDAOs, protocol subDAOs, and Grants 2.0 marketplace vendor & consulting opportunities
 - Take over the process of setting goals Ki, KR for S15
- **Secondary**
 - Identify checkpoints in processes to ensure execution
 - Identify checkpoints in processes to ensure execution

-
- Real time probabilistic understanding of metrics in place to have right escalation in place, specifically required because grants are time, cost and sybil sensitive and early spot on measures would be a good precaution

FDD Storytellers | BFA (Rolled into xOS for budget)

S14 Outcome:

Those inside and outside of FDD have a better understanding of FDD's value and roadmap.

Supports these S14 OKRs:

- **KR1:** A contributor UX score improvement of 10%
- **KR2:** Find and plan 5 opportunities for revenue or protocol funding

Supports these RoR Health Metrics:

- Contributor UX score
- GIA Execution Score
- Sybil Execution Score

Customers: FDD workstream, GitcoinDAO, Stewards

Important Stakeholder outside FDD: Other work streams in GitcoinDAO

Team Positions/hrs

J-Cook / Copywriter and content strategist / 5hrs/ \$70/hr

Adebola / Analyst and content creator / 5hrs / \$60/hr

Visual illustrator / 5hrs/ \$60

Elbeth / PM / 5hrs / \$50/hr

Hiring Needs:

Budget Request Total: \$14,400

Problem Narrative

The FDD as a workstream needs a fora to create participatory and immersive experiences that allows all FDD contributors and external stakeholders to understand the core workings and strategic plans and/or milestones in the FDD, while creating a powerful connection between FDD and other stakeholders.

Solution

- Put up 3 beginners and 3 intermediate quests for FDD members, which will cut across all initiatives.
- Create an efficient communication pipeline for easy communication and information access for all FDD initiatives.
- Search for and engage FDD contributors on relevant Web3 information.
- Graphically depict some of FDD core info and outcomes in a dynamic and entertaining way.

- Create blog posts for/with FDD outcomes.
- Provide statistical analysis for governance brief write up

Season 14 Deliverables

- 📌 Create 3 FDD-centric contributor quests (Beginners and intermediate level)
- 📌 Facilitate effective intra and inter communication within initiatives in FDD and to other workstreams.
- 📌 Post relevant web3 identity conversations to facilitate FDD participation in such and keeping the workstream up to speed on web3 related info.
- 📌 Create relatable memes to graphically communicate the workings and outcomes of FDD.
- 📌 Ensure timely (preferably bi-weekly) blog posts for the FDD and its outcomes.
- 📌 Analyze all outcomes to provide “easy-to-understand” statistical outputs for governance write up

Not committed / “Stretch” deliverables:

- 📌 create a comic-style story that tells the story of the inter-relationship between FDD initiatives.

FDD Operations | Armand

Payments will begin to be sent using smart contracts in a way that mimics current processes

Supports these S14 OKRs:

- KR1: A contributor UX score improvement of 10%
- KR2: Find and plan 5 opportunities for revenue or protocol funding

Supports these RoR Health Metrics:

- Contributor UX score

Customers: FDD Contributors, DAOops

Important Stakeholder outside FDD: Moonshot Collective, Stewards, Other Workstreams

SMEs/Advisors: Joe, Waka

Team Positions/hrs

- Armand
- Izzaya
- David

Hiring Needs:

Budget Request Total: \$24,000

Problem Narrative

The operations of FDD will not run themselves. Someone needs to be accountable for ensuring roles are filled, contributors are paid, and we are advancing GitcoinDAO initiatives.

Solution

- Establish roles and responsibilities for DAOops requested roles
- Take accountability for payments being made to FDD contributors
- Find ways to hard code FDDs payment models using smart contracts

Season 14 Deliverables

- Map the payments system with designs for tools to use for execution of payments
- Ensure contributors are paid on time
- Ensure GitcoinDAO roles are established in FDD
 - Accounting
 - Onboarding
 - Community

tFDD Participatory Data Services | Omni

S14 Outcome: Our data analytics efforts in Season 14 will provide insights into the efficiency of operations and health of various initiatives across the GitcoinDAO as the team serves as the de facto resource of statistical expertise for the network.

Supports these S14 OKRs:

- **KR2:** Find and plan 5 opportunities for revenue or protocol funding
- **KR3:** Build metric dashboards for each top level goal set

Supports these RoR Health Metrics:

- Grant round execution score
- GIA Execution Score
- Sybil Execution Score

Customers: All workstreams that generate data and request it to be analyzed.

Important Stakeholder outside FDD: Stewards, G2

SMEs/Advisors: Disruption|Joe , Octopus

Team Positions/hrs

- 2 Analysts / 10 hrs / \$625
- 1 Data Wrangler/Analyst / 10 hrs / \$625
- 1 Graphics and Visualization Specialist / 10 hrs / \$625
- 1 Writer/Support / 5 hrs / \$312.5
- 1 Analyst/Support / 5 hrs / \$312.5

Hiring Needs:

Budget Request Total: \$30,000

Problem Narrative

BitcoinDAO generates data from nearly every aspect of its operation and this data often contains key insights into the effectiveness of policies and design choices made across the platform. There is currently no dedicated team of analysts focused on providing data-centric answers to retrospective questions asked about the DAO nor are there any data experts looking forward to provide data driven solutions for issues that arise. The Data Analytics Pod seeks to remedy this issue.

Solution

This squad will solicit projects from across the DAO while also executing on the initial set of analysis that were identified during season 13. Our goal is to not only build a repository of insights from our work, but promote the use of data driven decision making throughout the DAO all while cultivating data science talent from within the network.

Season 14 Deliverables

- 📁 Perform analysis for 3 other bitcoin dao workstreams
- 📁 Perform end of run ml statistical analysis in time for Governance Brief posting
- 📁 Work with FDD squads to support their success
- 📁 Continued sourcing of publicly available Bitcoin protocol data
- 💡 Publish at least 2 public facing articles on the use of data science within BitcoinDAO/FDD

***BELOW HERE IS CONTENT
AGGREGATED TO USE IN***

MAKING THE FINAL DECISIONS ABOVE

Guiding Questions from Leadership Retreat

(This section has the questions which surfaced as the most important tensions for the workstream to resolve during Season 14. The outcomes from our first exploratory exercises are listed below a question where they fit best. We will then consider which of these do not have enough intentional focus.)

Sybil Defenders

- **How might we improve our sybil defense round over round?**
 - Prioritize research to find new behaviors and mitigation techniques
 - Implement or simulate at least one technique as an experiment
 - Work with GPC on the future of Sybil defense
- **How might we better validate our ASOP model accuracy?**
 - Setup cross model validation process
 - Consider alternate routes from supervised learning
 - Improve documentation and saving of modeling results - Gmeans
 - Blind testing - Poison pills and gold stars
 - Random sample testing/validation
- **How might we understand and remove bias from the system?**
 - Mechanism Design / Matrix Simulations
 - i. Grant escrows / using smart contracts
 - Someone internally who runs data analysis to compare new users, geographies, ethnicities and other high potential for bias groups to invalidate hypothesis of bias
- **How might we improve the data inputs to the system?**
 - Automate as much of the ASOP as possible
 - Human Evaluations
 - i. Consistency in human evaluation inter-reviewer reliability
 - ii. Include QA checks (double evaluations per user?)
 - Features
 - i. Including new fields and aggregations from the Gitcoin DB
 - ii. Partner with other companies/orgs
 - Heuristics
 - i. Review current set of heuristics (include more / validate what we have)
- **How might we better tell our story so the stewards and other stakeholders can accurately understand the importance and relative cost of our work?**
 - Tell the sybil story through memes, blog post, and events
 - Create dashboards for stakeholders to see round over round metrics
 - Exploration of how we can frame the story via statistics
 - Create a quest for any gitcoin community member to understand what we do
- **How might we find a sustainable model for spreading sybil defense across web 3 as a public good?**
 - Participate in dPoPP development

- Create a ground up model for contributors starting new protocols to be invested in by BitcoinDAO
- Find revenue partners willing to pay for sybil defense
- Find proof-of-concept partners

Grant Intelligence Agency

EI: To improve the legitimacy, scalability, and quality of grant reviews

- **How might we optimize the review system for trusted outcomes while allowing anyone to participate?**
 - Actually using the ethelo tool
 - Analytics and escalations based on time frame and policy enforcement
 -
- **How might work more efficiently with Grants Ops, Support, and Marketing?**
 - Creating a role which will have representative from every other stream (who can participated in all squads of fdd as per request) to make communication and collaboration efficient with their own streams
 -
- **How might we make the experience for communities hosting a side round feel like the curation happens on their community's terms, not ours?**
 - [Work with Fantom on community experience](#)
 -
 - [A one on one briefing with an FDD Human Reviewer \(set aside for minimum 30 mins\) in which the Host is shown our Briefing Criteria and encouraged to talk about how they apply to the subject community. Really we want to compare the MVV from each community for contrast. Those communities with different values will want to customize criteria.](#)
- **How might we tell the story of how the systems we build can be protocolized and decentralized in the near future?** [Does the system we build and use rely on proprietary variables provided by Bitcoin? We will need to minimize this to enable protocolization. \(For example if our Ethelo integration relies on custom databases we can't simply protocolize it because users won't have the custom db.](#)
- **How might we enable FDD to not depend on Bitcoin Holdings for it's outcomes?**
- **How might we work with GPC in building towards the future state of Grants 2.0?**
- **How might FDD execute efficiently during GR14?**

Evolution

EI: To empower contributors to help FDD deliver on outcomes and become sustainable

- **How might we enable contributors to propose ideas, make collective decisions efficiently, and document agreements?**
 - Create norms around how we approach problems
 - Measure cycle time of new proposal to pass/fail

- A decision making playbook is made available to all contributors
-
-
- **How might we better define the success of our workstream?**
 - Have dashboards to communicate the effectiveness of our efforts
 - Tell the story of what we are doing
- **How might we provide the tools and support specifically required by FDD contributors?**
 - Encourage asking for feedback and support
 - Track the healthiness of outcomes on a kanban
 - Use research from other groups/workstreams
 -
- **How might we design sustainable models which will provide the services of FDD as a public good to the broader ecosystem?**
 - Setup project plans for launching sybil detection DAO w/ dPoPP, reviews on ethelo, etc.
 - Solve our biggest problems
 -
- **How might we communicate the time frames for execution, dependent hypotheses, and decentralization efforts?**
 - Liaison to other workstreams

Planning

Nollied

Availability: 30hrs/week

TL;DR:

- Drive 2 research and development squads (Matrix & AI Smart Contract Auditing)
- Re-designate DSL squad as a DevOps squad.
- Step down from 2 squads I drove in S13 (GIA Development & DSL), instead become an SME/advisor for them.

Sybil - Mechanism Design

Request: I would like to drive this squad and actively contribute. I request that we find a way to allow more liquid key results as it's hard to measure the impact this has in plain terms. I'm ok with having no bonus.

SMEs/Advisors: Octopus, Danlessa

Problem: Fraudsters may become more complex as time goes on, and all decisions have unforeseen consequences.

Solutions:

- Analyze behavioral emergence using reinforcement learning to get ahead of the curve.
- Creative mechanism designs that have the potential to mitigate fraud and minimize retrospective machine learning.
- Write comprehensive reports that can be shared with stewards/FDD members to help understand decision implications.
- Develop social distance score (glen weyl's idea) to be used in pairwise subsidies using NLP. I wrote a short comment describing my solution [here](#).

GIA - Development

Request: I would like to step down from this squad as a driver/project manager, and become a subject matter expert/advisor. Me stepping down is possible with the new trial developer, Barish (aka Sadmafioso), joining FDD. This squad just needs a new project manager.

SMEs/Advisors: Nollied + Omni can help guide towards AI-powered grant filtering.

Problem: The review process is complicated and non-standardized. Reviews are slow, costly, and have a somewhat high barrier to entry.

Solutions:

- Simplify and standardize reviews/appeals by using ethelo.
- Continue refining integration between gitcoin.co and ethelo.com
- Help translate current grant reviewer wisdom into criteria
- Analyze the outcome of the review process and use it as a granular data labeling source that can help us build explainable-AI powered grant filtering.

Ground Control - Data Storage Layer (DSL)

Request: I propose we re-purpose this squad as DevOps/DataOps and transfer ownership from myself to Zen with me as a subject matter expert/advisor. If done so, I recommend Zen onboard

someone with a data engineering background and work with DavidFS. **The proposal for this squad can be found in Zen's document [here](#).**

AI Smart Contract Auditing

Request: I'd like to drive this squad as a subject matter expert (SME)/advisor.

SMEs/Advisors: Omni, Nollied, Danlessa

Customers: dGrants, FDD

Problem: Smart contracts are the building blocks of web3, and hacks occur all the time. This is also a potential route for monetization.

Solutions:

- Foster the development of the smart contract auditing that Deus Ex Securitas are building.
- NLP and Graph Neural Networks (GNNs).

ZEN (@zengatsu)

Availability: 30hrs/week

DevOps / DataOps

Providing DevOps/DataOps and automation services to FDD squads.

Driver: ZEN

SMEs/Advisors: DavidFS, Nollied

Customers: Data Science Pod, Community Model...

Problem: The work of Data scientists/Machine learning engineers is prototyping intensive and involves a lot of experimentation, this leads to:

- the prioritisation of functionality over maintainability.
- cleverness over readability.
- manual deployment and execution over automation.

This introduces technical debt and usability difficulties.

Solution:

- Devops/DataOps as a service to the squads that need it the most in FDD, especially during crunch time (mid-grant rounds).
- Squeaky clean, efficient, and easy to use code/infrastructure.

- Handle informational onboarding (documentation) for new contributors, both for the software itself and the data.
- Set up and maintain the storage medium.
- Set up an interface to the storage and implement access control.
- Automate the processes of Sybil Defence

Zer8

Availability:

During season 14, I want to continue to contribute around 30-45 hours per week to the FDD and over 45-60 hours/week during the main round when the workload is much higher.

Would like to maintain my role in the SC due to the fact that I managed to achieve all my important OKRs and my overall involvement in the FDD and in the DAO in general. :)

I really hope we can continue to build and establish the FDD, continue to experiment with decentralization while achieving our objectives and also try to establish outside partnerships/collaborations with other organizations/firms/projects/people that prove to be beneficial for the FDD, Gitcoin and the third party involved.

Interests:

I want to continue to participate in the Source Council, the GIA, FDD and Gitcoin DAO overall. I am available and motivated to drive one or more squads or take responsibility for their outcomes.

I want to continue to work and support Gitcoin DAO overall and continue to make the best use of my skills/time to fill gaps in workload/expertise and help other workstreams if needed. Almost a year has passed since I've started working more than 40 hours/week in Gitcoin DAO and I can surely say that I love the Gitcoin lifestyle/work-ethic and the people here. I also hope we can expand the scope and purpose of the GIA and will work towards this goal.

FDD Comms: I am interested in co-driving this/helping establish it. I have outlined some ideas and actionable steps we could make to continue to build the FDD and try to establish it as a web 3 brand.

Gitcoin Grants - It would be great to see a cross *FDD workstream initiative that drives the design(multiple drivers)* and implementation of the frameworks developed by the rewards squad and turn them into specs for the development squad in a way that makes it easy to review for quality assurance. I want to help out with this one or drive it if nobody else wants to.

- I would love to see **The Grants Bureau of Investigation (GBI)** established if the SC members also support the idea(*detailed below*)
- I will be responsible for the FDDs part of the tag process in GR14(*detailed [here](#)*)
- I would love to sync and support the driver of the GIA Development squad and try to integrate Ethelo into our review process and more.
- Continue driving the Review Quality squad with updated OKRs

Objectives: stream/problem/solution

- **Sybil & GIA** /Grants need to be reviewed and processed under 48 hours while maintaining the process decentralized and the reviews high quality /I would continue driving the **FDD Review Quality with updated OKRs and tag* process included**
**Review quality will also handle the tag requests and the tagging process(the FDD's side of it FDD Tag Request(could include the reviewers)*

Problems: 1.Grants need to be approved in a timely manner while maintaining review quality and ensuring the review process is getting more decentralized at the same time. Maintaining credible neutrality and fairness is a must for Gitcoin Grants.
 2.The tag process from GR13 could be improved
 3.FDD communications/sync with Grant Ops, Support needs to be at least as good in GR14.

Solutions: 1.Integrating Ethelo and the RS and onboarding reviewers/TS to the platform and/or continue with the Notion reviews
 2.Tag responsibilities need to be clearly set and we need a process. *We established them already and the process is finished, we could also decentralized it and include the reviewers*

3. New squad called Comms or a clear assignment or responsibilities when it comes to communication?

New Squad proposal: The Grants Bureau of Investigation (GBI)

My first thoughts about this are to use our squads resources in direct relation with the funding received by the grants that we are investigating. Each tier will have more thorough and detailed investigation methods and the depth of insights/metrics analyzed increased.

Motive: The efficiency of this squad is easy to calculate, if at the end of GR14 we saved Gitcoin and their partners at least 1.5-2x more than what we spend here, it's a success.

We could also track specific cause/ecosystem rounds eligibility criteria and tags in this process!

- tracking and investigating projects that receive over +10K funding and creating metrics for analysis
- investigating projects with over +50k funding and creating metrics for a thorough analysis
- investigating projects with over +100k funding and creating metrics for a thorough analysis

Problems: In each round(due to the increased collaboration between all the people involved) we find more and more grants that were funded in prior rounds that either don't comply with our eligibility criteria, abuse the QF(sybil, bad actors) or use even more advanced deceitful tactics into tricking the system to receive funding.

At the moment we don't have methods/metrics to investigate grants that are already active on the platform(and future grants) solely from the perspective of the funding and importance of the grant to the ecosystem. As time passes and possibly with the development of Grants 2.0 we could find that actors will try to use more advanced tactics and hybrid methods(abusing different vulnerabilities) to trick the system into funding their projects. If we find proper metrics and direct the resources of the GBI wrt to the amount of funding a grant receives we could save the DAO and our ecosystem partners a lot of resources.

Solution: Using a first principle approach via the Gitcoin Grants and their investigation. Create metrics/methods to investigate grants that are already active on the platform grants and during the round identify grants that get unusual amounts of attention/funding. Tiers would be established and each tier would have its own investigation methods and DAO/ human resources allocated it.

David

Availability: During season 14, I want to contribute ≥ 30 hours per week to FDD. I also want to help out in the Public Goods workstream a little.

Interest: I am interested in outcome ownership and source council participation but not really interested in managing other people after some less than positive experiences. I have several areas of interest:

- 1) I am interested in building the operational relationship between the Public Goods workstream and the Fraud Detection & Defense workstream. Particularly as relates to Bitcoin. Dao documentation and the Appeals processes.
- 2) I am interested in FDD Communications, both intra-workstream and externally.
- 3) I am interested in supporting FDD operations and grant review quality assurance.
- 4) I am interested in participating in the Kernel web3 education program.
- 5) I am interested in participating in the Sourcein Source Council.
- 6) I am interested in supporting live events.

Objectives: stream/problem/solution

- FDD Policy / The PGF & FDD are both critical to Bitcoin Dao operations but there are few rails to guide their coordination. / I propose a recurring bi-weekly sync (or a mutually agreeable cadence) with members from the PGF to facilitate coordination. I propose to coordinate with PGF to address any & all relevant documentation or policy matters. Also to refine (with FDD approval) the decentralized pipeline started in S.13 for dao members to offer policy revision suggestions. Possible coordination with dCompass also needed.
- Appeals: / The appeals of denied grants lacks ownership in S.14 / I propose to take ownership of the process and to complete FDD processing of all open-appeals by the end of season and present the novel situations/gray-areas to the Stewards for discussion and vote. I will also work towards replacing the 'FDD processing stage' with a decentralized group processing stage. Members from the PG workstream can be included as an initial first stage.
- FDD Communications: I am interested in improving our internal and external communications.
- Grant Reviews: I am interested in providing second review opinions as requested and supporting reviewer

- Personal Development: I am interested in attending Kernel if I am accepted.

Armand (Sirlupinwatson)

Availability: During season 14, I want to contribute around 40 hours + in the FDD and for GitcoinDAO in general

Interest: I am interested in outcome ownership, source council participation, hiring sync, onboarding, coordination, MSK, SME

- 1) My main interest is to keep working on the Sybil Resistance, improving the Human Evaluation and Training of a team to find and detect adversarial behavior at scale. Finding innovative ways to discover how Fraud is happening around Gitcoin, GitcoinDAO and eventually different ecosystems
- 2) Developing further partnerships with different organizations
- 3) Empowering public/digital goods
- 5) Creating an AURA of positiveness and continuous improvement, learnings and thriving the GitcoinDAO vibe
- 6) User support to maintain high quality follow-up and constant tweaking of knowledge/Q&A
- 7) Overview of grants and projects on the platform, investigation

Objectives: What needs to be done? “Sybil Attacks”

- Modus operandi of peers-to-peers or “Sybil Attack” across independent ecosystems has continually progressed in the web2 to the web3 and will certainly gain around even more than ever many kinds of “problems generating” traction using innovation
- Blockchain solutions is not a new technology but in many areas there is a lack of scalability and in some cases it is centralized. “Sybil Attack” are a major problem in the crypto space/DAO/Social Media Network and we must take action to prevent/detect/deflect/avoid these attacks

Objectives: What needs to be done? “Further Partnerships”

- I think we are a startup-up that wants to partner with other businesses and organizations and we have a desire to work with or are trying to identify the best or next-generation of tools/solutions and commit to create a better multi-level ecosystem.

BFA

Availability: 30hrs/week

TL; DR:

Drive two (2) development initiatives (Squads):

(1) dRewards compensation simulation &

(2) dReward application development

GIA - dReward Compensation Simulation

Request: I will like to request that I drive this squad, while I actively contribute too. I request that the model proposed by the dReward squad in GR13 be actively simulated to eliminate risk and cut costs.

Driver: BFA

SME: Octopus

Problem:

Testing out different compensation models in real-time can be costly.

Solutions:

Post model building to identify any possible adjustments to the models proposed in GR13

Model building, running, and experimentation in a virtual environment to ensure low cost and high performance.

GIA - dReward dApp implementation

Request: I will like to also drive the dReward dApp implementation. This can be done as a cross-workstream collaboration.

Driver: BFA

SME: Octopus

Problem:

For workstream confidentiality and effectiveness, how can the reviewers' compensation dApp be built and tested?

Solution:

Development of an indigenous reviewer compensation dApp for use in each grant round, ensuring high confidentiality and security.

This dApp will be built such that it has interoperability with any other grant review tool to be used (e.g. Ethelo).

Kish

Availability: During season 14, I want to contribute full time. Mentioned below are top level ideas that interest me. About how much I can undertake would depend after we have finalized everything and expertise available with us for each.

Interest: research, Ops, Strategy, PMing, and lil tech

Objectives: stream/problem/solution.

- **Mandates:**

- **Spec:** In the coming season would love if we can go a bit more technical into mandates, from what we understood this Q is that the comparison analysis with correct feedback loops would work best to understand specific health and direction.
- We would love to **propose** something on similar lines if there can be a real-time probabilistic approach to continuously induce or suggest correction/measures for overall fdd proceedings and guide ops research squad with the methodology adopted this Q to scale it.
- The **blockers** I see with this are if we do not have the expected data pipeline in place and overall can be farfetched iff we decide to go very granular.
- Another **proposal** is ofcource about dashboarding
- Another **proposal** is to collaborate with ethelo squad and improve analytics so that we can include more efficient metrics. It will help us improve the whole process flow if we have control over our own analytics to be tracked and create base escalations based on thresholds.
- **Expertise** required: 2 researchers (including me) 2 data/ programming experts 1 dev (for dashboarding)
- **Grants:**
 - **Spec:** I am not exactly sure where the right place for this is (in FDD or ops), but would love to experiment with learnings from different grants and understand how it works with gitcoin grants overall.
 - Simple staking mechanisms to improve quality and reduce Sybil induction into the system at source.
 - Introducing better checkpoints other than activity on Twitter or github. And all of these activities can be monitored by automated code for public accounts.(account creation date can be accessible irrespective of private or public account through twitter v2 apis) (private accounts activity either way cannot be viewed even by human evals) It should make sure how we enforce public goods policy for all our grants as well.
 - Making grant application more qualitative. Would help evaluations as well as compliance simpler.
 - The **goal** would be to increase overall efficiency, reduce Sybil introduction at source, everything resulting in faster outputs for grants
- **Experience:**
 - **Spec:** not a squad but would love to see working space, as per timezone, (basically all working would just be hanging out over there, no data to be tracked, just to efficiently collaborate)
 - It will also be great to see “roles” created along with squads, which can be fluid whenever required to hop across squads with ease.
- **Monetization** squad:
 - **Spec:**not a service per se, but web 2 has taught us a lot about monetization, so we can try to implement those learnings over here and convert them into services and products and collaborations in the next to next Q
- **Rewards:**

- **Spec:** Would love to work on how a combination of different types of rewards systems can play out. A token collaboration system for instance. (I will link the discussion done in one of the threads).
- **Policy and its enforcement:**
 - it would be great to see more stringent policies in place and how we enforce it with the community. Stringent just means a bit detailed and on point, but can be challenged as per proposed this Q (2nd okr). But enforcement and automated compliance is a bit of necessity to reduce efforts on contributors and process flow overall.
- **Process flow**
 - **Spec:** During work with mandates and trying to come up with metrics we realized the processes needed to be more defined in order to understand what is going on and efficient communication.
 - Would love to propose just a mapping out of all processes so that the knowledge transfer becomes easy in the later stage
 - These eventually can be used as tools directly (as we have started using a few through murals)
- **Ambassadors program:**
 - **Spec:** I understand this is more of a ops part but, since internally in FDD we are starting with communications, and understanding lines between privacy and transparency and we also get to handle policies as our part. A necessary task of “ambassadors”, along with communication is to be compliant if we are to assign national ambassadors.
 - How will it help gitcoinDAO: It can act as a contributor benefit in a way. Since we are not yet ready to give “employee benefits” as web2 companies, we first might need to understand how do they work nationally in our different regions our contributors are from.
 - I think it will bring more contributors to us, as I am not aware of any other DAO undertaking such actions
- **Fun experiments/ intern grooming**
 - **Spec:** These experiments can be too farfetched or maybe not on priority right now, but can be used to groom new contributors, just how intern roles work in web2 orgs. Because after first couple of weeks, rarely will any squad have an opening. Budget can either be limited or can only be based on work done month on month basis.
 - Playing with staking to increase funds we get
 - Analysis of contributors and their addresses to understand how huge our mutual network is.
 - Or similar onchain analytics with grantees to understand sybil levels.
 - Analysis of GTC value prediction.
 - Scouting partnerships, collaborations, opportunities, marketing etc.
 - Just a dump of different governance models, and use cases of when to use them. (can also be a spectacular for people eager to view our work)
 - Partnerships with different learning camps. (like governauts last Q)

○

Walter (WaKa)

Availability: During Season 14, I want to continue contributing around 30 hours / week.

Interest: In addition to leading the Ethelo Development outcome, I anticipate continuing to structure and to formalize the rules and techniques for FDD participation, contribution, and voting. In the process, I will admin Source Council use of Coordinape and introduce other peer assessment, decision making, and contributor payment tools at SC and across the workstream.

I will likely contribute to the new initiative around tooling and also continue supporting assessment and tracking of Contributor Experience, however that effort is partitioned in the newly proposed initiative structure. Deployment of tools automatically tracking details of participation and contribution, will lead to their results aggregated via methods uncovered through the DAO Multifactor Voting Power investigation.

Having stayed engaged with the details of core FDD operations though direct participation in Human Evaluations and complex Grant reviews and appeals, I would like to continue assisting in such capacity.

Having participated in several DAOs already and expanding first-hand involvement further across the ecosystem, can assist with liason, cross-participation, and prospecting.

Core Gitcoin initiatives, Grants 2.0 and dPoPP, will have progressively more technical execution content, as they move further implementation. Meanwhile, FDD is planning to variously coordinate and interoperate within several distinct initiatives. Would strongly suggest a designated and engaged technical liason, to maintain an accurate view of relative status and product maturity. Does not have to be the same person for both, and does not have to be me specifically, but would otherwise suggest @nollied.

Scratch pad = Below

Links to people's document copies (paste yours with your name below):

- [Nollied](#)
 - [Zen](#) (nested under nollied due to DSL handoff)
- [Zer8](#)
- Tigress
- [Kish](#)
- [David](#)
- [Armand](#)
- [BFA](#)

Objectives: How do we do this? “Sybil Resistance”

- To refine our knowledge we will need to use of transformation/reorganization/remodeling solutions ourselves, creating ideas that we are going to refine, test, validate and visualize to outperform the so called “Sybil Behavior”
- I would like to officially create the “Sybil Resistance” group or make it as a free open-source project where eventually we could scale it in a hole DAO itself
 - Sybil Resistance is a free, open-source project with the goal of defending our community and reducing fraud. We provide a cost-effective, decentralized, and direct solution to creating many identities that can resist sybil attacks. Participating nodes share in the responsibility of ensuring their own anonymity while maintaining the security of the network.

Objectives: How do we do this? “Further Partnerships”

- As a business owner myself, I think developing further associations is a must-do sharing our experience/knowledge and expanding the scope/community, challenging the status quo, and we willing to be challenged

