disentanglement principles: conflict at a distance

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there is no such thing as diversity overload, there is only filter failure.

tales of a speculative fiction convention

be attentive
not invasive

model good behaviour

Recruit diversity.

From the very earliest days of your project, recruit the diversity you want to see. The first two or three members of the project will set the tone for what follows. People will look at the project and think, "Is this somewhere I can see myself fitting in?"

- skud, OSCON 2009

Diversity Statement

Platitudes are cheap. We've all heard services say they're committed to "diversity" and "tolerance" without ever getting specific, so here's our stance on it:

We welcome you.

We welcome people of any gender identity or expression, race, ethnicity, size, nationality, sexual orientation, ability level, neurotype, religion, elder status, family structure, culture, subculture, political opinion, identity, and self-identification.

...We welcome fans, geeks, nerds, and pixel-stained technopeasant wretches. (We welcome Internet beginners who aren't sure what any of those terms refer to.) We welcome you no matter if the Internet was a household word by the time you started secondary school or whether you were already retired by the time the World Wide Web was invented.

..You may wear a baby sling, hijab, a kippah, leather, piercings, a pentacle, a political badge, a rainbow, a rosary, tattoos, or something we can only dream of. You may carry a guitar or knitting needles or a sketchbook. Conservative or liberal, libertarian or socialist — we believe it's possible for people of all viewpoints and persuasions to come together and learn from each other.

dreamWIDTH

"

Societally, we consider the boundaries set by certain groups of people as inherently less valid, meaning those people encounter more boundary-violating behavior.

When we gather together for the purposes of fun, requiring people to continually set and enforce their boundaries cuts into their fun by making them work.

"

be kind

it's not always what you think

stack the odds

isolate your problem person/s

education is inoculation

even in a diverse, mostly female OSS project...

who do i ask for help, without having to tell my (humiliating/difficult/upsetting) story?

compensate all work: employ a moderator

lower the barrier to entry for the more vulnerable

create a barrier to entry for the less vulnerable

there is no opt-in to good behaviour

Should my tech conference / community have a Code of Conduct?

Are there humans?

yes

YES

your tech conference / community
should have a Code of Conduct

yes, you need a code of conduct

...you already have one.

Rules in Command:

- Nobody kicks and certainly not bans inside command.
- Don't interrupt another one's subject.
- First point out the matters at hand, then point out priorities.
- People who troll in command get (permanently) thrown out of the AOP list.
- Personal disputes are taboo.
- Grown-ups only.
- No offtopic subjects in (staff) discussions.
- Pointing out problems in a structured way: name problem, suggest solution. If you can't hint a solution, then at least give evidence or argue your statements, as long as your point is valid.
- If you don't like somebody, get over it. Were all in this together.
- Admins/OPs are considered an example. Act on that behavior!
- Don't expect IRCops to sort out all your problems, try it yourself, if all else fails, ask OP!

- "Hacker, hoaxer, whistleblower, spy: the face of Anonymous", Gabriella Coleman

be specific

How we resolve conflicts

If you are experiencing, or witnessing conflict, the Drupal Community asks you to use the following escalation strategy to address the conflict:

1. Address the perceived conflict directly with those involved, preferably in a real-time medium. Here are some conflict resolution resources that might be helpful.
2. If this fails, get a third-party (e.g. a mutual friend, and/or someone with background on the issue, but not involved in conflict) to intercede.
3. Escalate to the CWG if the previous steps fail using the incident report form:https://drupal.org/governance/community-working-group/incident-report
   You will be required to submit evidence that at least one of the parties has made a good faith effort towards resolving the issue (through steps 1 and 2) without success.

The CWG will review submissions on a weekly basis, and will either seek further information, or will make a determination on next steps.

Note: If the behaviour is threatening/harassing and requires immediate escalation, use the CWG incident report form immediately, before trying other steps. However, because the CWG is a volunteer group that meets only on a weekly basis, we have limited capacity to act in these circumstances.

consequences:
quick and clear

speak softly, but carry a big ban hammer

SITUATIONAL REPORTS

CYBERWAR, UH, WHAT IS IT GOOD FOR?

Posted Dec. 21, 2015 10:45 a.m.

Absolutely nothing.

So we had a 9th Kiwicon. It featured cyber, flames, lasers, significant facial damage, hackers, crackers, jackers, directors, (and, as far as we know, only one creeper. Seems pretty good for 1500 people?). Also a musical saw, many mother-duckers, nuclear

BODYCOUNT: 00000

CYBER KIWICON
ST JAMES THEATRE OF WA
10 - 11 DEC 2015

be kind

be public

you always choose

once upon a long time ago...

fighting among moderators:
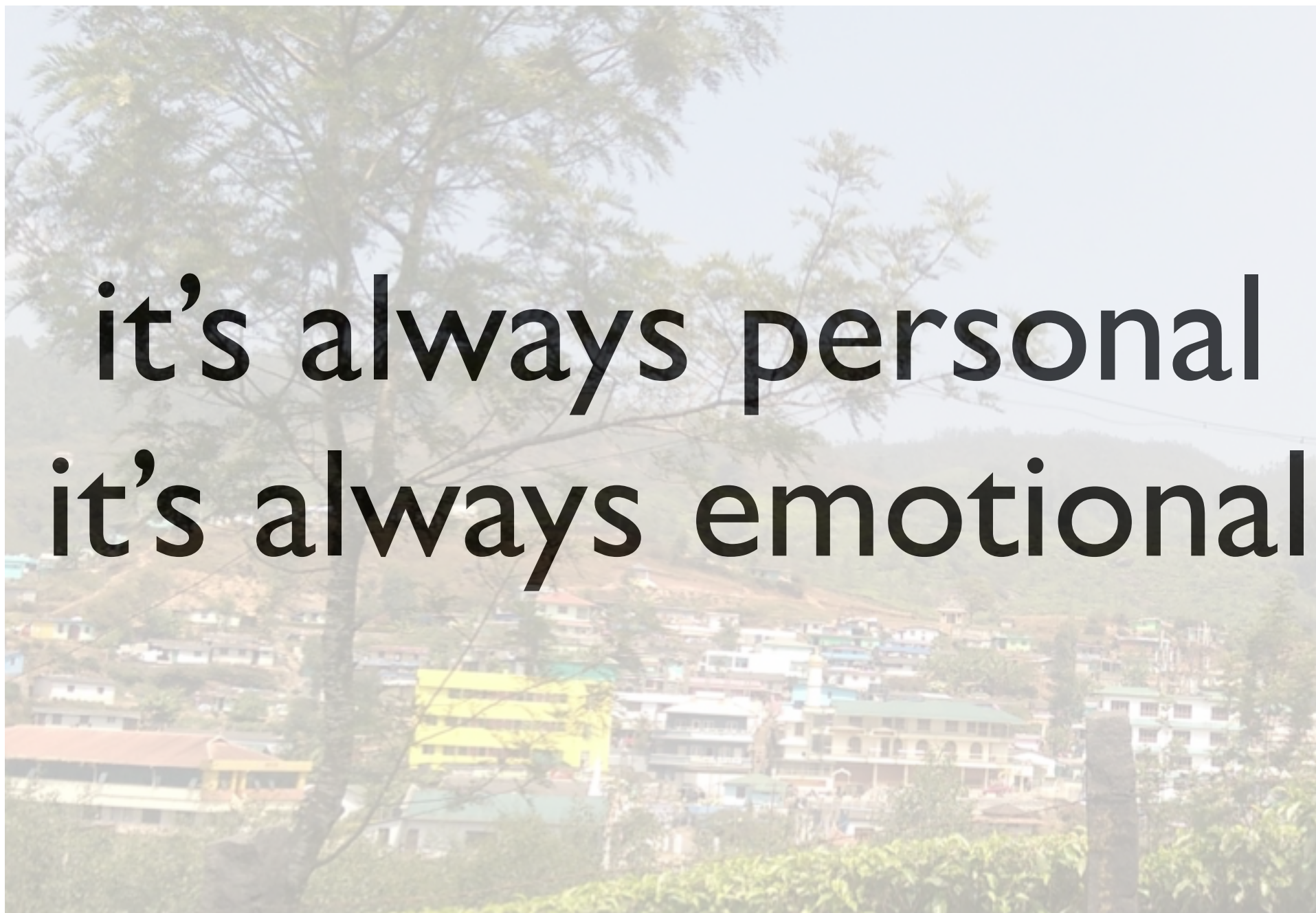
you're off topic, or you're off values

oh so recently

you can't make anyone
do anything

make less distance
make less faceless
make less blame

it's always personal
it's always emotional

fighting among moderators:

you're off topic, or you're off values

...or you haven't got the right structures in place

have the awkward
conversation

normalise conflict resolution

"how do you want to have fights?"

...or you're normalising unresolved conflict

...and the effects of that on the community.
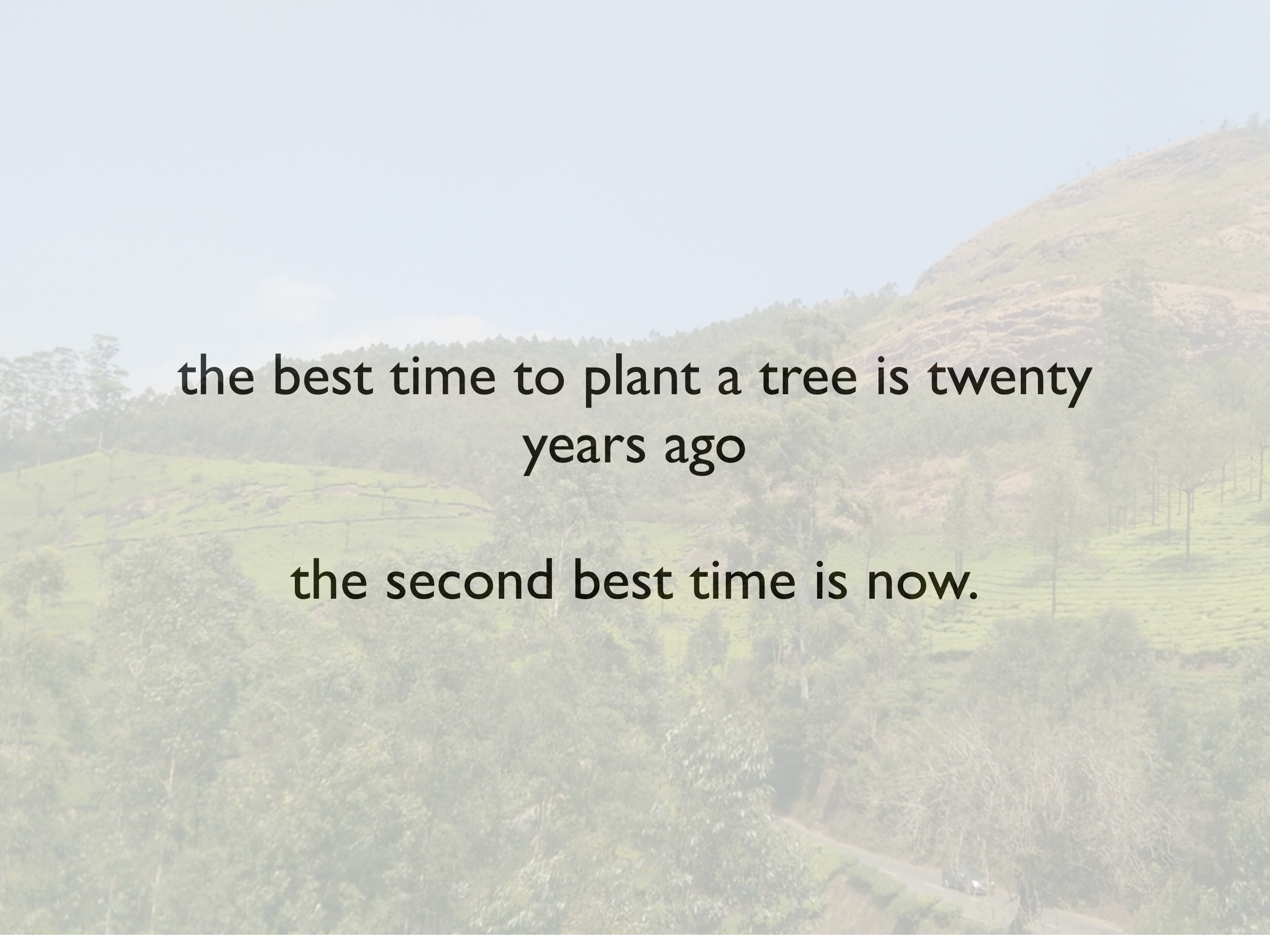
Mary C. Gentile, PhD, Director
www.GivingVoicetoValues.org

Giving *Voice* to Values

An Action Framework for *Giving Voice to Values*
"The To-Do List"

what helps you speak up?
what's your self story?

when is the best time
to plant a tree?

the best time to plant a tree is twenty years ago

the second best time is now.

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