

* We correct people for rule-breaking but we don't when someone is a jerk.

DISCUSSION NOTES

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DISCUSSION TOPIC: ⑧ Building a Healthy Community Culture	BREAKOUT SPACE: 8
PARTICIPANTS: Mykola Kozlenko, Martin Rusch Joe Sutcliffe, Dany Horn, Abby Ripstein, Martin B	TIME: 10:30-11:15
KEY POINTS: James Alexander, Brunel (Alex), Simon Stulinski	CONVENOR: Niack

General concerns: New people chased away, good contributors who are uncivil get away with it.
 Is our community healthy? What must we change?
 How would we define healthy? ~~Are~~ If a critical mass of rude people then the site is rude. One rude person can ~~keep~~ ^{make} a conversation rude.
 Community needs to recognize the difference. There will always be rude people coming in, the important thing is that people push back.
 Why does it happen? Content clashes, identity clashes? What could be solved vs ~~external~~ external that we can't solve? (Israeli/Palestinian isn't solvable by WP.) How can wikis learn from each other?
 • Getting "slammed down" by Commons, when pic is deleted & you don't understand why. Mentorship program can be a shield for new people.
 ↳ Possible solution: Workshops/editathons. Immature people grow up, but "professional" vandals don't. Very few examples of "converting" bullies.
 Are we dealing with symptoms or the real problem?

CONCLUSIONS/RECOMMENDATIONS/ACTIONS (IF ANY):
 What's behind rudeness? What is the reason for being rude?
Distributed responsibility → if everybody is responsible, then nobody is.
 So who knows that it's their responsibility to respond? WMF?
 Preventable problems?
 The investigation is really difficult and tedious → how can we make it easier to identify bullies & know long-term rude people?
 Reduce noise in tools → better link/info when you push the action button.

Are bullies redeemable? What has worked to make individual "toxic" people less "toxic" and better collaborators? Sometimes vandals mature & become good contributors. Do experienced jerks become less abusive?
 Better design for new people → clear explanation of "notability"

* There is disagreement on the projects about whether it is okay to be a good contributor & an asshole. We need better consensus.