



**Townhall Meeting**  
**December 8, 2020**

# GVIAS 2020 Town Hall - Chhchanges

## Agenda

- ▶ Background
- ▶ Leadership Committee
- ▶ GVIAS Committee Overview
- ▶ Burn in the Forest Org Chart
- ▶ Leadership Survey
- ▶ Timeline
- ▶ Recruitment Process
- ▶ BitF 2021
- ▶ Q&A

# GVIAS 2020 Town Hall - Chhanges

## Housekeeping for the Meeting

- ▶ Please mute yourself unless speaking to reduce background noise
- ▶ We'll pause at the end of each section for any comments or questions
- ▶ Comment in the chat box in zoom if you'd like to speak and we'll watch it and call on you, in order, when it's time

# Background

- ▶ A year (or more) off presented GVIAS with a unique opportunity to re-evaluate and make improvements that would have been difficult to achieve within the time constraints in a normal production year
- ▶ As an organization, we have seen a need for change to:
  - ▶ create opportunity for new leaders and to support their future growth
  - ▶ allow us to be more inclusive and better protect our community
  - ▶ better align skills and development for essential roles
  - ▶ prevent burn out, and thereby potential loss of institutional knowledge

# Background

How this was created and how we CAME to this decision

- ▶ create opportunity for new leaders and to support their future growth
- ▶ allow us to be more inclusive and better protect our community
- ▶ better align skills and development for essential roles
- ▶ prevent burn out, and thereby potential loss of institutional knowledge

# Leadership Committee

## Who is the Leadership Committee?

- ▶ The Leadership Committee is made up of volunteers who have previously served either on the board, event production teams, Grants Committee, Conduct Committee, Tech Committee, Volunteer Committee or as Burning Man Regional Contact in Vancouver or in another region
- ▶ The committee is facilitated by Monica as the committee's board liaison, along with Squishelle, Compass, Lisa Evil, and Ashes
- ▶ Works in an advisory capacity to the GVIAS Board, and at times, to the event Production teams, or various committees. Tasks may include conducting recruitment and vetting processes, providing mentorship or education, and creating/revising policies related to leadership and succession

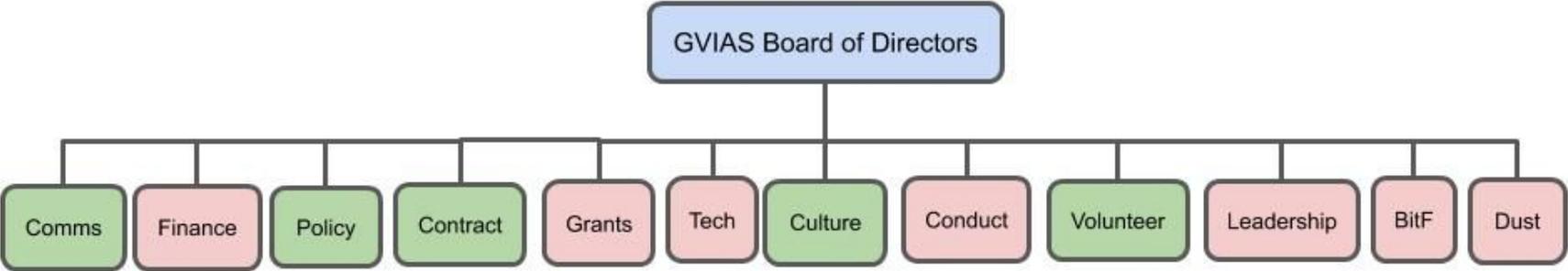
# Leadership Committee

## How did the Recommendations for Change Arise?

- ▶ We reviewed anonymized feedback gathered from production team
- ▶ Board and leadership committee met and discussed and reviewed all the feedback
- ▶ Discussed other known community issues and concerns
- ▶ We looked for structural ways to hopefully reduce both work load and conflict
- ▶ Looked at existing structural models out in the world that address these types of situations, and created a mix unique to our community

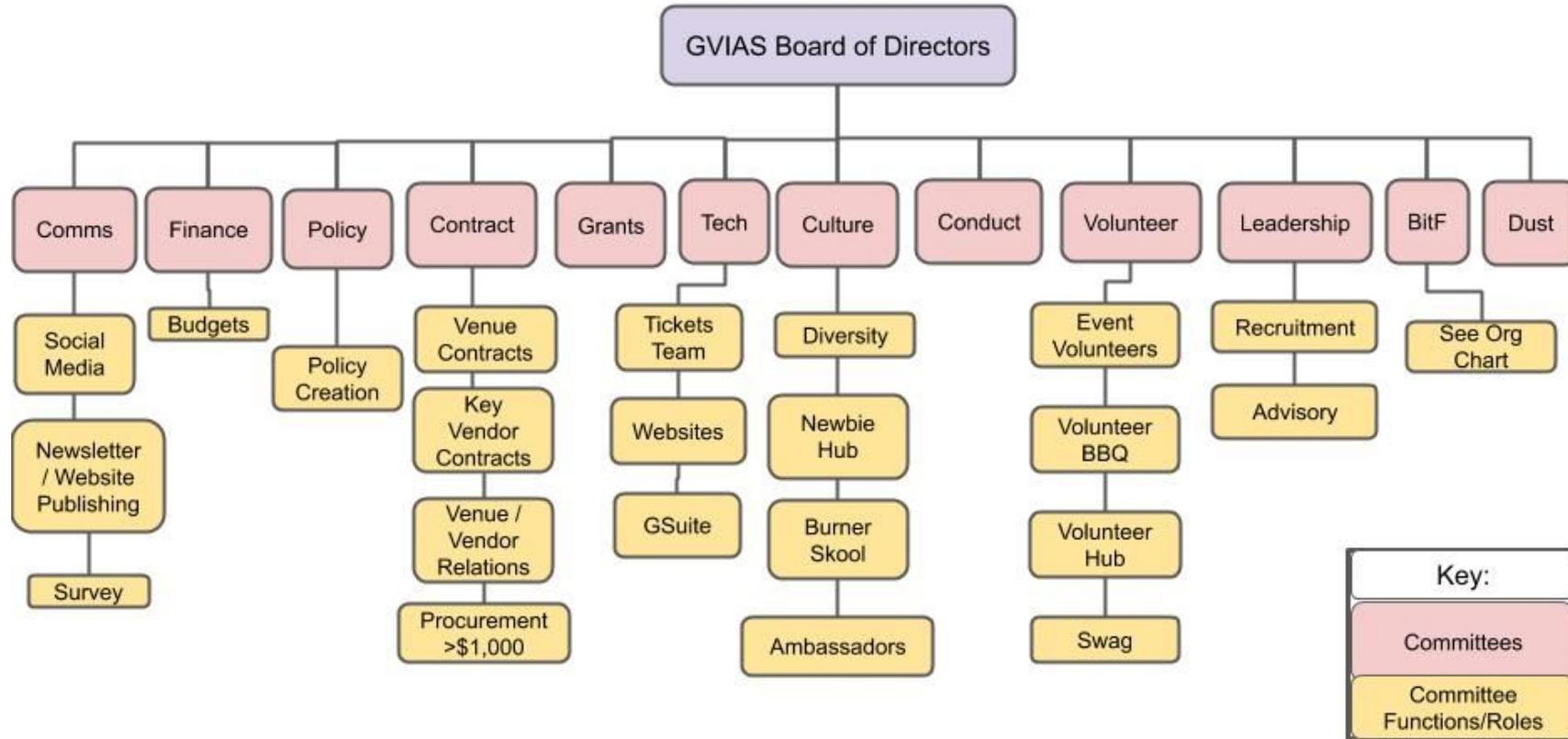
# GVIAS Committee Overview

## Updated GVIAS Organizational Chart



# GVIAS Committee Overview

## Committee Roles and Functions



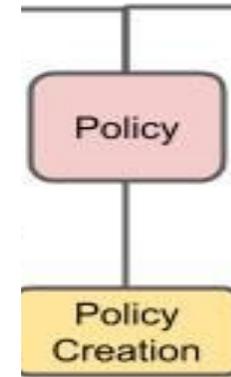
# Leadership Committee

- ▶ Started in December 2019; primary role is to support the GVIAS Board
- ▶ 2020 priorities include:
  - ▶ Recruitment and hiring, including vetting
  - ▶ onboarding
  - ▶ mentorship
  - ▶ succession planning



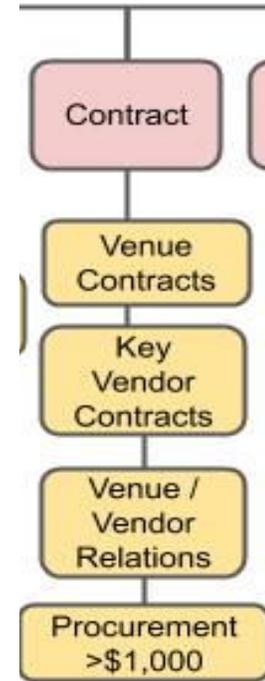
# Policy Committee

- ▶ To help with:
  - ▶ Management of GVIAS
    - ▶ Incl. decisions within online spaces
  - ▶ Production of all events
- ▶ Leverage skills and expertise in community
- ▶ Once Committee formed: Initial creation of known required policies
- ▶ In production cycle newly needed policies referred to Policy Committee
- ▶ On-going management and updates of policies
- ▶ All policies need Board approval before implementation



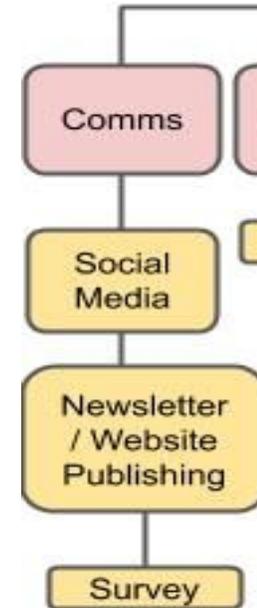
# Contracts Committee

- ▶ Centralize venue and vendor relations
- ▶ Ensure knowledge transfer across event cycles and continued relationships
  - ▶ Lists of past and potential vendors and venues
- ▶ All contracts over \$1,000
  - ▶ Materials, equipment, and services for all GVIAS events
- ▶ All venue contracts



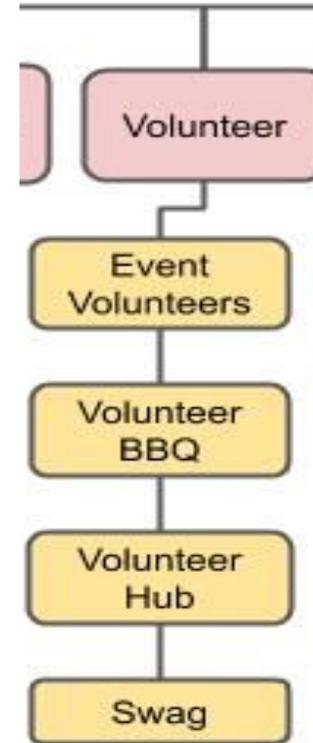
# Comms Committee

- ▶ Will consolidate communications functions across all GVIAS events and other GVIAS committees
- ▶ Ensures that communication is unified, consistent and has a common look and feel
- ▶ Primary responsibilities:
  - ▶ management and moderation of GVIAS social media
  - ▶ creation of website content for all pages under the GVIAS umbrella (including all events)
  - ▶ creation of official events on social media pages
  - ▶ producing the GVIAS newsletter



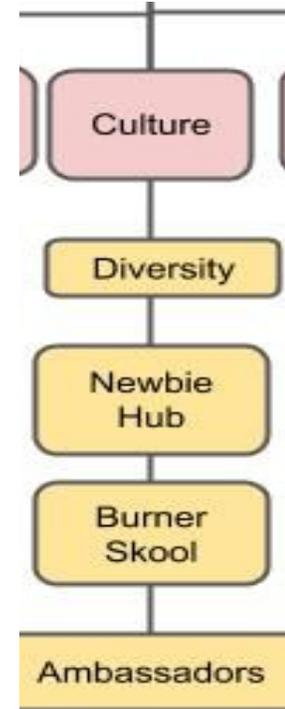
# Volunteer Committee

- ▶ Similar to the BitF structure and adds capacity to provide year-round support across events
  - ▶ Maintain yearly momentum
  - ▶ Helps keep talent and knowledge for all GVIAS events
  - ▶ Capture post-event keen interest
- ▶ Two positions within the committee:
  - ▶ Leads
  - ▶ Coordinators



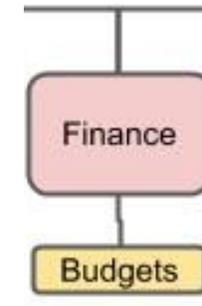
# Culture Committee

- ▶ Year long efforts at acculturation rather than just event focused
  - ▶ Consistent messaging
  - ▶ Year long, thoughtful strategies
  - ▶ Presence at all GVIAS events, not just BitF



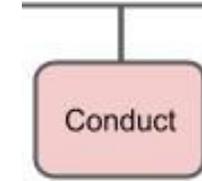
# Finance Committee

- ▶ Supports GVIAS with budget creation and financial management
- ▶ Assists with GVIAS budget for Annual General Meeting
- ▶ Creates and finalizes budgets for all GVIAS events, working with event producers
- ▶ Assists with year end financial reporting



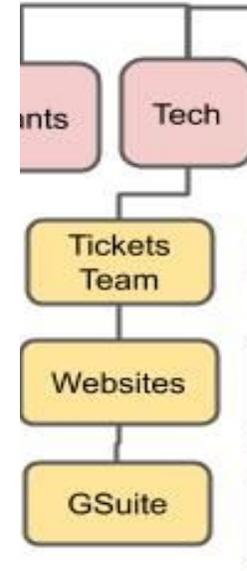
# Conduct Committee

- ▶ Existing committee that was first formed in early 2018
  - ▶ Good standing members of our community
  - ▶ Helps maintain a culture of accountability and kindness
  - ▶ Holds confidentiality to the highest standard



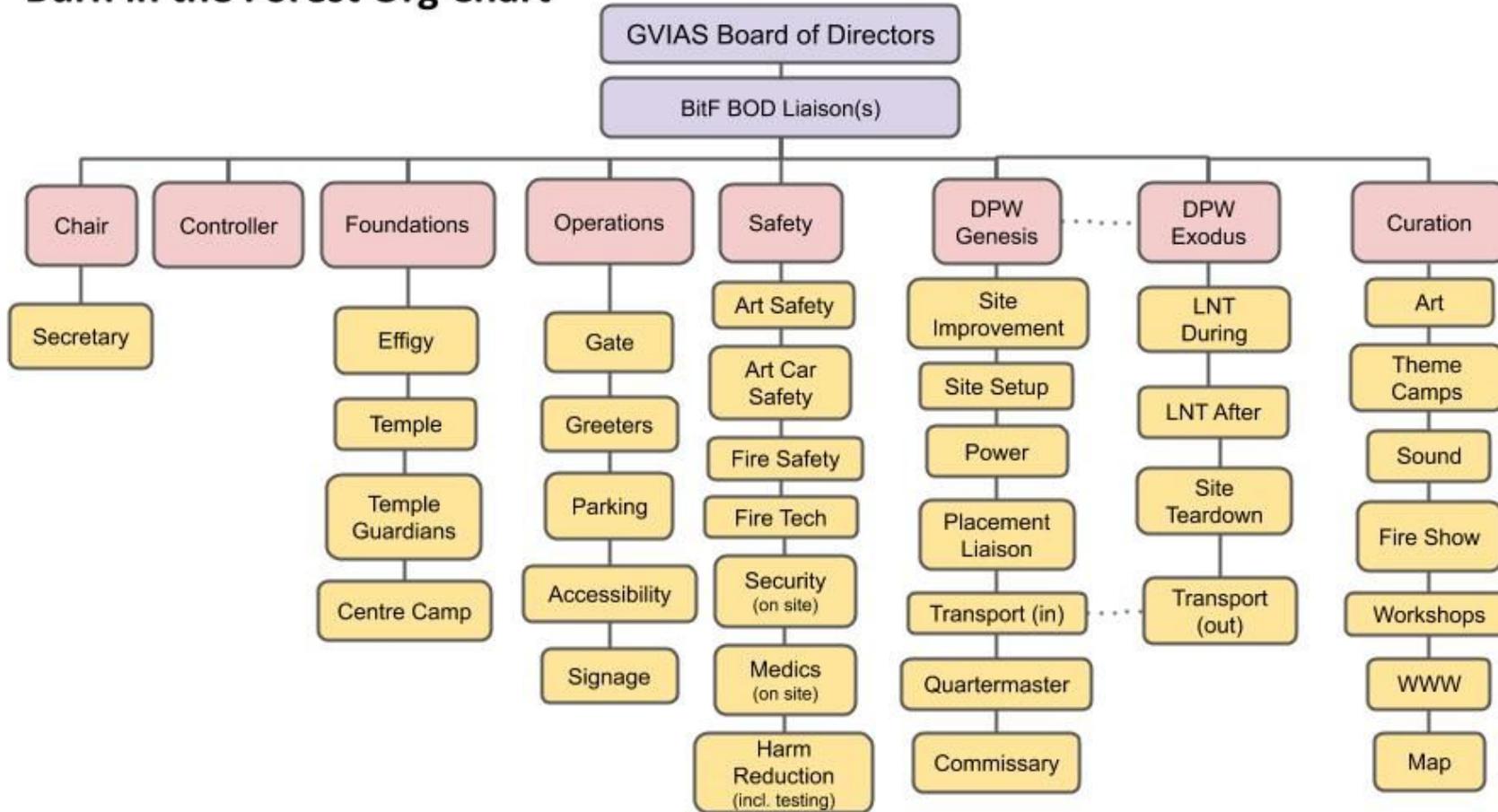
# Tech Committee

- ▶ Ticketing for GVIAS events
- ▶ Maintain websites and update as requested
- ▶ Help make informed decisions on technical issues and new platforms
- ▶ Manage Base Camp
- ▶ Manage GSuite (Users, email and Drives)



# BitF Org Chart

## Burn in the Forest Org Chart



# Leadership Survey

- ▶ Goal: make the leadership application process transparent and more accessible
- ▶ Create a process by which work/career experience is potentially equally relevant to life/community experiences
- ▶ After this first year of phasing-in, adjusting to restructuring and COVID uncertainties:
  - ▶ leadership application will be open year-round
- ▶ Brief overview of the questions:
  - ▶ Questions are modeled after BMOrgs leadership survey - intended to be fluid throughout GVIAS-sanctioned events, but mostly modeled for BitF
  - ▶ Questions designed not only to determine best fit, but also to have a better understanding of applicants' passions and motivations
  - ▶ Applicants should be prepared to answer multiple choice, as well as written questions to complete the survey

# Timeline of Rollout

- ▶ Roles to be posted tomorrow, December 10th
- ▶ Applications for priority roles: Committees, BitF Chair, BitF Secretary and BitF Controller, to be open until noon, January 2nd
- ▶ The vetting process will begin as applications are received by the leadership committee
- ▶ Leadership committee starts vetting process, followed by the Conduct Committee
- ▶ Next round of postings for BitF Production and remaining committees will likely be posted in early January
- ▶ 2022 applications onwards: if applying for same role = streamlined process

# Recruitment / Vetting Process

- ▶ Why:
  - ▶ Organization needs to understand skill sets, historical involvement, past experiences, and if there are any known/raised conduct issues
- ▶ Who:
  - ▶ All leadership roles need to apply for each new term (Team lead level up)
  - ▶ Event-related role terms = 1 year (if no event, possibility of 2 years)
  - ▶ Detailed role descriptions: links within Leadership survey
  - ▶ Existing Committee members: apply at end of current term for role
  - ▶ All Event Producers and Associates: apply for next production cycle
  - ▶ Team Leads: sensitive roles will have same application process

# Recruitment / Vetting Process

- ▶ How:
  - ▶ Reviewed by Leadership Committee, then interview and references
  - ▶ Conduct Committee will vet top candidates
  - ▶ Board makes final decision and appoints successful person to role

# Vetting Process (Part of Recruitment)

- ▶ To protect GVIAS/Community/Volunteers/Participants and mitigate risk
- ▶ All leadership and sensitive positions (e.g. Harm Reduction) = custodians of community
- ▶ All applicants asked for consent in application form
- ▶ Only top applicants will go through Conduct Committee process

# Vetting Process (Part of Recruitment)

- ▶ How:
  - ▶ Names sent to Conduct Committee Leads
  - ▶ Conduct Committee Leads report to Board using green/yellow/red status system
  - ▶ Status results are part of recruitment package reviewed by Board
  - ▶ As result of whole application and recruitment process, applicants may have:
    - ▶ A secondary interview/meeting with 2 Board Members
    - ▶ No appointment
    - ▶ Appointment by Board (may include conditions)
    - ▶ Recommendation re: lower leadership position for a period of time

# BitF 2021

- ▶ Contract with Snug Lake revised earlier this year:
  - ▶ Deposit has rolled over to 2021
  - ▶ Built-in safety mechanisms re: Covid and further roll-overs of deposit
  - ▶ Biggest factors in to BitF or not to BitF:
    - ▶ liability, insurance, medical, public health orders and recommendations
- ▶ Deadlines for decision-making to roll-over to 2022:
  - ▶ On or before April 1, 2021
    - ▶ Are health orders and recommendations likely to be in effect?
  - ▶ On or before May 15, 2021
    - ▶ Can insurance be secured?
      - ▶ Is insurance cost prohibitive or subject to prohibitive exclusions?
    - ▶ Can medical services be secured?

Q&A

