

# Code of Conduct Committee Update

Eliza Bennett

PostgreSQL Leadership & Developer Meeting

Vancouver, May 28 2024

# 2023 Committee Membership

## **Chair:**

Michael Goldberg

## **Members:**

Alexandra Abramova

Ilaria Battiston

Eliza Bennett

Stefan Fercot

Anthony Nowocien

Lucie Šimečková



# 2024 Committee Membership

## Chair:

Eliza Bennett

## Members:

Alexandra Abramova (cont., Percona)

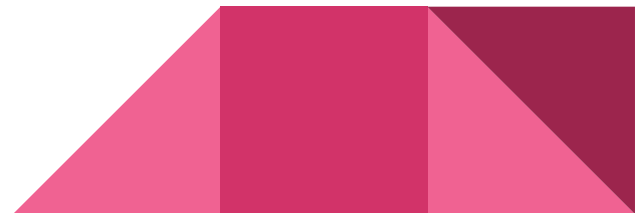
Sergei Kim (new, EPAM)

Anthony Nowocien (cont., Société Générale)

Simon Pane (new, Pythian)

*Lucie Šimečková (cont., resigned April)*

Chris Travers (new, Delivery Hero)



# Representation on the Committee

- 5 members
- 3 male-identifying & 2 female-identifying individuals
- Geographical spread:
  - 2 from Canada
  - 1 from Asia
  - 1 American living in Asia
  - 1 from Europe



# 2023 & 2024\* Activity

- 8 complaints, including:
  - Inappropriate conduct on community channels (3)
  - Inappropriate conduct at community event (2)
  - Inappropriate conduct on non-community channel (3)
- Outcomes:
  - No violation (3)
  - Not within CoC policy scope (2)
  - Corrective action recommended and taken (2)
  - Corrective action recommended (1)

\* 2024 to May



# Trends

- End 2023 and 2024 to date have been busy
- Complaints based on social media activity
- Complaints based on activity in non-PostgreSQL channels
- Complaints based on alleged sexual misconduct
- Complaints from several individuals about the same issue (separately or joint submission)

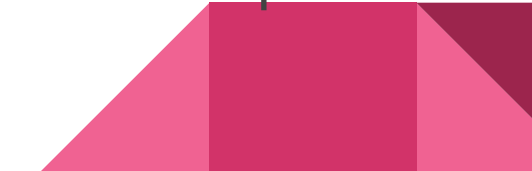


# Opportunities

- New call for members as membership currently only at 5 individuals
- Enforcement of CoC decisions, including appeals process
- Annual training for CoCC members on investigative procedures and reporting
- Level-setting for community events regarding appropriate conduct and existence / use of CoC
- Revision of CoC Policy



# CoC Policy Revision

- CoC Policy needs updating to address a number of issues:
    - Roles & responsibilities (Chair, Members, Core, investigation participants)
    - Scope of what is covered by CoC Policy (ie, what interactions, etc.)
    - Process for appealing CoC decisions
    - Record sharing and retention
    - Communication processes with complainants & respondents
    - Retaliation clause currently limited
    - Outcomes and enforcement processes
- 



# Proposed Timeline for Revision

- Proposed timeline:
  - Summer 2024: Engagement on policy revisions
  - September 2024: New policy in effect



# Questions

