

Ourselves

Do you already know that your existence—who and how you are—is in and of itself a contribution to the people and place around you? Not after or because you do some particular thing, but simply the miracle of your life. And that the people around you, and the place(s), have contributions as well? Do you understand that your quality of life and your survival are tied to how authentic and generous the connections are between you and the people and place you live with and in?

Running a server can take a wide array of technical and design skills, but it can also take curiosity and a compassion.

We learn to disrespect Indigenous and direct ties to land.

e We learn to be quiet, polite, indirect, and submissive, not to disturb the status quo.

e We learn facts out of context of application in school. How will this history, science, math show up in our lives, in the work of growing community and home?

e We learn that tests and deadlines are the reasons to take action. This puts those with good short-term memories and a positive response to pressure in leadership positions, leading to urgency-based thinking, regardless of the circumstance.

e We learn to compete with each other in a scarcity-based economy that denies and destroys the abundant world we actually live in.

e We learn to deny our longings and our skills, and to do work that occupies our hours without inspiring our greatness.

e We learn to manipulate each other and sell things to each other, rather than learning to collaborate and evolve together.

e We learn that the natural world is to be manicured, controlled, or pillaged to support our consumerist lives. Even the natural lives of our bodies get medicated, pathologized, shaved or improved upon with cosmetic adjustments.

e We learn that factors beyond our control determine the quality of our lives—something as random as which skin, gender, sexuality, ability, nation, or belief system we are born into sets a path for survival and quality of life.

e In the United States specifically, though I see this most places I travel, we learn that we only have

value if we can produce—only then do we earn food, home, health care, education.

e Similarly, we learn our organizations are only as successful as our fundraising results, whether the community impact is powerful or not.

e We learn as children to swallow our tears and any other inconvenient emotions, and as adults that translates into working through red flags, value differences, pain, and exhaustion.

e We learn to bond through gossip, venting, and destroying, rather than cultivating solutions together.

e Perhaps the most egregious thing we are taught is that we should just be really good at what's already possible, to leave the impossible alone.

Thinking skills

- Logical thinking : if this then that. These are the core fundamentals of the way computers think.
- Basic understanding of how to use a computer and ideally install software.
- Know how to install a computer networking device, such as plug in a computer to a router.
- For any server hardware modifications, you might need to be able to change a graphics card or install a hard drive.
- Troubleshooting problems : how to systematically work through a problem to know which avenues you can explore to attempt a fix. If the Internet isn't working, is it on just one computer or is it every device? Are your neighbors Internet out?
- Modular thinking
- Starlings. The synchronized movement patterns of a starling flock is also known as a murmuration. Guided by simple rules, starling murmurations can react to their environment as a group without a central leader orchestrating their choices; in any instant, any part of the flock can transform the movement of the whole flock. Collective leadership/partnership. Adaptability.
- A fractal is a never-ending pattern. Fractals are infinitely complex patterns that are selfsimilar across different scales. They are created by repeating a simple process over and over in an ongoing feedback loop. Emergent strategy
- Systems thinking
- Interdependence is mutual dependence between things. If you study biology, you'll discover that there is a great deal of interdependence between plants and animals. "Inter-" means "between," so interdependence is dependence between things, the quality or condition of being interdependent, or mutually reliant, on each other.
- Decentralization: the dispersion or distribution of functions or powers, the delegation of power.

- Ant societies function through individual ants acting collectively in accord with simple, local information to carry on all of their survival activities. Every ant relies on the work of others in producing their own work. Cooperative work. Collective. Sustainability. Emergent strategy
- How to design an information query

Personal skills

- Who are you? Have you asked yourself recently? What is it that you do? Who do you do it for? What drives you?
- Growth mindset. We will make mistakes but that is how we learn.
- Transformation doesn't happen in a linear way, at least not one we can always track. It happens in cycles, convergences, explosions. If we release the framework of failure, we can realize that we are in
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iterative cycles, and we can keep asking ourselves—how do I learn from this?

- Never a failure, always a lesson.*° emergency strategy
- Change is constant. (Be like water). Emergent strategy
- It's okay to try again from scratch
- Communicating needs
- Assessing your limits and knowing when to step away. this may be frustrating and you may be discouraged, but we can always approach again later
- Curiosity
- Less on point. More on purpose.
- intentional
- adaptive
- adaptation: a change in a plant or animal that makes it better able to live in a particular place or situation; the process of changing to fit some purpose or situation: the process of adapting intention: the thing that you plan to do or achieve: an aim or purpose
- What you pay attention to grows. emergent strategy
- Radical optimism
- Transparency and accountability

Interpersonal skills

- It troubleshooting for users
- Getting support on a forum or within a community
- How to ask questions
- There is a conversation in the room that only these people at this moment can have.*® Find it. Emergent strategy

- Trust the People. (If you trust the people, they become trustworthy) .* Emergent strategy
- This is a space where everyone deserves to have their voices and needs heard. Open source software is intended to get a democratic space
- Your choices affect your community and your ecosystem
- Empathy
- Healing
- Building trust
- Ask for and receive what you need
- Love may seem silly. But it is the root of compassion and care. It leads to passion for what we do and strive to support those we care for. While this is leveraged in the creation of technology, it is
- Trust the People. (If you trust the people, they become trustworthy) .* Emergent strategy
- Move at the speed of trust.*8 Focus on critical connections more than critical mass—build the resilience by building the relationships. Emergent strategy

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