**Problem:** Most existing DAOs use variants of token-based governance or reputation-based governance, with some seeing problems like low participation or plutocratic power distribution. How can we design better participation mechanisms to take into account community involvement and changing community norms?

**Solution:** In my opinion I feel the major problem that new members feel is an inferiority complex to the older members. There is a thought that a majority of the project will be given to the older members as they have built a good image in the DAO during the past.

I feel we can tackle this by having weekly competitions among the members of the DAO where in we can reward the winners a score or a reward(I.e. a few USDT) in proportion. At the same time this will help boost the confidence of new members and amateurs in the field which can help the DAO find new and better talent over time.Also the scores of these competitions can be used to determine the consistency of the members and also rank them based on their skills.

In my opinion, this will create a sense of competition among the members which can help them improve their skills and in turn improve the value of the DAO.

Also the top 3 winners of these weekly competitions can be asked to conduct weekly masterclasses for the other participants wherein they’ll share their knowledge.

Also we should try to put into the minds of the members that these scores can help them get better projects in the future.

At the same time we should also prevent discrimination when accepting submissions of members based on their scores.

The only downside of this model is that we’ll need to spend a lot. While the upside is that it will help retain good quality members.