

My observation is that working groups tend to be the [self-appointed board](#) followed by co-opting (election/ratification) of “inner” circle. Whilst it gets shit done, it tends to overlook:

- a) those busy and missed the window to object/vote
- b) passive participants due to language, shunning or some other access barriers
- c) people with key skills but without compensation don’t wish to volunteer (opportunity costs)

The nomination/ratification addresses some aspects but a competitive bidding / boasting round tends to elevate those with the most popularity or biggest voice. These may not be truly representative of the entire Uniswap ecosystem (welcome data to confirm/nullify).

LexDAO has been experimenting with [sourceCred](#), a system that passively monitors discord activity. What it does is looks at activity and creates a graph measuring “engagement”.

Theoretically, if we run the right type of analysis we can look at the contrib/listen ratios eg (from another tool)

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image

1005×356 24.9 KB

](<https://global.discourse-cdn.com/business6/uploads/uniswap1/original/2X/c/c42a35a33d0a6cb084361ba828bef485e9bbf871.jpeg>)

For those that want to shift away from a “board” style WG selection towards more [do-ocracy](#) WG, this may be a useful meta-gov technique to identify under-represented groups and deliberately engage them, either direct or via delegates to represent their interests. This may be considered when there are DAO-wide impacts like selection of legal

entities (deliberately plural).

Questions to consider

1. is the current system of populating working groups good enough?
2. is there evidence one way or another that certain ecosystem profiles are not represented in participating in governance?
3. should there be options to deliberately include contrary or minority opinions

for potentially contentious decision making? cf [10th-man](#) rule or concept of [loyal opposition](#).

|| The reason why this is a sensitive topic is that to implement sourceCred, it needs access to the discord server and comes with privacy concerns. ||