Message

From: Funda [redacted] [/O=THEFACEBOOK/OU=EXTERNAL (FYDIBOHF25SPDLT)/CN=RECIPIENTS/CN=[redacted]
Sent: 12/9/2022 7:49:22 PM
To: Funda [redacted]@meta.com]; Tom Wynter [redacted]@meta.com]
Subject: Message summary [{"otherUserFbId":100028925479616,"threadFbId":null}]
Attachments: 278963382_537239808026934_1766484399246715111_n.gif; 271335037_661521888361317_1258571234382402577_n.gif

Funda [redacted] (12/09/2022 09:40:18 PST):
>I'm gonna dial in to well being roadmap reviews

Funda [redacted] (12/09/2022 09:40:23 PST):
>What should I listen for

Tom Wynter (12/09/2022 09:40:35 PST):
>specificity

Tom Wynter (12/09/2022 09:40:45 PST):
>narrative

Tom Wynter (12/09/2022 09:41:02 PST):
>low-impact high-visibility product work

Tom Wynter (12/09/2022 09:51:10 PST):
>the staffing model on wellbeing makes no sense

Tom Wynter (12/09/2022 09:51:42 PST):
>they brought in a designer, design program manager, regular program manager, CD... and it's like yo do you actually understand the problems here, we need mf eng not all these passengers

Funda [redacted] (12/09/2022 09:52:04 PST):
>Design program manager? For what?

Tom Wynter (12/09/2022 09:52:34 PST):
>to catalog all the work teams across the company are doing so we can take credit while changing literally nothing

Tom Wynter (12/09/2022 09:53:01 PST):
>anyway, at least we now have actual harm reduction in the works... this 100% comes from KX and not the team.
>```
>P1: Advance SSI/ED (1 pager - why SSI/ED) by forming new pod around it
>P1: Advance B&H by forming new pod around it
>```

Tom Wynter (12/09/2022 09:53:52 PST):
>IG Teen Safety is doing so much more than we are:
>https://fb.workplace.com/groups/1411637962558841/permalink/2036436576745640/

Tom Wynter (12/09/2022 09:54:01 PST):
>bless that wonderful Rishi fellow.

Funda [redacted] (12/09/2022 09:54:29 PST):
>What do you mean?

Funda [redacted] (12/09/2022 09:54:39 PST):
>From KX?

Tom Wynter (12/09/2022 09:55:42 PST):
>I have been fighting Kuba and Andy on this for months and they just wanted to keep to their lane and ship legitimacy products and keep their scope small

Funda [redacted] (12/09/2022 09:56:05 PST):
>I gag every time I hear legitimacy product

Funda [redacted] (12/09/2022 09:56:10 PST):
>Don't do this to me

Tom Wynter (12/09/2022 09:56:20 PST):

>so I pitched KX (see teen safety roadmap I wrote) and now he's bought in but like AGAIN had to reprioritize the team to actually do the work

Tom Wynter (12/09/2022 10:01:54 PST):
>we need an actual leads layer on WB between the team and KX

Funda [redacted] (12/09/2022 10:02:07 PST):
>Is Andy not it

Tom Wynter (12/09/2022 10:02:18 PST):
>Andy is a person not a group

Funda [redacted] (12/09/2022 10:02:42 PST):
>Got it
>So technically it could be Andy, Ashley or Anya? , and someone else?

Tom Wynter (12/09/2022 10:03:17 PST):
>Ashley not Anya

Funda [redacted] (12/09/2022 10:03:24 PST):
>Ashley

Tom Wynter (12/09/2022 10:03:45 PST):
>Andy, Ashley, Patrick, Kanthi

Tom Wynter (12/09/2022 10:06:54 PST):
>essentially, the people who are ultimately responsible for saying whether the allocated staffing is sufficient to execute on the roadmap

Funda [redacted] (12/09/2022 10:32:40 PST):
>who defines what "industry standards" are for family center etc?

Tom Wynter (12/09/2022 10:32:50 PST):
>lol

Tom Wynter (12/09/2022 10:32:54 PST):
>great question

Tom Wynter (12/09/2022 10:33:14 PST):
>super ill-defined, and massively biased by what is visible

Funda [redacted] (12/09/2022 10:33:32 PST):
>ok so the goal is BS?

Funda [redacted] (12/09/2022 10:33:51 PST):
>when i worked in hardware space, industry standards meant something

Tom Wynter (12/09/2022 10:33:54 PST):
>it's a blur of "legally required" and then "what other companies are doing"

Funda [redacted] (12/09/2022 10:34:05 PST):
>do we know what is legally required?

Tom Wynter (12/09/2022 10:34:14 PST):
>sometimes

Funda [redacted] (12/09/2022 10:34:25 PST):
>i need to be educated on this. who can educate me?

Tom Wynter (12/09/2022 10:34:30 PST):
>the best interests of the child framework is vague af

Funda [redacted] (12/09/2022 10:34:30 PST):
>i hate being ignorant

Tom Wynter (12/09/2022 10:34:31 PST):
>Kathleen

Tom Wynter (12/09/2022 10:34:39 PST):
>https://www.ttclabs.net/news/metas-best-interests-of-the-child-framework

Funda [redacted] (12/09/2022 10:34:52 PST):
>weekend homework.

Tom Wynter (12/09/2022 10:35:44 PST):
>interesting to see Lauren find her voice this week

Funda [redacted] (12/09/2022 10:37:15 PST):

>how do we know feed pause / night mode are working (aka. doing what they are supposed to)

Funda [redacted] (12/09/2022 10:37:19 PST):
>who is Lauren?

Tom Wynter (12/09/2022 10:37:39 PST):
>PD D

Tom Wynter (12/09/2022 10:37:45 PST):
>I can send you the results

Tom Wynter (12/09/2022 10:37:55 PST):
>they're quite interesting

Funda [redacted] (12/09/2022 10:38:14 PST):
>can you? i would love to see it.

Tom Wynter (12/09/2022 10:38:18 PST):
>fewer monster sessions, but potentially higher dap

Funda [redacted] (12/09/2022 10:38:43 PST):
>also super appreciate you catching me up here. if it becomes annoying tell me to shut up and read the manual.

Tom Wynter (12/09/2022 10:38:47 PST):
>https://fb.workplace.com/groups/1288930768602423/permalink/1356434255185407/

Tom Wynter (12/09/2022 10:38:54 PST):
>ehh this is my job

Funda [redacted](12/09/2022 10:39:03 PST):
>requested to join the group

Tom Wynter (12/09/2022 10:39:18 PST):
>added

Funda [redacted] (12/09/2022 10:41:42 PST):
>super interesting.

Tom Wynter (12/09/2022 10:42:08 PST):
>industry standards is not a good motivation to ship product because if it doesn't hit uptake and usability goals... nothing happens. There's no if miss then deprecate, so leads can push more and more for measurable impact but if there's no stick it's pretty meh

Funda [redacted] (12/09/2022 10:42:29 PST):
>did we have any surveys?

Tom Wynter (12/09/2022 10:42:37 PST):
>on feed pause? no

Funda [redacted] (12/09/2022 10:42:50 PST):
>night mode?

Tom Wynter (12/09/2022 10:42:53 PST):
>it's like a p4 for FI

Tom Wynter (12/09/2022 10:43:04 PST):
>don't think so

Funda [redacted] (12/09/2022 10:43:14 PST):
>i wish we added a couple survey questions to the experiment.

Tom Wynter (12/09/2022 10:43:36 PST):
>the first run was to gauge the metric impact, survey would make more sense for next iteration

Funda [redacted] (12/09/2022 10:43:38 PST):
>Justin Cheng have been wanting to do PU surveys attached to experiments, this would've been a good one (versus topic nudges)

Funda [redacted] (12/09/2022 10:43:52 PST):
>I'll talk to Ashley and Chad.

Tom Wynter (12/09/2022 10:44:08 PST):
>I would not do a QE-split survey here

Tom Wynter (12/09/2022 10:44:15 PST):
>just ask people if the product if useful

Funda [redacted] (12/09/2022 10:44:16 PST):
>how would you do it?

Tom Wynter (12/09/2022 10:44:21 PST):
>regular survey

Funda [redacted] (12/09/2022 10:44:26 PST):
>exactly. that is part of it.

Tom Wynter (12/09/2022 10:44:36 PST):
>yah, Elena is the POC here

Funda [redacted] (12/09/2022 10:45:04 PST):
>They need to have a adoption goal on this feature...

Funda [redacted] (12/09/2022 10:45:17 PST):
>but also i suspect not all 13 year olds are 13 year olds

Tom Wynter (12/09/2022 10:45:34 PST):
>there's a team dedicated to estimating that error

Tom Wynter (12/09/2022 10:45:46 PST):
>Curtiss has been engaged on this for a while

Tom Wynter (12/09/2022 10:46:46 PST):
>you know we estimate 3% of DAP are *under* 13?

Tom Wynter (12/09/2022 10:48:38 PST):
>we need a mixed methods IC5 on FC

Tom Wynter (12/09/2022 10:49:05 PST):
>and Kathleen should split out across all Youth not in the weeds on this niche product

Tom Wynter (12/09/2022 10:49:27 PST):
>Katie Cheng

Funda [redacted] (12/09/2022 10:49:45 PST):
>you read my mind

Tom [redacted] (12/09/2022 10:50:31 PST):
>poor soul has been moved more times than anyone I know

Funda [redacted] (12/09/2022 10:51:08 PST):
>she is being a good sport

Tom Wynter (12/09/2022 10:51:23 PST):
>she is a very upbeat person and I appreciate that about her

Tom Wynter (12/09/2022 10:51:45 PST):
>she needs to put her work into formal deliverables not workplace posts... but she has great xfn relationship so they actually do read her dumb workplace posts.

Funda [redacted] (12/09/2022 10:52:07 PST):
>at least there is that

Funda [redacted] (12/09/2022 10:52:15 PST):
>I really suck at PTO

Tom Wynter (12/09/2022 10:52:27 PST):
>lol are you on PTO?

Funda [redacted] (12/09/2022 10:52:29 PST):
>If you see me messaging after 11:30 am, yell.

Tom Wynter (12/09/2022 10:52:29 PST):
>or at max cap

Funda [redacted] (12/09/2022 10:52:31 PST):
>i'm on pto.

Tom Wynter (12/09/2022 10:52:35 PST):
>will do

Funda [redacted] (12/09/2022 10:52:38 PST):
>i'm also at max cap

Tom Wynter (12/09/2022 10:52:41 PST):
>lol

Funda [redacted] (12/09/2022 10:52:58 PST):
>[redacted] had a doctor's appointment, [redacted] can't take him because he faints at sight of needles. his doctor's appointment got pushed to monday.

Funda [redacted] (12/09/2022 10:53:13 PST):
>so i have time.

Tom Wynter (12/09/2022 10:53:22 PST):
>fun times

Tom Wynter (12/09/2022 10:54:05 PST):
[redacted] spent 48 hours in a hospital with her baby last week because it had what they think was a rota vaccine-induced intussusception... babies are the worst

Funda [redacted] (12/09/2022 10:54:40 PST):
>jesus christ.

Funda [redacted] (12/09/2022 10:55:06 PST):
>monday before i came back [redacted] choked on a piece of fuzz he picked up from the floor and stopped breathing. i had to ressusicate.

Funda [redacted] (12/09/2022 10:55:15 PST):
>and then take him to ER

Funda [redacted] (12/09/2022 10:56:13 PST):
>sacramento city ER is quite hard core. I'm surprised we didn't pick up something terrible during the 5 hours.

Tom Wynter (12/09/2022 10:56:51 PST):
>jesus, is it too late to wind back some decisions and live a relaxed childfree life on an island?

Funda [redacted] (12/09/2022 10:57:36 PST):
>idk tom. i love my children. but i feel like my 11 year old will put me to grave. [redacted] is sweet as can be but also very fragile.

Funda [redacted] (12/09/2022 10:58:28 PST):
>They gave me a CPR training before [redacted] got discharged from the hospital back in May. I was so pissed off at the time because I was already traumatized and didn't want to watch gory videos and practice stuff on a doll. well, it came in handy.

Tom Wynter (12/09/2022 11:00:50 PST):
>I am worried about Krishna taking over from Lauren for XMY

Tom Wynter (12/09/2022 11:02:24 PST):
>we should be shipping tests

Tom Wynter (12/09/2022 11:02:40 PST):
>understand work and alliances is so much less effective

Tom Wynter (12/09/2022 11:02:55 PST):
>turn up to product policy with results, that's how this company works

Tom Wynter (12/09/2022 11:04:06 PST):
>omg who cares about industry practices diana

Funda [redacted] (12/09/2022 11:04:16 PST):
>what ARE the industry practices?

Funda [redacted] (12/09/2022 11:04:18 PST):
>there is none

Tom Wynter (12/09/2022 11:04:21 PST):
>"have time controls"

Tom Wynter (12/09/2022 11:04:28 PST):
>slate is dumb please god no

Funda [redacted] (12/09/2022 11:04:30 PST):
>that is not a standard

Funda [redacted] (12/09/2022 11:04:37 PST):
>that is window dressing

Tom Wynter (12/09/2022 11:04:46 PST):
>stakeholders don't know how our products work

Tom Wynter (12/09/2022 11:05:20 PST):

>neither of those two

Tom Wynter (12/09/2022 11:05:27 PST):
>blergh just let us try to do as much good as we can

Tom Wynter (12/09/2022 11:05:53 PST):
>the mixed messages on whether we're a public affairs org or empowered to do good is so harmful

Funda [redacted] (12/09/2022 11:06:53 PST):
>i don't disagree with anya here.

Tom Wynter (12/09/2022 11:06:54 PST):
>lol our momentum with XI is XI saying "we do not have SSI demotions and we do not treat cohorts differently"

Funda [redacted] (12/09/2022 11:07:06 PST):
>yikes

Funda [redacted] (12/09/2022 11:07:10 PST):
>we are still there?

Tom Wynter (12/09/2022 11:07:26 PST):
>yah, only IG has teen SSI demotions

Tom Wynter (12/09/2022 11:07:35 PST):
>now, why is there this cross-app disparity...

Tom Wynter (12/09/2022 11:07:42 PST):
>because this company is dumb

Funda [redacted] (12/09/2022 11:08:02 PST):
>may be before we say industry standards, we have a set of standards across the company?

Funda [redacted] (12/09/2022 11:08:06 PST):
>cross-app parity?

Tom Wynter (12/09/2022 11:08:51 PST):
>that approach can get out of hand because it becomes "alignment with RL" real quick

Tom Wynter (12/09/2022 11:09:02 PST):
>I think "the impact is FB App. Let's force them to parity with IG leveraging the precedent"

Tom Wynter (12/09/2022 11:09:19 PST):
>and RL are just like "Boz says no unless we will be sued for not"

Funda [redacted] (12/09/2022 11:09:30 PST):
>we learned nothing, eh?

Funda [redacted] (12/09/2022 11:09:56 PST):
>why is anya being the PM here?

Tom Wynter (12/09/2022 11:10:03 PST):
>because the PMs are bad

Funda [redacted] (12/09/2022 11:10:14 PST):
>no for real

Funda [redacted] (12/09/2022 11:10:20 PST):
>why is anya driving this

Tom Wynter (12/09/2022 11:10:30 PST):
>why would I be joking here

Tom Wynter (12/09/2022 11:10:37 PST):
>they delegated the specifics

Funda [redacted] (12/09/2022 11:10:41 PST):
>good lord

Funda [redacted] (12/09/2022 11:10:47 PST):
>diana!!!! come on

Funda [redacted] (12/09/2022 11:11:00 PST):
>hahah kaushik

Funda [redacted] (12/09/2022 11:11:07 PST):
>"we are a bit optimistic"

Tom Wynter (12/09/2022 11:11:38 PST):
>lol you should speak to Anya about the flow here, Anya and Patrick pulled together an SSIED/B&H roadmap and then for the initial pre-review Kuba did not bring that work into the main doc that was being reviewed and KX's feedback was "we need specifics" (which existed but were not brought into the review!)

Tom Wynter (12/09/2022 11:11:50 PST):
>Anya is quite frustrated about it all, which I think is entirely fair

Funda [redacted] (12/09/2022 11:12:14 PST):

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Tom Wynter (12/09/2022 11:12:18 PST):
>yes

Tom Wynter (12/09/2022 11:12:23 PST):
>we need Jeff to lean in here

Funda [redacted] (12/09/2022 11:12:29 PST):
>someone.

Tom Wynter (12/09/2022 11:12:32 PST):
>Jeff

Funda [redacted] (12/09/2022 11:12:53 PST):
>no no no no. just do the work.

Funda [redacted] (12/09/2022 11:12:54 PST):
>ffs

Funda [redacted] (12/09/2022 11:13:06 PST):
>ughhh

Funda [redacted] (12/09/2022 11:13:08 PST):
>i disagree

Tom Wynter (12/09/2022 11:13:15 PST):
>it's what her task is

Funda [redacted] (12/09/2022 11:13:23 PST):
>i thought she was design?

Tom Wynter (12/09/2022 11:13:32 PST):
>Lauren [redacted] = PM for XMY

Funda [redacted] (12/09/2022 11:13:36 PST):
>ahhhhh

Tom Wynter (12/09/2022 11:13:39 PST):
>Lauren [redacted] = PD D

Funda [redacted] (12/09/2022 11:13:47 PST):
>which Lauren found her voice?

Tom Wynter (12/09/2022 11:13:48 PST):
>no company publishes information about their algorithmic ranking!

Funda [redacted] (12/09/2022 11:13:52 PST):
>i didn't hear Adams

Tom Wynter (12/09/2022 11:14:01 PST):
>industry standards is extremely biased towards low impact high visibility bullshit

Tom Wynter (12/09/2022 11:14:26 PST):
>really? I was like 98% sure it was her giving some of the feedback on FC

Funda [redacted] (12/09/2022 11:14:56 PST):
>i don't think so.

Tom Wynter (12/09/2022 11:15:13 PST):
>hmm

Funda [redacted] (12/09/2022 11:15:53 PST):
>may be i'm wrong.

Tom Wynter (12/09/2022 11:16:44 PST):
>Liz is an ally here

Tom Wynter (12/09/2022 11:16:48 PST):
>despite the words she just said

Tom Wynter (12/09/2022 11:20:50 PST):
>the staffing table needs to be mapped to actual work

Tom Wynter (12/09/2022 11:23:11 PST):
>we should just take a goal of reducing teen SSI vpvs by 5%

Tom Wynter (12/09/2022 11:23:18 PST):
>if we miss, we miss

Tom Wynter (12/09/2022 11:24:28 PST):
>we should separate out industry standards from measurable impact

Tom Wynter (12/09/2022 11:26:13 PST):
>see, Lauren again!

Funda [redacted] (12/09/2022 11:27:12 PST):
>yeah idk what she said

Tom Wynter (12/09/2022 11:27:16 PST):
>lol

Funda [redacted] (12/09/2022 11:27:31 PST):
>she speaks david [redacted] language

Funda [redacted] (12/09/2022 11:27:51 PST):
>oh. she is saying literally the opposite of what i'm thinking

Tom Wynter (12/09/2022 11:27:56 PST):
>lol yeah

Tom Wynter (12/09/2022 11:28:01 PST):
>at least she's asking teh question

Tom Wynter (12/09/2022 11:28:49 PST):
>Kuba just wants to ship product

Tom Wynter (12/09/2022 11:28:52 PST):
>sad

Funda [redacted] (12/09/2022 11:29:19 PST):
>that's what lauren wanted to do as well it sounded like?

Tom Wynter (12/09/2022 11:29:32 PST):
>yes, because they are getting a lot of public affairs pressure from above

Tom Wynter (12/09/2022 11:29:51 PST):
>KX will then get personally involved throughout the half and make them do the actually impactful work

Tom Wynter (12/09/2022 11:30:19 PST):
>why are we talking about easier, what actually matters should be the question

Tom Wynter (12/09/2022 11:31:01 PST):
>I hope we're collectively embarrassed about this review

Tom Wynter (12/09/2022 11:31:20 PST):
>this is where one of y'all needs to speak up and say hey your job is to make things better

Tom Wynter (12/09/2022 11:32:28 PST):
>we need to firewall narrative from product and let comms handle talking about the work once we actually do some good work

Funda [redacted] (12/09/2022 11:33:13 PST):
>comms needs to step the f up

Tom Wynter (12/09/2022 11:33:27 PST):
>I think more important that we step the f down and do our actual jobs instead of comms

Tom Wynter (12/09/2022 11:33:59 PST):
>I feel like i'm in a tobacco company strategy meeting

Tom Wynter (12/09/2022 11:34:18 PST):
>how do we convinced external critics we're not bad, while deprioritizing actually fixing the problem

Funda [redacted] (12/09/2022 11:35:08 PST):

>i think one is a function of the other. tail wagging the dog. this is the only place i've seen the comms team telling a product team to generate their assets for them

Tom Wynter (12/09/2022 11:36:18 PST):
>> i think one is a function of the other
>
>I don't agree really. We will probably not get credit for actually fixing the problem, and we should be okay with that if we're not actually evil. Like just do good ffs, if we get credit great, if we don't like who cares, we will know we made things better.

Funda [redacted] (12/09/2022 11:38:44 PST):
>100%
>the best PR campaign is to build good products.

Tom Wynter (12/09/2022 11:45:13 PST):
>I think the best PR campaign is to build highly-visible products basically nobody uses and then run ads saying they exist.
>
>The best thing for users is to do the back end work that is hard to talk about and probably isn't good for PR.

Tom Wynter (12/09/2022 11:45:52 PST):
>We have a decision to make here about what are values are. If we're a public affairs org, we can keep doing the former. If we actually care about social impact, we need to explicitly tell the team that that is their job.

Funda [redacted] (12/09/2022 11:46:57 PST):
>I think what you describe there (visible no impact products and ads) is a short term good PR campaign. Yeah sure it raises your sentiment scores for a month or a year. If you don't have a good product, your don't have a sustainable business.

Tom Wynter (12/09/2022 11:47:27 PST):
>I think you overestimate the business impact of harming people

Funda [redacted] (12/09/2022 11:47:37 PST):
>I may.

Funda [redacted] (12/09/2022 11:47:54 PST):
>You are probably right.

Tom Wynter (12/09/2022 11:47:54 PST):
>they're just like... harmed... they keep using the products.

Tom Wynter (12/09/2022 11:48:06 PST):
>that's why FI have struggled so hard to make their BVI case

Tom Wynter (12/09/2022 11:48:18 PST):
>Lars is like ehhh maybe, data is mixed

Funda [redacted] (12/09/2022 11:48:27 PST):
>you are doing a bad job yelling at me for working beyond 11:30

Tom Wynter (12/09/2022 11:48:40 PST):
>haha sorry was busy yelling at you about other stuff

Funda [redacted] (12/09/2022 11:48:41 PST):
>i'm gonna go to my PTO now and practice banjo

Tom Wynter (12/09/2022 11:48:48 PST):
>you need to fix this beige org and its weak leaders

Tom Wynter (12/09/2022 11:48:55 PST):
>aight, have a good weekend!

Tom Wynter (12/09/2022 11:48:58 PST):
>back at it monday

Funda [redacted] (12/09/2022 11:48:58 PST):
>sad beige org.

Funda [redacted] (12/09/2022 11:49:22 PST):

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