R-Ladies Rules & Guidelines

April 2017

Mission

R-Ladies is a worldwide organization whose mission is to promote Gender Diversity in the R community
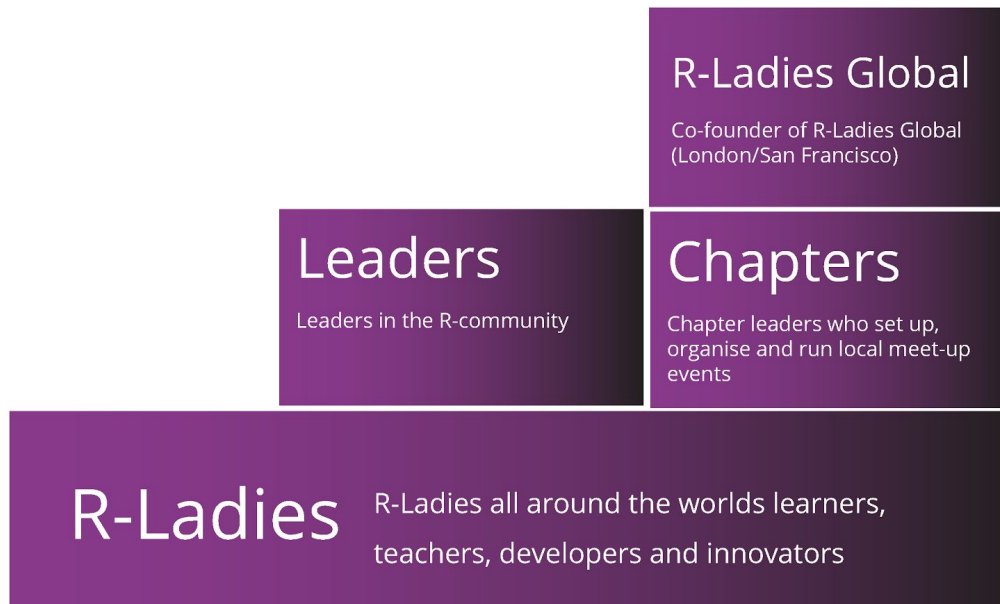
The R community suffers from an underrepresentation of Women* in every role and area of participation, whether as leaders, package developers, conference speakers, conference participants, educations, or users (see recent [stats](#)).

As a diversity initiative, R-Ladies' mission is to achieve proportionate representation by encouraging, inspiring, and empowering the minorities currently underrepresented in the R community. R-Ladies' primary focus, therefore, is on supporting the R enthusiasts who identify as an underrepresented minority to achieve their programming potential, by building a collaborative global network of R leaders, mentors, learners, and developers to facilitate individual and collective progress worldwide.

*Please note all references to 'W/women' and 'F/female' within this document are used fully inclusively w.r.t trans women, genderqueer women, and non-binary people who are significantly female-identified.

R-Ladies Organization Structure

R-Ladies Global
Co-founder of R-Ladies Global
(London/San Francisco)

Leaders
Leaders in the R-community

Chapters
Chapter leaders who set up,
organise and run local meet-up
events

R-Ladies R-Ladies all around the worlds learners,
teachers, developers and innovators

R-Ladies Rules & Guidelines

- **Free** : Public events run by R-Ladies are always offered free of charge to participants.
- **R Language/Environment specific**: The contextual subject/domain scope of R-Ladies' diversity initiative is specifically the open source R community.
- **Leadership, Mentorship, Membership, Presenters/Speakers & Prioritization of Underrepresented/Minority Genders**: In line with R-Ladies' Mission Statement, community roles and participation is reserved and prioritised, respectively, for the genders who are currently underrepresented in the R community. As such, Leadership roles within R-Ladies communities, particularly Organiser and any Mentor roles, are to be held by Women*, as the known minority gender identity. Membership within R-Ladies communities are also, therefore, to be held by Women*. If there exists sufficient choice to have Presenters/Speakers at R-Ladies who identify as the minority genders, this is the preferred option. However, the choice of Presenters/Speakers is up to the relevant local Organisers' discretion, depending on availability and potential value/learning opportunity of those who volunteer.

- **Rules for Participation of Represented/Majority Gender**: In line with R-Ladies' Mission Statement, the genders/identities which are not underrepresented in the R community are not within the scope of this diversity initiative. The known majority gender group, those identifying as Male, can participate in an R-Ladies' community within an appropriately designed framework, as per the relevant local Organisers' discretion, e.g., as an invited guest of/sponsored by a Member, as a full Member etc. The majority of the speakers at any R-Ladies chapter needs to be of a minority gender and there is a strong recommendation for maximum one male speaker per event. Given this majority gender's dominance in the general R community, there is no obligation for R-Ladies to focus/provide/allow comparable support or engage with this majority identity, particularly at the expense of the target minority gender groups - as such, it is feasible to enable, for example, Meetup membership requests to require Organizer approval, and allowing only those identifying as the target minorities to join the R-Ladies.
    - **Note**: Please do be aware of the relevant Equality Legislation in your jurisdiction, e.g the Equality Act 2010 in the UK, when designing participation frameworks for the majority gender, to ensure your procedures are not infringing local laws re. potential discrimination.
- **R-Ladies Code of Conduct** : All members must follow the Code of Conduct.
- **Community-Driven administration, independent of External influences** : R-Ladies does not have permanent ties or links to external sponsors or parties. Appropriate sponsorship and support which does not seek to dictate or influence R-Ladies Mission-driven activities/decision-making but enhances the community's operations and impact is welcomed. Local R-Ladies Organisers are encouraged to gain appropriate support which does not compromise the community's independence.

Chapters

Chapters are set up by female* R-Leaders in cities around the world. A starter kit is available for new chapters with guidance on how to get started. Each R-Ladies chapter is expected to conduct themselves in accordance with the following stipulations:
- Use of the Meetup platform to help organise and promote chapter events, with appropriate name, e.g. "R-Ladies [Location]"

- Use of a Twitter account to help promote chapter events and publicise R-Ladies Global activities and news, with appropriate name, e.g. @RLadies[Location]
- Pro-active participation by chapter leaders in the R-Ladies Slack as the main centralised communication platform for R-Ladies community engagement, and collective decision-making.
- Pro-active sharing of relevant learnings, conferences/events, resources, news, achievements, ideas, projects, and proposals via the R-Ladies Slack, Twitter, and github by chapter leaders.

Email info@rladies.org or message on slack #new_chapters (or #organisers) with any questions.

Code of Conduct

R-Ladies is dedicated to providing a harassment-free experience for everyone. We do not tolerate harassment of participants in any form.

This code of conduct applies to all R-Ladies spaces, including meetups, Twitter, Slack, mailing lists, both online and offline. Anyone who violates this code of conduct may be sanctioned or expelled from these spaces at the discretion of the Founding Members.

Some R-Ladies spaces may have additional rules in place, which will be made clearly available to participants. Participants are responsible for knowing and abiding by these rules.

Harassment includes:

- Offensive comments related to gender, gender identity and expression, sexual orientation, disability, mental illness, neuro(a)typicality, physical appearance, body size, age, race, or religion.
- Unwelcome comments regarding a person's lifestyle choices and practices, including those related to food, health, parenting, drugs, and employment.
- Deliberate misgendering or use of 'dead' or rejected names.
- Gratuitous or off-topic sexual images or behaviour in spaces where they're not appropriate.

- Physical contact and simulated physical contact (eg, textual descriptions like "*hug*" or "*backrub*") without consent or after a request to stop.
- Threats of violence
- Incitement of violence towards any individual, including encouraging a person to commit suicide or to engage in self-harm.
- Deliberate intimidation
- Stalking or following
- Harassing photography or recording, including logging online activity for harassment purposes.
- Sustained disruption of discussion
- Unwelcome sexual attention
- Pattern of inappropriate social contact, such as requesting/assuming inappropriate levels of intimacy with others.
- Continued one-on-one communication after requests to cease.
- Deliberate "outing" of any aspect of a person's identity without their consent except as necessary to protect vulnerable people from intentional abuse.
- Publication of non-harassing private communication.

R-Ladies prioritizes marginalized people's safety over privileged people's comfort. The Founding Members will not act on complaints regarding:

- 'Reverse' -isms, including 'reverse racism,' 'reverse sexism,' and 'cisphobia'
- Reasonable communication of boundaries, such as "leave me alone," "go away," or "I'm not discussing this with you."
- Communicating in a 'tone' you don't find congenial
- Criticizing racist, sexist, cissexist, or otherwise oppressive behavior or assumptions

Reporting

If you are being harassed by a member/guest/participant of/at R-Ladies, notice that someone else is being harassed, or have any other concerns, please contact the Founding Members via reporting@rladies.org. Local incidences will be handled together with the local organisers. If the person who is harassing you is on the team, they will recuse themselves from handling your incident. We will respond as promptly as we can.

This code of conduct applies to R-Ladies spaces, but if you are being harassed by a member/guest/participant of/at R-Ladies outside our spaces, we still want to know about it. We will take all good-faith reports of harassment by R-Ladies members, especially the Founding Members, seriously. This includes harassment outside our spaces and harassment that took place at any point in time. The Founding Members reserve the right to exclude people from R-Ladies based on their past behavior, including behavior outside R-Ladies spaces and behavior towards people who are not in R-ladies.

In order to protect volunteers from abuse and burnout, we reserve the right to reject any report we believe to have been made in bad faith. Reports intended to silence legitimate criticism may be deleted without response.

We will respect confidentiality requests for the purpose of protecting victims of abuse. At our discretion, we may publicly name a person about whom we've received harassment complaints, or privately warn third parties about them, if we believe that doing so will increase the safety of R-Ladies members or the general public. We will not name harassment victims without their affirmative consent.

Consequences

Participants asked to stop any harassing behavior are expected to comply immediately.

If a participant engages in harassing behavior, the Founding Members may take any action they deem appropriate, up to and including expulsion from all R-Ladies spaces and identification of the participant as a harasser to other R-Ladies members or the general public.

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Online brand Alignment

Logo

The logo of R-Ladies is a purple R and can be found in the starter-kit. Chapter logos should be the purple R of R-Ladies Global or a variant thereof.

Suggested Twitter Alignment
- Bio of chapters : "R-Ladies [Location] is part of a world-wide organization to promote gender diversity in the R community…[Any other text]. #RLadies #rstats"
- Suggest you link to your meetup group
- If you have space left over in your bio add the rladies.org hyperlink

Suggested Meetup Alignment
- "R-Ladies [Location] is part of a worldwide organization to promote Gender Diversity in the R community"
- Intro text about your chapter meetup group
- "Here is our Code of Conduct"
- "To find more details about R-Ladies global initiative by visiting rladies.org"
- "Follow us on twitter @RLadies[Location] and @RLadiesGlobal"
- "Check out our R-Ladies Github"
- Include statement about photography and filmings - this example is from London chapter:

  > ***"Photos, Films and all other media/recordings****: photographs and/or video/other media will be taken at events held by this community. By taking part in an R-Ladies London event you grant the community organisers full rights to use the images resulting from the photography/video filming/media, and any reproductions or adaptations of the images for publicity, fundraising or other purposes to help achieve the community's aims. This might include (but is not limited to), the right to use them in their printed and online publicity, social media, press releases and funding applications. If you do not wish to be recorded in these media please inform a community organiser."*
- Check that the URL is meetup.com/rladies-location