Community

Open Source Software

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Github Statistics

Like Cities...

Long Term Plan

Everyone
will
leave...

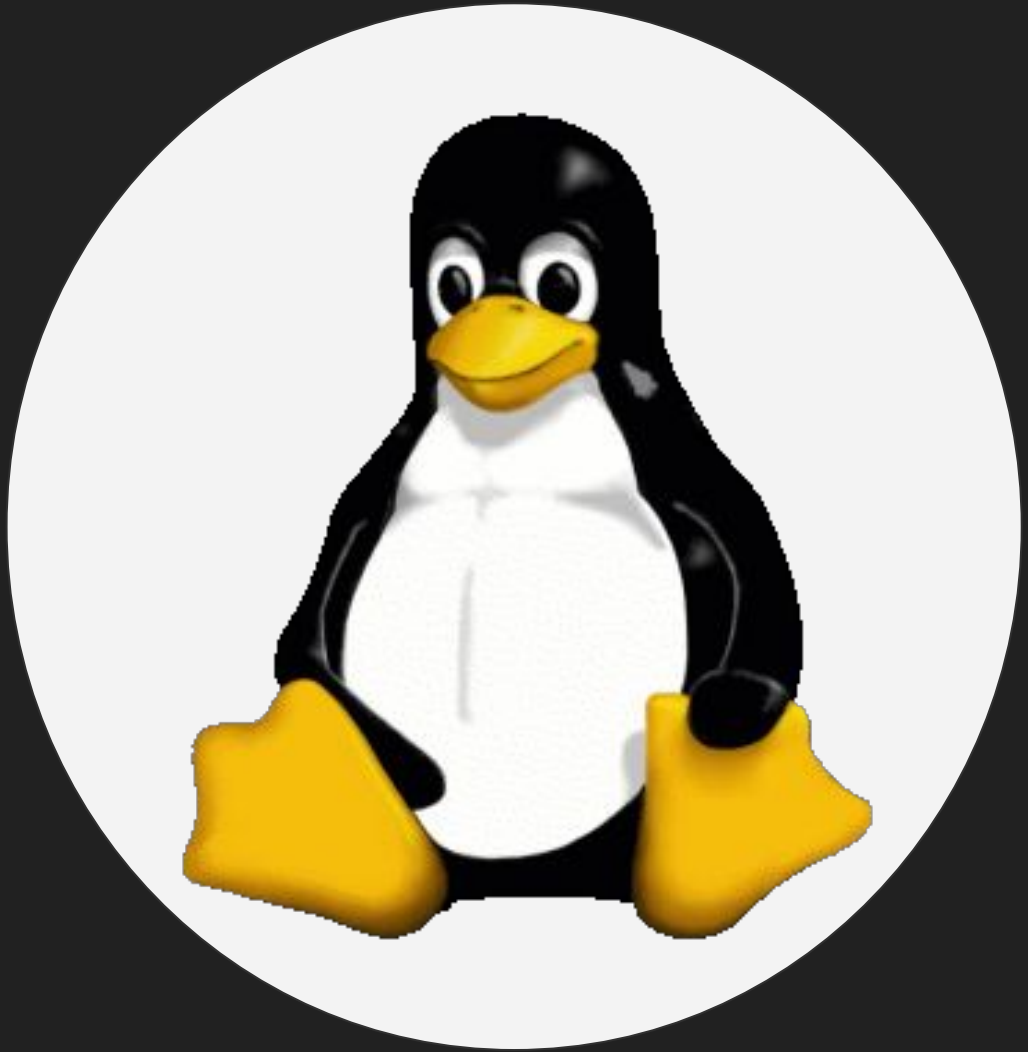
Build
vs
Find more Builders

Intrinsic Motivations

Autonomy
Mastery
Purpose

Belonging

Scale



20 M LoC

14 K Dev

1 Developer

1500 Lines of Code

Exercise

Groups of 2

https://www.openhub.net/

https://github.com/

5 Projects
LOC
Dev

Community

SARAH SHARP
LINUX KERNEL DEVELOPER

What makes a good community

http://sarah.thesharps.us/2015/10/06/what-makes-a-good-community/

Level 0

Basic Human Decency

Decent Communications Standards

Reinforced by Leaders

Coaching Newbies

Offenders are Corrected

Repeated Offenders are Removed

Level 1

On Boarding

Recruiting & Retention

Documented Communication Channels

In Person Meetings

Documented “Getting Started”

Easy Platform (e.g. VM) for New Contributors

Welcome Non-Coding Contributors

Level 2

Meaningful Contributions

List of easy bugs for newcomers

Self-contained Projects

Welcoming Mentors

Assume Good Intent

Level 3

Succession Planning

Leaders Rotate Roles on Schedule

Vacations
are
Encouraged

Prevent Burnout

Heroic
or
Stupid ?

Essential People Must Die !

Let Newcomers do Stuff

Embrace Imperfection

Level 4

Empathy & Awareness

Geeks are People Too

Conversations Beyond Code

Psychological Safety

It’s OK to say
“I was wrong”

It’s OK to say
“I messed up”

Let’s fix it together

Code of Conduct enforces Diversity of Opinion

Level 5

Diversity

Leadership
30% New Voices

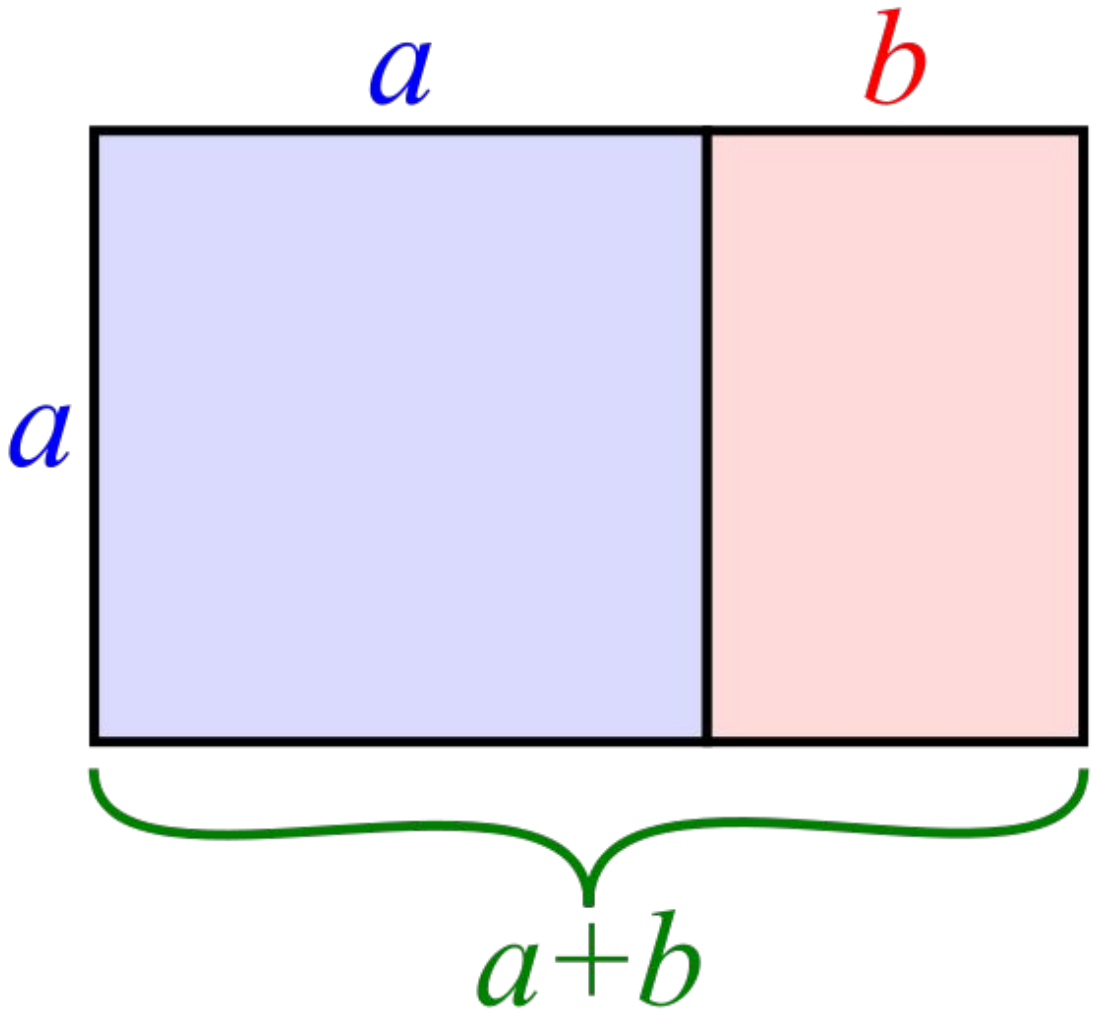
Beyond Usual Faces

Participation in Diversity Programs

Unconscious Bias Training

Moment of Zen

Golden Ratio


a
b
a
a+b

Direct

60%

Community
40%

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