

BIG OPEN SOURCE SIBLING

boss

Welcoming minorities to FOSS



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# boss

## **Big Open Source Sibling**

The BOSS initiative aims to reach underrepresented groups in tech who want to be mentored and assisted to learn how to work on open source projects. We will provide a safe space and an accompanied methodology for them to learn basic concepts of working in a small open source project in practice and build enough background for them to, in the end of the program, be able to choose other projects to continue their contributions. The mentoring process helps build confidence, filling in technical gaps, and engaging the participants.

In the BOSS program, besides the technical aspects of introducing newcomers to open source, we deal with some challenges to inclusion, namely, intersectionality and impostor syndrome. Intersectionality demonstrates how diversity dimensions, such as gender, race, ethnicity and disabilities, are not mutually exclusive categories but intersecting ones. Impostor syndrome refers to a person's experience of feeling like an intellectual phony despite having the expected credentials. Impostor syndrome is most often experienced by women, but it also affects other minorities.

In BOSS, we want people who embody diversity characteristics and measure their own qualifications and competence. We see diversity from the intersectional perspective. We want people who are not white, cisgender, and male to experience a feeling of belonging, true inclusion and engaged in OSS communities. The initiative helps to boost participants technical and no technical skill, while fostering a welcoming community. And it is not only about letting people in; little siblings must believe they can be successful and have corroborating experiences. Retention is a big part of BOSS initiative.

We detail the phases of the BOSS program, with some lessons learned from previous initiative season execution.



# Why BOSS is necessary

We need a diverse and inclusive software development workforce, and to achieve this goal, we need tools, processes, and education.

**"The Diversity Crisis in Software Development"**  
IEEE software - special edition

The BOSS mentorship program is focused on diversity in Software, specifically Free Open Source, and understanding why the need for this program is fundamental for an active and conscious participation in our community. Today, only 2.3% of open source core developers are women (Of all contributors, 5.35% are women). In a recent study in FOSS contributors, from the 105,862 developers, 0% were perceptible as American Indian and Alaska Native, 11.38% as Asian/Pacific Islander, 0.20% as Black, 4.14% as Hispanic, 84.26% as White, and 0% as mixed race (2PRACE).

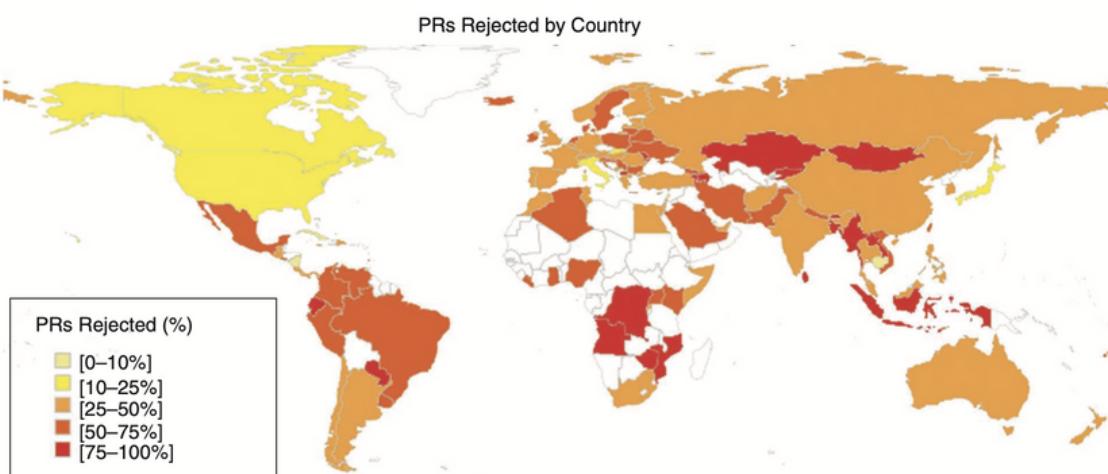
The first step is to recognize that education, processes, tools and technology products are not inclusive. There are several researches that show that our area is very homogeneous, with the majority of developers being straight white men, without children and without disabilities, and these are the people who shape the Industry. And so,



technology is far from the imagined utopia, as neutral and a safe space. It has become an extension of power relations related to race, gender, also perpetuating oppression beyond these two dimensions, also reaching people with children, with disabilities, people with different sexual orientations and less privileged social classes.

There are several initiatives that try to combat the biases that permeate technologies. We have as an example of a large community the Pyladies. But why then another initiative like BOSS?

Pyladies arose in the United States, and although it has been updated and adapted to different regions, as we have Pyladies Brazil, it was created with a group in mind, already privileged. In the following image depict how the country Levels of Human Development of the developers impacts their contributions.



**How Successful Are Open Source Contributions From Countries With Different Levels of Human Development? (2021, IEEE Software)**

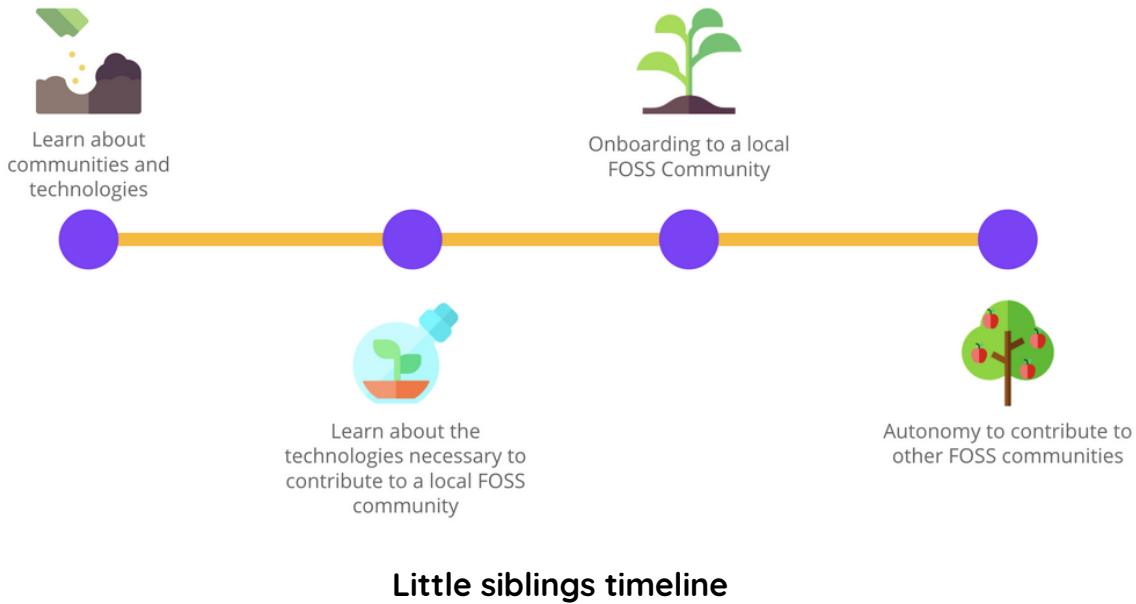


BOSS arises in a Brazilian context, with the understanding that there is a different context in the southern hemisphere, recognizing for example that a barrier in our country is the difficulty of access for learning the English language, which is widely used in programming languages. Even more specifically, BOSS focuses on Free Open Source, a branch of the Software Industry that has many barriers for contributors who are not part of the already homogeneous group in the area.

We need several groups that work with diversity, from different perspectives, so that we can enrich the debate, and also the technologies developed, so that they become more inclusive, and not control tools.

Language is a  
barrier BOSS aims  
to overcome!

# The BOSS program at a glance



The BOSS program has two fundamental moments. Selection and training of mentors and new organization volunteers, which we call Big Siblings, and the mentorship program with participants from underrepresented groups, which we call affectionately Little Siblings.

Each career mentor (Big Sibling) is assigned to one participant in the program. We pair them based on affinity and the goals participants expressed in their application form. Throughout the mentoring program, the career mentor will have a weekly one-on-one meeting with their respective little siblings. The objectives of this mentoring are:

- Deal with the competence-confidence gap
- Improve communication in different contexts
- Engage them in the projects and challenges faced
- Create strategies to overcome obstacles and problems



In parallel, we have welcoming and onboarding mentors that organize weekly workshops to introduce the technical content of the program, from FOSS contribution workflow, to technical challenges of contributing to a particular FOSS community. Finally, we have onboarding workshops to guide the participants to make their first FOSS contribution. These workshops and live codings are recorded so participants can revisit the content.

Once the participants contributed to a local FOSS community, with close contact with maintainers in their mother language, FOSS Community ambassadors perform workshops to introduce them to bigger FOSS communities. Therefore, the participants experience how distinct FOSS communities work, and they can identify potential communities to contribute once the program ends.

We also have the BOSS organization team orchestrating the execution of tasks in the program, giving support to both mentors and participants, analysis of the data coming from the program (one-on-one, commits, PRs), and acting to prevent any risk to the program.

The communication team is responsible for all social media and the Talk Like a BOSS organizer coaches participants in leading the live events and invites guests to the biweekly event.

It is important to emphasize that the steps mentioned here do not happen linearly. Most of them will happen at the same time as some of the others. To visualize how they take place in a timeline, see the milestones document.

# BIG SIBLINGS PHASE

# Big Siblings Phase

We will provide a safe space and an accompanying methodology for them to learn basic concepts of contributing to an open source project in practice. Besides the technical aspects of introducing newcomers to open source, we have mentoring to deal with some challenges to inclusion, namely, intersectionality and impostor syndrome faced by the underrepresented. The mentoring process helps build confidence, filling in technical gaps, and engaging the participants. In BOSS, we expect participants who embody diverse characteristics and measure their own qualifications and competence. And it is not only about letting people in; little siblings must believe they can be successful and have corroborating experiences. Retention is a big part of the BOSS initiative.

To accomplish our goals, we have a 4 week training and onboarding process for new mentors and organization volunteers. In this period, we introduce them to concepts such as how the impostor syndrome can be a consequence of repeatedly facing systemic racism and bias, and how they impact the career of underrepresented groups. We present mentoring techniques, the importance of constant feedback to improve the confidence gap, and how to conduct one-on-one meetings with little sisters. We prioritize mentors and volunteers also from underrepresented groups. We will details the milestones related to the mentoring training.

Mentors will be trained to handle situations better.

# Milestones

## Big sibling selection

Selecting the mentors requires 4 weeks of preparation. Two of them being the mentors applying period - applications open. In the first week of this time frame, the application form needs to be created. In the last week, the mentors are selected and the results must be communicated.

There is some basic info you need to provide for people to analyse if they are going to apply. Specify in the informational text the deadlines, the schedule, and the responsibilities they will have if selected. Do not forget to ask if they are available for this schedule.

The application form needs some basic information about the applicants, such as social name, pronouns, contact - email, phone number, telegram username, for example. Being an inclusive and diverse program, we encourage having fields such as race/ethnicity in the interest of selecting diverse people as an affirmative action. Be responsible and research if there are terms in your language that might seem innocent but might carry a disrespectful meaning towards any group.

There are criteria for the choice of mentors that will be specific to your context and project. A few things to have in mind, how many mentors and participants in the program, how diverse is your selection, the experience of the applicants.

## Big sibling training

The big sibling training requires 8 weeks. In the first 4 weeks, alongside the selection mentioned above, design the material you will need to present to your mentors. This will even up your mentors' knowledge about different topics during the program. Be ready to tell mentors what is the BOSS program, what topics to cover on 1:1s, showcase the community that will be presented as examples during the biggest part of the program, what are free and open source communities and how to get information about them. Do not forget to mention diversity topics - since BOSS is a group focused on underrepresented groups, talking about the challenges that these groups face is essential so that the mentors have empathy towards each mentee's social vulnerability.

This will in turn help bring mentees closer to open source communities, since the prejudice that they face often discourage them to take part in communities.

In the next 4 weeks, there will take place a demonstration about the before mentioned topics.

# Mentoring guide

In addition to technical skills, interdisciplinar knowledge is required to train a complete professional in the field of technology. Contact with other developers in the programming area, with management in meetings, contact with customers, with users, communication is central to the success of a Software product. Not only that, a critical look at the role of technology in society and the responsibilities of those who develop it are fundamental for creating more democratic and accessible systems. The preparation in relation to trust, communication and career development also enable people to shield themselves from problematic situations in the job market, such as companies that have precarious work conditions or practices such as gaslighting.

## Setting expectations

Different people might think differently of what a successful mentorship is. Setting expectations for both people helps them to act in the right direction for them. Therefore, it is important to talk about various aspects and factors that impact them. Some of the topics are listed and explained below.

Tell your mentee what are your 1-on-1 weekly meetings, what you will talk about, what they can bring to them, and why they happen. They probably will happen online with duration of an hour. So ask them if they are comfortable with having them in the platform you chose, and about the duration. Make sure you can arrange time and space as necessary to run your meetings. Besides the time you have for your 1-on-1 meetings, set your office hours and let your mentee know you will be



available at those hours. This will help you to not feel pressured to answer anything at inconvenient times.

Explain that 1:1 meetings will be a tool to adjust the pace of the program, to help them growing and evolving in their careers. It is important to have these meetings frequently, in order to keep track of problems and achievements, to keep them engaged and prevent them from feeling lost. Please let them know that, and try to make them comfortable to express their doubts, questions and challenges faced. Explain also that your goal is to help them find the way they can keep progressing. It is relevant to mention that this is a safe space. Tell them it is acceptable to reschedule meetings, but do not forget to let you know, specially if something unexpected happens.

You will share a lot of information in this first talk. Writing them down will benefit you both. You can have a shared document, on google docs or notion.so, for example.

## Weekly meetings

These 1-on-1 meetings will require you to take some time to prepare. Beware of how much time you spend weekly for this task, so you do not get overwhelmed. Having in mind what you need to review, to read, to research will help you not to take so long in preparing. Having a document to keep track of your notes, questions your mentee has asked, problems they have faced is a good option.

Ask about your mentee goals, always having in mind the goals of the project, so you can work with them. With your mentee, break these goals into actionable tasks.

Accomplishing these tasks are reasons to celebrate and see the path they had to go through to achieve something. Not being able to accomplish a task is common. In such cases, it is important to try to understand what happened. Was the task too complex, could it have been split into smaller ones? Did the mentee lack any tools or knowledge, but felt unable to ask for help? And, more importantly, how can their goals and path be adjusted, when specific tasks are not finished? Is it time to rethink the scope of their global goals, can you adjust the overall schedule? Help them understand all possible strategies to cope with situations like these.

During your meetings, encourage them to ask you questions. Even if you think you will not know the answer. It is more important that you guide them through finding answers than giving them the answers right away. While guiding them, try to give examples that are relatable to their context and experiences. Remember that we aim to have mentees that can face problems and solve them by themselves, after the program.

Feedback is essential. Take time in your meetings to give feedback about how they are doing, how the tasks might impact them on their career, how to manage and handle difficult situations. Besides giving feedback, you should also ask for it. You need to know how they are feeling about the program, the meetings, the tasks in order to rearrange and fix any issues that might come up.



# LITTLE SIBLINGS PHASE

# Little Siblings Phase

The BOSS initiative aims to reach underrepresented groups in tech who want to be mentored and assisted them to contribute to open source projects. We see diversity from the intersectional perspective and we seek for participants who are not white cisgender male, dominant in FOSS. We want the little siblings, as we call the program participants, to experience a feeling of belonging, true inclusion, and engagement in the FOSS communities.

The initiative helps to boost participants' technical and technical skills while fostering a welcoming community. And it is not only about letting people in; little siblings must believe they can be successful and have corroborating experiences. Retention is a big part of the BOSS initiative.

To ensure we can cover all of our mentorship program goals, We expect participants to dedicate around 4 hours/week to the program. We define a schedule outside working hours, with time-box activities. They are either obligatory or optional. They are described below.

## Obligatory

- **Weekly content:** The mentors will perform live sessions to cover the contents, such as FOSS, technical concepts, and community onboarding. Being present in each live session is not obligatory, as the mentees can watch them asynchronously through youtube. It usually takes an hour;

- **Activities:** Some weekly contents will have activities/homework that each mentee shall make. They usually take from 1 to 2 hours maximum. Some of them will require pairing with another mentee or participant to learn how to contribute, work together, and share knowledge.
- **Weekly meetings with their assigned mentor:** Mentees must have a scheduled time each week that they will meet with their mentors to discuss their growth, issues, goals, and expectations for the program;

## Optional

- **Talk Like a BOSS:** We have a podcast where we interview individuals who suffer discrimination in the area to mirror themselves and see incredible people who do a lot of meaningful work. Mentees can choose to participate in it as interviewers to get in touch directly with these people and develop social skills through it.

We will detail the little sibling journey in the program, with some lessons learned from the previous season.



Online workshops



workshop video available



Weekly mentorship



Practice



Pairing

### Activities for little siblings

# Milestones

## Little sibling selection

The work to be executed here is very similar to the *Big siblings selection*. Selecting the participants also requires 4 weeks of preparation for the same reasons. Two of those weeks are for the applications to be open.

Provide information about when the results will be communicated, how much dedication time is needed, if there are any prerequisites, the objectives of the program, and ask them if they are available.

The information about the applicants you need to get from the form are social name, pronouns, contact - being email, phone number, username in a messaging platform, the race/ethnicity field is also important for participants.

## Welcome to BOSS

**Duration:** 4 weeks

The goal of the welcoming phase is to introduce both mentors and little siblings to the program, provide a safe space, and present the basics of Open Source Contributions. We have weekly workshops to introduce git, local environment configuration (installing Linux distribution, IDE, open-source working tools). We assign every week small and repetitive tasks to help little siblings master specific skills (using git, repositories, open-source toolsets) and gain confidence before they move to more complex tasks.

Each little sibling is assigned to one mentor for the entire program. They have weekly one-hour one-on-one meetings. During the welcome phase, these meetings should focus on mapping the little siblings' interests, expertise, motivations, ambitions, areas of improvement, and struggles.

### **Success Metrics:**

- The participants have their work environment configured correctly (pair program with the mentor, if necessary);
- The participants concluded the git exercises;
- Communication channels (telegram group, issues) are used correctly;
- The participants' interests, expertise, motivations, ambitions are mapped.

### **Tips:**

- Employ the Strategy "Recommend Repetitive Tasks" - we use this strategy to help little siblings master git skills and gain confidence before moving to more complex tasks. We have weekly assignments, asking them to:
  - Update the Readme of their personal GitHub page;
  - Open a pull request in <https://github.com/twilio-labs/open-pixel-art>;
  - Open/comment on an issue of the BOSS repository.
- Establish from the beginning of the program a fixed workshop schedule (weekday, time), with a time-box duration. Being able to organize their time in advance is crucial to keep participants engaged.
- Use as many as possible Open Source tools. It introduces the participants to the FOSS ecosystem and different communities.

- Assigning little Siblings with mentors - when women are mentored by other women, they report feelings of inspiration, solidarity, sisterhood, and a friendly environment. Therefore, it should be taking into account the intersectionality of gender, race, ethnicity, and disabilities, of both participants and mentors to make the match.
- Mentors should encourage little siblings to share their achievements with other participants. It fosters a welcoming community, with constructive feedback, collaboration, and anticipated difficulties participants might be facing.

### **Suggested Technical Content:**

- Free Open Source history, philosophy, The four essential freedoms,Beyond Software (culture);
- Git fundamentals;
- Local environment configuration (Linux installation, git install, IDE, dependencies);
- OSS Contribution Workflow (from issue communication to Pull Request).
- Communication
- Remote working



**Communities**  
**Communication**  
**Linux**  
**Versioning**  
**Remote work**

# Overcoming Technical and non technical challenges of contributing to Open Source

**Duration:** 4 weeks

The goal of this phase is to overcome the learning challenges of contributing to a particular Open Source Community. Each FOSS community has its specific technical challenges, like frameworks/libraries used, algorithms, architecture, among others.

In this phase, we introduce the technical concepts necessary to contribute to the given FOSS community. For example, for the FOSS chatbot boilerplate, we introduce concepts like intents, utter, stories, natural language processing, custom actions in python, boilerplate architecture, among others. The general idea of each weekly workshop is breaking the code into sections and identifying the involved concepts/algorithms. Each week we have a workshop introducing the concepts, showing a practical example (show me the code) and an assignment with limited scope to be developed during the week in pairs. The pair programming technique is used to share knowledge among participants, but it also motivates participants to network and boosting self-confidence in sharing ideas.

The goal of the one-on-ones in this phase is twofold: identify participants' difficulties in following the program and give them continuous feedback about their achievements. Additionally, the mentor can employ the recursive delegation technique to engage the participant in the program and give more attributions, according to their expectations and goals.

We recommend some tasks the participants can participate in: lead a talk like a BOSS program (if they want to improve their communication skills), lead a technical workshop (if they have developed technically above average), improve the program documentation, anticipate the contribution to a FOSS community, among others (Read mentors documentation for more information)

## Success Metrics

- A participant runs the open-source project in a local environment;
- A participant can modify the FOSS project to a specific given context (Like create a chatbot for a given context);
- A participant enrolls in the workshops discussions;
- - Participants pair program to solve proposed problems;
- A participant feel comfortable sharing with the mentor their struggles/difficulties;
- The participant feels comfortable in sharing their achievements in the workshop;
- The participant understands the importance of technical documentation in the FOSS ecosystem;
- The participant has set clear goals and expectations about the program and perceives her improvements.

## Tips

- Employ pair programming among participants and super pairing with technical mentors, if necessary;
- Dividing tasks into smaller pieces - Challenging tasks can create social fears in the newcomers;

- Since participants can have different technical backgrounds, the mentor should monitor participants progress, and make sure they feel challenged and motivated;
- Assigning a small task first and then challenging the newcomers with bigger tasks. Each task assigned to participants should take up to 3 hours to be completed (2 hours of work outside the workshop is preferable).
- Mentors should map how much each participant is looking to learn within a specific task, and adjust, if necessary, the tasks;
- If for any reason, the participant cannot dedicate enough time to the activities proposed, the mentor should make adjustments;
- Mentors should communicate with the organization about struggles and difficulties faced by participants so we can adjust the tasks/deliverables to fit participants expectations;
- The organization should analyze weekly the mentors and participants survey to identify improvements and use the data to refine the workshop planning.



Learn about the technologies necessary to contribute to a local FOSS community

Chatbots concepts  
RASA architecture  
RASA actions and python  
RASA slots  
Chatbot deployment

## **Suggested Technical Content (details in our Gantt chart):**

In this phase, the technical content is very intrinsic to the project being presented.

- Run locally the project;
- Use it and feel see for themselves what is good and what is not;
- Contribute to documentation (quick start, install, for example);
- Basics of chatbot architecture;
- Basic concepts: intent, utter, stories, training dataset, custom action, python for custom actions;
- Create a simple chatbot project employing the concepts presented.

## **Community bonding**

**Duration:\*\*** 2 weeks

Now that the participants know the basics of contributing to FOSS, it is time to contribute to one FOSS project! In this phase, we have a maintainer of a local FOSS community guiding the participants through the process of contributing to a FOSS community. In community bonding, the maintainer will identify good first issues, reproduce bugs, discuss possible solutions, walk through the contribution process (implement a feature, test, open a pull request, communicate with the community, adjust contributions according to the feedback of reviewers), and review participants' merge requests.

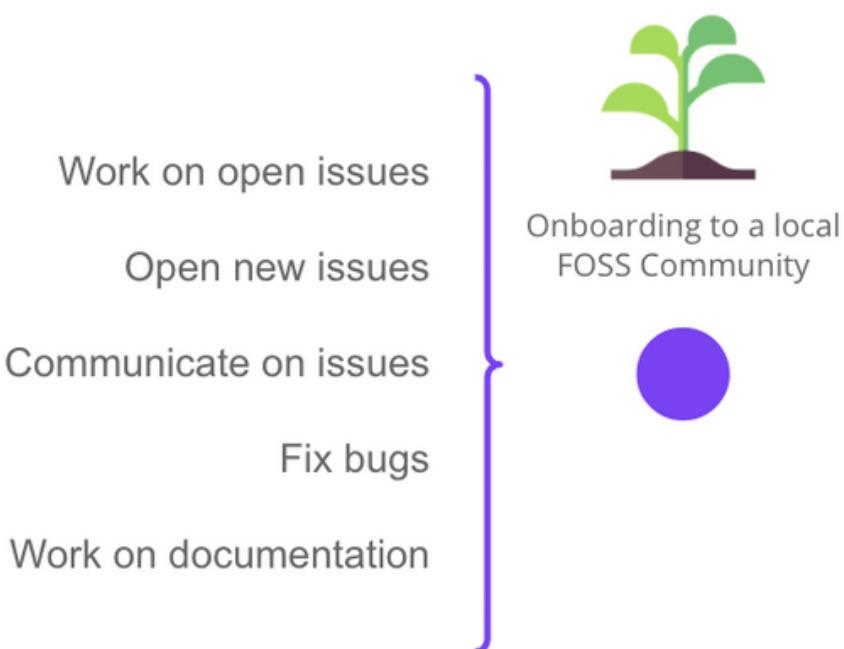
The goal is that each participant opens, at least, one pull request in this real FOSS local community. We encourage the use of a local FOSS community to avoid the language barrier (in our case Portuguese) and to foster projects with a high impact on the local community.

## **Success Metrics:**

- The participant contributes to the local FOSS project (their pull request is accepted);
- The participants feel confident about their abilities to contribute to other FOSS communities;
- The participants feel motivated to contribute to FOSS project(s);
- The participant understands the benefits of contributing to the FOSS project (self-enhancement, building portfolio, being mentored, interesting projects).

## **Tips:**

- Advise participants in choosing issues consistent with their abilities and career goals;
- Present the contribution workflow of the FOSS community;
- You should have smaller tasks that are newcomer-friendly separated for the workshop;



- Make sure every participant has their local environment working correctly (if not, pair program with them to fix problems or have a specific live coding to configure the environment);
- Give constant feedback to the participants during the workshop and especially in issues/ pull requests;
- Review their work as soon as possible;
- Map issues for different skill sets (documentation, communication, implementation, bug fix);
- Check-in more frequently to see if the participant is blocked or stuck;
- Set up participants paired session to work on contributions;
- Review draft contributions more frequently to ensure the participant is on the right track.

## What's next? Finding your favorite OSS project to contribute

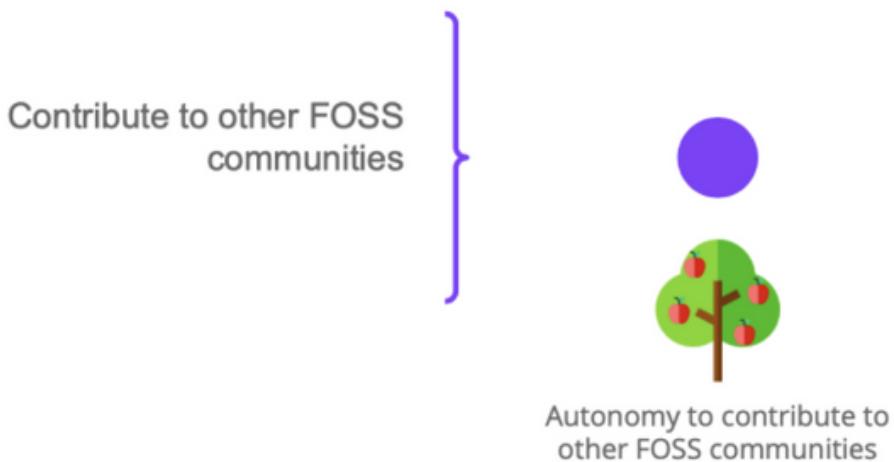
**Duration:** 2 weeks

In the final 2 weeks of the BOSS, initiative participants are introduced to other FOSS communities. In parallel with the final 2 weeks of the Community bonding phase, we have onboarding workshops from various FOSS communities. Participants can choose one or many workshops to attend. We invite maintainers and contributors from different communities to lead these community bonding workshops. It is a 4-hour workshop (all at once, or distributed in two weeks, according to the availability of the speaker), to introduce the participants to a FOSS community, the main features and roadmap, the contribution workflow, and identify some good first issues.

Optionally, live codings can guide participants to configure locally the environment (installation, test, dependencies) of the FOSS project.

### Success Metrics:

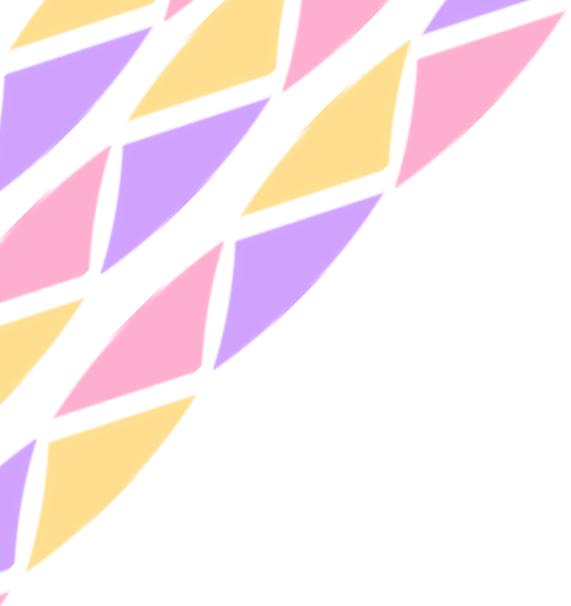
- The little sibling participates in at least one workshop;
- The participant express interest in continuing to contribute to Open Source;
- They feel more confident in pursuing their career goals;
- As they progress, their feelings of doubt should abate as their work and intelligence are validated over time.



### Tips:

- Many applicants have impostor syndrome, and they tend to not contribute to a project unless they have all the skills. Be clear about which skills are required, optional, or teachable, and what skill level is needed to contribute to your community;
- You should have smaller tasks that are newcomer-friendly. They should have a good description and contain links to relevant documentation;

- You should have smaller tasks that are newcomer-friendly separated for the workshop;
- Look for manageable tasks where there is community consensus on the solution;
- The participants had a first experience contributing to Open Source. Talk about the specifics of your community: communication channels, contribution workflow, tips to contribute for the first time, how the mentoring process works in this particular community.

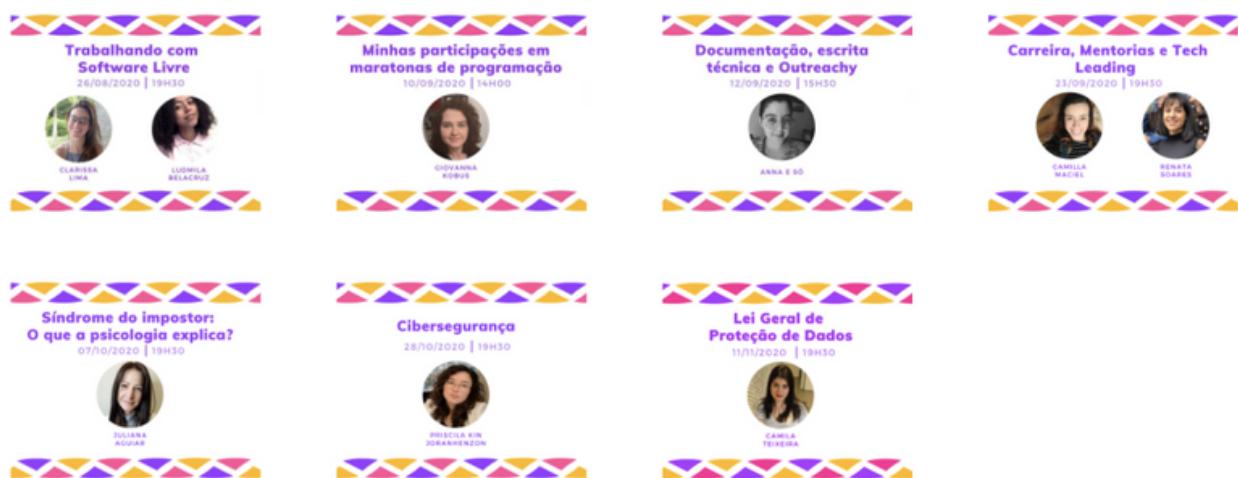


# TALK LIKE A BOSS

# Talk like a boss

In parallel to the workshops and one-on-one mentorship, we have the Talk Like a BOSS. It is a biweekly thematic live event, and we discuss relevant topics of Software Engineering and Open Source, inviting women from the industry/FOSS community to share their perspectives. The goal of Talk Like a Boss is twofold. First, we can discuss topics relevant to the software industry and FOSS, from the perspective of under-representative groups. Second, we employ the technique of recursive delegation, with the participants planning and leading their lives. The planning of Talk Like a Boss requires study of the live topic, talk previously to the guest to adjust the details about the live content, write the episode script, with questions, guest bio, and finally, interact with the audience. We have a Script template to guide participants' planning, but we also have mentors available to train the participants in public speaking, help them prepare the material, and deal with technical difficulties.

To help them we have a checklist issue and a template script.



## **Success Metrics:**

- The participants are engaged to participate to Talk like a BOSS (as both audience or as host)

## **Tips:**

- Have a script to guide participants in planning the live event. Our talk like a boss script template can be found as an issue template in the BOSS organization;
- Make sure the participants feel confident to lead the talk like a boss episode. Rehearse if necessary, review planning, give feedback
- Always have someone from the organization in the background, in case of any problem;
- Choose topics of interest for the participants.



# MEET THE SIBLINGS

# Meet the siblings

An essential aspect of the BOSS program is the participants' personal development, complementary to the technical skills that they will acquire. We decided to match a career mentor with only one participant to follow their development more closely by having meetings every week to talk about goals, insecurities, etc. Having this close relationship between mentor and participant means that we cannot accept and accommodate more participants than mentors.

Although the core of BOSS is the career mentors, executing the program requires different tasks and roles in different moments. Therefore, we disperse the responsibilities necessary to run the program into different roles, with well-delimited assignments, expectations, and time-box dedication. Any volunteer to work on BOSS will dedicate up to 3 hours/week, and we expect that more focused contributions help to have more volunteers over time and retain them. Also, we invite participants, at the end of each program season to participate in the following season as mentors.

## **Big sibling (career mentor)**

This mentor will guide and help the participants to find their path to overcome challenges.

**Weekly dedication:** 2 ~ 3 hours total for 4 months

- 1 hour for 1:1 meetings
- 15 ~ 30 minutes for alignments
- 15 ~ 30 minutes for preparing
- 1 hour for office hours

### **Assignments:**

- Weekly 1-on-1 meetings
- Guide mentee through challenges
- Alignment with organization about next steps

## **Welcoming mentor**

The welcoming mentors introduce common topics for FOSS contributions. For example, code versioning, repositories, opening PRs, and issues.

**Weekly dedication:** 2 ~ 3 hours for 1 month

- 1 hour lecture
- 15 ~ 30 minutes alignment meetings with organization members
- 30 minutes class planning
- 1 hour for office hours

### **Assignments:**

- Class planning
- Alignment meetings with organization
- Office hours

# Onboarding mentor

The onboarding mentor is responsible for teaching concepts that will be necessary for little siblings to implement the project.

**Weekly dedication:** 2 ~ 3 hours for 1 month and a half months

- 1 hour lecture
- 15 ~ 30 minutes alignment meetings with organization members
- 30 minutes class planning
- 1 hour for office hours

**Assignments:**

- Class planning
- Alignment meetings with organization
- Office hours

# Community ambassador

At the end of the program, little siblings are expected to be able to engage and contribute to other FOSS communities. To do that, people from other FOSS communities will be invited to talk about their communities and projects. They will make a workshop to present their communities, how to communicate, where to seek for help, and help them make their first contributions.

**Weekly dedication:** 2 hours for 1 week

- 2 hour lecture

**Assignments:**

- 1 hour workshop about their own community
- 1 hour office hours

# **Organization**

Organization members orchestrate the execution of the program, support both mentors and participants, and prevent any risk to the program.

**Weekly dedication:** 2 to 3 hours total for 4 to 5 months

- 30 minutes organization meetings
- 15 ~ 30 minutes alignment meetings with career mentors
- 15 ~ 30 minutes alignment meetings with interview organizers
- 15 ~ 30 minutes alignment meetings with technology mentors
- 1 hour various tasks (more info in the program milestone document)

**Assignments:**

- Select mentor
- Select mentees
- Train mentors about program milestones
- Coordinate program schedule with mentors

# **Social Media**

Social media are responsible for spreading the initiatives, the application forms, and the interviews.

**Weekly dedication:** 1 hour total for 5 months

- 30 minutes post creation
- 30 minutes answering social media messages

**Assignments:**

- Create images and texts for linkedin, instagram and twitter

## **Talk like a boss organizer**

During the program, interviews aim to inspire and empower participants. Organizers need to manage hosts and guests schedule. Invite little siblings to host, help them script questions to their guests.

**Weekly dedication:** 2 to 3 hours total for 5 months

### **Assignments:**

- Invite people to be interviewed
- Invite mentee to interview
- Arrange and schedule interview meetings
- Help scripting questions for interview

# ROAD AHEAD

We started as a local initiative, aiming to solve problems we noticed in our local tech community, concerning representative, impostor syndrome, language barrier, and social/economic struggles that limit participants' engagement in tech programs. We have executed a pilot program, with only women in both organization and participants, from different cities in Brazil. We had a list of lessons learned, alongside gnome judges' valuable feedback. We have a long road ahead until the program reaches full maturity. we have achievements to celebrate:

- We view BOSS more as a framework for mentoring than the mentoring itself. We refactor the program roadmap and the current version could be used to any other FOSS community. We continually add materials to assist the mentors.
- We have run the program pilot before delivering the gnome phase 2. It was fundamental to improve the program, have feedback from the participants, and see that the impact of the program is much greater than we expected. We are very grateful to the participants that trust the program!
- We have 16 women working on the organization of the second season of BOSS. These incredible women have incredible stories, different backgrounds. We have women still in college, recently graduated, working in the FOSS industry, developers in various organizations, tech leaders in various big tech companies in Brazil, organizers/participants in renowned world FOSS mentorship program. They contribute to new perspectives to BOSS, a realistic view on the brazilian software industry to under-represented groups, and up-to-date practices.

- We share our experiences with several women tech and FOSS communities. These encounters also create a collaboration network that could help promote BOSS participants and mentors calls.
- We realized being a mentor and organizing the initiative takes a lot of time. We suffer in the first season with some mentors feeling overwhelmed with too many attributions. We refined the mentors and organizations roles, with dispersed responsibility and time box dedication. In this new format, we have mentors, organizers, collaborators, OSS advocates dedicating less hours to the initiative, making it more sustainable.
- The second season of BOSS already began! We open the mentors call, and we expect the second seasons will have a greater number of participants/mentors.
- Our issue templates really helps new members onboarding in the organization

## Next steps

- Have our own webpage with all the information about the program, blog, news - we have planned to use the gnome prize money to create our website, but due to the pandemic, with have trouble with brazilian banking system in cashing the check;
- Enrich mentors and participants documentation -
- Build partnerships with FOSS communities and software companies to finance the participants - we have reached some companies aiming to invest in scholarships to both participants and mentors.

- There is a company in Brazil using BOSS methodology to bootcamp and prepare people from under-represented groups to apply to their open positions. We've been talking to them to collect feedback and trying to help them have better results. It is our first validation of BOSS as a mentorship framework. We want to employ it using other FOSS communities and other contexts to refine the framework.
- During a few talks about BOSS, people from other countries showed interest in running BOSS in their context. So we plan to help them send them our documentation about executing it and help them adapt if needed. And use this feedback to improve our plans and documentation so it becomes easier for other people to use this methodology.
- Translate the BOSS documentation to english. It is the first step towards the BOSS framework internationalization. We have matured the tasks templates (meetings, one-on-ones, talk like a boss scripting). They are artifacts that speed up the adoption of BOSS practices.
- Documentation Guides to each role in the BOSS organization - documentation makes it easier to onboard new members into the program and it also it is essential to scale the program.



**LEARN  
MORE  
ABOUT  
BOSS**

# Learn more about BOSS

Github repo:

<https://github.com/BOSS-BigOpenSourceSibling/BigSibling>

Youtube Channel

[https://www.youtube.com/channel/UCQxKAvq-QLq57dqGYI\\_TuFw](https://www.youtube.com/channel/UCQxKAvq-QLq57dqGYI_TuFw)

Twitter:

<https://twitter.com/opensourcesis>

Linkedin

<https://www.linkedin.com/company/big-open-source-sibling/>

Further material

<https://drive.google.com/drive/folders/1xcP-iT5It4jOKi6CjgVTMuUSQUQhuW07?usp=sharing>

Email

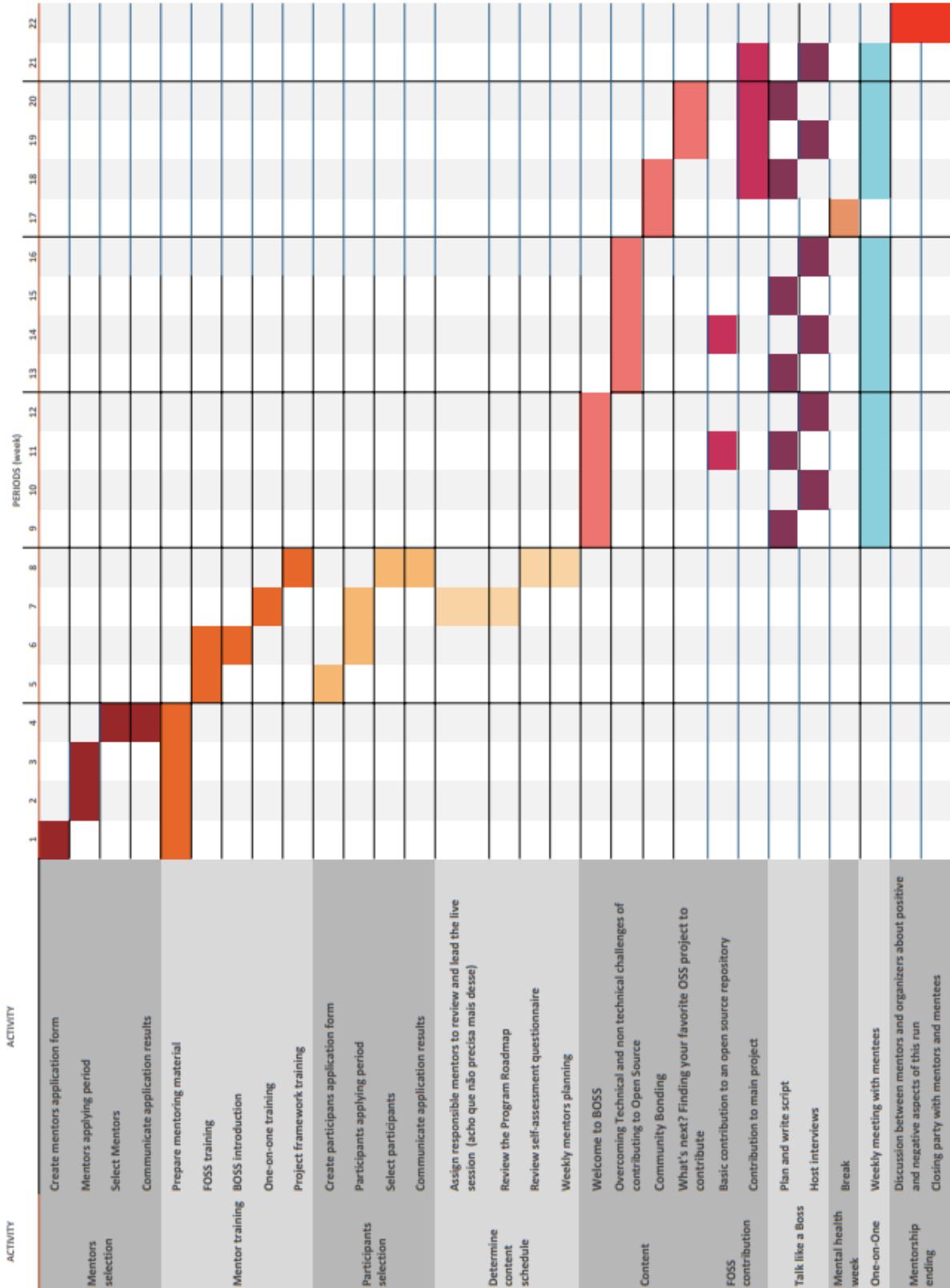
[bigopensourcesister@gmail.com](mailto:bigopensourcesister@gmail.com)

# Milestones document

<https://github.com/BOSS->

[BigOpenSourceSibling/BigSibling/blob/main/gnome\\_challenge/phase3/Gantt%20da%20boss%20-%20Project%20Planner.pdf](BigOpenSourceSibling/BigSibling/blob/main/gnome_challenge/phase3/Gantt%20da%20boss%20-%20Project%20Planner.pdf)

## Big Open Source Sister





**WHO  
MADE IT  
POSSIBLE**

# Who made it possible



Bruna Moreira



Carla Rocha



Anna e só



Bruna Pinos



Clarissa Borges



Débora Atanes



Eduarda Menezes



Fabiana Ribas



Fabíola Malta



Izabela Cardoso



Juliana Fajardini



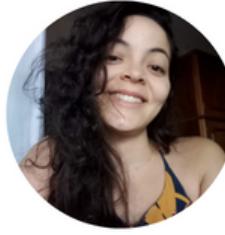
Ludmila Bela



Marina Joranhezon



Naiara Andrade



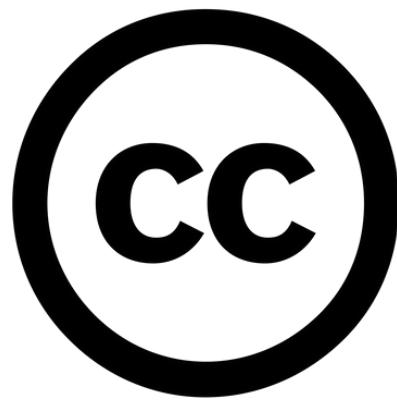
Rafaella Junqueira



Vitoria Faria

FOSS is the people  
who build it!

*Welcome*  
TO THE **boss TEAM**



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**boss**