Diverse Leadership

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Why diversity in leadership?

- Diversity in ideas and opinions
- Wealth of experiences and varying perspectives
- Build trust within the community
- Relatable to more people within the community

Why be a leader in LLVM?

- Increases your visibility in the project
- It's a fantastic opportunity to refine and expand leadership skills that you may not get in your day job
- Great for networking
  - Making connections to obtain knowledge or help with other code areas
  - Future job applications
- Could directly impact participation (i.e. code contributions) in an area you or your employer care about
- It's extremely important to the overall success of the LLVM Project

Barriers to entry

- Not enough time
  - The time to get code into open source is often an overlooked part when scoping a project
- The time spent is not valued by employer or beneficial for promotions
- Unsure about requirements or feel they don't meet them
- Self-nomination is hard
- Not feeling welcome

Are there more?

Leadership Positions in LLVM

- Code Owners
- Program Committee Members
- Conference Speakers
- Office Hours & Mentorship
- LLVM Code of Conduct Committee Members
- LLVM Foundation Board of Directors

  and more!

Code Owners Definition

Current definition of the role is focused on code review

Code Owners

The LLVM Project relies on two features of its process to maintain rapid development in addition to the high quality of its source base: the combination of code review plus post-commit review for trusted maintainers. Having both is a great way for the project to take advantage of the fact that most people do the right thing most of the time, and only commit patches without pre-commit review when they are confident they are right.

The trick to this is that the project has to guarantee that all patches that are committed are reviewed after they go in: you don't want everyone to assume someone else will review it, allowing the patch to go unreviewed. To solve this problem, we have a notion of an 'owner' for a piece of the code. The sole responsibility of a code owner is to ensure that a commit to their area of the code is appropriately reviewed, either by themself or by someone else. The list of current code owners can be found in the file CODE_OWNERS.TXT in the root of the LLVM source tree.

Note that code ownership is completely different than reviewers: anyone can review a piece of code, and we welcome code review from anyone who is interested. Code owners are the "last line of defense" to guarantee that all patches that are committed are actually reviewed.

Being a code owner is a somewhat unglamorous position, but it is incredibly important for the ongoing success of the project. Because people get busy, interests change, and unexpected things happen, code ownership is purely opt-in, and anyone can choose to resign their "title" at any time. For now, we do not have an official policy on how one gets elected to be a code owner.

Code Owners Role - What could it also be?

- Similar to a Technical Lead of a team
- Ensuring high quality code through reviews
  - Code quality is very important
  - Doesn't mean doing all the reviews yourself
- Mentorship
  - Training reviewers and encouraging them to become reviewers and eventually code owners
- Point of Contact
  - Guide others to experts
- We can't overburden code owners though
  - Do we need another type of leadership role?

Code Owners Selection Process

- LLVM doesn't really have one!
  - Defined as an opt-in or self nomination
- Self nominating
  - Scary!
- Someone can nominate you
  - Keeps nominations within social circle or people you know
- Diversity is an afterthought and not considered earlier on
  - Important - Yes
  - Controversial - Maybe
  - Often met with the response - We need to ensure code quality over diversity
  - Why does diversity automatically trigger thoughts of unqualified candidates?

Conference Speakers & Program Committee

- Current diversity of our speakers at the LLVM Developers' Meeting could be better
- No current work done to improve our process
  - Just an open call for proposals
- More efforts made to have diversity on our program committee
  - Sending out personal invitations
  - Often the same people are asked which can lead to burn out

Mentorship & Office Hours

- Mentorship
  - GSOC, Outreachy
  - More diverse mentors/interns
  - Wider spectrum of projects
  - More participation in Outreachy

- Office Hours
  - The internet is scary
    - How can we ensure that these are safe spaces
  - Encourage more to offer them

Breakout

Groups:

- Code Owners
- Conference Speakers & Program Committee
- Mentorship & Office Hours
- Other roles: CoC Committee, Nonprofit boards

- New leadership positions within LLVM?

Brainstorm - Code Owners

- What are the barriers to entry for this position?
  - How can we remove or lower them?
- What about the role could be improved to benefit diversity and the LLVM Project?
  - Selection process, responsibilities, etc.
- Should the Code Owner role be divided up?
  - e.g. Dedicated Point of Contact, multiple Code Owners per component

Brainstorm - Conference Speakers & Program Committees

- Conference Speakers
  - Can we change anything about the call for papers process?
  - Would more training or education about speaking be beneficial?
  - It useful to actively seek out speakers?

- How can we appeal to more folks to be on program committees?
  - What motivates people to do it now? Is it a thankless job?
  - What are the barriers to entry?

Brainstorm - Mentorship & Office Hours

- How can we maintain a diverse set of Open Projects and Beginner Bugs?
- How can we better incentivize mentors for GSoC and Outreachy?
  - How can we convince their employers it's worth the time spent?
- Should we introduce more comprehensive mentorship guides?

- How can we ensure safe spaces during office hours?
- How can we encourage more diverse participation with office hours? (both those hosting them and those attending)

Brainstorm - CoC Committee, Nonprofit Boards

- What are the barriers to entry for nonprofit boards?
  - Can we help provide training or resources?
- What value does being on a nonprofit board give to individuals?
- Code of Conduct Committees members have a critical role in communities and need diverse perspectives
  - How can we encourage more participation?
  - What are the barriers to entry?
  - How can we ensure that participation is positive?

Breakout

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Breakout

Spend 15 minutes discussing/brainstorming

    Use the flip charts as we will take pictures of them a the end.

Share with the group at the end

Next Steps

- Transform all these notes into digital versions
- Begin regular Community.o working group meetings
  - Possibly every 4-6 weeks

Thank you!