

Mountain of Engagement (MoE):

Discovering pathways & patterns of engagement in your work

Adapted from Mozilla Open Leaders 7

POP

- **Purpose:** To identify how people engage with your work and how the best forms of engagement can help improve others.
- **Outcome(s):** A heatmap of participation in your community, organization, or project, and a clear understanding of what works that can be used to iterate and improve all forms of participation.

Methodology

How do people engage with or participate in your community, organization or culture? List all the possibilities.

- Pathways for the **first contact**
 - Let's Talk Science (LTS) Communications on upcoming workshops
 - LTS Volunteer recruitment
 - Social Media Promotion
 - High School Outreach and High School Symposium
 - Online Seminar
- Pathways for people **to stay in touch** after the first contact
 - Personal contact e-mail on Github
 - LTS Contact email
 - Feedback form from high school visits
 - Feedback from seminar
- Pathways for people **to contribute** in touch after the first contact
 - A lesson plan/kit is being developed in collaboration with LTS that will allow educators around Canada to deliver the same content.
 - There is also an extension to the project that is being considered beyond the Digital Research Alliance program, in context of developing open quantum education resources.
- Informal means to engage (i.e. events, blogs etc.)
 - Outreach
 - Social Media
- Possible tasks for new members
 - Post-DRA Champions program: contribute quantum computing education resources like educational blogs, programming tutorials, etc
- Modes to involve members in decision making
 - LTS have been advising on the design of the workshop content.
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How might you sort those engagements into 5 different groups by the depth of their engagement? (5 = deepest)	<p>I would classify the engagements based on my project in the following way:</p> <ul style="list-style-type: none"> - Collaborators - Assistance in organizing events and producing video (engagement level ~ 4). - LTS volunteers who help in workshops (engagement level ~ 3) - High School students (engagement level ~ 1)
<p>How might you label those groups into bands or levels?</p> <p>Example:</p> <ul style="list-style-type: none"> • Level 5. Leaders/ collaborators • Level 4. Active participants help develop strategies • Level 3. attendee returns as helper or co-organiser • Level 2. Event attendee/ GitHub • Level 1. New member 	<ul style="list-style-type: none"> • Level 5. Project Lead • Level 4. LTS, Black in Quantum, UVic faculty, DRA personnel, Media services • Level 3. LTS Volunteers • Level 2. • Level 1. Students
What are the community interactions and value exchanges at each band/level?	<ul style="list-style-type: none"> • Level 5. I make the final decisions on the direction and content of my project. • Level 4. Collaborators give advice, help to produce content, help to organize and host events. • Level 3. Volunteers learn how they may assist during outreach events. • Level 2. • Level 1. Students attend the event, (hopefully) gain knowledge and give feedback on the workshop.
Which band(s)/level(s) should get your attention/effort right now?	At the current stage of my project, focus is placed on level 4.

How do you imagine people move through different engagements and bands or levels of your MoE?	The nature of my project does not currently facilitate movement through the different levels of the MOE, as the collaborators and target audience are preset.
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Summary Table

Band/Level	Kinds of engagement (e.g. specific actions, community interactions, and/or value exchanges)	Goals and measures (e.g. X people from event Y return for event Z)
Level 1: Students	Learning, asking questions and giving their thoughts, performing mini-activities, giving post-workshop feedback	Have students engaged throughout the duration of the workshop and get their feedback at the end.
Level 3: Event Volunteers	Help with demos and assist students during the event.	Volunteers become excited about helping out with workshops, and give their feedback on content delivery.
Level 4: Collaborators	Event organization and hosting, doing interviews, video production.	Collaborators are pleased with the overall outcome of the project and would like to assist with the extended project.
Level 5: Me	Develop video and workshop content and deliver workshops and seminars.	Be pleased with the overall outcome of my project and feel motivated to extend the work beyond the DRA program.