2020

jupyterCON

Open Source Communities:
Inclusive Practices, Collaboration & Decision-Making

Module 1

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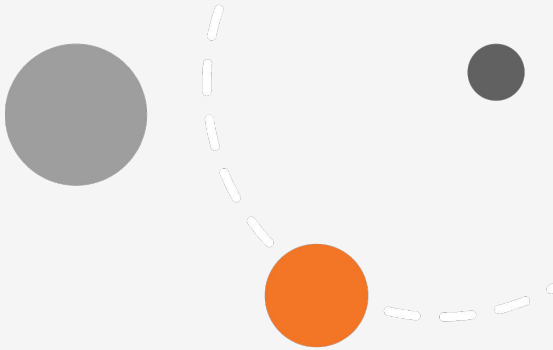

Module 1: Diversity, Inclusion, Inclusiveness

1. Diversity, Inclusion, Inclusiveness

- Terminology
- Importance and Relevance

Illustration by Bhrugu Yagnik and Ipsa Jain
Women in Science - CSG Survey articles

Diversity, Inclusion

Diversity is being invited to the party; Inclusion is being asked to dance.

- Verna Myers

Diversity is about attracting different people

Inclusion is about empowering them by providing an environment that brings the best of their combined skills, backgrounds and experiences

Sharan, Malvika. (2018, September). Inclusiveness in Open Science Communities. Zenodo. http://doi.org/10.5281/zenodo.4051476

Picture on Unsplash by @aaronburden

Diversity and inclusion without substantive change, without *radical* change, accomplishes nothing.

Angela Davis

Political activist, philosopher, academic, author

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Diversity, Inclusion, Inclusiveness

Diversity is good, inclusion is good, but what about “justice”?

- Angela Davis

Inclusiveness is:

inclusion of diverse members/groups who were previously excluded

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www.freepik.com/free-photos-vectors/joining-hands

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Achieved when:

members share and not compete for resources or power

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Diversity, Inclusion, Inclusiveness

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Inclusion is a process by which a community involves diversity to improve its well-being	Inclusiveness is an outcome of inclusive policies and actions undertaken in a community
Aims towards providing access to community resources to achieve social equality	Aims towards achieving diversity in community leadership and decision-making
Groundwork to create a system	Action for systemic change

Importance and Relevance

Diverse teams with inclusive system feel more engaged, appreciated and productive.

Designing for Inclusion

Open Science aims to democratize accessibility and participation in research but it can’t assure that it will happen.

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Open Science aims to democratize accessibility and participation in research but it can't assure that it will happen.

In fact it can be inaccessible and unwelcoming to many.

It's not just about choosing the right licenses and putting code on GitHub, it's about actually improving accessibility and bringing people in.

- Christie Bahlai

Designing for Inclusion

Projects, communities & teams should be designed taking diverse perspectives and privileges into account

Katelyn M. Cooper and Sara E. Brownell, Coming Out in Class: Challenges and Benefits of Active Learning in a Biology Classroom for LGBTQIA Students. (2016), doi: 10.1187/cbe.16-01-0074.

Picture on Unsplash by @aaronburden

Understanding Privileges & Perspectives

- Social status, economy, funding …
- encounters based on identity: gender, nationality, career, culture, language …
- background or group that is socially elevated or stigmatised in past
    - experienced trauma, harassment, or bullying previously
    - living with visible or non-visible disability or diseases

Picture on Unsplash by @timmossholder

Designing for Inclusion

There is still a prevalent view that it is irrelevant to discuss certain identities or experiences in the workplace

Working for an organization that is more supportive of historically disadvantaged and underrepresented groups, e.g. LGBTQ+ community, provides higher job satisfaction and lower job insecurity.

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Designing for Participation

- Pathways to get involved and access support and mentorship
- Create opportunities for diverse representation in all spaces
- Recognise members and create community leadership roles
- Develop community-led process for transparent decision-making

Picture on Unsplash by @timmossholder

Recognising & engaging
with your Community members

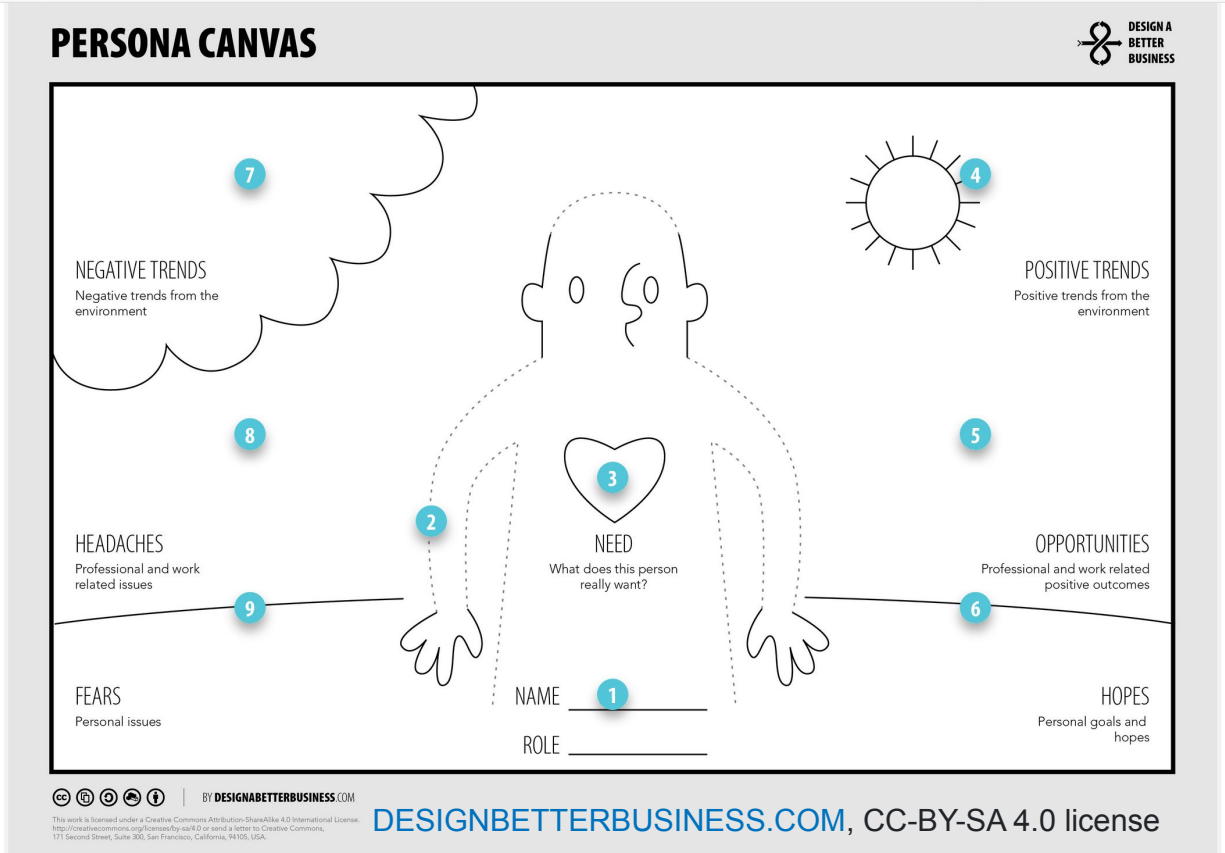
- Who are the stakeholders of your project?
- Why do they associated with your project?
- What are their needs and how could they be met?

Toolkit for you

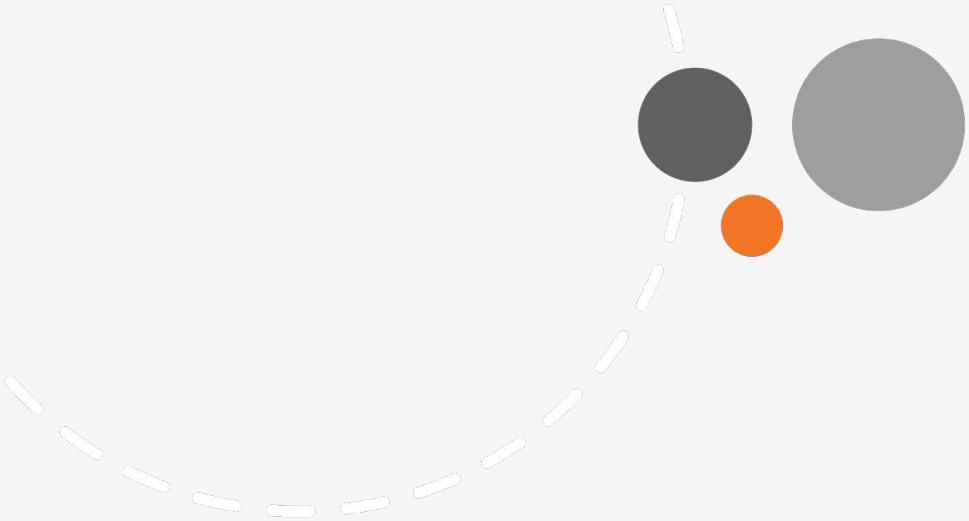
Picture on Unsplash by @shs521

Persona Creation

Develop a common understanding of your contributors to ultimately create an empathetic pathway to collaborate with them in the project.



The Turing Way project
Chapter on Persona Creation:
the-turing-way.netlify.app/project-design/persona.html



Please visit the GitHub repository for full tutorial:
github.com/jupytercon/2020-OpenSourceCommunities

Thanks