

2020

jupyterCON

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

Module 2

by Malvika Sharan & Gabriela de Queiroz
@malvikasharan, @gdequeiroz



Module 2: Community of Practice

2. Community of Practice

- Open Source communities
- Community members
- From default to inclusive



Community

A social unit of members who
share common values and
mission



Community of Practice

A social unit of members who share common values and missions for certain practices and learn to improve through collaboration and exchange.



Community of Practice

A social unit of members who **share common values and missions** for certain practices and learn to **improve through collaboration** and exchange.

Sense of community is the feeling of belonging or of sharing a sense of personal relatedness



Open Source Community

Open Source community isn't just a fanbase; it's the people who produce, test, use, promote, and ultimately affect the software they love.

- opensource.com

“

Open Source community refers to collaborative efforts in Open Source software and resource development that anyone can join and contribute to.

- *The direction and goals are determined collaboratively.*
- *The resulting work is made available under a free license.*

”

Let's Revisit the Roles of Open Source

- Low cost for project development, maintenance, and promotion
- Identifying project's directions with users contributions and feedback
- Creating pathways for contributions and skill building
- **Connecting members** who create new ideas and opportunities

Members of Community of Practice

Common goals for the project

Diverse backgrounds & expectations

Support open source movement

Together create a community!



Members of Community of Practice

Common goals for the project

Diverse backgrounds & expectations

Support open source movement

Together create a community!

Experience different challenges.





Open doesn't mean inclusion by default

Open Source community refers to collaborative efforts in Open Source software and resource development that **anyone can join and contribute to.**

- The direction and goals are determined **collaboratively.**
- The resulting work is made **available under a free license.**



Building Community of Practice

Process of empowering individuals and groups by providing them access to skills and support they need to participate in a community, and influence decision-making process.

Building Community of Practice

Process of empowering individuals and groups by providing them access to skills and support they need to participate in a community, and influence decision-making process.

The end goal of community building is to distribute power equally throughout the community.

Communities of Practice: Open Source Examples



Develops reproducible, ethical, inclusive and collaborative data science



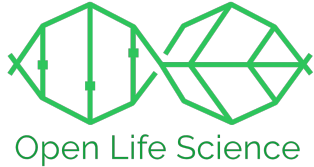
Promotes gender diversity in the R community



Develops software, standards, and services for interactive computing



Advances Python, and supports its community of Python programmers.



Mentorship for individuals to promote Open Science in their communities



Teaches foundational coding, and data science skills to researchers



Fosters a culture that values open and reproducible research



Empowers underrepresented communities to get into Artificial Intelligence

Moving from default to inclusive

Putting lessons from Inclusiveness and community building in Practice

Inviting, Welcoming, Valuing & Retaining Members

- Make your **community** easy to find
- **Offer** resources and skills to use them
- Welcome and value **feedback**
- Support users to be **contributors**
- Create **opportunities** (leaders, mentors, maintainers, testers, ambassadors, etc.)
- Create a **fair reward system**



We will discuss this in detail in **Module 3 & 4**

From Default to Inclusive Practices

Open Source Aspects	Purpose	Default practices	
Open Source Software			
Community Platforms			
Contribution Pathways			
Intention to be inclusive			

From Default to Inclusive Practices

Open Source Aspects	Purpose	Default practices	Inclusive practices
Open Source Software			
Community Platforms			
Contribution Pathways			
Intention to be inclusive			

From Default to Inclusive Practices

Open Source Aspects	Purpose	Default practices	
Open Source Software	Research & Development	Choose a license & share your code	
Community Platforms			
Contribution Pathways			
Intention to be inclusive			

From Default to Inclusive Practices

Open Source Aspects	Purpose	Default practices	Inclusive practices
Open Source Software	Research & Development	Choose a license & share your code	<i>Project's mission & paths for engagement</i>
Community Platforms			
Contribution Pathways			
Intention to be inclusive			

From Default to Inclusive Practices

Open Source Aspects	Purpose	Default practices	Inclusive practices
Open Source Software	Research & Development	Choose a license & share your code	<i>Project's mission & paths for engagement</i>
Community Platforms	Facilitate information exchange	Create a forum for anyone to join	<i>Welcome members & set a common tone</i>
Contribution Pathways			
Intention to be inclusive			

From Default to Inclusive Practices

Open Source Aspects	Purpose	Default practices	Inclusive practices
Open Source Software	Research & Development	Choose a license & share your code	<i>Project's mission & paths for engagement</i>
Community Platforms	Facilitate information exchange	Create a forum for anyone to join	<i>Welcome members & set a common tone</i>
Contribution Pathways	Public facing project repository	Report bugs, suggest features & promote	<i>Onboarding for Tech & non-tech contributions</i>
Intention to be inclusive			

From Default to Inclusive Practices

Open Source Aspects	Purpose	Default practices	Inclusive practices
Open Source Software	Research & Development	Choose a license & share your code	<i>Project's mission & paths for engagement</i>
Community Platforms	Facilitate information exchange	Create a forum for anyone to join	<i>Welcome members & set a common tone</i>
Contribution Pathways	Public facing project repository	Report bugs, suggest features & promote	<i>Onboarding for Tech & non-tech contributions</i>
Intention to be inclusive	Include diverse perspectives	Develop measures for competitive advantage	<i>Proactively include missing/excluded voices</i>

Understanding Elements of your Community

- **What** your purpose & values are.
- **What** resources are available.
- **Who** the stakeholder are.
- **What** product you are developing.
- **How** does the success look like.
- **How** we can share opportunities, ownership and experiences.



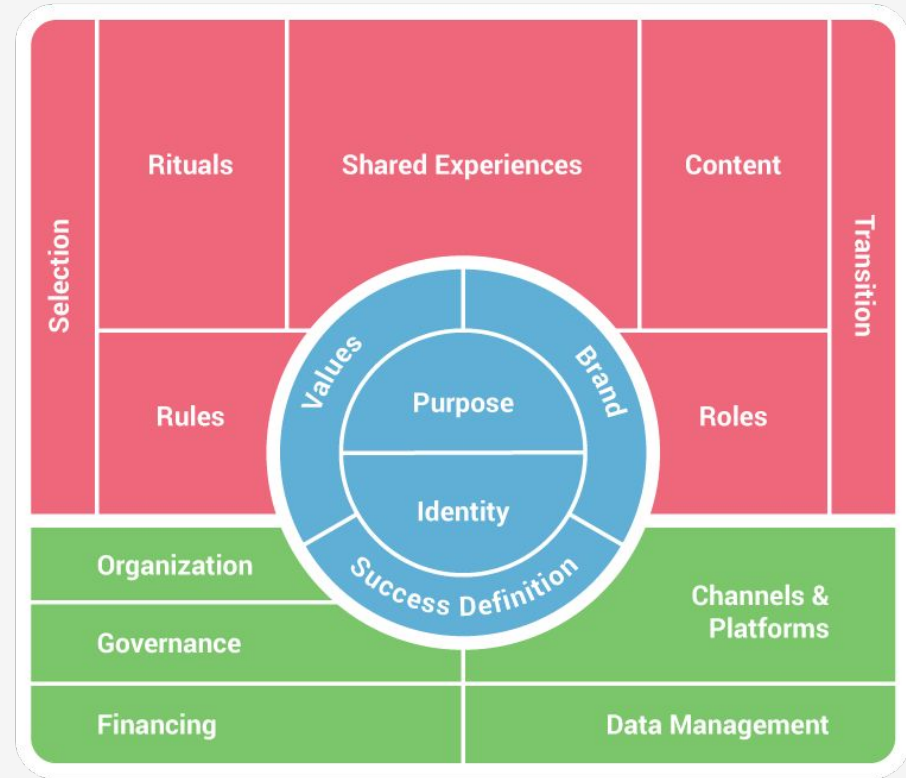
Toolkit for you

Elements of Open Source community

The Community Canvas has
3 Sections

Identity, Experience, Structure

which in turn are divided into
17 Themes



Community Canvas documents, CC-BY-NC-SA 4.0
<https://community-canvas.org/>

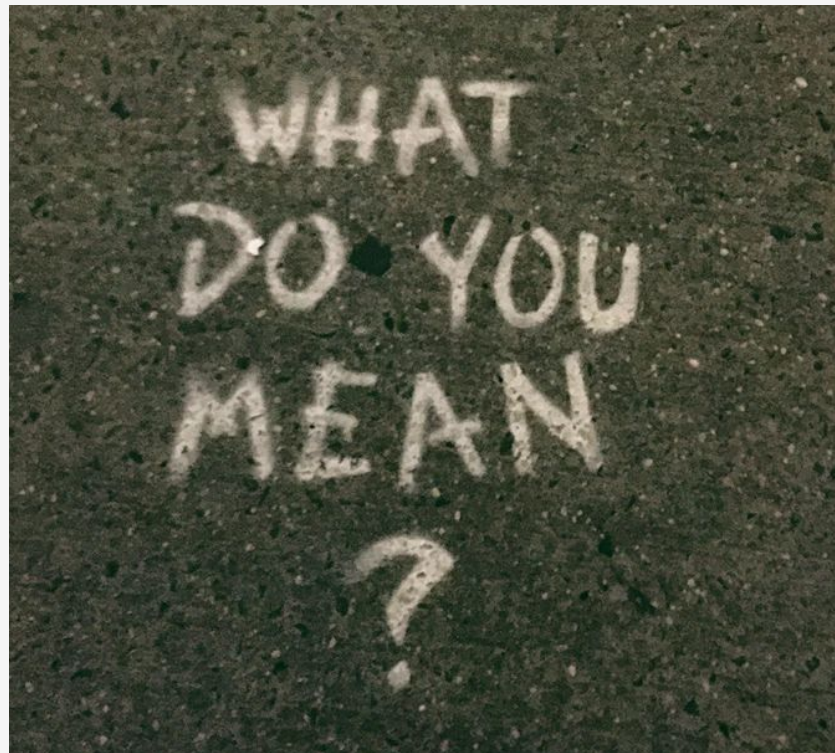
Investing in inclusive culture

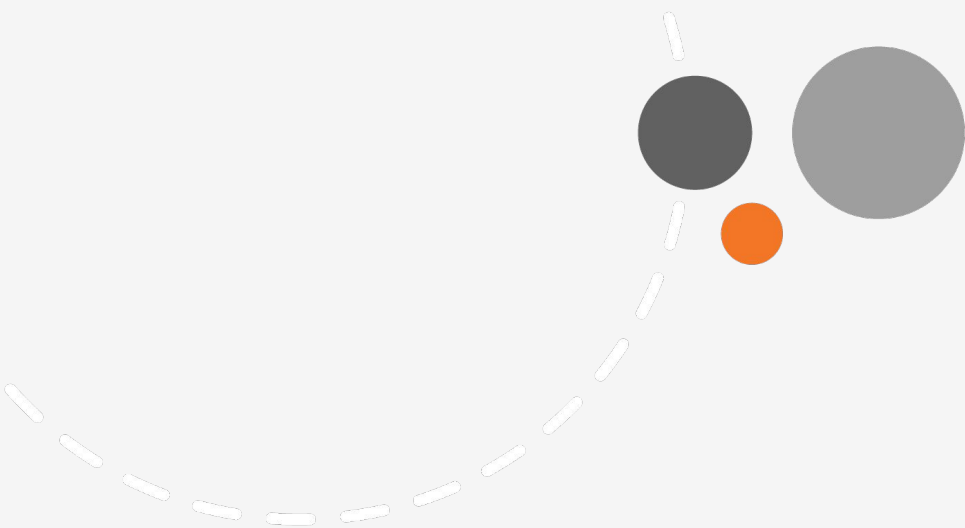
Inclusion should not be an afterthought.

Explore in Module 3 & 4

- Who can join? How?
- How easy is it to collaborate?
- Is it safe and welcoming?
- What is the onboarding process?
- What information do they seek?
- What information do they share?
- How can people participate?
- ...

Setting norms and expectations





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

Thanks