

# Product, Open Source, Community

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Hugging Face

# Terms / Orgs

- Open Source
- FOSS: Free and Open Source Software
- OSI: Open Source Initiative
- FSF: Free Software Foundation
- Debian
- Fedora

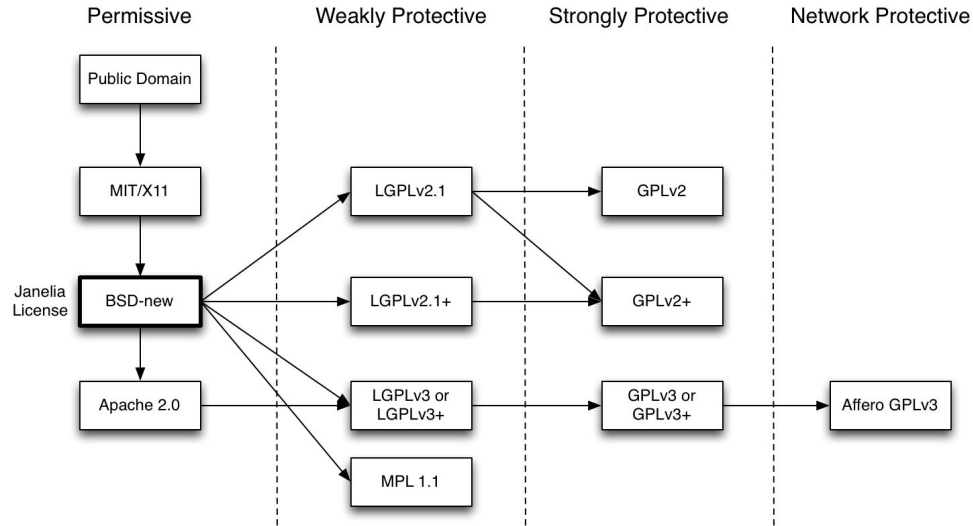
The License World!

License	Author	Latest version	Publication date	Linking	Distribution	Modification	Patent grant	Private use	Sublicensing	TM grant
Academic Free License <sup>[1]</sup>	Lawrence E. Rosen	3.0	2002	Permissive	Permissive	Permissive	Yes	Yes	Permissive	No
Affero General Public License	Affero Inc.	2.0	2007	Copylefted <sup>[12]</sup>	Copyleft except for the GNU AGPL <sup>[12]</sup>	Copyleft <sup>[12]</sup>	?	Yes <sup>[12]</sup>	?	?
Apache License	Apache Software Foundation	2.0	2004	Permissive <sup>[13]</sup>	Permissive <sup>[13]</sup>	Permissive <sup>[13]</sup>	Yes <sup>[13]</sup>	Yes <sup>[13]</sup>	Permissive <sup>[13]</sup>	No <sup>[14]</sup>
Apple Public Source License	Apple Computer	2.0	August 6, 2003	Permissive	?	Limited	?	?	?	?
Artistic License	Larry Wall	2.0	2000	With restrictions	With restrictions	With restrictions	No	Permissive	With restrictions	No
Beerware	Paul-Henning Kamp	42	1987	Permissive	Permissive	Permissive	No	Permissive	Permissive	No
BSD License	Regents of the University of California	3.0	?	Permissive <sup>[14]</sup>	Permissive <sup>[14]</sup>	Permissive <sup>[14]</sup>	Manually <sup>[14]</sup>	Yes <sup>[14]</sup>	Permissive <sup>[14]</sup>	Manually <sup>[14]</sup>
Boost Software License	?	1.0	August 17, 2003	Permissive	?	Permissive	?	?	?	?
Creative Commons Zero	Creative Commons	1.0	2009	Public Domain <sup>[15][16]</sup>	Public Domain	Public Domain	No	Public Domain	Public Domain	No
CC BY	Creative Commons	4.0	2002	Permissive <sup>[17]</sup>	Permissive	Permissive	No	Yes	Permissive	No
CC BY-SA	Creative Commons	4.0	2002	Copylefted <sup>[17]</sup>	Copylefted	Copylefted	No	Yes	Copylefted <sup>[18]</sup>	No
CeCILL	CEA / CNRS / INRIA	2.1	June 21, 2013	Permissive	Permissive	Permissive	No	Permissive	With restrictions	No
Common Development and Distribution License	Sun Microsystems	1.0	December 1, 2004	Permissive	?	Limited	?	?	?	?
Common Public License	IBM	1.0	May 2001	Permissive	?	Copylefted	?	?	?	?
Cryptix General License	Cryptix Foundation	—	1995	Permissive	Permissive	Permissive	Manually	Yes	?	Manually
Eclipse Public License	Eclipse Foundation	2.0	August 24, 2017	Permissive <sup>[19]</sup>	Copylefted <sup>[19][20]</sup>	Copylefted <sup>[19]</sup>	Yes <sup>[19]</sup>	Yes <sup>[19]</sup>	Copylefted <sup>[19]</sup>	No <sup>[19]</sup>
Educational Community License	Indiana University <sup>[21]</sup>	1.0	2007	Permissive	?	Permissive	?	?	?	?
European Union Public License	European Commission	1.2	May 2017	Permissive, according to EU law (Recitals 10 & 15 Directive 2009/24/EC)	Copylefted, with an explicit compatibility list <sup>[22]</sup>	Copylefted, with an explicit compatibility list <sup>[22]</sup>	Yes <sup>[22]</sup>	Yes <sup>[22]</sup>	Copylefted, with an explicit compatibility list <sup>[22]</sup>	No <sup>[22]</sup>
FreeBSD	The FreeBSD project	—	April 1999	Permissive <sup>[24]</sup>	Permissive <sup>[24]</sup>	Permissive <sup>[24]</sup>	Manually <sup>[24]</sup>	Permissive <sup>[24]</sup>	Permissive <sup>[24]</sup>	Manually <sup>[24]</sup>
GNU Affero General Public License	Free Software Foundation	3.0	2007	GNU GPLv3 only <sup>[25]</sup>	Copylefted <sup>[24]</sup>	Copylefted <sup>[24]</sup>	Yes <sup>[25]</sup>	No network usage <sup>[27]</sup>	Copylefted <sup>[24]</sup>	Yes <sup>[25]</sup>
GNU General Public License	Free Software Foundation	3.0	June 2007	GPLv3 compatible only <sup>[26][28]</sup>	Copylefted <sup>[24]</sup>	Copylefted <sup>[24]</sup>	Yes <sup>[26]</sup>	Yes <sup>[26]</sup>	Copylefted <sup>[24]</sup>	Yes <sup>[26]</sup>
GNU Lesser General Public License	Free Software Foundation	3.0	June 2007	With restrictions <sup>[31]</sup>	Copylefted <sup>[24]</sup>	Copylefted <sup>[24]</sup>	Yes <sup>[32]</sup>	Yes	Copylefted <sup>[24]</sup>	Yes <sup>[32]</sup>
IBM Public License	IBM	1.0	August 1999	Copylefted	?	Copylefted	?	?	?	?
ISC license	Internet Systems Consortium	—	June 2003	Permissive	Permissive	Permissive	Manually	Permissive	Permissive	Manually
LaTeX Project Public License	LaTeX project	1.3c	?	Permissive	?	Permissive	?	?	?	?
Microsoft Public License	Microsoft	—	?	Copylefted	Copylefted	Copylefted	No	Permissive	?	No
MIT license / X11 license	MIT	—	1988	Permissive <sup>[33]</sup>	Permissive <sup>[33]</sup>	Permissive <sup>[33]</sup>	Manually <sup>[33]</sup>	Yes <sup>[33]</sup>	Permissive <sup>[33]</sup>	Manually <sup>[33]</sup>
Mozilla Public License	Mozilla Foundation	2.0	January 3, 2012	Permissive <sup>[34]</sup>	Copylefted <sup>[34]</sup>	Copylefted <sup>[34]</sup>	Yes <sup>[34]</sup>	Yes <sup>[34]</sup>	Copylefted <sup>[34]</sup>	No <sup>[34]</sup>
Netscape Public License	Netscape	1.1	?	Limited	?	Limited	?	?	?	?
Open Software License <sup>[11]</sup>	Lawrence Rosen	3.0	2005	Permissive	Copylefted	Copylefted	Yes	Yes	Copylefted	?
OpenSSL license	OpenSSL Project	—	?	Permissive	?	Permissive	?	?	?	?
PHP License <sup>[23]</sup>	PHP Group	3.01	2019	With restrictions	With restrictions	With restrictions	Yes	Yes	With restrictions	Manually
Python Software Foundation License	Python Software Foundation	3.9.1	2020-10-05	Permissive	Permissive	Permissive	Yes	Permissive	Permissive	No
Q Public License	Trolltech	?	?	Limited	?	Limited	?	?	?	?
Sleepycat License	Sleepycat Software	—	1996	Permissive	With restrictions	Permissive	No	Yes	No	No
Unlicense	unlicense.org	1	December 2010	Permissive/Public domain	Permissive/Public domain	Permissive/Public domain	?	Permissive/Public domain	Permissive/Public domain	?
W3C Software Notice and License	W3C	2002/1231	December 31, 2002	Permissive	?	Permissive	?	?	?	?
Do What The Fuck You Want To Public License (WTFPL)	Barak Kijajatorn, Sam Hovevar	2	December 2004	Permissive/Public domain	Permissive/Public domain	Permissive/Public domain	No	Yes	Yes	No
XCore Open Source License also separate "Hardware License Agreement"	XMOS	?	February 2011	Permissive	Permissive	Permissive	Manually	Yes	Permissive	?
XFree86 1.1 License	The XFree86 Project, Inc	?	?	Permissive	?	Permissive	?	?	?	?
zlib/libpng license	Jean-Loup Gailly and Mark Adler	?	?	Permissive	?	Permissive	?	?	?	?

License and version	FSF approval [a6]	GPL (v3) compatibility [a7][a8][a9][a10]	OSI approval [a4]	Debian approval [a13][a14]	Fedora approval [a15]
Academic Free License	Yes	No	Yes	No	Yes
Affero General Public License 3.0	Yes	Yes	Yes	Yes	Yes
Apache License 1.x	Yes	No	Yes	Yes	Yes
Apache License 2.0	Yes	GPLv3 only <sup>[a11]</sup>	Yes	Yes	Yes
Apple Public Source License 1.x	No <sup>[a12]</sup>	No	Yes	No	No
Apple Public Source License 2.0	Yes	No	Yes	No	Yes
Artistic License 1.0	No <sup>[a16][1]</sup>	No	Yes	Yes	No
Artistic License 2.0	Yes	Yes	Yes	Yes	Yes
Beerware License	see "informal license" section <sup>[a1]</sup>	see "informal license" section <sup>[a1]</sup>	No <sup>[a17]</sup>	No	Yes <sup>[a18]</sup>
Original BSD license	Yes	No	No <sup>[a19]</sup>	Yes	Yes
Revised BSD license	Yes	Yes	Yes	Yes	Yes
Simplified BSD license	Yes	Yes	Yes	Yes	?
Zero-Clause BSD License	?	?	Yes <sup>[a20]</sup>	?	?
Boost Software License	Yes	Yes	Yes	Yes	Yes
CC-BY	Yes	Yes	Yes	Yes	Yes
Common Development and Distribution License	Yes	GPLv3 (GPLv2 disallowed) <sup>[a21][a22][a23][a24]</sup>	Yes	Yes	Yes
Common Public License	Yes	No	Yes	No	Yes
Creative Commons Zero	Yes <sup>[a25]</sup>	Yes <sup>[a26]</sup>	No <sup>[a27]</sup>	Partial <sup>[a28][2]</sup>	Yes <sup>[a29]</sup>
Creative Commons BY-SA 4.0	Yes	GPLv3 <sup>[a30]</sup>	?	Yes	?
Cryptic General License	Yes	Yes	Yes	Yes	Yes
Eclipse Public License	Yes	No	Yes	Yes	Yes
Educational Community License	Yes	Yes <sup>[a31]</sup>	Yes	No	Yes
Effet Forum License 2	Yes	Yes	Yes	Yes	Yes
European Union Public License	Yes	Yes <sup>[a32]</sup>	Yes	Yes	Yes
GNU Affero General Public License	Yes	Yes <sup>[a33][a34]</sup>	Yes	Yes	Yes
GNU General Public License v2	Yes	No <sup>[a35][a36]</sup>	Yes	Yes	Yes
GNU General Public License v3	Yes	Yes <sup>[a37][a38]</sup>	Yes	Yes	Yes
GNU Lesser General Public License	Yes	Yes	Yes	Yes	Yes
GNU Free Documentation License	Yes	No <sup>[a39]</sup>	Yes <sup>[a40]</sup>	No <sup>[a41]</sup>	No
IBM Public License	Yes	No	Yes	No	Yes
Intel Open Source License	Yes	Yes	Yes	No	No
ISC license	Yes <sup>[a42]</sup>	Yes	Yes	Yes	Yes
LaTeX Project Public License	Yes	No	Yes	Yes	Yes
Microsoft Public License	Yes	No	Yes	No	Yes
Microsoft Reciprocal License	Yes	No	Yes	No	Yes
MIT license / X11 license	Yes	Yes	Yes	Yes	Yes
Mozilla Public License 1.1	Yes	No	Yes	Yes	Yes
Mozilla Public License 2.0	Yes	Yes <sup>[a43][a44]</sup>	Yes	Yes	Yes
NASA Open Source Agreement	No	No	Yes	?	No
Netscape Public License	Yes	No	No	No	Yes
Open Software License	Yes	No	Yes	No	Yes
OpenSSL license	Yes	No	No	Yes	Yes
PHP License	Yes	No	Yes	Yes	Yes
Python Software Foundation License 2.0.1, 2.1.1 and newer	Yes	Yes	Yes	Yes	Yes
Q Public License	Yes	No	Yes	No	Yes
Reciprocal Public License 1.5	No	No	Yes	No	No
Sleepycat License	Yes	Yes	Yes	Yes	Yes
Sun Industry Standards Source License	Yes	No	Yes	No	Yes
Sun Public License	Yes	No	Yes	No	Yes
Sybase Open Watcom Public License	No	No	Yes	No	No
Unlicense	Yes <sup>[a45]</sup>	Yes <sup>[a46]</sup>	Yes <sup>[a47]</sup>	?	Yes <sup>[a48]</sup>
W3C Software Notice and License	Yes	Yes	Yes	Yes	Yes
Do What The Fuck You Want To Public License (WTFPL)	Yes <sup>[a49][1]</sup>	Yes	No <sup>[a50]</sup>	Yes	Yes
XFree86 1.1 License	Yes	Yes <sup>[a51]</sup>	No	No	No
zlib/libpng license	Yes	Yes	Yes	Yes	Yes
Zope Public License 1.0	Yes	No	No	No	Yes
Zope Public License 2.0	Yes	Yes	Yes	No	Yes

[https://en.wikipedia.org/wiki/Comparison\\_of\\_free\\_and\\_open-source\\_software\\_licenses](https://en.wikipedia.org/wiki/Comparison_of_free_and_open-source_software_licenses)

## Open Source License Compatibility Chart



To see if software can be combined, start at their respective licenses and find a common box that can be reached by arrows from each license. Other possibilities exist if you are only using software as a library.

# Open Source's Midlife Crisis

- Company X open sources a product under a license
- Some large cloud company uses it as a service
- Company X changes license

# Server Side Public License

“SSPL requires that anyone who offers the functionality of SSPL-licensed software to third-parties as a service must release the entirety of their source code, including all software, APIs, and other software that would be required for a user to run an instance of the service themselves.”

=> if you're AWS and you host Elasticsearch under SSPL, you need to release a LOT of code.

=> incompatible with a lot of other licenses, including linux kernel

=> Not OSI approved



Community

# 7 Deadly Sins!

Or what you really should not do!

# 1. Lack of Onboarding

- What is the project?
- How is it used?
- How do users get it?

# 1. Lack of Onboarding

- High barrier to entry
- Harder to create a community
- Reduced diversity (which is already a huge issue)

# 1. Lack of Onboarding

- README
- CONTRIBUTING
- Code Quality: pre-commit hooks?
- CI / tests
  - Can everybody run them?

## 2. Nothing in Writing

Documentation Driven API Design

The kind that runs!

## 2. Nothing in Writing

- Usage docs
- API docs
- Versioned docs
- Code documentation
  - Private as well as public
- Sphinx + sphinx-gallery + readthedocs

### 3. Leadership is a Mystery

- Who's making decisions?
- Whom should I ask?
- Whose review should I care about? Everybody?
- Anybody I could talk to?



# Governance

# Do-ocracy

- No formal process
- Decisions are made by those who do the work
- Contributors get effective rights on things they work the most

## Pros

- No overhead

## Cons

- Implicit governance
- Not clear to outsiders what the governance is

# Founder-leader (BDFL)

- Most common in new projects
- The founder takes the Benevolent Dictator For Life role
  - E.g.: was Guido for Python

## Pros

- Easy to start with
- Low overhead

## Cons

- This raises issues once the project starts to grow
- BDFL's preferences and project's direction

# Self Appointing Council or Board

## Pros

- No single point of failure
- No single person with their preferences

## Cons

- Self selection and lack of user base representation
- Lack of progress clarity and ownership from community members

# Electoral

- Multiple people offer to do the same role
- Large project / contributor base

## Pros

- Projects with sponsors
- Explicit term limits

## Cons

- Time consuming
- Slow
- Who votes?

# Single Vendor

## Pros

- Engage with a broader community
- Increase adoption
- E.g.: a plugin ecosystem

## Cons

- Might be a *walled garden* kind of project
- Dual license and contributions
- Open or not?

# Foundation Backed

## Pros

- Trademark, merch, etc handled by a trusted org
  - E.g.: NumFocus for many NumFocus sponsored projects
- Flexibility on foundation leadership vs project leadership
- Funding opportunities

## Cons

- Overhead
- Potentially very slow processes

Which one to Choose ???



## 4. No Path to Success

- What is success?
  - Being asked to give an opinion?
  - Becoming a core developer?
  - Being in committee X, Y, Z?
  - Advisory board?
- Engagement
  - Some people might just want to code
  - It's okay if they want more

# Internal vs External

- Workflow requires people to be in the team?
- PRs/MRs from forks vs branches on the main repo
- Group members merging their own PRs
- Treat people equally, as much as it's feasible!

## 5. Poor Communication

- Communication matters
  - Especially for people who care
- 50% of text and email messages are misunderstood
- People with a history vs strangers
- Reviews are criticisms [almost] by nature, it's easy to offend people!

## 5. Poor Communication

- Use emojis
- Understand other people's emotions!
- Monitor your mailing list / issue tracker / chat channels for heated discussions
  - Have or be mediators

## 6. Lack of Transparency

- Office communication
- Communication behind closed doors
  - Company Slack?
- Important communication spread across different channels
  - Decisions made on a chat convo, and done in a PR w/o a summary
- Private communication between members

## 6. Lack of Transparency

- “Outsiders” would feel their opinion doesn’t matter
  - Do their opinions matter to you?
- Barrier to get into the inner circle

## 7. Not Seeing Ourselves in Others

- Empathy!
  - Understand others' emotions and needs
- Emotional intelligence
- Be a feedback magnet!

- Lack of onboarding
- Nothing in writing
- Leadership is a mystery
- No path to success
- Poor communication
- Lack of transparency
- Not seeing ourselves in others

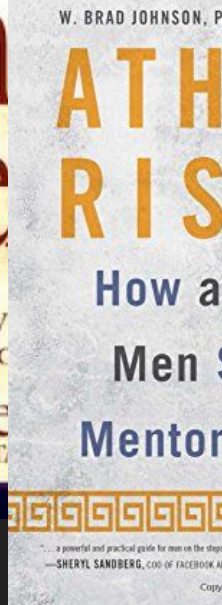


# Resources



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Danie  
Author of VIT



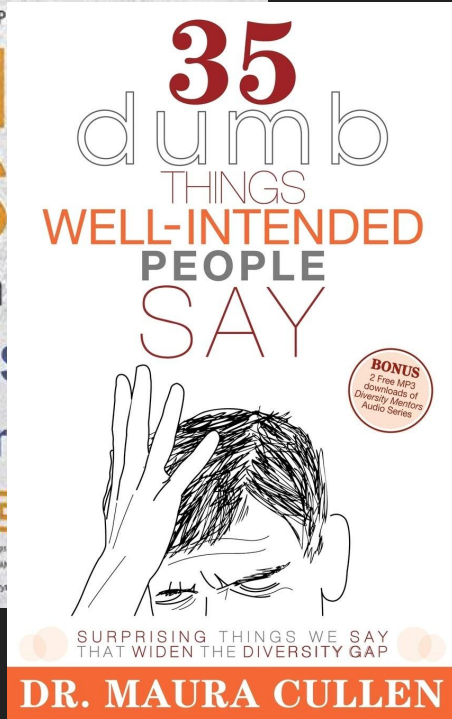
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How a  
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Mentor

...a powerful and practical guide for men on the stage  
—SHERYL SANDBERG, COO OF FACEBOOK AR

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35  
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people  
say

BONUS  
2 Free MP3  
downloads of  
Diversity Mentors  
Audio Series



SURPRISING THINGS WE SAY  
THAT WIDEN THE DIVERSITY GAP

DR. MAURA CULLEN



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IN  
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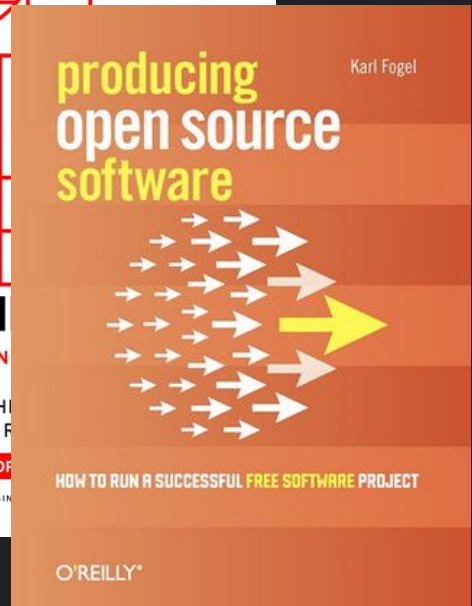
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JIM WHI  
CEO, F

WITH A FOREWOR

HARVARD BUSIN



Karl Fogel

producing  
open source  
software



HOW TO RUN A SUCCESSFUL FREE SOFTWARE PROJECT

O'REILLY\*

# Resources

- OSI's Open [Source Management Course](#) and [Resources](#)
- RedHat's articles on [Open Source Communities](#)
- Linux Foundation's [Inclusive Open Source Community Orientation](#)
- [Center for Scientific Collaboration and Community Engagement](#)
- ...

♡ Thank YOU ♡  
Questions ?!