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North America 2023

Learnings from Sustainably Steering the Kubernetes Project

Nabarun Pal, VMware

Bob Killen, Google

New Members



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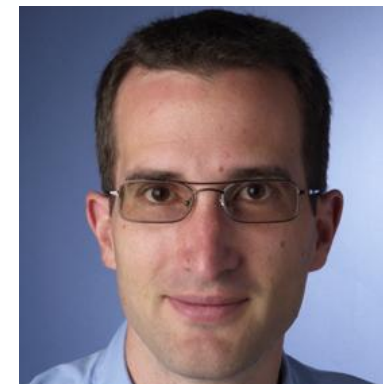
Maciej Szulik

Senior Principal SE, Red Hat
Poland



Paco Xu 徐俊杰

Lead of Open Source, DaoCloud
Shanghai, China



Patrick Ohly

Cloud Software Architect, Intel
Bonn, Germany

Continuing Members

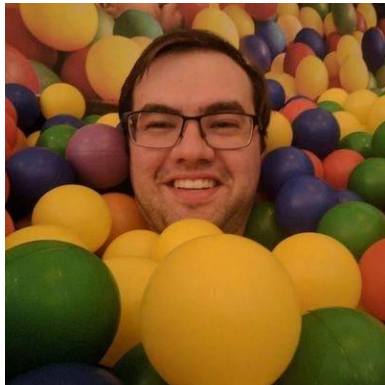


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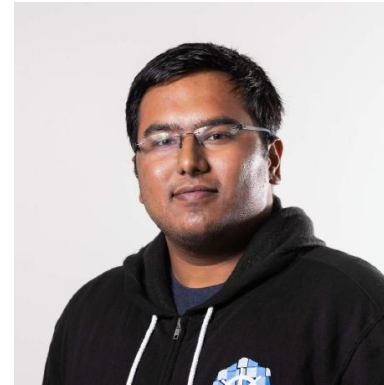
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Benjamin Elder
Senior Engineer, Google
Sunnyvale, CA, US



Bob Killen
Program Manager, Google
Minneapolis, MN, US



Nabarun Pal
Staff Engineer, VMware
Bengaluru, IN



Stephen Augustus
Head of Open Source, Cisco
New York, NY, US

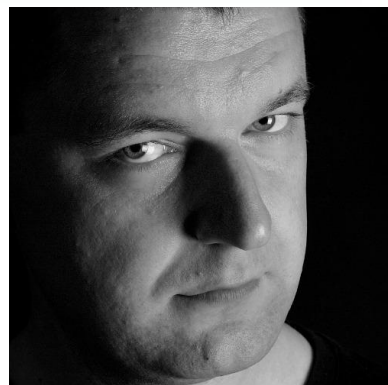


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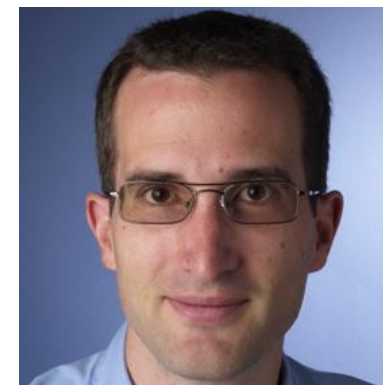
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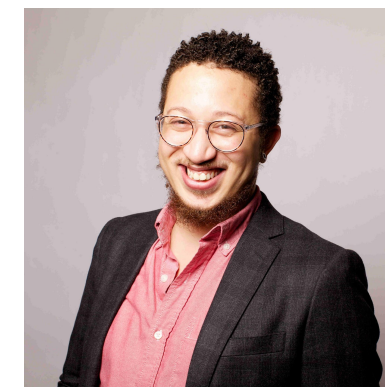
Bob Killen

Program Manager, Google
Minneapolis, MN, US



Nabarun Pal

Staff Engineer, VMware
Bengaluru, IN



Stephen Augustus

Head of Open Source, Cisco
New York, NY, US

THANK YOU!



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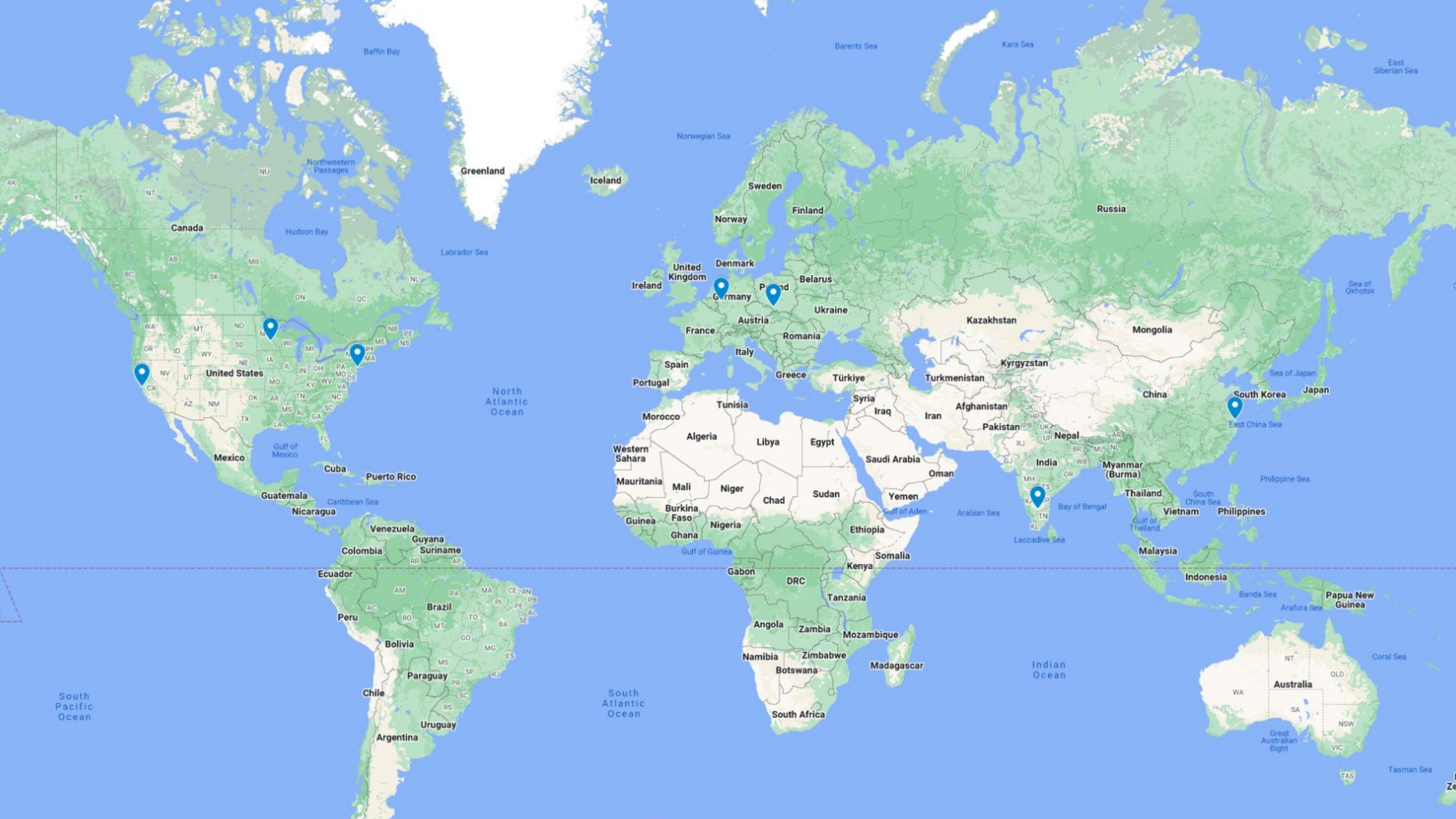
Christoph Blecker
Platform Architect, Red Hat
Kelowna, BC, Canada



Tim Pepper
Principal Engineer, VMware
Portland, OR, US



Carlos Tadeu Panato Jr
Staff Engineer, Chainguard
Berlin, DE



We are BIG!

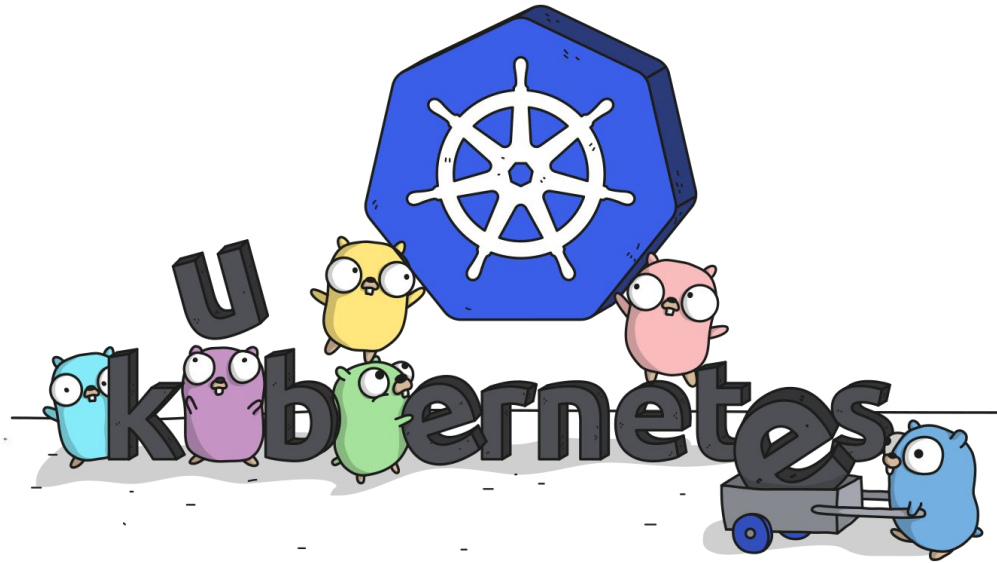


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#5 OSS project by developer activity*

#4 project by Pull Requests*

* [Ref: CNCF Velocity Report](#)

Community Stats (Oct 2023)

Contributors	83,000~
Org Members	1800~
Repos	354
Community Groups	34

Source: [devstats](#)

What does steering do?



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“The Kubernetes Steering Committee is the governing body of the Kubernetes project, providing decision-making and oversight pertaining to the Kubernetes project bylaws, sub-organizations, and financial planning. The Steering Committee also defines the project values and structure.”

git.k8s.io/steering/charter.md



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What does steering do?



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- Through the chartering review process, delegate ownership of, responsibility for and authority over areas of the project to specific entities.
- Define, evolve, and defend the non-technical vision / mission and the values of the project.
- Charter and refine policy for defining new community groups, and establish transparency and accountability policies for such groups
- Define and evolve project and group governance structures and policies.
- Act as a final non-technical escalation point for any Kubernetes repository.
- Request funds and other support from the CNCF (e.g. marketing, press, etc.)
- Define and enforce requirements for community groups to be in good standing such as having an approved charter.

git.k8s.io/steering/charter.md

What does steering really do?



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What does steering really do?



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What does steering really do?



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Plan for the long term
sustainability of Kubernetes

Old Contributor Ladder



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Subproject Owner

- Set priorities and approve proposals for subproject
- Responsibility and leadership for entire repository/directory

Approver

- Approve contributions for acceptance
- Highly experienced reviewer and contributor in subproject

Reviewer

- History of reviewing; reviews frequently
- Authorship in subproject

Member

- Active contributor to the project
- Sponsored by two Reviewers

Non-member Contributors

Subproject Leads



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governance: add Subproject Leads as a named role in the SIG governance #7454

Edit <> Code

Merged k8s-ci-robot merged 4 commits into `kubernetes:master` from `palnabarun:subproject-leads` on Sep 20

Conversation 13

Commits 4

Checks 0

Files changed 5

+49 -45



palnabarun commented on Aug 10 • edited

Member

Broadly this PR has the following changes:

- Add Subproject Lead section to SIG governance
- Pare down the responsibilities of the Subproject Owners
- Add field in sigs.yaml to define Subproject Leads and update generator to allow for that
- Point community-membership guideline to governance doc instead of having duplicated content

Steering Votes:

Reviewers

BenTheElder

cblecker

cpanato

justaugustus

tpepper

Assignees

New Contributor Ladder



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Subproject Lead

- Set priorities and approve proposals for subproject
- Responsibility and leadership for entire project across all repos/directories

Subproject Owner

- Subject matter expert for repository/directory
- Highly experienced, aids in triage & mentorship for scoped area

Approver

- Approve contributions for acceptance
- Highly experienced reviewer and contributor in subproject

Reviewer

- History of reviewing; reviews frequently
- Authorship in subproject

Member

- Active contributor to the project
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Non-member Contributors

Chair & Tech Lead Split



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Before

Tech Lead (TL) role rolled up to Chair role if no TL was defined.



After

Chair & Tech Lead (TL) are fully separate roles. Individuals MAY have both roles.

- 1) Clarifies scope and responsibilities
- 2) Creates additional pathways to leadership
- 3) Encourages promoting more leads to distribute load

Chair & Tech Lead Split



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Before

Tech Lead (TL) role rolled up to Chair role if no TL was defined.



After

Chair & Tech Lead (TL) are fully separate roles. Individuals MAY have both roles.

SIG Lead

Subproject Lead

- **Chair:** Day-to-day operations, cross-sig coordination, and group health
- **Tech Lead:** Oversee technical direction of SIG, KEP & subproject approvals

- Set priorities and approve proposals for subproject
- Responsibility and leadership for entire project across all repos/directories



Re-evaluate our groups, structure and requirements to align with current state of the project

- Does the group continue to serve the goals of the project?
- Is there still a need for it? it delivering on the goals of its charter?
- Are there enough contributors or enough general interest to support the group?
- Are there any reasonable changes that can be made to help it succeed?

Revisiting our Groups & Requirements



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Re-evaluate our groups, structure and requirements to align with current state of the project

- Does the group continue to serve the goals of the project?
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- Are there any reasonable changes that can be made to help it succeed?





Retired User Groups as a supported Kubernetes group

- Created as a means for end users to collectively share feedback & develop best practices.
- Came into existence at the same time the end user community was taking off in CNCF.
- Kubernetes User Groups did not see any significant adoption (only 2 UGs created - VMware & Big Data) with users preferring to engage at the CNCF level.
- Extra governance and policies that did not benefit the project.

Recently Retired Groups



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Retired SIGs

- Usability
- Service Catalog

Retired WGs

- Multitenancy
- Reliability
- IoT/Edge*

New* Groups



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SIG-etcd



WG-LTS

New SIG: etcd! Some context



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Health of etcd project #898



Closed dims opened this issue on Aug 15, 2022 · 14 comments



dims commented on Aug 15, 2022 · edited ▾

Contributor



The `etcd` project is a critical dependency of Kubernetes. The project has been struggling with both turnover of critical folks and lack of new folks with sufficient knowledge/experience to offset the loss of members.

original email from maintainers of etcd:

<https://groups.google.com/a/kubernetes.io/g/steering/c/e-O-tVSCJOk/m/N9lkiWLEAgAJ>

More recent health check:

<https://groups.google.com/a/kubernetes.io/g/steering/c/e-O-tVSCJOk/m/GHUB6jl5BAAJ>

Proposal for mentorship:

[etcd-io/etcd#14243](https://github.com/etcd-io/etcd/issues/14243)

last governance change:

[etcd-io/etcd#14053](https://github.com/etcd-io/etcd/issues/14053)

Deep dive from one of the new maintainers:

Benjamin Wang from VMware, had presented to Runtime TAG in June 2022. <https://docs.google.com/presentation/d/e/2PACX-1vRGyr3gSUJVM23Zv6bQNmZRacEU-2nQD1U1vBEbZJZc2vhEbN4w8Rxf6e-01L1B8w/pub?start=false&loop=false&delayms=3000&slide=id.p1>



6



6

New SIG: etcd! Some context



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ETCD as a kubernetes SIG #15875



Closed

logicalhan opened this issue on May 10 · 46 comments



logicalhan commented on May 10



What would you like to be added?

I would like etcd to formally be a part of Kubernetes leadership/team structure (i.e. as a SIG, or Special Interest Group), since it is a hard dependency on Kubernetes and is deeply coupled with the Kubernetes codebase.

I further propose that Benjamin Wang (@ahrtr) and Marek Siarkowicz (@serathius) assume SIG positions as both TLs/Chairs (they would each assume both the TL and Chair positions). I further propose that Benjamin and Marek find additional contributors that can eventually assume the chair position (since SIGs have been moving to a formalized separation of roles).

For more information on why this may be a good idea, please refer to: [The Case for SIG-ifying etcd](#).

Why is this needed?

Etcd is a hard dependency on Kubernetes. Therefore, it makes sense for the two communities to be somewhat entwined, so that we can adhere to [the implicit Kubernetes-etcd contract](#).



21



12

New SIG: etcd! Some context



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Merged

set up SIG-etcd #7372

k8s-ci-robot merged 11 commits into `kubernetes:master` from `logicalhan:sig-etcd` on Sep 12



palnabarun commented on Sep 7 • edited ▾

Member

...

Steering Votes:

- ✓ [@BenTheElder](#)
- ✓ [@cblecker](#)
- ✓ [@cpanato](#)
- ✓ [@justaugustus](#)
- ⋮ ✓ [@mrbobbytables](#)
- ✓ [@palnabarun](#)
- ✓ [@tpepper](#)



1

Unanimous Approval! 🎉

WG LTS is back!



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Revive WG-LTS #7259



Closed

jeremyrickard opened this issue on Apr 20 · 40 comments · Fixed by [#7287](#)



jeremyrickard commented on Apr 20

Member



Describe the issue

Microsoft recently announced that the Azure Kubernetes Service would be offering [long term support](#) (LTS) for Kubernetes 1.27. Some individuals at KubeConEU 2023 Contributor Summit indicated that they were either working on something similar or planned to do so, which resulted in a lively unconference session discussing [Kubernetes LTS](#).

There appeared to be general agreement from those in attendance that "longer" support would be beneficial to the community and that some of the issues that were blockers/limitations to the previous iteration of [wg-lts](#) are no longer as impactful as they once were, but that additional work remains and there are still things to work through. The general consensus was also that the [#1](#) action item from that unconference session was that we should revive WG-LTS to work on a new charter and to collaborate on the outstanding issues to try and identify a more detailed vision for what a community supported LTS would entail.

The [working group governance](#) covers creating and disbanding a WG, but not necessarily reviving a previously disbanded working group, so I'm opening this issue as a placeholder to discuss reviving the WG and for tracking potential items outline in the SIG/WG Lifecycle Doc (<https://github.com/kubernetes/community/blob/master/sig-wg-lifecycle.md>). I assume we'd just treat this as creation of a new WG, so I'll also send an email to dev@kubernetes.io per the lifecycle doc.

This is a topic that requires input from a number of SIGs, I've included a few of them below.

/sig architecture release k8s-infra testing

+ Add tasklist



👍 20

❤️ 10

🚀 11

Code of Conduct Committee Elections



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[ANNOUNCE] 2023 Kubernetes Code of Conduct Committee Election Results 15 views



Nabarun Pal <pal.nabarun95@gmail.com>

to dev, steering, conduct

Aug 18, 2023, 9:27:28 PM

Hi everyone,

The Steering Committee has concluded the 2023 Kubernetes Code of Conduct Committee elections. Like every year, we had a great list of nominees, and we thank everyone who participated in the process.

Of the nine (9) nominees, the Steering Committee has elected the following candidates for a two (2) year term:

- Ana Margarita Medina
- Jeremy Rickard

We warmly welcome Ana as she joins the Kubernetes Code of Conduct Committee, and we are delighted to have Jeremy return to the committee.

Our heartfelt appreciation goes to Jason DeTiberus for his endeavours in upholding community values and fostering a secure, inclusive, and welcoming space for us.

Thank You

Kubernetes Steering Committee

Annual Reports



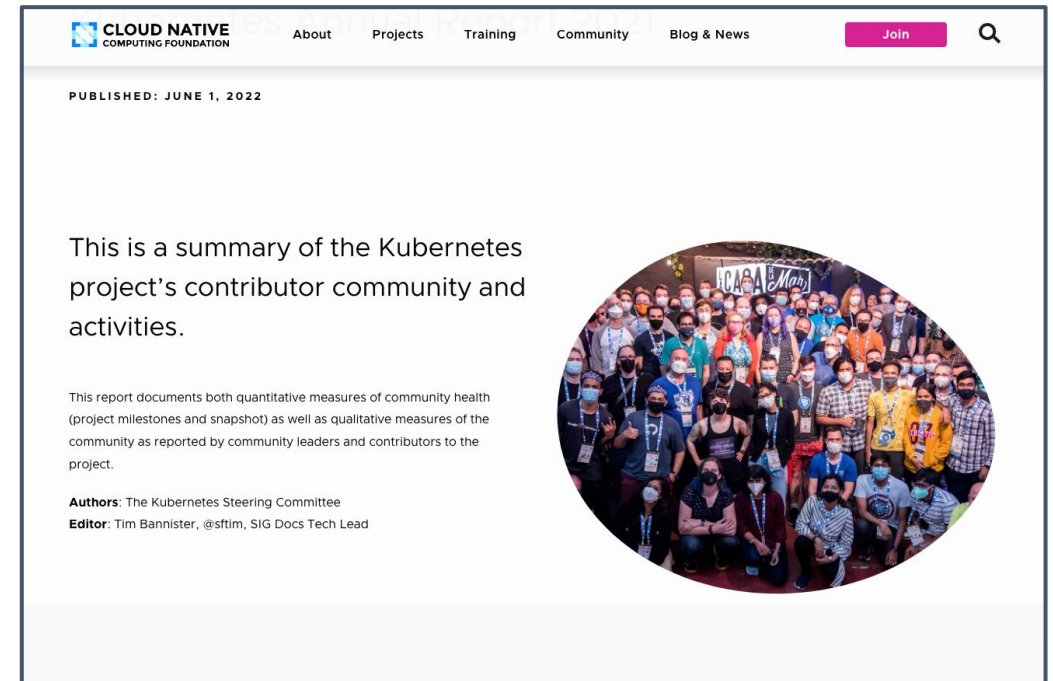
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- Paint a complete project health picture for all of our community groups
- Create a feedback loop between lead and the community groups at large, and the Steering Committee to move the project forward
- Encourage dialogue about the wellbeing of the projects contributors and offer suggested guidance and coaching
- Promote healthy, active, engaged community groups
- Understand and have context before issues arise and celebrate wins where they should be highlighted
- Help reshape project priorities at a high level



Annual Report Roundup



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22

Groups filed the report

8

Groups didn't file the report

2

New Groups

3

Groups spun down

Insights from the Annual Reports



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 2021 Annual Reports surfaced many SIGs that needed more OWNERS

 2022 Several SIGs held mentor cohorts with more in 2023

 2021 Significant amounts of burnout reported among leads & owners

 2022 Burnout came up significantly less among leads & owners*

 2021 Infrastructure costs increasing, projected to run out of funding in 2022

 2022 **Infrastructure costs critical**

Insights from the Annual Reports



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 2021 Annual Reports surfaced many SIGs that needed more OWNERS

 2022 Several SIGs held mentor cohorts with more in 2023

 2021 Significant amounts of burnout reported among leads & owners

 2022 Burnout came up significantly less among leads & owners*

 2022 **Infrastructure costs critical**

 2023 Infrastructure costs much better, Google, AWS, Fastly, SUSE OBS

Annual Reports: What is the future?



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We are taking a relook at the survey and redefining the questions to make the process and easier and have least overhead on our community leads.

We want to know
what works for you



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Q & A

Where To Find Us



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- Public slack channel - #steering-committee
- Mailing List
 - Public - steering@kubernetes.io ([archive](#))
 - Private - steering-private@kubernetes.io
- Meetings - First Monday at 9:30am PT
 - Please send an email to the mailing list if you want something to be discussed
- [File an issue](#) in kubernetes/steering