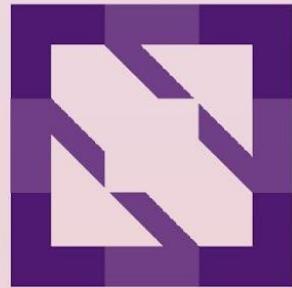




KubeCon

— North America 2023 —



CloudNativeCon





KubeCon



CloudNativeCon

North America 2023

Inflections & Reflections from Kubernetes SIG ContribEx on Community Growth & Sustainability

Priyanka Saggu, SUSE

Madhav Jivrajani, VMware

Kaslin Fields, Google

Who Are We?



Priyanka Saggur
 @_psaggur



Madhav Jivrajani
 @MadhavJivrajani



Kaslin Fields
 @kaslinfields

Before We Start...



KubeCon



CloudNativeCon

North America 2023



Help migrate Prow jobs to community clusters!

See <https://github.com/kubernetes/test-infra/issues/29722> for details.

Inflections & Reflections from Kubernetes SIG ContribEx on Community Growth & Sustainability

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How Does ContribEx... ContribEx?



KubeCon



CloudNativeCon

North America 2023

How Does ContribEx... ContribEx?

Subprojects!

Subprojects Overview

- **Community** - Owns and manages overall community repo, including community group documentation and operations.

<https://git.k8s.io/community/sig-contributor-experience#subprojects>

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- **Devstats** - Maintains and updates <https://k8s.devstats.cncf.io>, including taking requests for new charts.

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- **Contributor Comms** - Amplifying the success of and distributing information to Kubernetes contributors and beyond.

Code Quality, Stability and Security



Code Quality, Stability and Security

- The GitHub Admins collaborate with the Security Response Committee (SRC) to handle security incidents that take place in our GitHub infrastructure.
- Post this, the Admins also provide direct feedback to teams at GitHub.
- ContribEx also assists with Legal Compliance Reviews for design docs (and more), working with K8s CoCC, CNCF, and GitHub.

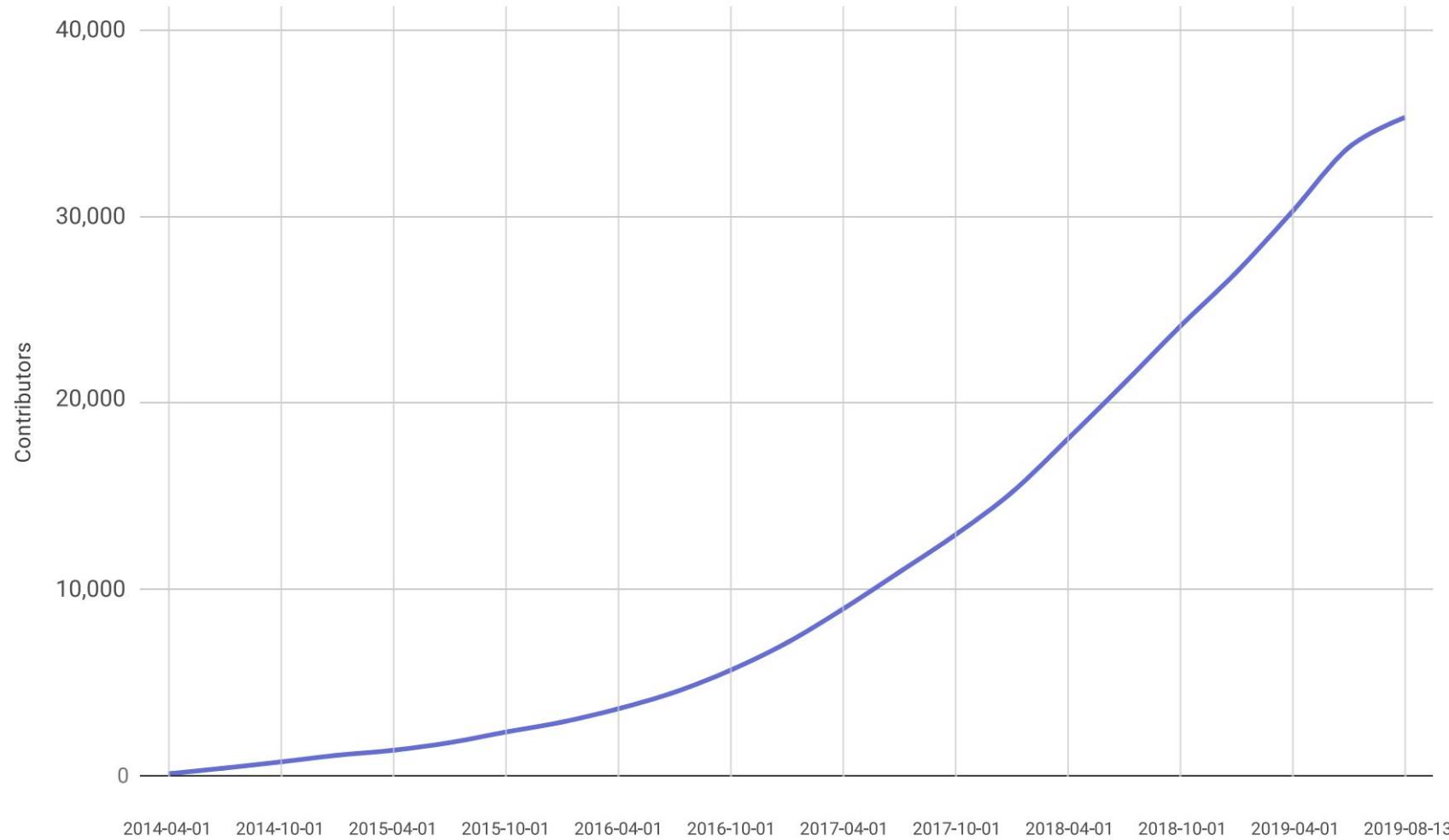
Non-code Contributions

- Recently revitalized initiative on non-code contributions.
- Folks working to make non-code contributions more actionable and developing generalized takeaways for CNCF projects as a whole.
- Join us!
 - Meetings: 2nd and 4th Tuesdays of each month.
- Reach out on #sig-contribex on the Kubernetes slack!

Inflections & Reflections from Kubernetes SIG ContribEx on Community Growth & Sustainability

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Community Growth



Cumulative growth of contributors

Graph from the [2020 Kubernetes Project Journey Report](#)

Community Snapshot - Nov 2023



83K
Contributors

3.9M
Contributions

6K
Reviewers

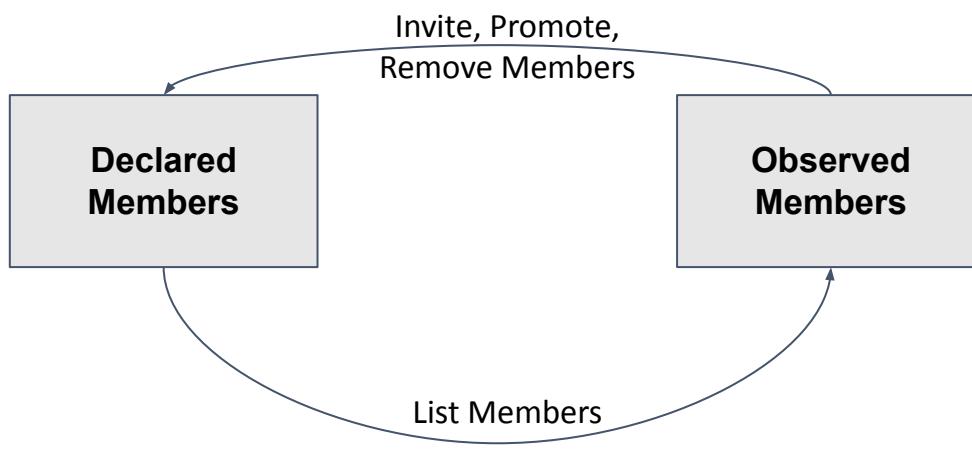
Community Growth - Automation

Embracing Growth — our evolving automation tools adapt to our expanding community's needs, ensuring seamless organizational operations, from membership management to collaboration and communication tools.

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GitHub Org Reconciliation Loop



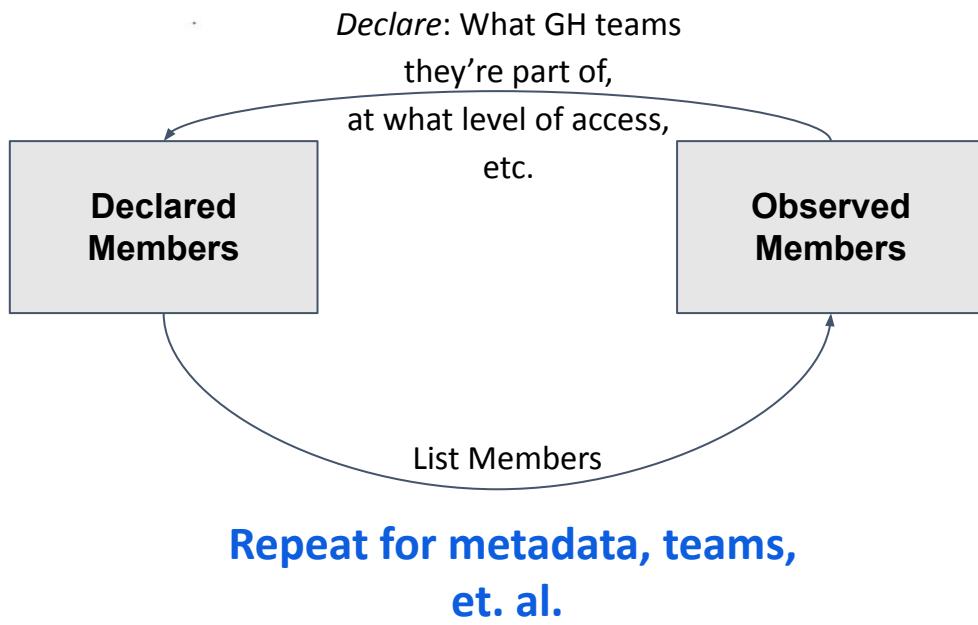
**Repeat for metadata, teams,
et. al.**

Peribolos – enables the declaration of GitHub org settings, teams, and memberships in yaml format. GitHub is then updated to match the declared Org configuration.

Community Growth - Automation

Embracing Growth — our evolving automation tools adapt to our expanding community's needs, ensuring seamless organizational operations, from *membership management* to collaboration and communication tools.

GitHub Org Reconciliation Loop



 **madhav** 3 months ago
Major shoutout to [@psaggu](#) for driving a long standing and vital change to how we manage GitHub teams:
<https://github.com/kubernetes/org/pull/2614>

This should allow peribolos to not only manage team repo permissions but also prevent accidental privilege escalation for GitHub teams ❤️

 **GitHub**
[Use peribolos to manage team repo permissions by nikhita · Pull Request #2614 · kubernetes/org](#)
Fixes #2465
This PR starts using peribolos to manage team repo permissions. Note - peribolos will fail if the repo doesn't exist, so we need to ensure that the repo exists before specifying it in t... (108 kB) ▾



Community Growth - Automation

Embracing Growth — our evolving automation tools adapt to our expanding community's needs, ensuring seamless organizational operations, from membership management to *collaboration and communication tools*.



nigel 3 months ago

Sig Docs is onboarded to the Zapier Zoom to YouTube automation and a test video was successfully created and uploaded. 😊 (edited)



1



Community Growth - Automation

Embracing Growth — our evolving automation tools adapt to our expanding community's needs, ensuring seamless organizational operations, from membership management to *collaboration and communication tools*.

add mailing list members migration functionality #5882

[Open](#) Priyankasaggu11... wants to merge 1 commit into `kubernetes:main` from `Priyankasaggu11929:mailing-list-migration-script`

Conversation 11 Commits 1 Checks 0 Files changed 4

Priyankasaggu11929 commented on Sep 22 • edited Member ...

Description

This PR attempts to add functionality for migrating mailing list members across two google groups.

- add `MigrateMailingListMembers` function in `groups/service.go` to implement the migration logic
- add `PerformMailingListMigration` function and new flags (`--migrate`, `--destinationGroup`, `--sourceGroup`) in `groups/service.go` to trigger mailing list members migration
- add a new Makefile target – `migrate-members` to execute the migration with specified source and destination groups as:

```
make migrate-members --sourceGroup "source-group-email@example.com" --destinationGroup "destination-group-email@example.com"
```
- add test `TestMigrateMailingListMembers` in `groups/service_test.go`

Note:

I haven't been able to test it yet due to having no credentials for API calls.
Once it's reviewed and merged, I'll try it in a prow job similar to [existing ones](#).

/assign [@mrobbytables](#) [@MadhavJivrajani](#) (for early feedback)
/sig contributor-experience

Community Growth

As the community grows, our methods of communication have had to adapt to the pressures of supporting such a large community. The number, type, and scale of each tool has grown accordingly.

Sometimes, the purposes of existing communication channels get overloaded.

- New channel for **new contributors**.
- Explicit channel for org members.

[ANNOUNCE] #kubernetes-org-members slack channel 31 views



Bob Killen

to dev, le...@kubernetes.io

Aug 28, 2023, 9:33:20 AM



Hey there all,

We've updated some of our core Kubernetes Slack channels:

- **#kubernetes-contributors** is now **#kubernetes-new-contributors** and will serve as the landing spot for those wanting to get started with contributing to the project.
- New channel **#kubernetes-org-members** has been created for those who are actively contributing to the project, namely, our org members and those well on their way.

#kubernetes-org-members will be our default channel for contributor-focused communication going forward, and we recommend anyone actively contributing to the project join. Please note that this channel is **NOT** for introductions and basic "how do I contribute" questions. Those should be posted in **#kubernetes-new-contributors**, the Slack moderators will monitor and remove those types of posts from **#kubernetes-org-members**.

For more context on this change, please see the discussion on the PR: [Update Kubernetes core contributor slack channels](#).

If you have any questions or concerns, please feel free to reach out in the **#sig-contribex** channel.

Thanks!

- Bob

Community Sustainability

To adapt to our growing community, we've had to make some changes as well!

[Notice] Updates to Kubernetes Org Membership Requirements ▶



Priyanka Saggu <priyankasaggu11929@gmail.com>
to dev ▾

Fri, Jul 14, 5:59 AM



Dear Kubernetes Community,

This is to inform you about the following recent updates to the Kubernetes community org membership requirements:

- **Update to Policy for determining Inactive Org Members**

We have reduced the assessment period for org members' inactivity to *12 months*, from the previous 18 months. This is done so as to encourage an active and engaged community.
As a data point, our recent audit revealed that there are over 600 org members who have not made any contributions in the past year.

- **Clarity on Membership Requirements**

We have added more clarity to the org membership requirements to set clear expectations.
The updated guidelines now include examples and scenarios to illustrate the types of contributions that prospect org members can make.
These changes are intended to enhance transparency and ensure a better understanding of the membership criteria.

Please refer to the revised Kubernetes org membership requirements here[1].

If you have any questions or concerns, please feel free to respond to this email or reach out to us in the slack channel, #sig-contribex.

Thank you,
Priyanka Saggu
On behalf of SIG ContribEx

[1] <https://github.com/kubernetes/community/blob/master/community-membership.md#requirements>

Community Sustainability

To adapt to our growing community, we've had to make some changes as well!

- Inactivity period changed from 21 months to 12 months.

Update org member requirements #7380

Merged k8s-ci-robot merged 2 commits into [kubernetes:master](#) from [mrobbytables:membership](#) on Jul 10

The screenshot shows a GitHub pull request interface. At the top, there are navigation links: 'Conversation 22', 'Commits 2', 'Checks 0', and 'Files changed 1'. Below these, a comment from a user named 'mrobbytables' is displayed, dated 'commented on Jun 30'. The user is identified as a 'Member'. The comment text reads: 'This PR does 2 things:

- Reduces duration of inactive member policy from 18 to 12 months (current audit has over 600 members that have had 0 contributions in the past year)
- Clarifies the org membership requirements to highlight that the contributions must demonstrate an ongoing and long-term commitment to the project.

' Below the text, there are two command-line style inputs: '/committee steering' and '/hold'. A small smiley face icon is also present at the bottom of the comment area.

Community Sustainability

To adapt to our growing community, we've had to make some changes as well!

- Inactivity period changed from 21 months to 12 months.
- Criteria for what constitutes an org member is also now more well defined.

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Community Sustainability

To adapt to our growing community, we've had to make some changes as well!

- Inactivity period changed from 21 months to 12 months.
- Criteria for what constitutes an org member is also now more well defined.
- Working on automating auditing of all our GitHub orgs
 - Org memberships come with elevated privileges!

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Conversation 22 Commits 2 Checks 0 Files changed 1

mrobbytables commented on Jun 30 Member

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korg: add audit command #4291

Open palnabaran wants to merge 1 commit into [kubernetes:main](#) from [palnabaran:korg/audit](#)

Conversation 14 Commits 1 Checks 0 Files changed 5

palnabaran commented on Jun 14 Member

Implements the audit command

Top level logic

1. Fetch all users from the org configuration
2. Fetches contribution statistics from [devstats](#)
3. Parses an exception file (in CSV format), if specified
4. Filters out members with contributions exceeding a threshold or present in the exceptions file. Note: The filtered-out members are active contributors, and inactive members are the ones left.
5. Checks if the users are owners.
6. Print the data to a Markdown file or to stdout.

Community Sustainability

We are also in the process of onboarding a new cohort of **New Membership Coordinators (NMCs)**

- friendly faces that help you with your org membership requests.
- NMCs now has clearer documentation for reviewing and adding new community members as org members!

(thank you Jason Braganza!)



A screenshot of a social media post from Jason Braganza (@jasonbraganza). The post was made at 13:42 and replied to a thread from Ader Fu (@Ader_Fu). It includes a link to a Google Doc for NMC coordinators and engagement metrics (1 reply, 1 like).

jasonbraganza 13:42
replied to a thread: Hello @Ader_Fu 🙌, thanks for sharing your interest in the New Member...
I created a checklist for NMC coordinator's to keep me on track as I work through the requests.
Hope you folk find some use of this, too.
<https://docs.google.com/document/d/1dMZ81-K5ZJAbPymbDGo4HOr7tfx75QXFgz9QPEn0iB8/edit?usp=sharing>

1 reply 1 like 1 share

Community Sustainability

Named roles are an effective way to drive maintainer sustainability in the project.

Community Sustainability

Named roles are an effective way to drive maintainer sustainability in the project.

- Formally recognises effort and skill.
- Formally gives contributors ownership.
- Gives contributors another avenue to seek help.
- Increases opportunity to pay it forward.

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

Merged k8s-ci-robot merged 4 commits into `kubernetes:master` from `palnabarun:subproject-leads` on Sep 21

The screenshot shows a GitHub pull request interface. At the top, there's a purple button labeled "Merged" and a message indicating a merge from "k8s-ci-robot" into "kubernetes:master" from "palnabarun:subproject-leads" on September 21. Below this, there are four status indicators: "Conversation 13", "Commits 4", "Checks 0", and "Files changed 5". A comment from user "palnabarun" is highlighted, dated August 10. The comment text reads: "Broadly this PR has the following changes:" followed by a bulleted list of changes. To the right of the comment, there's a "Reviewers" sidebar listing several users: BenTheElde, cblecker, cpanato, justaugustu, and tpepper.

Conversation 13

Commits 4 Checks 0 Files changed 5

palnabarun commented on Aug 10 • edited

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

Reviewers

- BenTheElde
- cblecker
- cpanato
- justaugustu
- tpepper

Community Sustainability

The comms team has implemented roles to organize work and provide opportunities for contributors to learn, grow, and be recognized.

These roles are living things, with handbooks which are updated as the needs of the project change.

Each role handbook includes information about shadowing that role - a shadow is in training to become a lead.

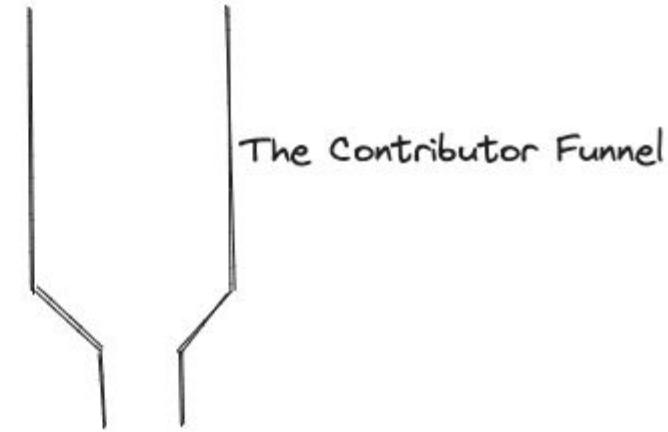
Area & Handbook Link	Team	Notes
Subproject Lead	@kaslin, @chris-short	@AvineshTripathi (shadow)
<u>Social Media Coordinator</u>	@kaslin	@Hii-Arpit (shadow)
<u>Comms Tech Lead</u>	@SD-13	Shadow role is available.
<u>Comms Blog Coordinator</u>	@fsmunoz	Shadow role is available.
Emeritus	@parispittman, @mbbroberg	

Inflections & Reflections from Kubernetes SIG ContribEx on Community Growth & Sustainability

Inflections & Reflections from Kubernetes SIG ContribEx

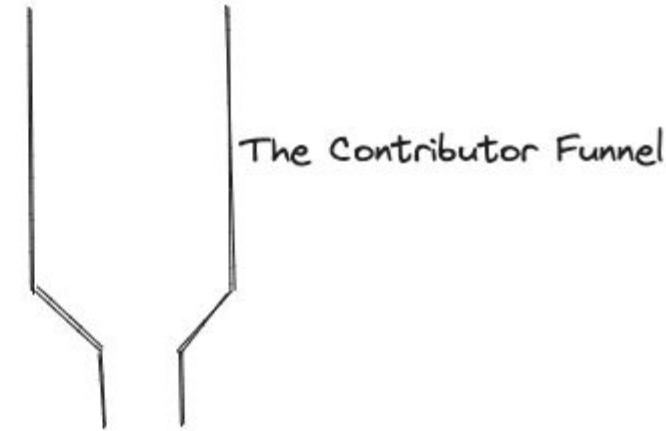
on Community Growth & Sustainability

Inflection Points & Reflections



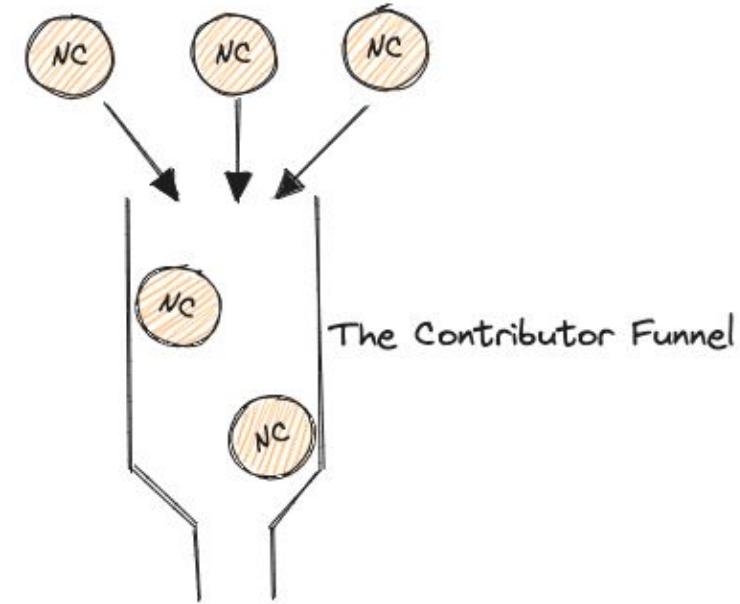
Inflection Points & Reflections

- Open source projects **always** need help.



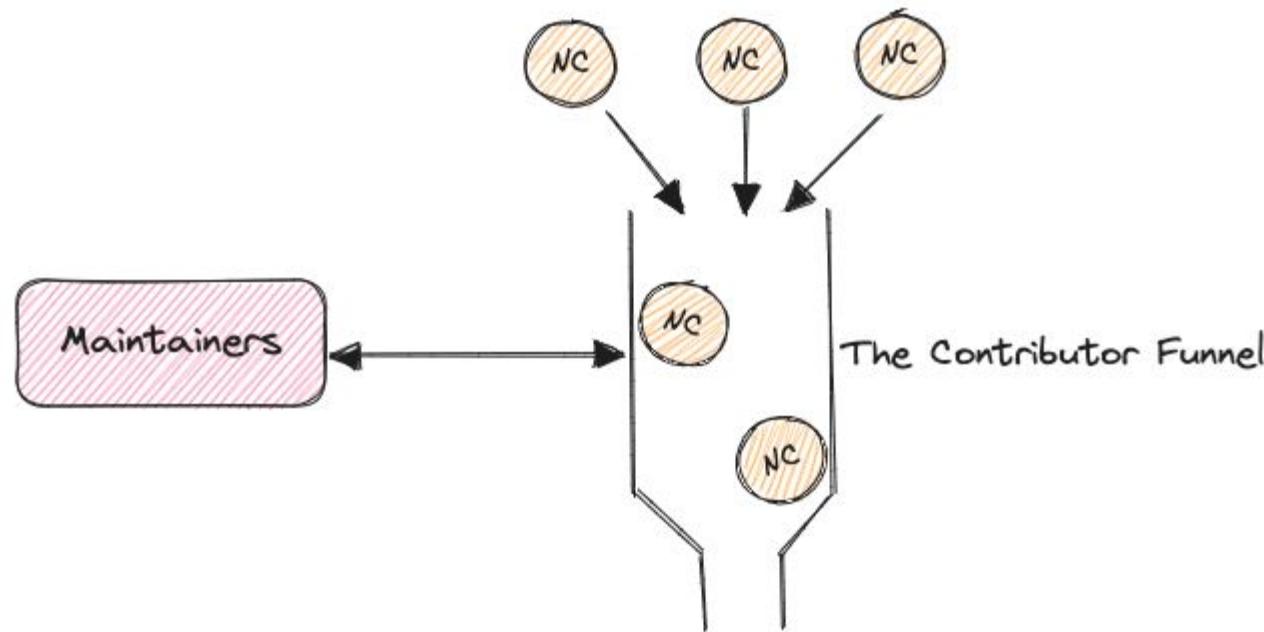
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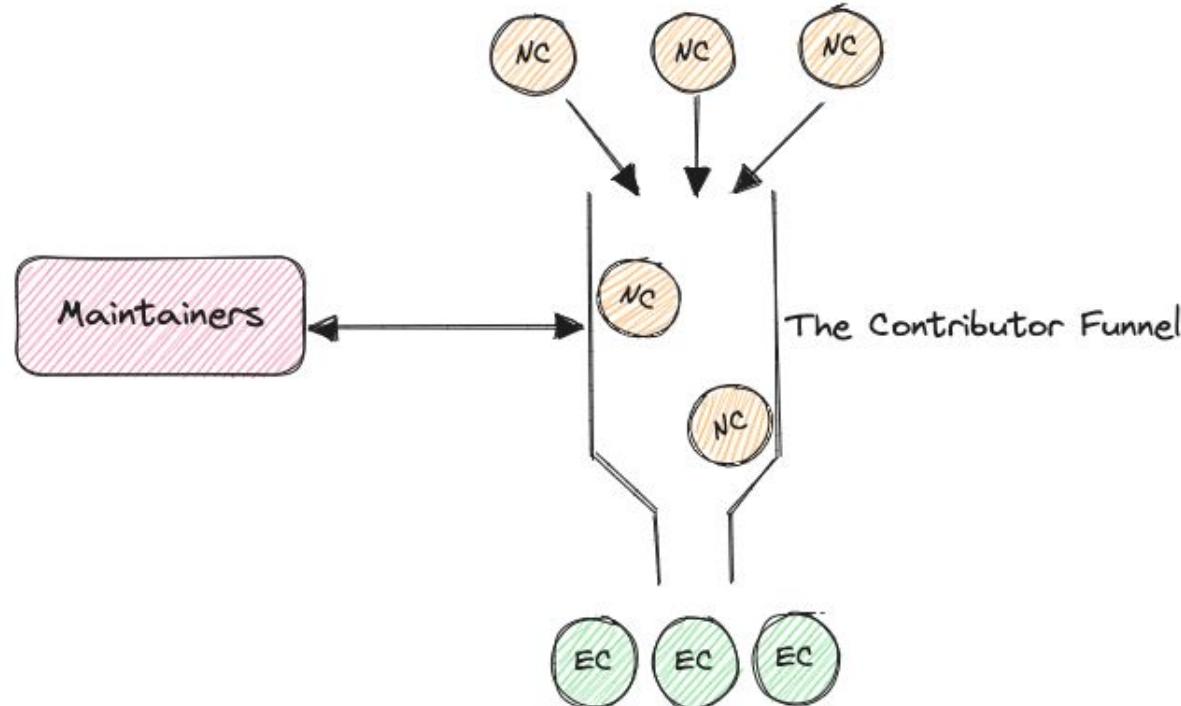
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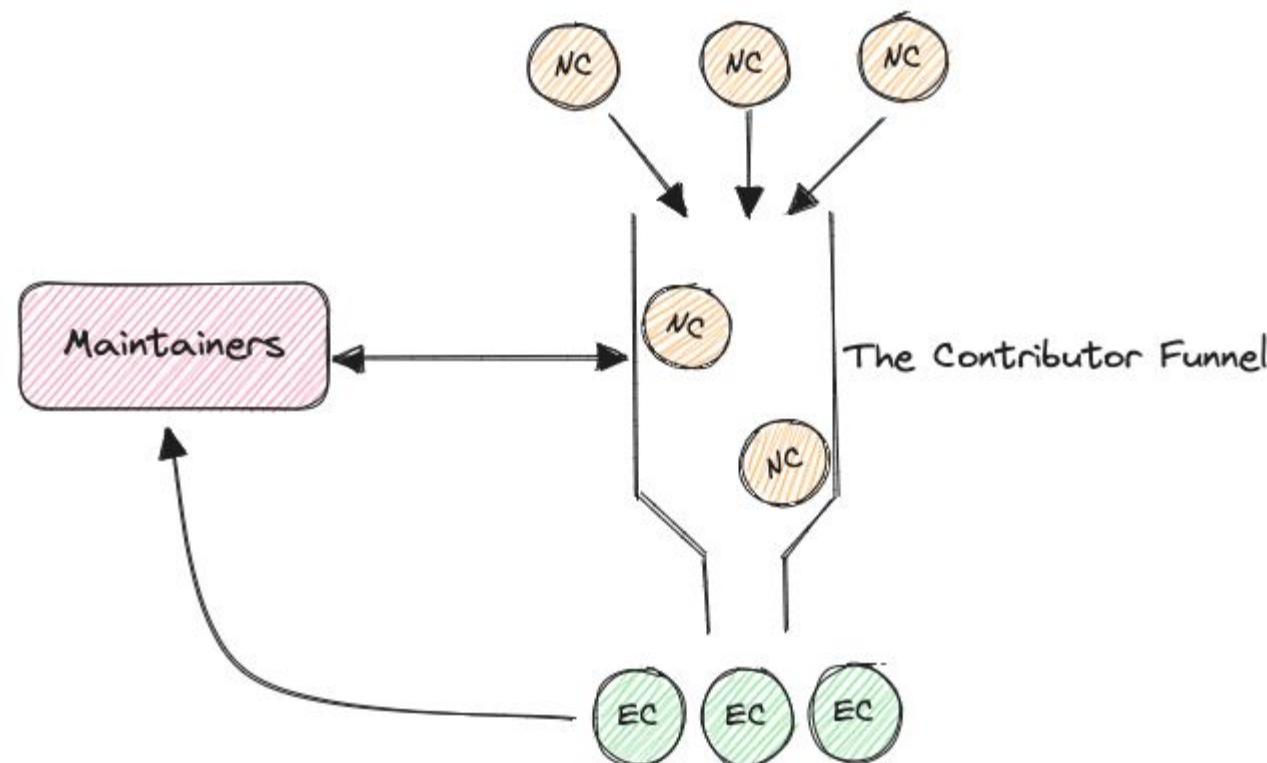
Inflection Points & Reflections

- Open source projects **always** need help.
- Outreach! New contributors (NCs) are our lifeblood.
- Project maintainers are happy to help new folks in ways they best can and know how.
- Some of these NCs make their first set of contributions (yay!)
 - At this point, they are “episodic contributors” (ECs)
 - folks who still haven’t made “long-term”, consistent contributions, but who still show up.



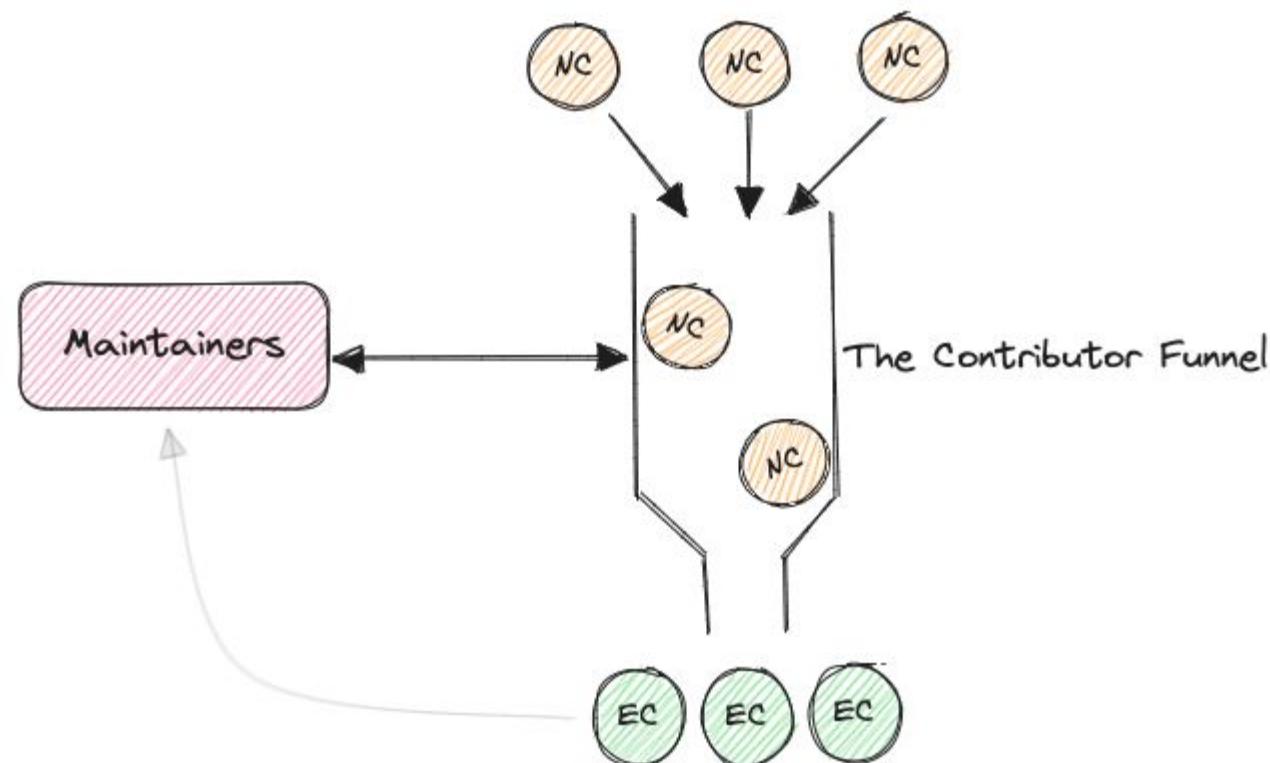
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- Ideally, the goal should be to convert ECs to maintainers (you know... sustainability).
 - If this happens ~regularly, we are good.



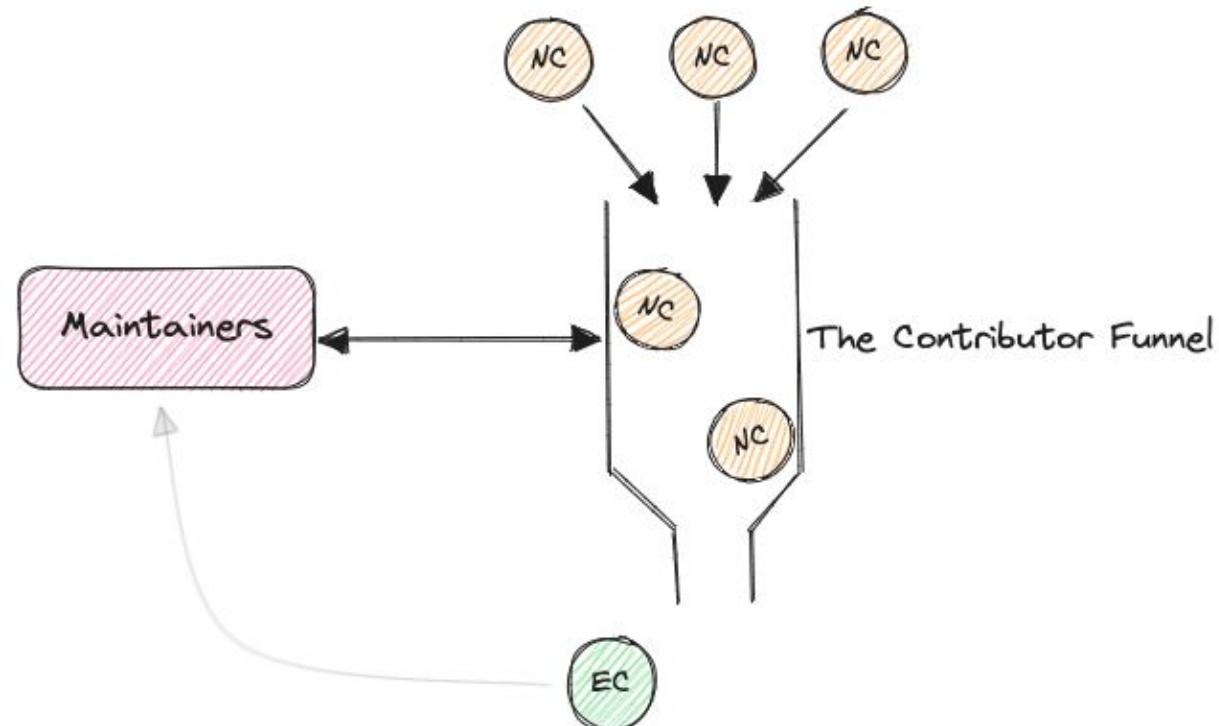
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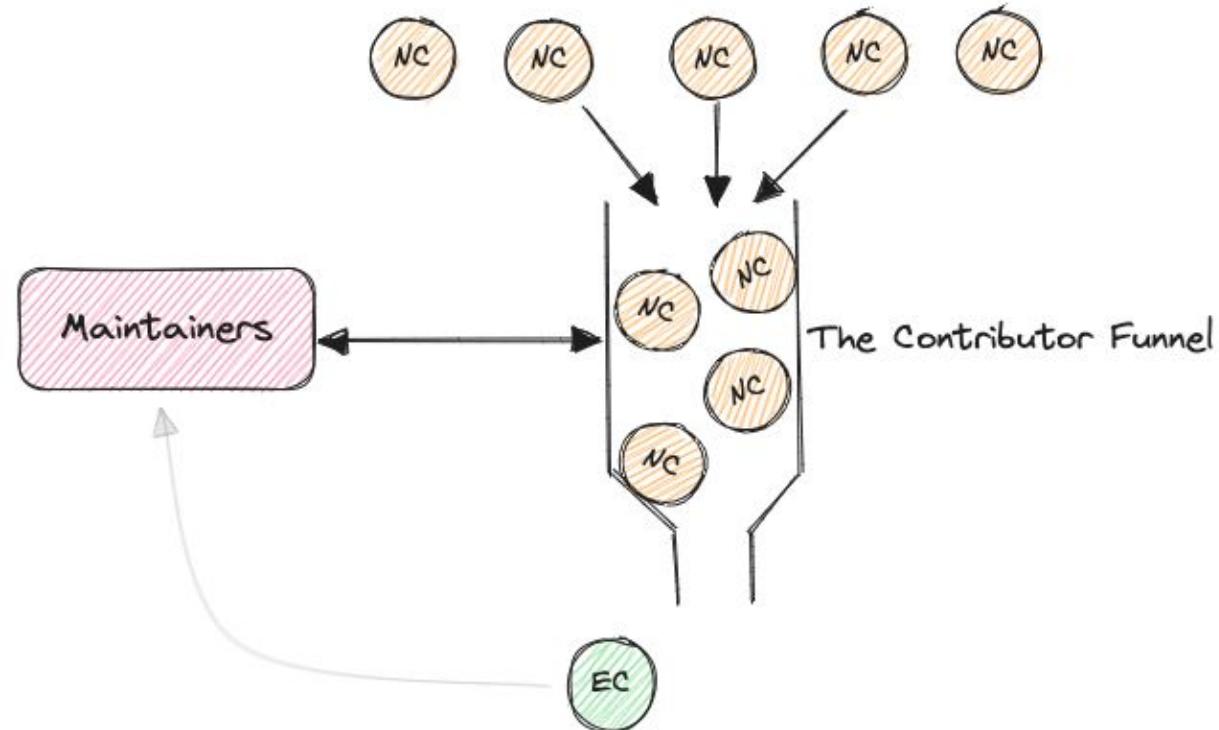
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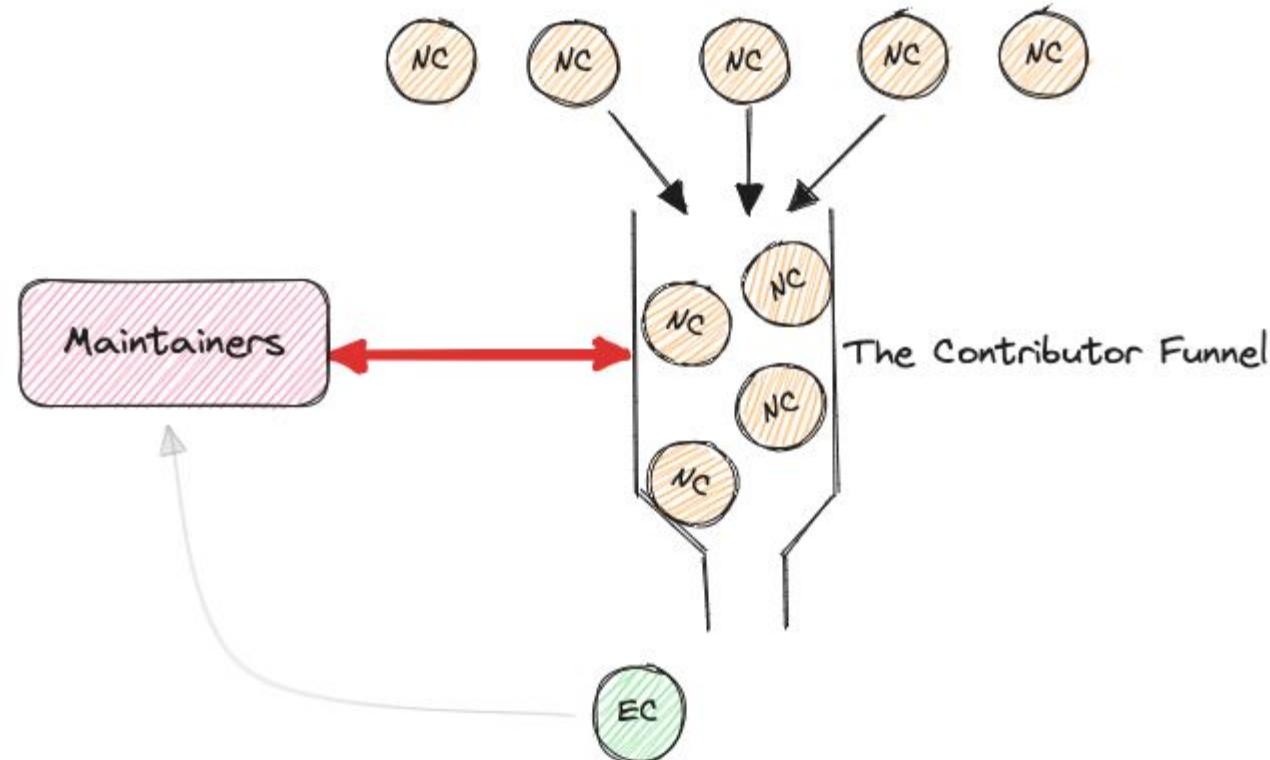
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 - If this happens ~regularly, we are good.
- But, we see that this isn't happening as much as it should be!
 - As a result of which - ECs (potential maintainers) leave.
- But, we still need new folks! Let's do more outreach!



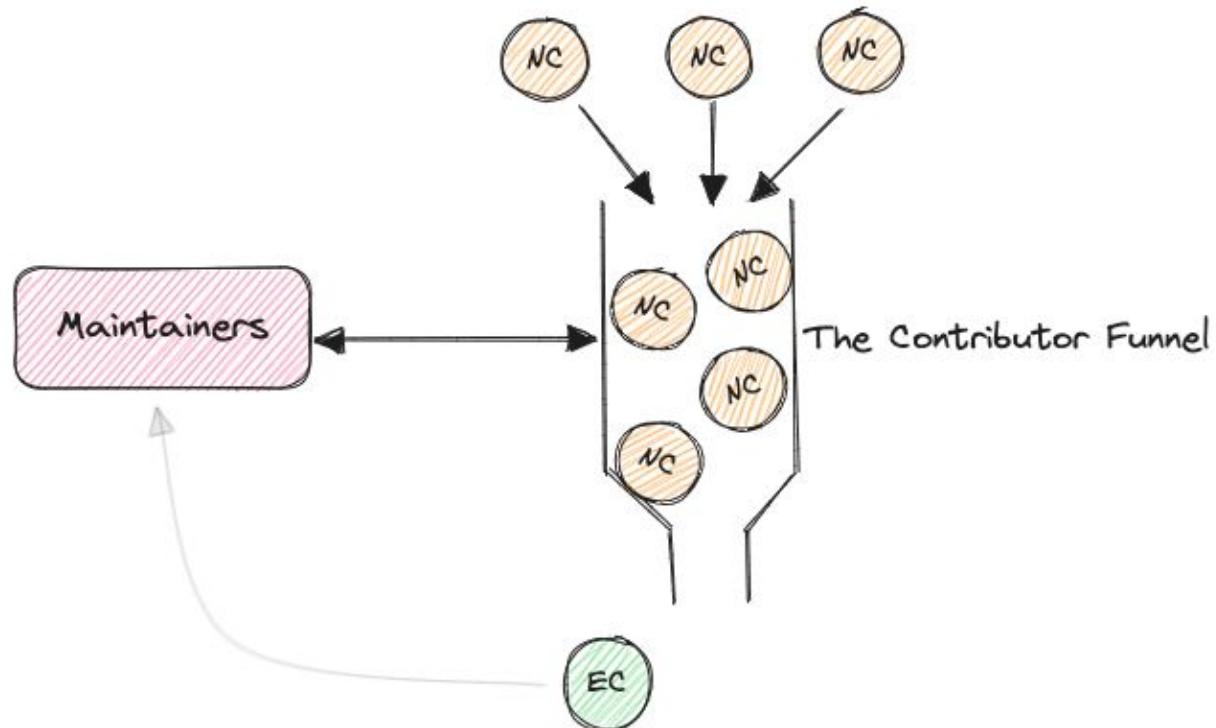
Inflection Points & Reflections

- Hmm, but maintainer bandwidth is still ~same.



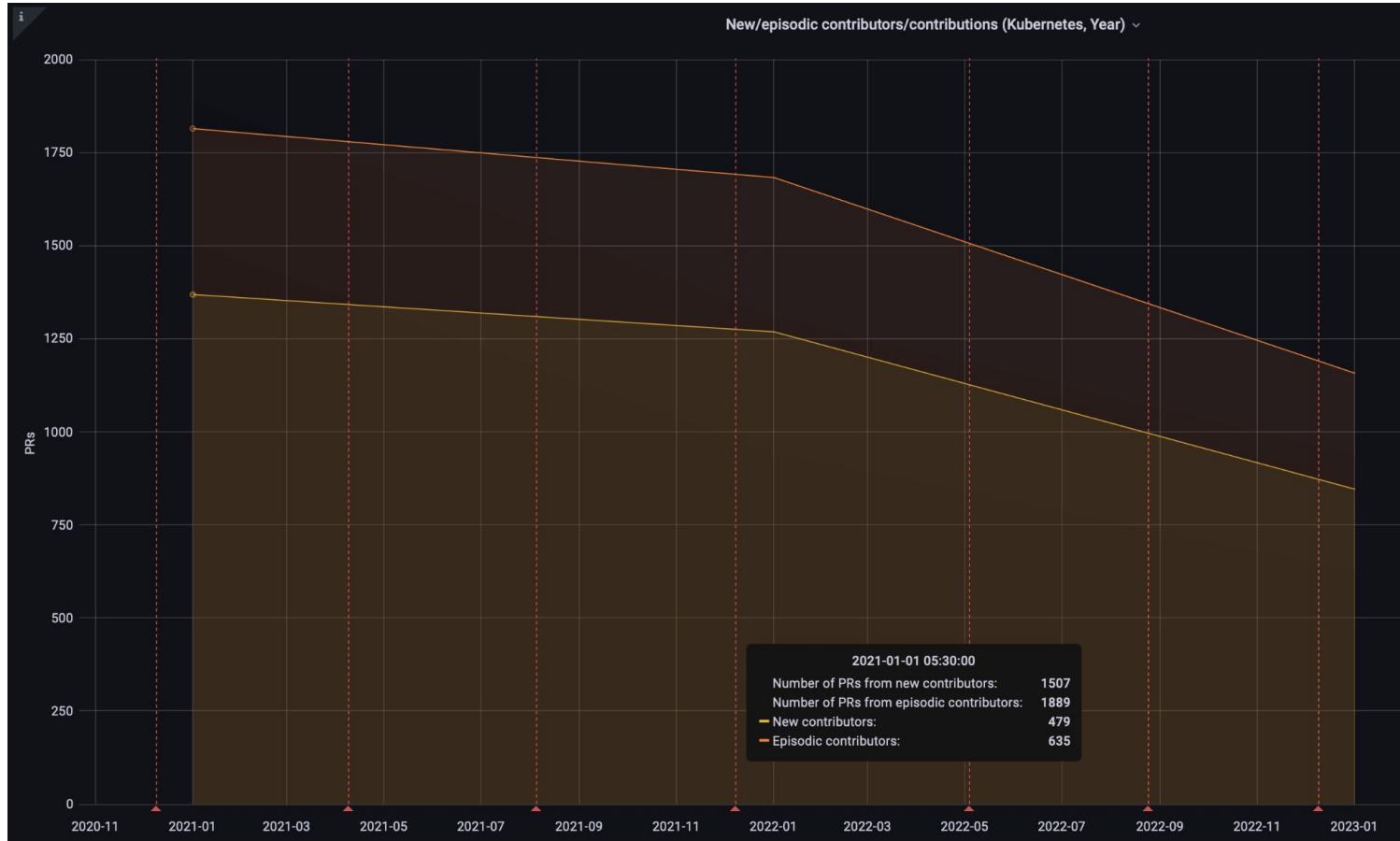
Inflection Points & Reflections

- Hmm, but maintainer bandwidth is still ~same.
- Because Kubernetes is as huge as it is, and maintainer bandwidth is stretched thin, the number of NCs also start to drop off.



Inflection Points & Reflections

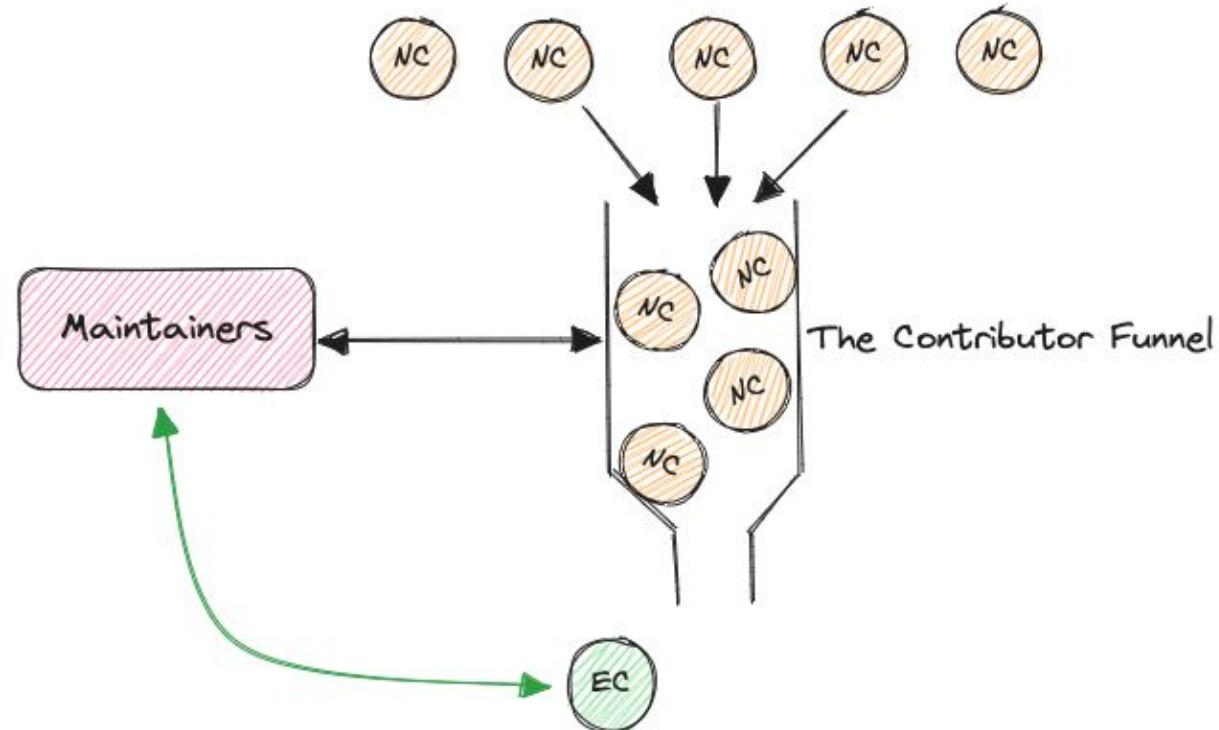
This is the inflection point that we are seeing our contributor community starting to reach.



Inflection Points & Reflections

- Hmm, but maintainer bandwidth is still ~same.
- Because Kubernetes is as huge as it is, and maintainer bandwidth is stretched thin, the number of NCs also start to drop off.

We need to spend time nurturing ECs more. Better for the project and for the NCs, which again is better for the project!



Inflection Points & Reflections

1:1 mentoring does not scale. However, mentoring cohorts are a great way to target potential maintainers and give them the guidance needed to grow.

sig cli & sig apps group contributor ladder cohort - reviewers #6665

 Closed parispittman opened this issue on May 25, 2022 · 87 comments



parispittman commented on May 25, 2022 · edited

Member ...

Assi



this is not a group for new contributors - sorry y'all!
we are full as of July 12th. feel free to comment in case we have openings come up.

Mentorship cohort for ExternalDNS subproject #7402

 Open jberkus opened this issue on Jul 16 · 5 comments



jberkus commented on Jul 16

Member ...

Describe the issue

Opening an issue so that we don't let this go forever:

The four maintainers of ExternalDNS are largely working on other things these days. We really need to look at getting group

Kustomize maintainer training cohort application ➔ Inbox kubernetes-community



'Natasha Sarkar' via dev <dev@kubernetes.io> [Unsubscribe](#)

to kubernetes-sig-cli, dev

Hi everyone,

Kustomize is struggling in terms of maintenance. We only have a couple people spending a few hours each week, so it's becoming difficult to keep up with the work. As a result, the current maintainers start to get increasing responsibility outside of Kustomize.

Announcement for etcd mentorship program 81 views



Wenjia Zhang
to etcd-dev

Announcement for [etcd mentorship program](#)

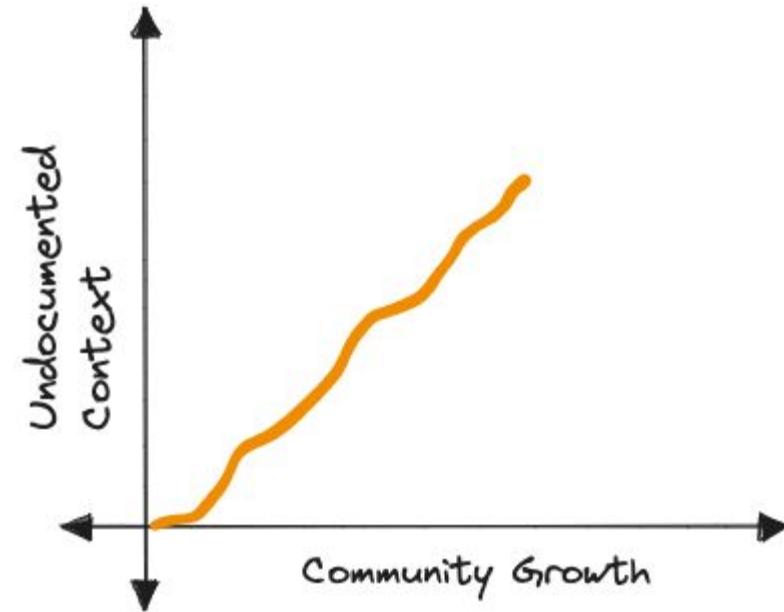
Inflection Points & Reflections

1:1 mentoring does not scale. However, mentoring cohorts are a great way to target potential maintainers and give them the guidance needed to grow.

“We have about 5 active participants, one of which has been able to join as an official kustomize maintainer/approver/...” ~ Natasha Sarkar, SIG CLI Kustomize Maintainer

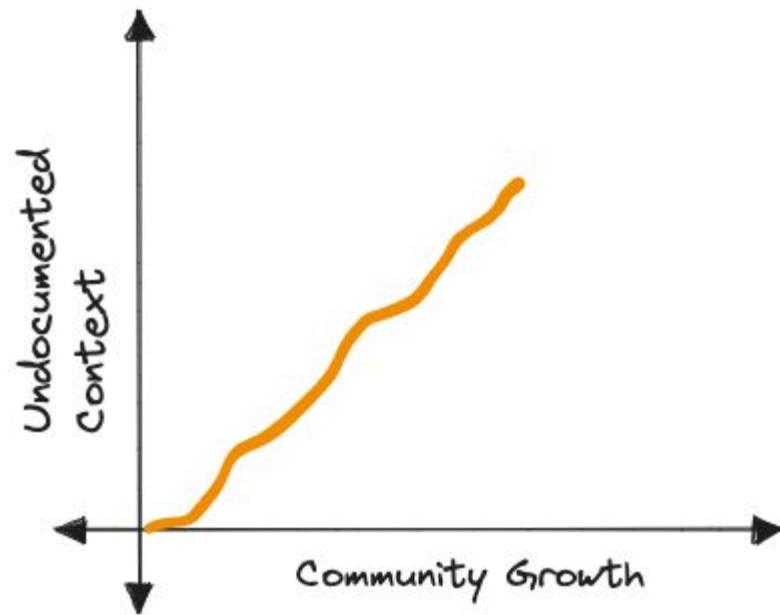
Inflection Points & Reflections

- As a project grows in size and complexity, the amount of undocumented context that comes with it also increases.



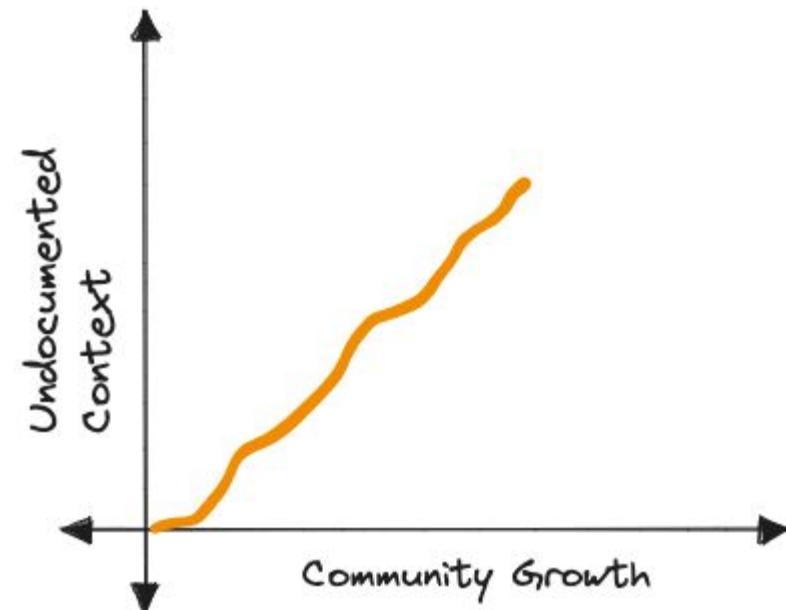
Inflection Points & Reflections

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- Undocumented context can prove to be a huge barrier for folks who hope to grow in the community.



Inflection Points & Reflections

- As a project grows in size and complexity, the amount of undocumented context that comes with it also increases.
- Undocumented context can prove to be a huge barrier for folks who hope to grow in the community.
- As a result of which, it becomes crucial to try and help document this and create “common knowledge”.



Inflection Points & Reflections



KubeCon



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North America 2023

Creating Common Knowledge

- [Last Week In Kubernetes Development](#)
- <https://k8s.dev/course>
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New Contributor Course

A high-level, multi-part course for those who are just starting out

Welcome to the E-Learning for Contributors course for Kubernetes!

Each unit of this course consists of a slideshow and links to resources. Take your time reading the materials, and feel free to reach out to the community with questions.

The Kubernetes project is always evolving. To keep this course more relevant for longer, it is built with links to other resources rather than listing explicit steps and details. This keeps the training from falling out of step with the rest of the Kubernetes project.

We look forward to your contributions!



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Stay up-to-date on Kubernetes development in 15 minutes a week.

Spotlight on SIG ContribEx

Monday, August 14, 2023 in Blog

Author: Fyka Ansari Welcome to the world of Kubernetes and its vibrant contributor community! In this blog post, we'll be shining a spotlight on the Special Interest Group for Contributor Experience (SIG ContribEx), an essential component of ...

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Spotlight on SIG CLI

Thursday, July 20, 2023 in Blog

laging containerized applications at scale requires powerful and efficient tools. The command-line interface (CLI) is an operator's toolkit, offering a convenient and flexible way to ...

llars of Kubernetes, and the Special Interest Group for Networking (SIG Network) is responsible for developing and maintaining the networking features of Kubernetes. It covers all aspects to ensure Kubernetes provides ...

Inflection Points & Reflections

Creating Common Knowledge

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