

# Contributor Experience

**Why it matters**

A decorative graphic consisting of several overlapping, rounded, fan-like shapes in various colors: teal, yellow, grey, pink, and purple. The shapes are arranged in a horizontal sequence, with some overlapping others. The grey shape is the largest and is positioned in the center, overlapping the yellow, pink, and purple shapes. The teal shape is on the far left, overlapping the yellow shape. The pink shape is on the right, overlapping the grey and purple shapes. The purple shape is on the far right, overlapping the pink shape.

**Inessa Pawson  
Noa Tamir  
Melissa Mendonça**



# Outline

- 👁️ **What is Contributor Experience?**
- 👁️ **Being Contributor Experience Leads (CEL)**
- 👁️ **Where do we (and you) go from here?**



# OSS community culture

-  **values**
-  **technical infrastructure**
-  **social infrastructure**

# OSS community culture

-  **values**
-  **technical infrastructure**
-  **social infrastructure**

**OSS community culture = contributor experience**



# Contributor Experience Lead (CEL) role

Effective skill transfer

Coaching and mentoring

Knowledge brokering

Code review

Issue triage

Community governance

Content creation & curation

Cultural competence

Program development

Management of tech platforms

Advocacy

Public speaking

Change management

Hospitality techniques

Community Outreach

Qualitative research

Mediation

Promotion of civility

**P.S. Project maintenance isn't all about code.**



# Where we work:



With support from



Chan  
Zuckerberg  
Initiative 



# Improving **new** contributors' experience

**tech documentation**

**timely PR reviews**

**safe spaces to ask questions**





# Improving **new** contributors' experience

## Infrastructure for newcomers



GitPod



GitHub Codespaces





# Improving **core** contributors' experience

**onboarding maintainers**



**feedback  
& communication  
methods**

**partnering with maintainers**



# Improving **long-term** contributor experience

policy-making

governance

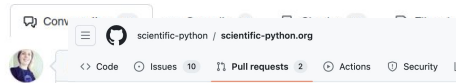
pathways



# Case studies and highlights

## DOC: Add a policy about inactive PRs.

Merged by seberg numpy:main ← InessaPawson:inactive-pr-guidelines on Jul 28, 2022



## CHAOSS Science Working Group

### Participate

The Scientific Open Source Software (SciOSS) Working Group meets every other Thursday at 4pm UTC via Zoom.

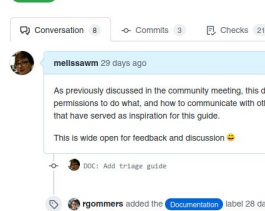
### Agenda and Meeting Minutes

### Problem

Monitoring and analyzing contributions to large scientific open source projects currently presents a challenge due to the lack of specialized tools available and established metrics standards.

## DOC: Add triage guide #1720

Open scip:main ← melissaw:triage-docs on Oct 13, 2022



Getting started User Guide API reference Development Release notes

## Contributor quickstart guide

After getting the source code from GitHub, there are three steps to start contributing:

### 1. Set up a development environment

Using `conda`, or some flavor of the many virtual environment management tools, you can make sure the development version of SciPy does not interfere with any other local installations of SciPy on your machine.

## PDEP-1 first revision (scope) #51417

Merged jorisvandenboss... merged 20 commits into pandas-dev:main from noatamir:gov.

Conversation 106 Commits 20 Checks 11 Files changed 1

noatamir commented on Feb 15 • edited by jorisvandenbossche

This proposal revises the PDEP definition and guidelines. Feedback is welcome.

## DEV: Add gitpod files #48107

Merged jorisvandenboss... merged 13 commits into pandas-dev:main from noatamir:gitpod on Dec 2, 2022

Conversation 28 Commits 13 Checks 81 Files changed 5

noatamir commented on Aug 16, 2022

## Maintainer guide: add meeting types guide #24

Merged jarrodmillman merged 7 commits into scientific-python:main from noatamir:maintainer-guide-meeting-types on Oct 13, 2022

Conversation 1 Commits 7 Checks 5 Files changed 3

noatamir commented on May 19, 2022

Co-authored-by: Inessa Pawson inessapawson@gmail.com

## DOC: replace developer meeting with contributor community page

Merged jorisvandenboss... merged 12 commits into pandas-dev:main from noatamir:meetings on Oct 13, 2022

Conversation 32 Commits 12 Checks 8 Files changed 4

noatamir commented on Oct 13, 2022

Updating the developer meeting page. Along the way, I'll be updating the internal contributor guide. Inspired by SciPy's [readme](#).

I tried to keep the changes, so it's not too different from the original. I would suggest we add it to this PR.

**New Contributors Meeting with Patrick Hoefler:**  
Introducing the pandas testing suite, and how to run it efficiently when contributing to pandas.

Contributing tests to pandas is a great way to get started as a new contributor in our community. Join this special meeting to learn more!



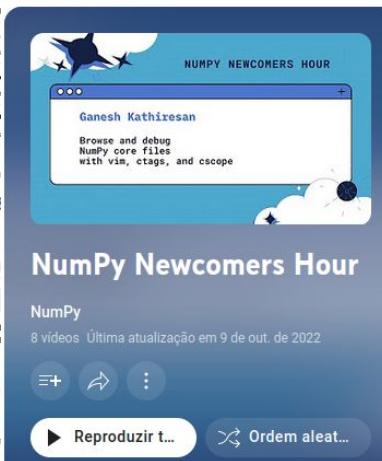
Wednesday  
May 17th  
5pm UTC  
On Zoom

All are welcome 🙌

**matplotlib**  
NEW CONTRIBUTORS MEETING

TUESDAY JULY 4TH  
11AM UTC, ON ZOOM

ALL ARE WELCOME! EVERYONE CAN PRESENT OR WATCH. JOIN US ~.~



**NumPy Newcomers Hour**

NumPy

8 vídeos Última atualização em 9 de out. de 2022

Reproduzir t... Ordem aleat...



# Working with allies



I hope they  
anticipate Black  
& White thinking

# Challenges



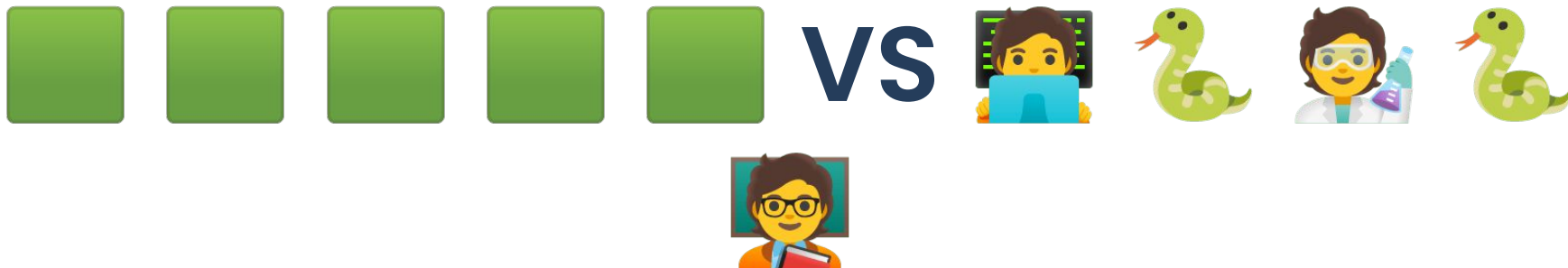
**DEI  
priorities** ☐

**Leadership  
buy-in** 😊



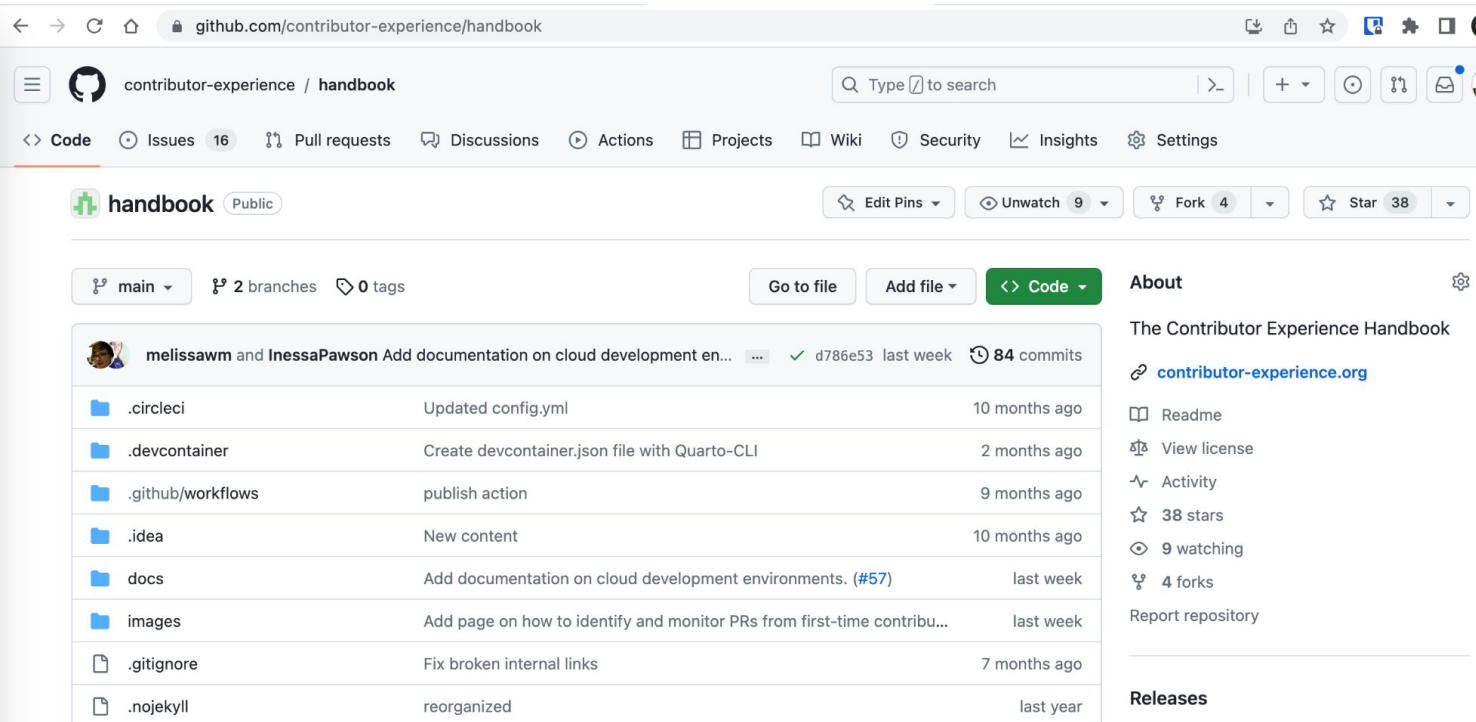
**Metrics** 📊

# Evaluating project health





# Contributor Experience Project



The screenshot shows the GitHub repository page for `contributor-experience/handbook`. The repository is public and has 38 stars, 4 forks, and 9 watchers. It contains 16 issues, 0 pull requests, and 0 tags. The repository is managed by `melissawm` and `InessaPawson`. The repository description is "The Contributor Experience Handbook" with a link to `contributor-experience.org`. The repository has a README, a license, and activity. The repository is organized into folders: `.circleci`, `.devcontainer`, `.github/workflows`, `.idea`, `docs`, `images`, `.gitignore`, and `.nojekyll`. The repository is also tagged with "16" and "0 tags".

main 2 branches 0 tags

Go to file Add file <> Code

**melissawm and InessaPawson** Add documentation on cloud development en... ✓ d786e53 last week 🕒 84 commits

<code>.circleci</code>	Updated config.yml	10 months ago
<code>.devcontainer</code>	Create devcontainer.json file with Quarto-CLI	2 months ago
<code>.github/workflows</code>	publish action	9 months ago
<code>.idea</code>	New content	10 months ago
<code>docs</code>	Add documentation on cloud development environments. (#57)	last week
<code>images</code>	Add page on how to identify and monitor PRs from first-time contribu...	last week
<code>.gitignore</code>	Fix broken internal links	7 months ago
<code>.nojekyll</code>	reorganized	last year

**About**

The Contributor Experience Handbook

[contributor-experience.org](https://contributor-experience.org)

- Readme
- View license
- Activity
- 38 stars
- 9 watching
- 4 forks

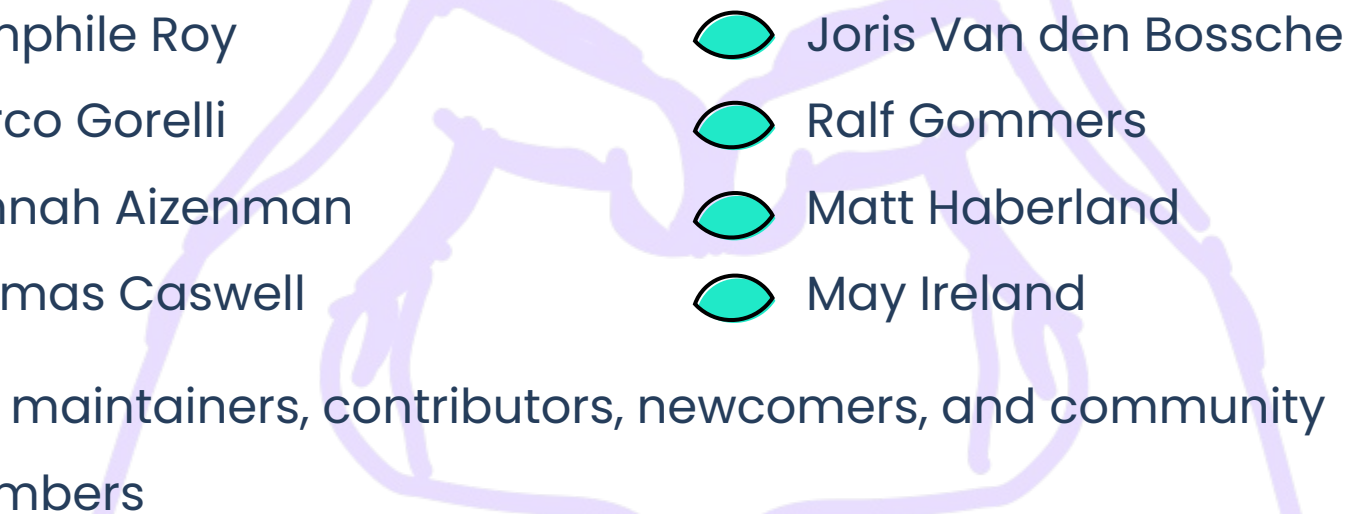
Report repository

**Releases**





# It takes a village 🏡

- 
- 👁 Pamphile Roy
  - 👁 Marco Gorelli
  - 👁 Hannah Aizenman
  - 👁 Thomas Caswell
  - 👁 Joris Van den Bossche
  - 👁 Ralf Gommers
  - 👁 Matt Haberland
  - 👁 May Ireland
  - 👁 Our maintainers, contributors, newcomers, and community members





contributor-experience.org

# Let's chat

<https://contributor-experience.zulipchat.com/>

