Breaking Barriers

Effectively Engaging & Sustaining New Contributors

👋 there!

- Team Lead, HSBC

- SIG Docs co-chair for Kubernetes & LitmusChaos

- CNCF ambassador

- Co-organizer of CNCF Student User group

- Author of the friday four newsletter

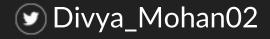And a bunch of other stuff!

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High entry level barriers
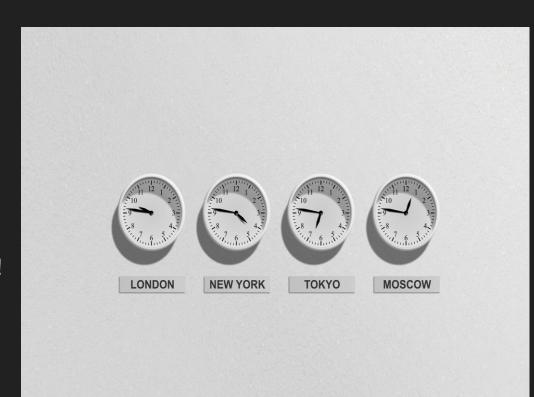
- No clear contribution
  ladder defined
  - Lack of incentive
- Absence of contribution
  guides
  - Not everybody
    knows Git or
    programming
    languages

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Time zone Jetlag

- Global communities

- Most meetings exclusionary

  for some time zones

  - Engagement decreases

  - Demotivation

  - Representation matters!

LONDON   NEW YORK   TOKYO   MOSCOW

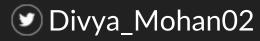Divya_Mohan02

Linguistic differences

Lack of support from corporate consumers

- Most corporate consumers = passive adoption
- Lack of feedback cycle
- Sustainability at stake
    - Projects suffer
    - Contributors not incentivized
        - More prone to burnout

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The way ahead

- Tightening/standardizing governance, CoC, and licensing
    - Defining contributor ladders
    - Better contribution guides
- Transition to inclusive async modes of communication
    - Or even separate meetings for timezones that have lesser representation!
- Inclusive of linguistic differences
    - Localizing/introducing multiple language support
- More corporate consumers to become part of the loop
    - Incentivizing employees
    - Eliminating restrictive policies around voluntary contributions

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Thank you!

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