

# From Indifference To Engagement

An Outreachy Mentorship Experience



**Akashdeep Dhar**

Community Linux Engineering  
Fedora Infrastructure



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Fedora Infrastructure

# Background

Past mentorship endeavours

# Background

*Past mentorship endeavours*

- **Evaluated over 30 applicants**

Throughout the course of the previous Fedora Mentoring proposal phase

- **Most applicants mean well**

Applicants really want to contribute to free and open source software communities

- **Some applicants confuse programs**

Applicants resort to unfair means to get ahead of their competition in these cohorts

- **Recognize the underlying issue**

In order to promote positive learning culture in various mentored programs

## Overview of the Fedora Infrastructure

### Contents

- Architecture
- Tooling
- Good Practices

## Architecture

- [Map of critical services](#)
- [List of our services](#)

## Tooling

Most of the tooling we use in Fedora infrastructure is described in [Developer Guide](#). Above that we also use Ansible to maintain our [ansible repository](#).

## Good Practices

See [Developer Guide](#) for good practices regarding development work for Fedora Infrastructure.

And see [Sysadmin Guide](#) for good practices regarding sysadmin work for Fedora Infrastructure.

Want to help? [Learn how to contribute to Fedora Docs](#) >



# Background

Past mentorship endeavours

Hi, Akashdeep Dhar!

[Edit Profile](#)
[Log out](#)

## Dashboard

### Your mentees

### December 2021 Outreachy internship cohort

Accepted interns are announced on the [Outreachy alums page](#).

You are mentoring Subhangi Choudhary for the Fedora project "[Revamp web application to aggregate and distribute IRC meeting minutes and logs](#)". Please [review our tips](#) for ensuring your mentee is successful.

### Co-mentors

Your co-mentors for this intern are:

- Francois Andrieu <darknao@fedoraproject.org>

[Invite a co-mentor](#)

### Internship Dates

Outreachy internships start on Dec. 6, 2021 and end on March 4, 2022. [Internships can be extended](#) by up to five weeks if interns are not putting in a full-time (30 hours a week effort), or the intern needs to take more than a week off from their internship. Please [discuss any extensions](#) or changes to the intern start date with the Outreachy organizers.

### Internship Feedback

Outreachy organizers require [mentor feedback](#) at four points during the internship. We must receive successful feedback from one mentor in order for the intern to be paid their stipends on time.

Only one mentor can submit feedback for one intern. If you are co-mentoring an intern, please talk with your co-mentor to decide what your feedback should be.

Outreachy Applicants

	1	2	3	4	5
	RANKING (AURELIEN)	RANKING (AKASHDEEP)	RANKING (MICHAL)	RANKING (TOMAS)	
1					
2					
3					
4		7	7	6	
5					
6					
7					
8					
9	2	2	2	2	
10					
11					
12					
13					
14	3	3	3	3	
15					
16					
17		5	5	4	
18					
19					
20					
21					
22					
23					

# Challenges

With unfair means

## Sources

<https://elearningindustry.com/teaching-plagiarism-in-the-online-classroom>

<https://dev.to/shinshin86/faking-github-contributions-2jpe>

<https://theaiminstitute.com/innovation/when-assumptions-masquerade-as-facts-mistaken-identity-turns-into-mistakes/>

<https://www.peoplesmatters.in/article/watercooler/joined-a-misrepresented-job-what-next-13768>

<https://www.istockphoto.com/photos/community-abstract>

<https://www.map.com.tr/en/contributions-of-artificial-intelligence-to-humanity/>

<https://www.workstars.com/recognition-and-engagement-blog/2019/08/26/employees-faking-engagement/>

<https://www.firstpost.com/tech/india-fares-poorly-in-ai-research-had-just-1-4-per-cent-share-in-paper-contributions-ranks-14th-13805135.html>

# Challenges

*With unfair means*

- **Plagiarizing proposals**

Why bother making a new one when you can slightly tweak an existing one?

- **Faking contributions**

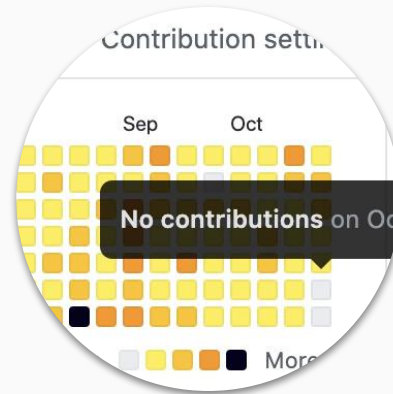
Submitting spammy PRs with unnecessary changes to appear active

- **Identity masquerading**

Applying multiple times with different identities makes it difficult for selectors

- **Misrepresented skills**

Being untruthful about past experiences without verification hurts both sides



# Challenges

*With unfair means*

- **Community perception**

Being engaged in community channels and DMing others for undue endorsements

- **Artificial contributions**

Contributing to a fork in the guise of actual contributions using copy-paste

- **Faking engagement**

Appearing active until deadline and asking assignments on various tickets

- **Abusing LLMs**

Generating codebase without understanding and personal input or learning



# Reasoning

## Misunderstanding and misadventures

### Sources

<https://economictimes.indiatimes.com/wealth/earn/14-habits-that-will-give-you-an-edge-in-life-and-career/articleshow/54495495.cms?from=mdr>

<https://www.indeed.com/career-advice/career-development/incentives-types>

<https://yourdost.com/blog/2016/02/how-to-live-your-dream-despite-social-pressure.html>

<https://www.linkedin.com/pulse/feeling-misunderstood-upset-you-might-have-others-jenny-loh>

<https://www.afr.com/work-and-careers/careers/fear-of-failure-7-steps-to-overcome-insecurity-20201030-p56a4d>

<https://www.kunocreative.com/blog/improve-content-accessibility>

<https://www.linkedin.com/pulse/innovation-challenge-misaligned-incentives-real-estate-james-dearsley>

<https://edison365.com/open-innovation-challenges/>



# Reasoning

*Misunderstandings and misadventures*

## - Career edge

Prestigious programs can lead to people wanting a line in their CV or resume

## - Financial incentives

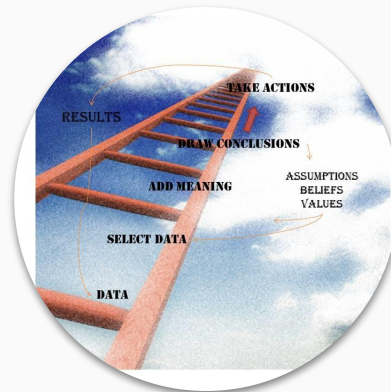
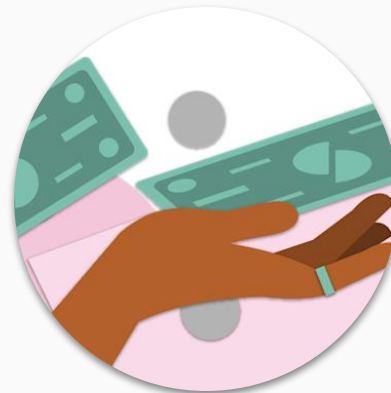
Stipends can be a substantial help, motivating to participate at any cost

## - Cultural pressure

Students might be influenced by teacher and parents to do whatever takes

## - Misunderstood values

Community values are not realized properly as is considered as normal internship



# Reasoning

*Misunderstandings and misadventures*

- **Failure insecurity**

Participants might feel outclassed and hence, attempt keeping up by copying

- **Improved accessibility**

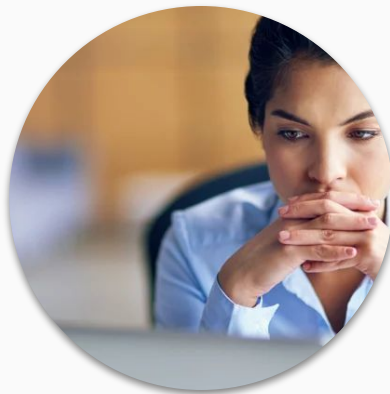
With LLM tools being easily accessible, it is further easier to exploit them to mask gaps

- **Misaligned incentives**

Applicants might game the system if it is based on metrics like activity, issues etc.

- **Open challenge**

Some test the system just to know that they can where this is rewarded or ignored



# Practices

## Mentoring and menteeing

### Sources

<https://www.dutimes.com/power-of-empathy-building-stronger-connections-in-a-digital-world/>

<https://www.givainc.com/blog/customer-service-values/>

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<https://www.forbes.com/sites/tracybrower/2021/10/17/learning-is-a-sure-path-to-happiness-science-proves-it/>

<https://www.drzimmerman.com/tuesdaytip/judgement-versus-understanding>

<https://wallpapers.com/meaningful-pictures>

<https://socialself.com/start-conversation/>

# Practices

*In mentoring*

- **Empathy Over Judgement**

Create a safe space where curiosity is rewarded by running office hours regularly

- **Values Over Metrics**

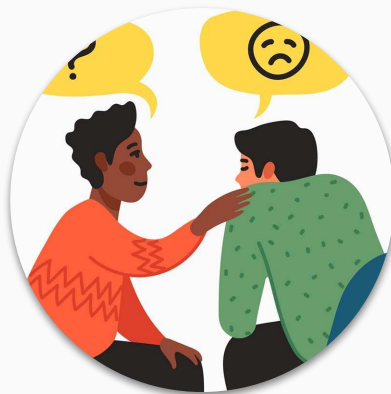
Emphasize sharing and helping among applicants instead of competitive metrics

- **Efforts Over Results**

Appreciate participants receiving feedback and iterate improvements continually

- **Vigilance Over Commitment**

Assume best intentions but beware of folks attempting to game the system



# Practices

*In mentoring*

- **Learning Over Winning**

Being honest with self abilities opens doors for growth and feedback is available

- **Understanding Over Imitation**

Imperfect proposals are fine but your proposal must speak for your subjective ideas

- **Importance Over Population**

Contribute meaningfully instead of noise by spending time to learn the codebase

- **Defaulting To Open**

Communicate transparently and help others in chat while noticing how processes work



# EVERYONE is a MENTOR and a MENTEE

In Fedora Project

# Thank you

Please feel free to ask questions or provide feedback.

## Akashdeep Dhar

**Fedora.** <https://fedoraproject.org/wiki/User:T0xic0der>

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**PyPI.** <https://pypi.org/user/t0xic0der/>

**Website.** <https://gridhead.net/>

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