

Open Source 🤔

Age of GitHub

we are in the age of GitHub

left-pad

End of
the world

Microsoft
PATENTS

we've gotten passed left-pad
microsoft is now the largest open source contributor on github
etc



Maintainer, Heal Thyself

Henry Zhu

Whoo non-technical talks 😊

Sustainability



Henry Zhu @left_pad · Jun 23

Do you have any particular topics/situations you wanted covered/discussed?



2



Sunil Pai

@threepointone

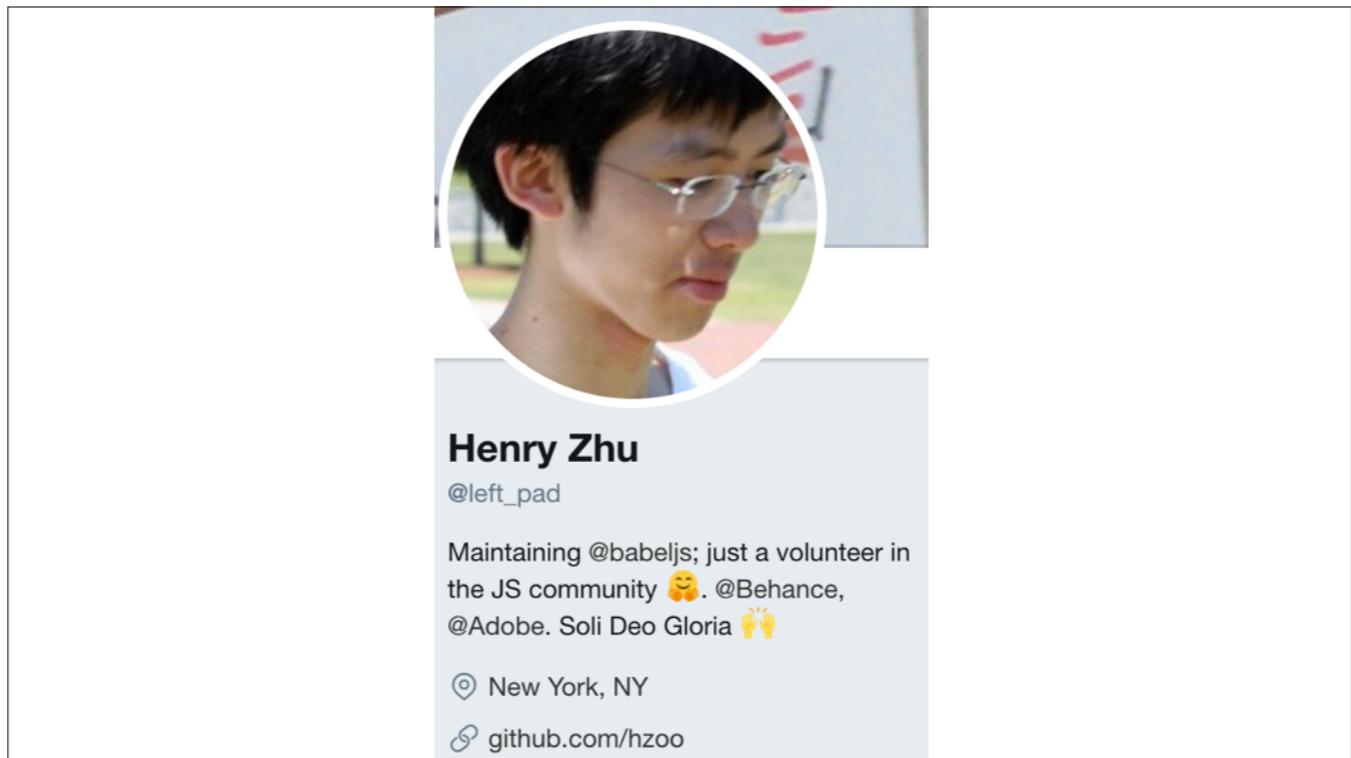
Following



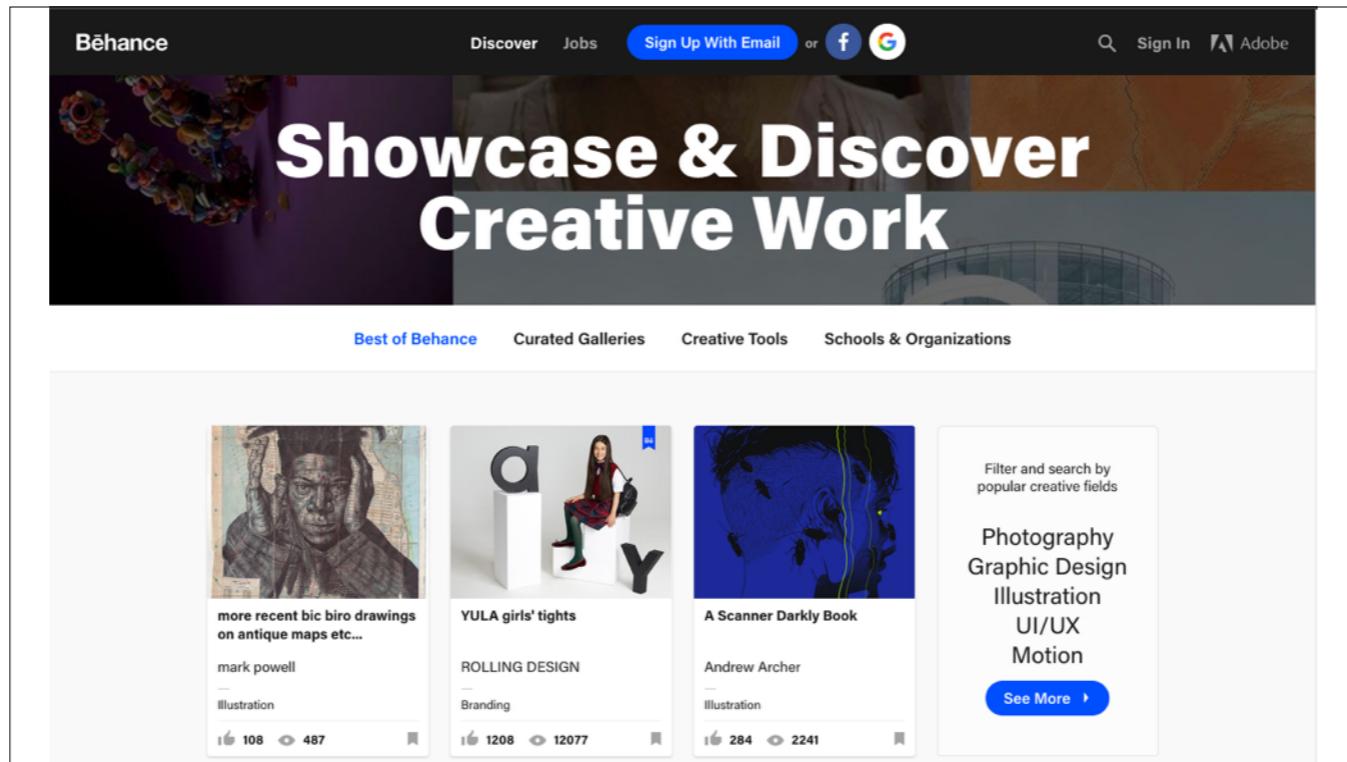
Replies to @left_pad @markdalgleish

Avoiding burnout. You're so zen
about it, I want to know your process.

So a while back I wanted to write a post about my experiences with open source contributing/maintaining (I never got around to doing it yet)
Good friend Sunil asked about burnout and it got me thinking... why exactly am I not feeling burnout (do I even have a process)
<https://twitter.com/threepointone/status/878459721862316032>



intro



work at adobe on the behance team

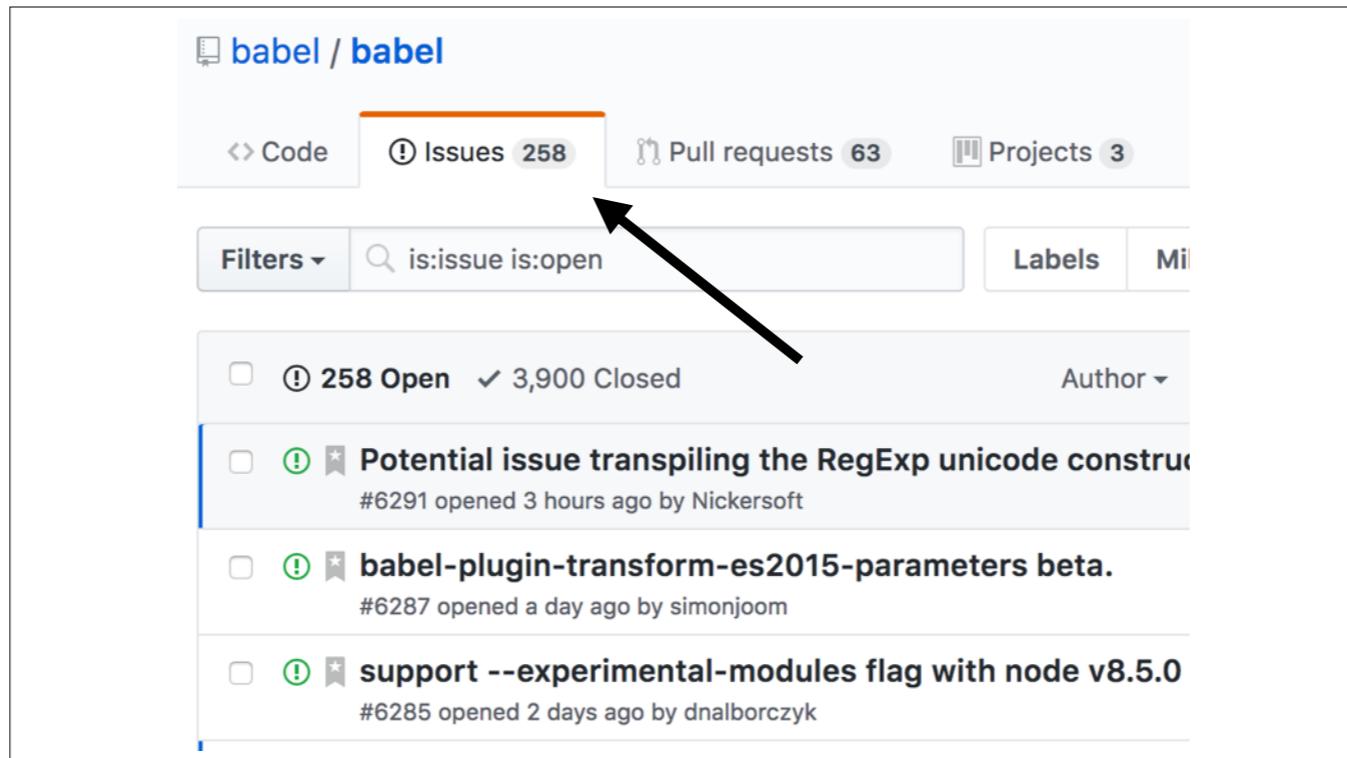


maintainer on Babel

How do we interact with open source projects?

and thus their maintainers?

I guess it's obvious: but communication is mostly *online*



Main communication is through github issues

Twitter

The screenshot shows the official Twitter account for Babel (@babeljs). The profile picture is a white circle containing the word "BABEL" in yellow. The header features a dark background with a vertical line on the right side containing the text "});". Below the header, the bio reads: "Official account of Babel, the community driven compiler for writing next generation JavaScript. Join us: slack.babeljs.io, babeljs.io/users". The stats show 828 tweets, 22 following, 26.2K followers, and 119 likes. The timeline is displayed with three tabs: "Tweets" (selected), "Tweets & replies", and "Media". A pinned tweet from Babel (@babeljs) dated 10 Dec 2016 encourages users to contribute to Babel's development. Another tweet from Henry Zhu (@left_pad) discusses the state of Babel.

Babel
@babeljs

Official account of Babel, the community driven compiler for writing next generation JavaScript. Join us: slack.babeljs.io, babeljs.io/users

Tweets 828 Following 22 Followers 26.2K Likes 119

Tweets Tweets & replies Media

Pinned Tweet

Babel @babeljs · 10 Dec 2016

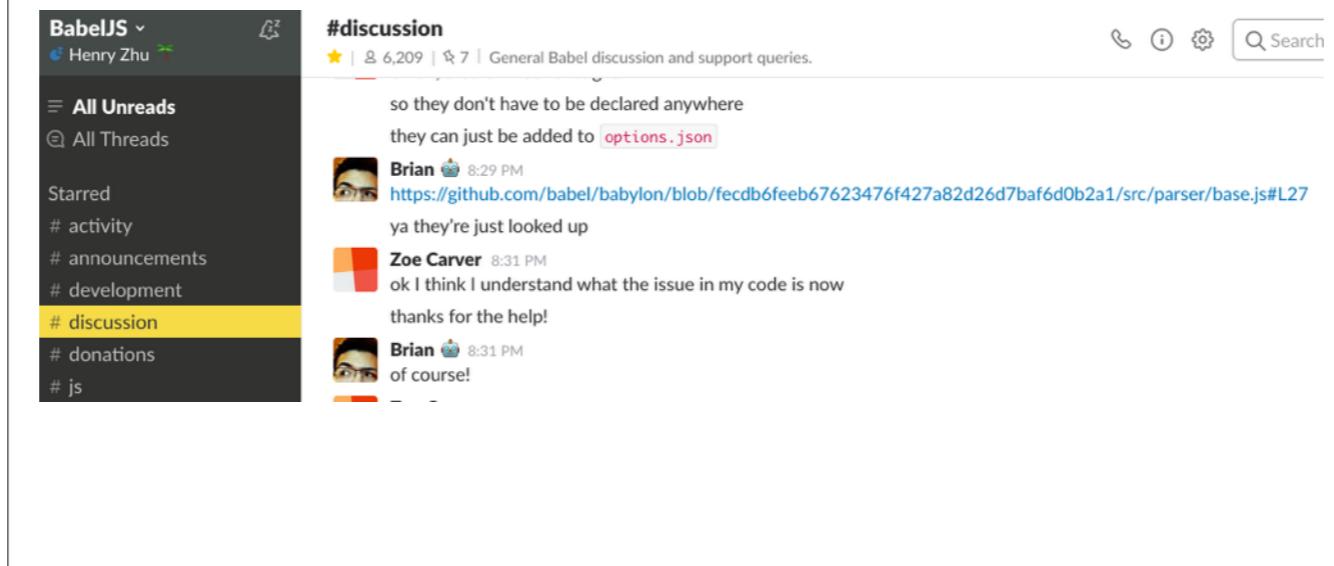
If you're thinking Babel is awesome now, know with your help! Let's work together on this 🎉

Henry Zhu @left_pad

The State of Babel
babeljs.io/blog/2016/12/0...

- and if you are more plugged in: twitter/slack/email/blog posts

Slack/real-time help



Blog

The screenshot shows the Babel.js blog page. At the top, there's a navigation bar with links for 'Learn ES2015', 'Docs', 'Try it out', 'Blog' (which is the active tab), and 'FAQ'. Below the navigation is a yellow header bar with a search icon, a 'Donate' button, a 'Forum' link, and social media icons for GitHub, Twitter, and LinkedIn. The main content area has a dark background. It features a large heading 'Blog' and a sub-heading 'The official babel blog.' followed by a 'Edit this page' link. Below this, there are two blog post cards. The first card is titled 'Planning for 7.0' and was posted on Sep 12, 2017, by Henry Zhu. It discusses the planning for a 7.0 version, mentioning work started in February and releases up to 'alpha.20'. The second card is titled 'Zero-config code transformation with babel-macros' and was posted on Sep 11, 2017, by Kent C. Dodds. To the right of the posts is a sidebar with a list of links related to Babel development and releases.

[Blog](#)

The official babel blog.

[Edit this page](#)

Planning for 7.0

Posted Sep 12, 2017 by Henry Zhu

If you didn't know already, we're planning on releasing a 7.0 version soon! Work on it actually started back in February, when I just wanted to make a release to drop Node 0.10/0.12 support and remove babel-runtime and various other code. And since then, we've done releases up to [alpha.20](#).

Zero-config code transformation with babel-macros

Posted Sep 11, 2017 by Kent C. Dodds

- [Planning for 7.0](#)
- [Zero-config code transformation with babel-macros](#)
- [Contributing to Babel: Three Lessons to Remember](#)
- [Personal Experiences at Babel #1 – A PR with Unusually High Number of Reviews](#)
- [Babel and Summer of Code 2017](#)
- [Upgrade to Babel 7 \(WIP\)](#)
- [Upgrade to Babel 7 for Tool Authors \(WIP\)](#)
- [6.23.0 Released](#)
- [The State of Babel](#)

Tradeoffs to being online

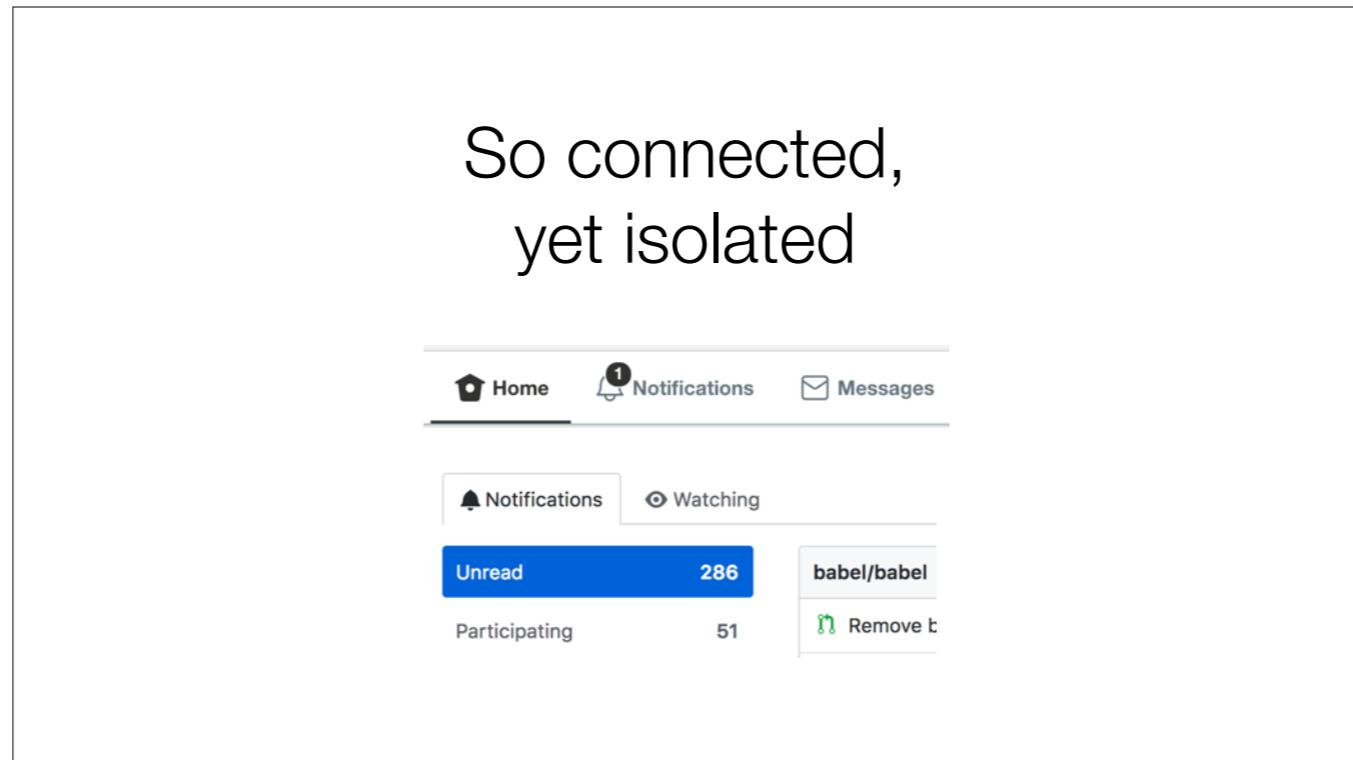
Being online has tradeoffs:

- may never meet each other or see face to face
- in person: not everyone can attend meetups, conferences like this, etc
- can feel so far removed from maintainer

Assumptions

- “too busy”
- “Must be a full funded company”
- “Must be maintained by
the top companies that use it”
- “Must have thousands of contributors”
- “Must need to make a perfect PR”
- “Must be extremely complicated”
- “Must never make mistakes”

So connected, yet isolated



instant gratification culture

- notifications are everywhere, checking phone/media all day
- we're too available, always "on call", always on

Expectations++

that kind of communication/impersonality can lead to certain expectations

Robotic Responses

11:56 ★ any devs around or is this a dead channel?



7:59 PM

anyone know???



Logan Smyth 8:00 PM

it's been 15 minutes, people have jobs, relax, someone will answer when they have time



8:25 PM

that was 30 mins ago but sure [@loganfsmyth](#)

Read people's minds 😎

10:29 AM ☆

joined #discussion.

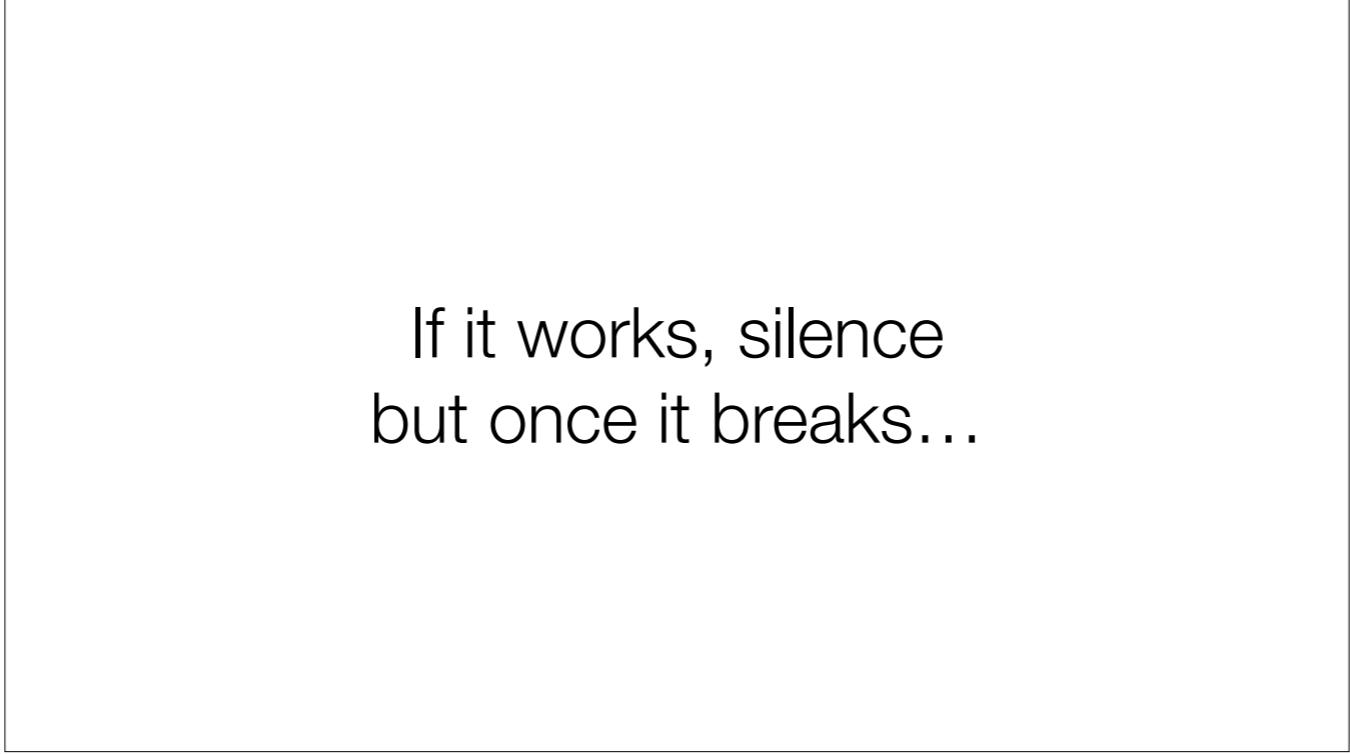
10:30 AM

babel-node script.js // SyntaxError: Unexpected token import



Henry Zhu 🌴 11:24 AM

um



If it works, silence
but once it breaks...

- works 99% of the time

Installing js-beautify fails #1247

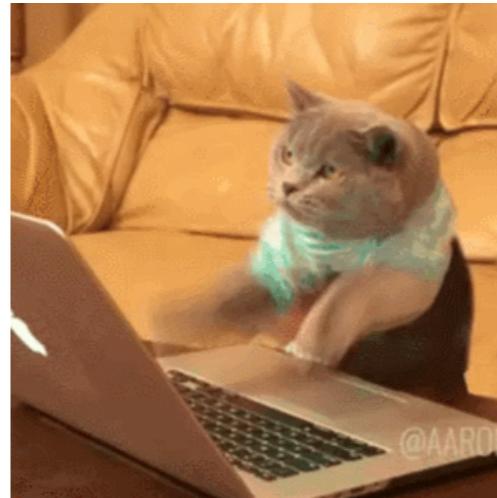
 **Closed**

danrot opened this issue 5 days ago · 249 comments



Let's take something that happened recently (on monday)

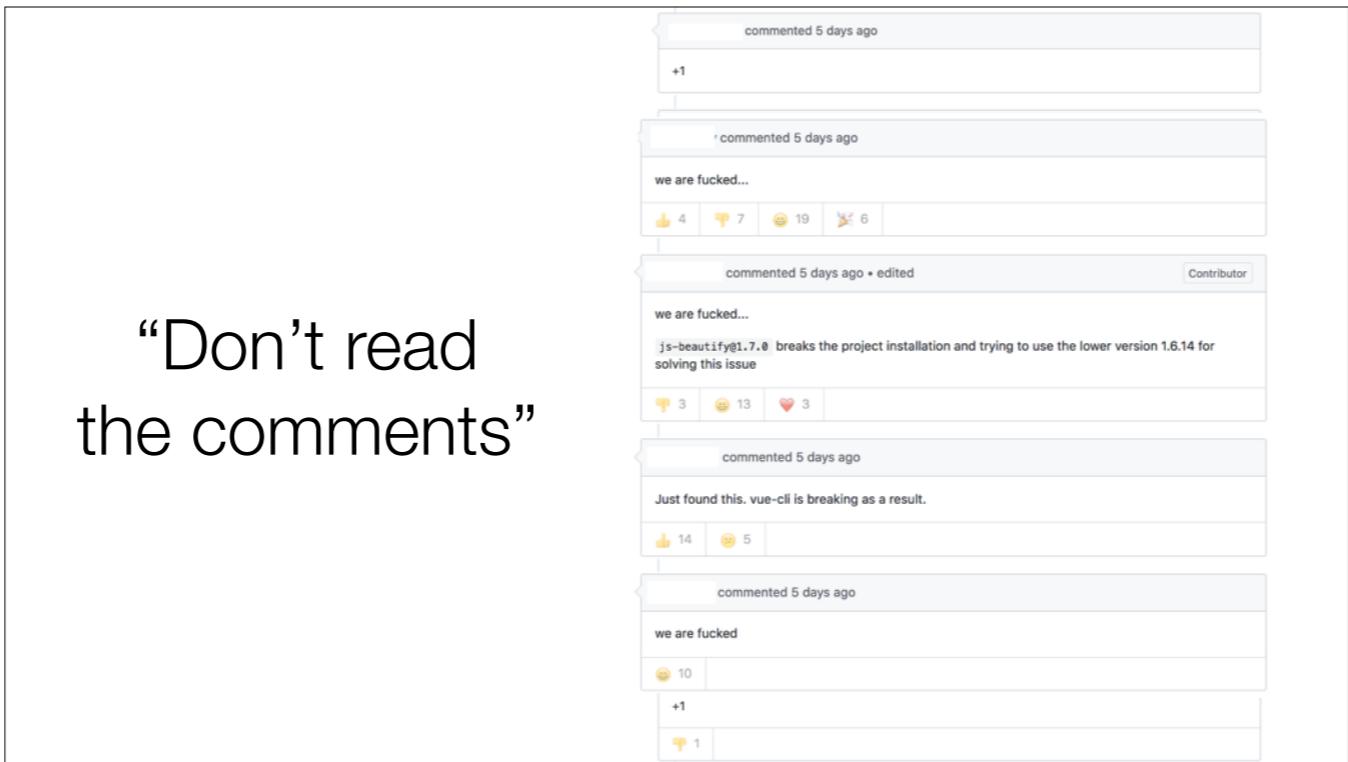
“Don’t read
the comments”



What were the comments?

- You can probably guess, lots of +1s, then come the..

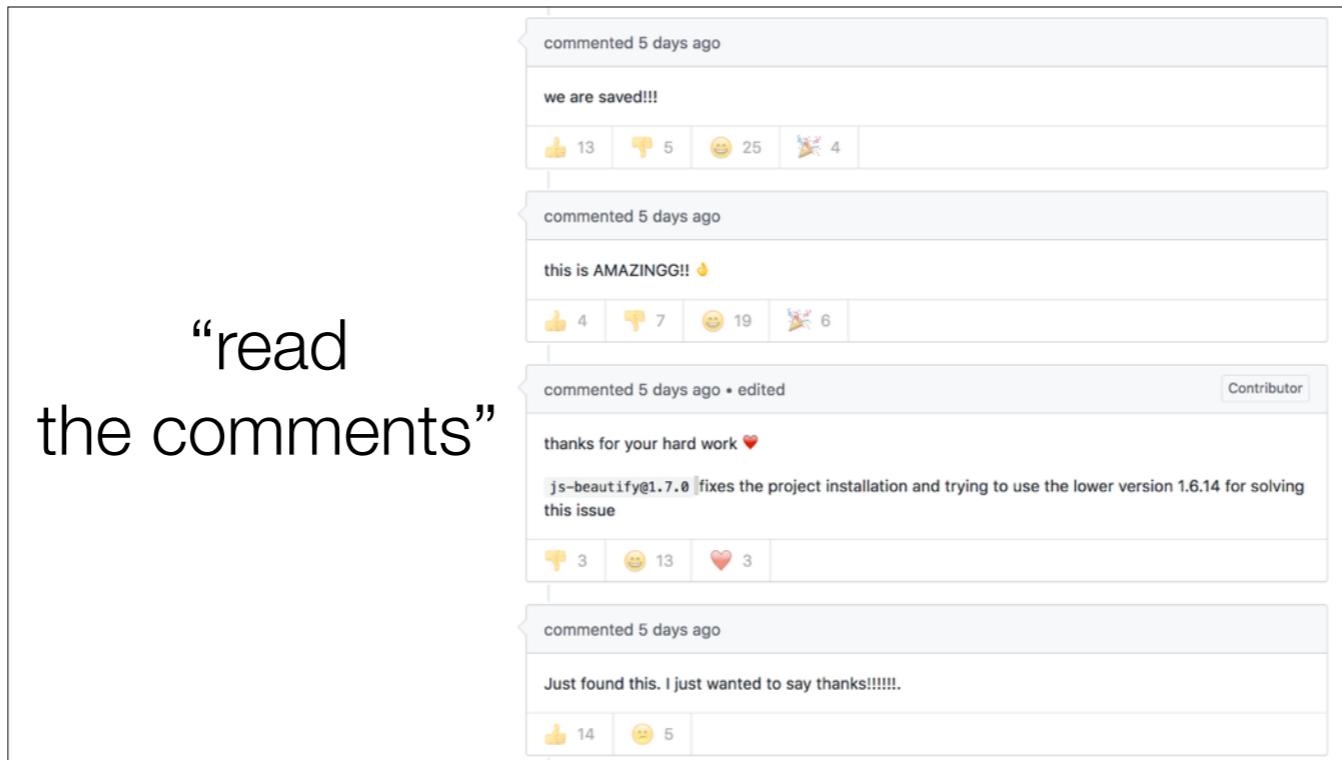
“Don’t read the comments”



What were the comments?

- You can probably guess, lots of +1s, then come the..

“read
the comments”



Always on-call?



Liam Newman
@bitwiseman

Follow



What happens when you publish a release
and then go to bed?



github.com/beautify-web/j...

#jsbeautify #beautifier



Installing js-beautify fails · Issue #1247 · beautify-web/js-be...

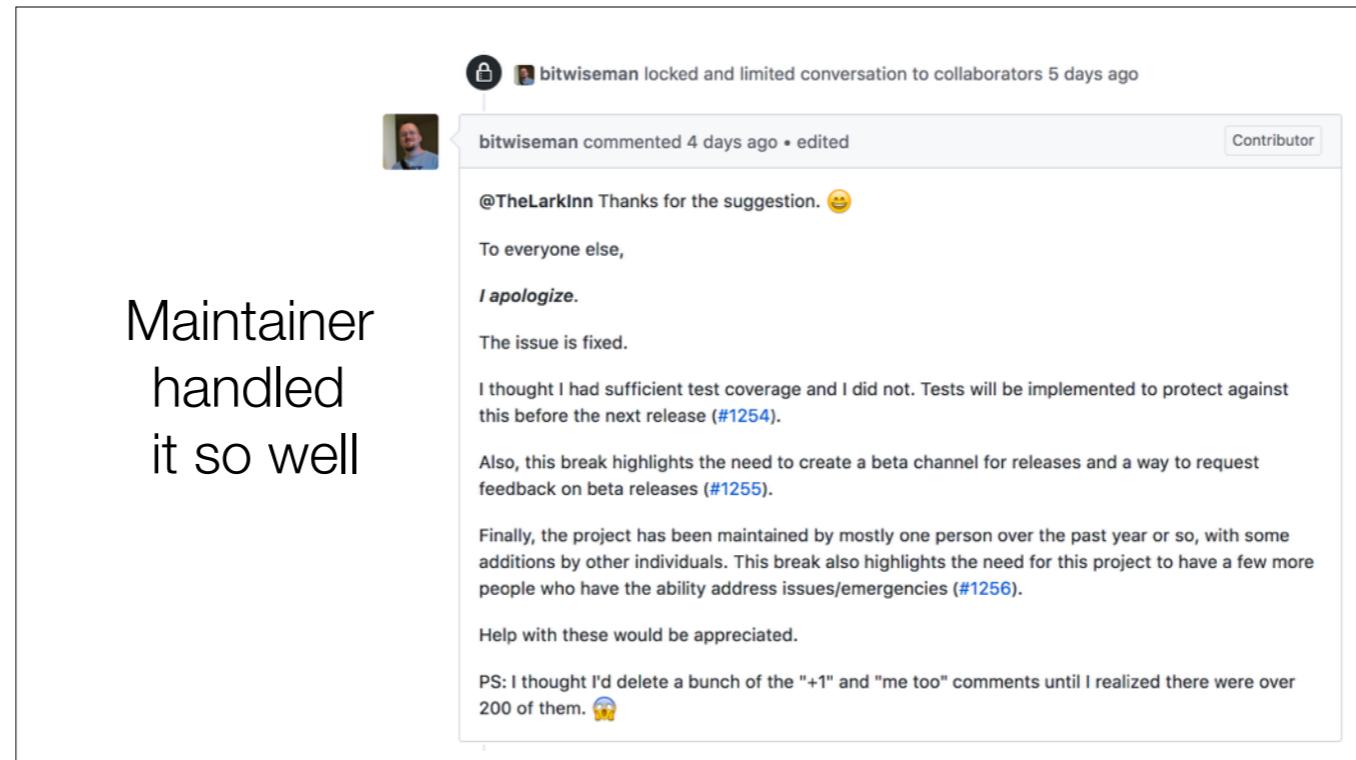
Description I am trying to install a library, which is dependant on
this one, and starting today (I've tried the last week the last time) I
get the following error when installing my dependencies: ...

github.com

2:08 PM - 18 Sep 2017

- what now we can't go to sleep?

Maintainer handled it so well



bitwiseman locked and limited conversation to collaborators 5 days ago

bitwiseman commented 4 days ago • edited Contributor

@TheLarkInn Thanks for the suggestion. 😊

To everyone else,

I apologize.

The issue is fixed.

I thought I had sufficient test coverage and I did not. Tests will be implemented to protect against this before the next release ([#1254](#)).

Also, this break highlights the need to create a beta channel for releases and a way to request feedback on beta releases ([#1255](#)).

Finally, the project has been maintained by mostly one person over the past year or so, with some additions by other individuals. This break also highlights the need for this project to have a few more people who have the ability address issues/emergencies ([#1256](#)).

Help with these would be appreciated.

PS: I thought I'd delete a bunch of the "+1" and "me too" comments until I realized there were over 200 of them. 🤦

- apologizes, fixed the issues
- issue to add tests
- issue to do a “beta” releases
- issue to have more maintainers

Responses?

“It's left-pad all over again”



Henry Zhu
@left_pad

It's like these commenters don't consider maintainers to be people, we make mistakes.

This is why I don't contribute to or create open source projects as much as I'd like to. I'm sorry to all the maintainers. 😞

some people say it's left-pad all over again

well guess what, left-pad get's frustrated too sometimes

appreciate all the nice comments, I wasn't even involved really (technically I was user in this case!)

the worst is when I see stuff like this: makes me wonder about everyone that gets excluded as a result of our community behavior like this

The fear is real

github issues

Hesitation to close

- closing an issue "feels bad", an insult, closing the door in their face
- first reaction, response is "negative"
- from their perspective, individual issues are the most important

github
issues

saying no is temporary,
yes is “forever”

- maintain forever until an eventual deprecation/upgrade, removal process

github
issues

~~“inbox zero”~~

“gissue zero”

- ~~inbox zero~~, (gissue zero?), comparison to work issues (1000s)

Releases are stressful

Lerna

38 betas

>1 year to release v2.0.0

Babel 7

20 alphas

> 6 months, still not released 😅

why does it take so long?

- feature creep
- fear of breaking things
- fatigue

Even deprecations..

babel-preset-env

v0.0.1: Sep 5, 2016

v1.0.0: 9 Dec 2016

Deprecate babel-preset-es20{16,17,18}: 15 Aug 2017

Deprecate babel-preset-es2015: last week

5m downloads a month
means
what kind of response?

Ken 🌟 @piq9117 · Sep 17

Wow. Thank you @babeljs. Thats such a human message.

npm ~~WARN~~ deprecated babel-preset-es2015@6.24.1: We're super 🐱 excited that you're trying to use ES2015 syntax, but instead of making more yearly presets 😊, Babel now has a better preset that we recommend you use instead: npm install babel-preset-env --save-dev. preset-env without options will compile ES2015+ down to ES5 just like using all the presets together and thus is more future proof. It also allows you to target specific browsers so that Babel can do less work and you can ship native ES2015+ to user 😊! We are also in the process of releasing v7, so please give http://babeljs.io/blog/2017/09/12/planning-for-7.0 a read and help test it out in beta! Thanks so much for using Babel 🚀, please give us a follow on Twitter @babeljs for news on Babel, join slack.babeljs.io for discussion/development and help support the project at opencollective.com/babel

npm ~~WARN~~ deprecated minimatch@2.0.10: Please update to minimatch 3.0.2 or higher to avoid a

3 26 117

Henry Zhu @left_pad · Sep 18

wow thanks, just trying to help 😊!

1 3

Gunnar Gylfason @gunnigylfa

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Replying to @left_pad @piq9117 @babeljs

I shared this to my team's channel on slack today with the caption: "This is the nicest deprecation message I have seen" 🤘

What can we do?

- We want an inclusive, welcoming environment but it's not exactly sustainable with the way we handle it now.
- just some ideas

Entitlement?

Notice a lot of behavior that at least comes off as entitlement, if not just being disrespectful
what do we deserve? what should we expect out of one another?
busy with work, what we can/should do it respond with grace

but it goes both ways

(back to the title)

When I think about what to do, I return back to the title of this talk, Maintainer heal thyself. It refers to a proverb Jesus mentions in the Book of Luke, "Physician, heal thyself" where people are asking for proof for his claims.

And he said to them, “Doubtless you will quote to me this proverb, ‘‘Physician, heal yourself.’’ What we have heard you did at Capernaum, do here in your hometown as well.

Luke 4:23

- We'll were not God
- "Charity begins at home", reminds me to take care of myself before I take care of others.

“...Place the oxygen mask on yourself first before helping small children or others who may need your assistance.”



Another example is like how in flights, they ask you to put your mask on first, then your children's (not implying anyone is a child :D)

Why do you see the speck that is in your brother's eye, but do not notice the **log** that is in your own eye

Matthew 7:3

- it's hard to not be a hypocrite
- it's too easy to become cynical: have to catch yourself

Remember the freedom of open source

- it's the freedom to step away that makes it so awesome to help out with in the first place, it's when you feel "trapped" that it becomes a burden when you were never bound to anything in the first place (trapped in our own minds)
- if you aren't making a living doing it, then you really don't have anything to lose (you don't owe anyone anything)

Stay the course,
Appreciate the mundane

I have fought the good fight, I have finished the race, I have kept the faith
repetitive, boring, long term, infinite games
there is actually a certain joy in doing something for a long time
going after a vision/purpose rather than the next release/cycle
look at the big picture



everything as gift

life as a gift, skills as a gift - all privileged
if it is all given to you, why should I think I deserve it? gratitude

Kill pride

His whole effort, therefore, will be to get the man's mind off the subject of his own value altogether. He would rather the man thought himself a great architect or a great poet and then forgot about it, than that he should spend much time and pains trying to think himself a bad one. Your efforts to instil either vainglory or false modesty into

(Screwtape Letters)

I want to always be serving

I am indispensable
my lies I am indestructible
I am my work

I am indispensable

“if I don’t do it, who will?”

- this is the guilt creeping in
- if I leave, the project dies
- hard to remove the idea that the world "needs" you
- you don't want to disappoint the community
- just helping random people you don't even know

I am indestructible

“sleep isn’t productive, necessary”
“I’m just tired”

Rest isn’t really optional, it’s necessary
ups and downs of life are normal

I am my work

“babel guy”

accepted not based on my level of success
need to prove oneself, over and over



Culture?

what about our culture, how we view open source?

People relate more to your
weaknesses than your strengths

It starts from the top: people will emulate how we act and see what is/ isn't allowed. We cannot respond with the same entitlement, hostility, aggression, breeds the same behavior, removes others.

focused
on the “commits”

issue triage
PR review
meetings, tracking progress
documentation
tutorials
usability
performance
changelogs
releases
support
speaking
community
mentorship/guidance
funding/sustainability

open source is way more than the commits

short-term thinking, sprints, hype



Ariya Hidayat
@AriyaHidayat

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Endurance is a hard skill to learn, esp. in this world of 15-sec attention span. It's easy to glorify a launch, the hard work is after that.

1:23 PM - 26 Jun 2017

too focused on metrics/numbers



would-be contributors
don't feel empowered

- oss literally gives you the ability to make it better, yet we don't use that ability
- is it an ability, or a responsibility?
- "if you build it, they will come"?

inadvertently take on a leadership position

(with no supporting structure)

- Lack of structure around mentors, psychological health
- inadvertently take on a leadership position, no mentors/guides/help

No place for recurring* encouragement?

not stars



Heather Parry

@HeatherParryUK

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▼

Yesterday I emailed a writer to tell her I'd
adored her book
Her reply said she'd needed to hear that

Tell people when you love their work

4:26 AM - 8 Sep 2017

19,818 Retweets 69,717 Likes

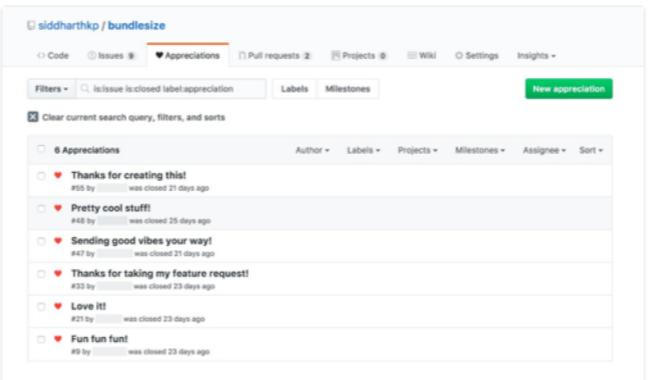


 **Siddharth Kshetrapal**
@siddharthkhp

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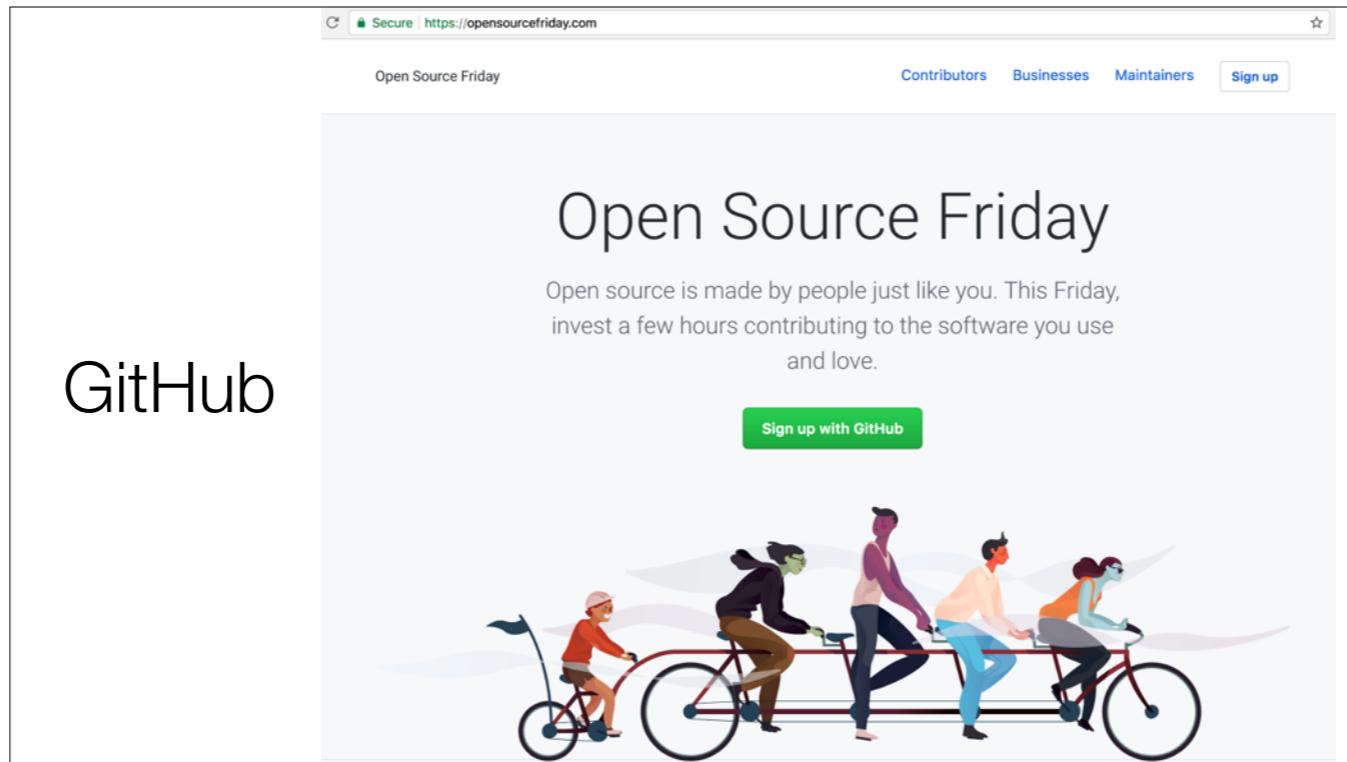
Problem: project maintainers only get "issues" on github, not enough love/motivation from the community

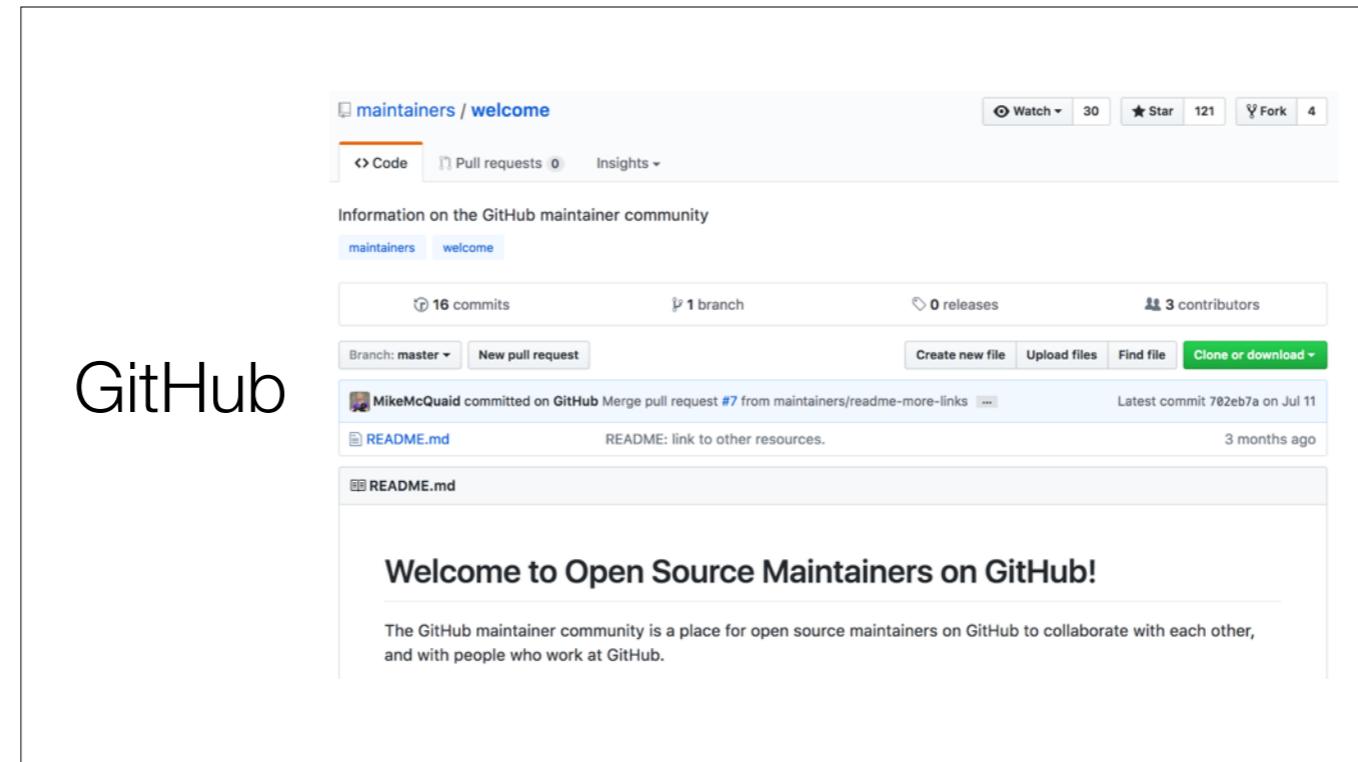
Solution:  What do you think?

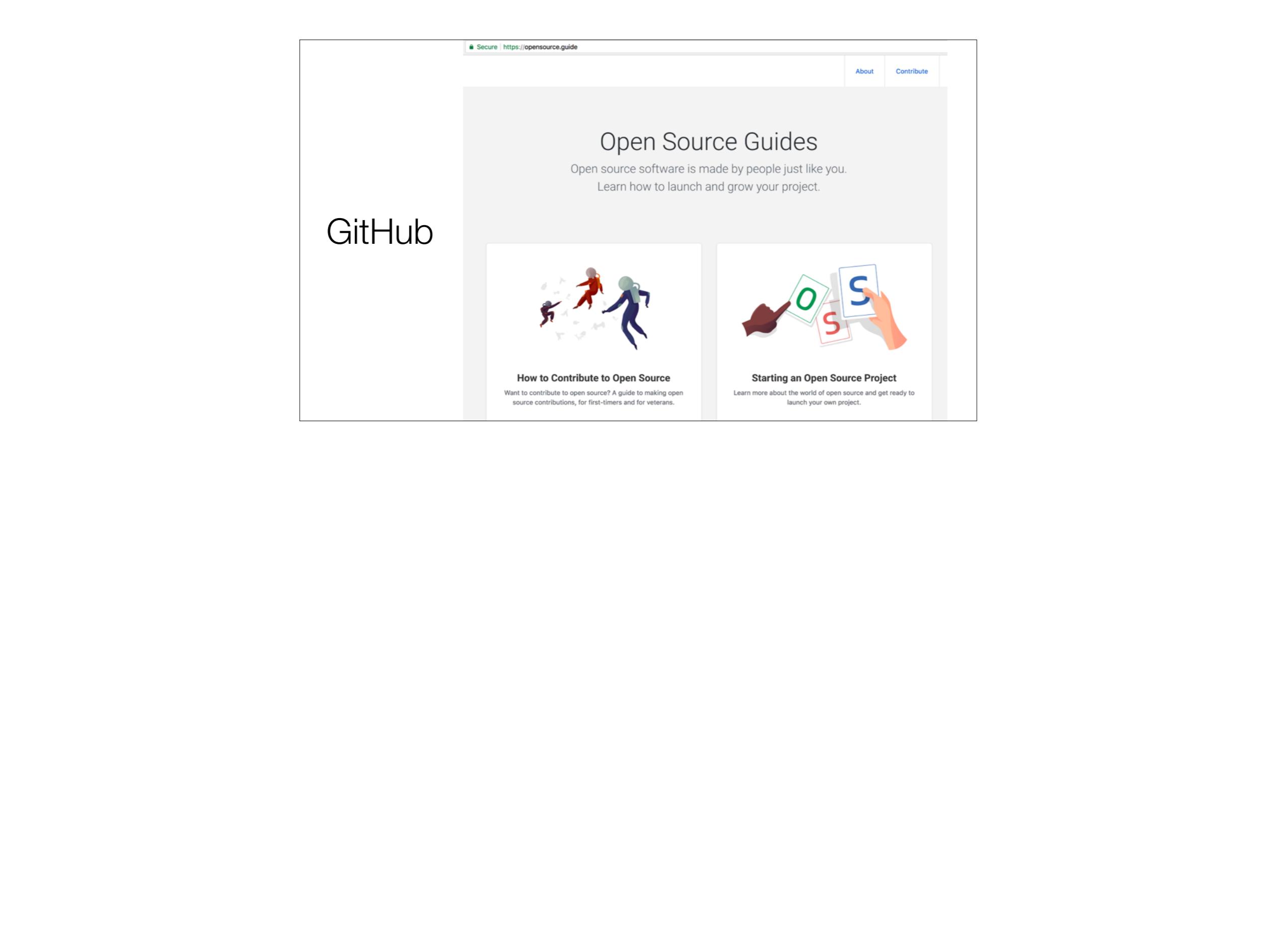


7:01 AM - 5 Aug 2017

424 Retweets 1,162 Likes 







GitHub



How to Contribute to Open Source

Want to contribute to open source? A guide to making open source contributions, for first-timers and for veterans.



Starting an Open Source Project

Learn more about the world of open source and get ready to launch your own project.

Funding

Babel?

\$22,775 / year on Open Collective

highest donation per month is \$100

a handful of core contributors
(mostly volunteer)

Babel?

Justin: 20% time at Google

Henry: 50% time at Behance

Hire the maintainers



.mjs

@mikesherov

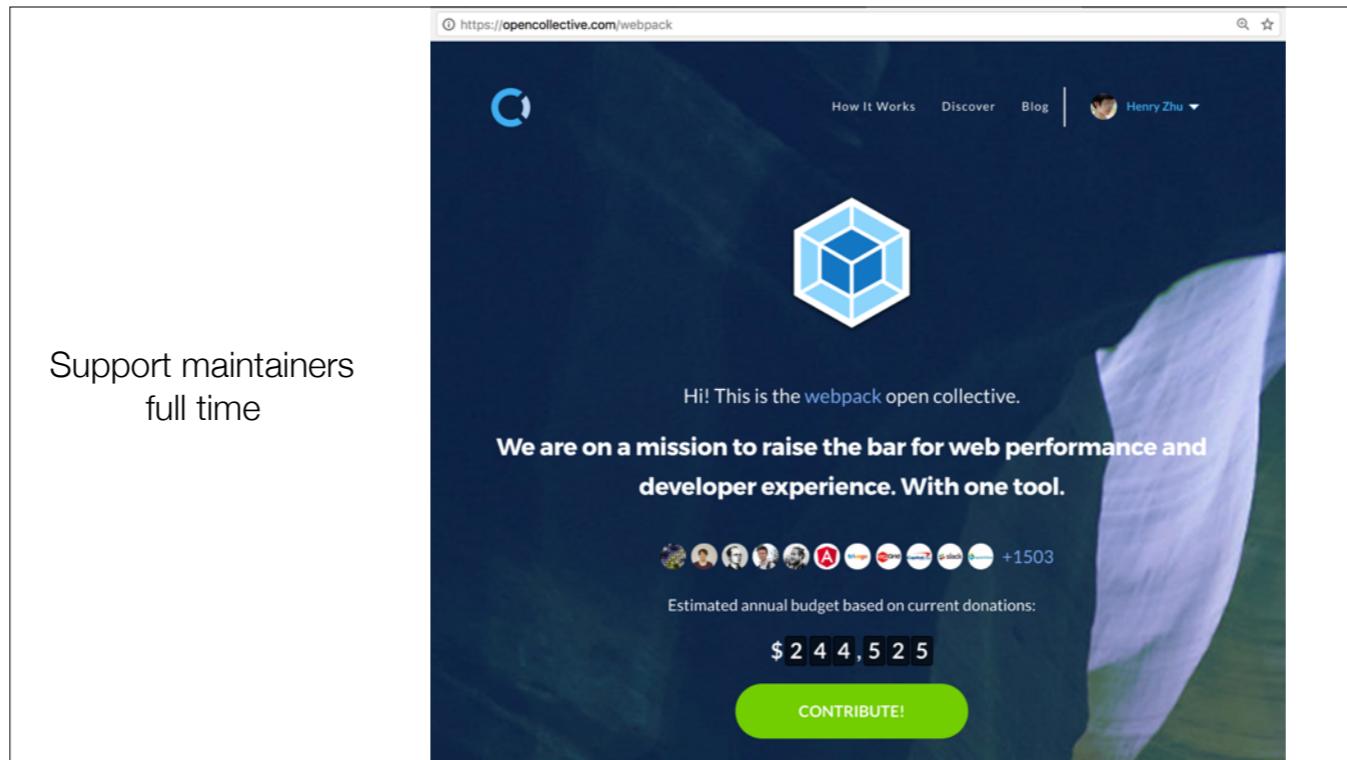
Following



anyway, TLDR: hire OSS folks, let them work on it, get project neutral gov, and accept there'll be influence from cos on roadmap

11:12 PM - 14 Mar 2017

- hire the maintainers
- neutral governance?
- companies own needs are met - prioritize company vs. community, maybe it's worse.



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Evan is creating Vue.js

Overview Posts Community BECOME A PATRON

190 patrons

\$9,353 per month

+ FOLLOW ▾ SHARE



Vue.js is a front-end framework that is simple to use yet powerful in nature.

SHARE TWEET

REWARDS

Backer
\$10 or more per month • 114 patrons
Your name will be put in backers.md in the Vue.js

Let's rethink best practices (for open source)

as users, maintainers, companies
it's not just about Babel, or any particular project
if open source is here to stay, is the current way of doing things working?



We have an opportunity
to be an example

Software is taking over the world, and open source is as well - we're at an interesting point in time to deal with the issues that face us but were not alone.
Many other communities deal with the same issues: work/medical/faith/etc
let's learn from them: overwork is everywhere, entitlement is everywhere
only differentiation is most are unpaid

Join us 😊



Jon Kuperman

@jkup

Following



Stop treating open source like a product you purchased and start treating it like a team you belong to.

5:09 PM - 18 Sep 2017

113 Retweets 292 Likes





Let's make it sustainable.

let's think of the long term, the future of open source