**Mountain of Engagement (MoE):**

Discovering pathways & patterns of engagement in your work

*Adapted from Mozilla Open Leaders 7*

# POP

* **Purpose:** To identify how people engage with your work and how the best forms of engagement can help improve others.
* **Outcome(s):** A heatmap of participation in your community, organization, or project, and a clear understanding of what works that can be used to iterate and improve all forms of participation.
* **Process:** Where am I now? → Where do I want it to be? → Complete template → Review with your mentor

**Example MoE to inspire your assignment**

1. Novice Learners

2. Endorsers / Repeat Learners

3. Active Participants

4. Collaborators / Contributors

5. Leaders /

Influencers

Developers, Representatives, Trainers, Organizers

Expertise exchange - Appreciated, rewarded/ valued

Issue Reporters, Resource Maintainers

Need,value,support resources - gain skills+opportunities

Event Attendees, Survey Takers, Course Attendees

Need, Value, enjoy resources - gain support, networking

Advanced Course Attendees, Recommenders

Need,value resources - Get resources & community

Introductory Course Learners

Need resources - Get resources

Example

engagements

Exchanges

(X for Y)

# 

# **Assignment starts here:**

# Methodology

|  |  |
| --- | --- |
| An “open project” is for the community, by the community: Go through this checklist for inclusion - compile all the links and information for participation and engagement in your community and write ‘yes’ where applicable | * Code of conduct: <https://github.com/jafsia/Breast-Cancer-Diagnostics/blob/main/Code%20of%20Conduct.md>   + Clearly visible on the website: < Yes>   + Clearly states acceptable/unacceptable behaviours: <Yes>   + Clearly states how to report any situation/question: <Yes>   + There is a clear follow-up process (filed reports): <Yes> * Project leadership: <info/link>   + Project leadership considers cycles of feedback: <No>   + Responsibilities of leadership are clearly documented: <No>   + Empowering others it as our heart (not self-promotion): <No>   + Leading by example: <No> * Communication and language: <https://github.com/jafsia/Breast-Cancer-Diagnostics>   + Welcoming and open channel for community and participation: Gitter, Slack, Discourse, GitHub issues: <Yes>   + Limit the number of jargon and non-inclusive language: <Yes>   + Encourage and recognise the quietest voices: <No>   + Provide transcripts of meetings/correspondence in common language(s): <Yes> * Documentation: <https://github.com/jafsia/Breast-Cancer-Diagnostics/blob/main/Code%20of%20Conduct.md>   + Accessible website: <Yes>   + Findable resources: <Yes>   + Contact person to request any missing info: <Yes> * Tasklist for contributors:   + Have first-time contributors tasks (i.e. non-technical): <No>   + Project issues are open and welcoming for contributions: <Yes> |
| How do people engage with or participate in your community, organization or culture? List all the possibilities. | * Pathways for the **first contact**   + Access the github account or the website * Pathways for people **to stay in touch** after the first contact   + Create forks * Pathways for people **to contribute** in touch after the first contact   + Pull Requests * Informal means to engage (i.e. events, blogs etc.)   + Zoom meetings * Possible tasks for new members   + Learn how to use Github * Modes to involve members in decision making   + Reviewing PRs * Can they represent your community in different spaces? How?   + No * What else can you think of that are not already covered   + Directly exchange through the slack group |
| How might you sort those engagements into 5 different groups by the depth of their engagement? (5 = deepest) |  |
| How might you label those groups into bands or levels?  **Example:**   * Level 5. Leaders/collaborators * Level 4. Active participants help develop strategies * Level 3. attendee returns as helper or co-organiser * Level 2. Event attendee/GitHub * Level 1. New member | * Level 5. * Level 4. * Level 3. * Level 2. * Level 1. |
| What are the community interactions and value exchanges at each band/level? | * Level 5. * Level 4. * Level 3. * Level 2. * Level 1. |
| Which band(s)/level(s) should get your attention/effort right now? |  |
| How do you imagine people move through different engagements and bands or levels of your MoE? |  |
| (1) Where do most people engage or participate? Why there? (2) What’s working there? (3) Can you apply to other kinds of participation and engagement in your culture? |  |

# Make a summary table

|  |  |  |  |
| --- | --- | --- | --- |
| **Band/Level** | **Examples of engagement** | **Kinds of engagement (e.g. specific actions, community interactions, and/or value exchanges)** | **Goals and measures (e.g. X people from event Y return for event Z)** |
| 4. Leaders/  Influencers | Me, Academic supervisor, EDIA Mentor, Data Management Committee | Meetings, Appreciation | Established support from all stakeholders in this level, Stakeholders attend training |
| 3. Collaborators | Library Services | Planning meetings, Contribute to training materials, Deliver training, Renumeration | Training materials developed, Training delivered on research data management |
| 2. Active participants | Survey respondents  (racialized researchers) | Share DRI perspectives, Inform training topics | At least 20 surveys completed |
| 1. Endorsers | Training attendees | Knowledge exchange | At least 20 attendees at the training on research data management |

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# Sketch your MoE

1. Endorsers

2. Active participants

3. Collaborators

4. Leaders/

Influencers

Me, Academic supervisor, EDIA Mentor, Data Management Committee

Reward, Appreciation

Library Services

Contribute to training materials, Deliver training, Renumeration

Survey respondents

Share DRI perspectives, Inform training topics

Training attendees

Knowledge exchange

Example

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(X for Y)

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