

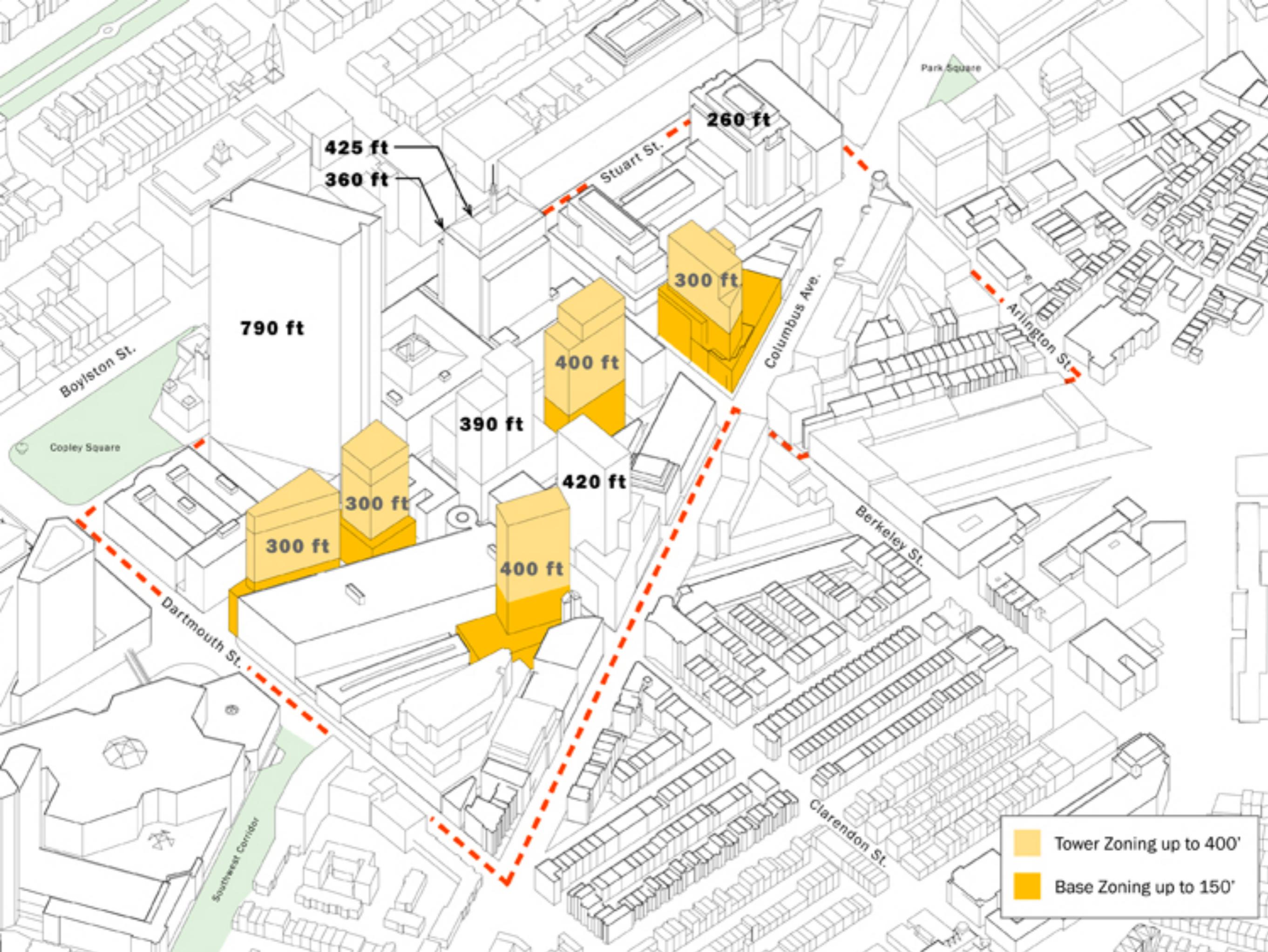
Common Knowledge

Jessica Lord – OS/OS April 2015





Urban Design Technology Group



More
Technology

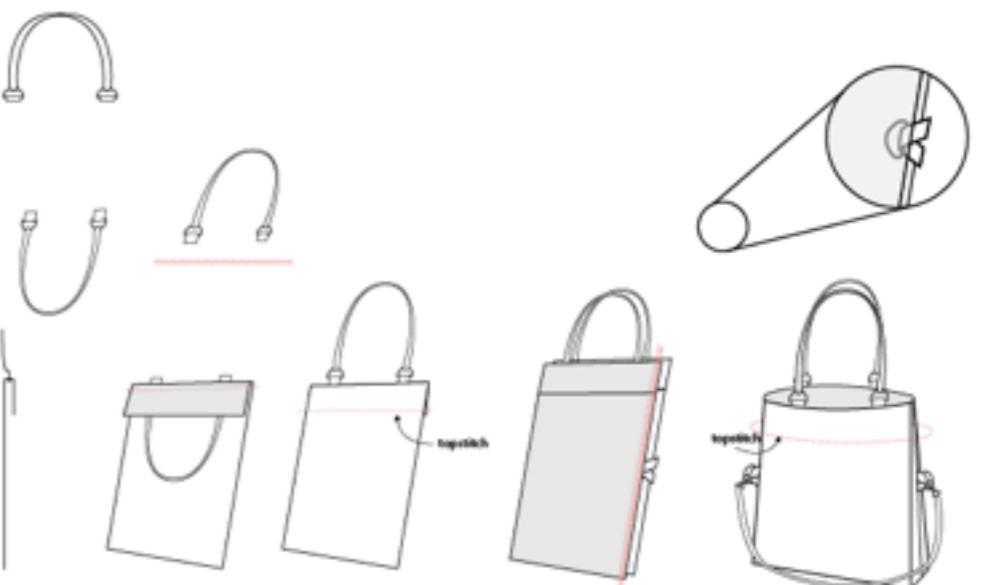
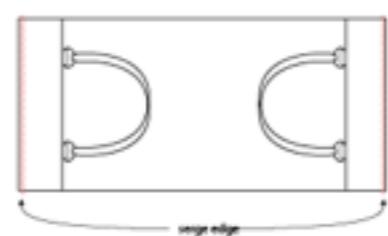
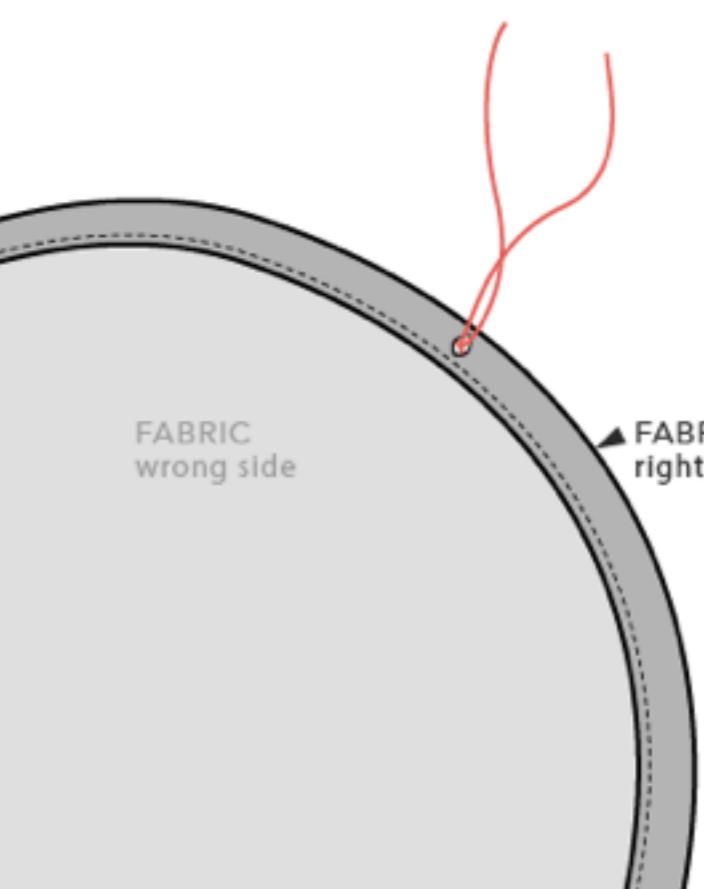
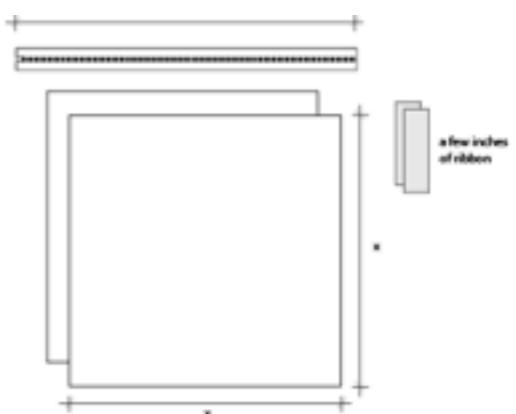
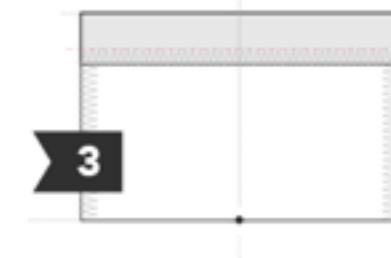
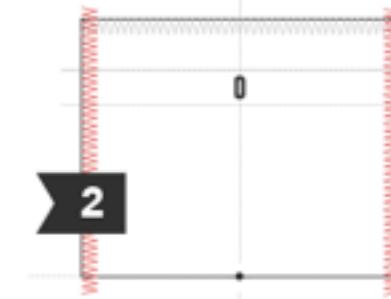
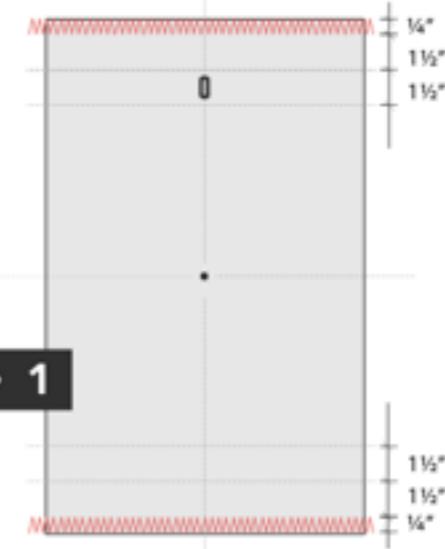
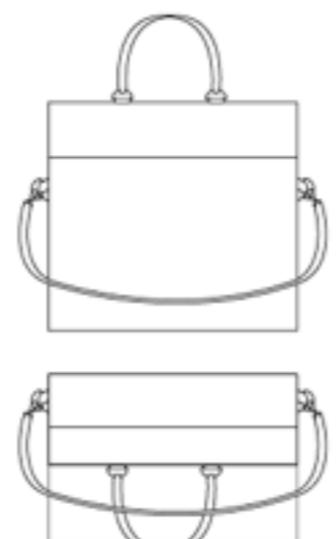
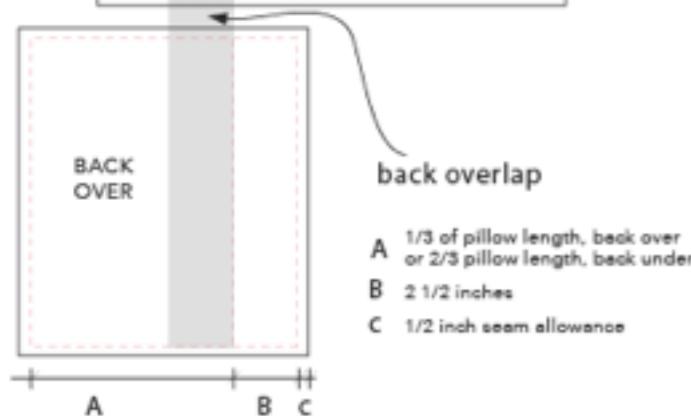
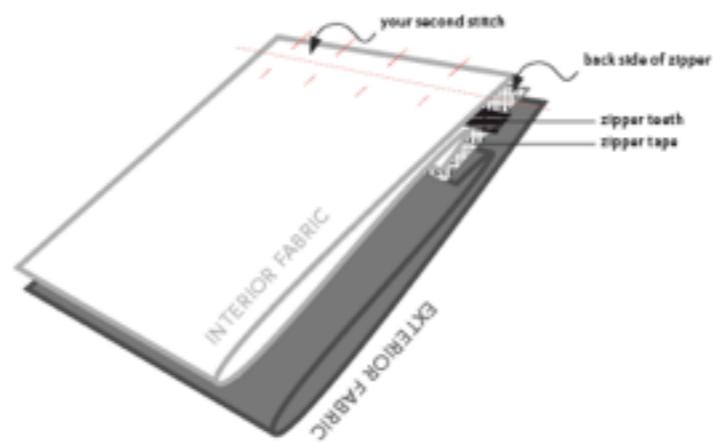
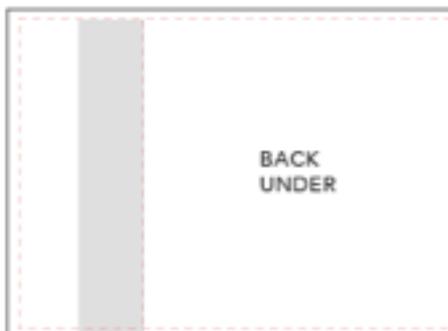
Technology that most
take for granted has yet
to penetrate government.

**Every city is trying
to be the best city.**

**We should be sharing
our experiences.**

CODE *for*
AMERICA

FRONT
1/4 inch seam allowance







JavaScript!

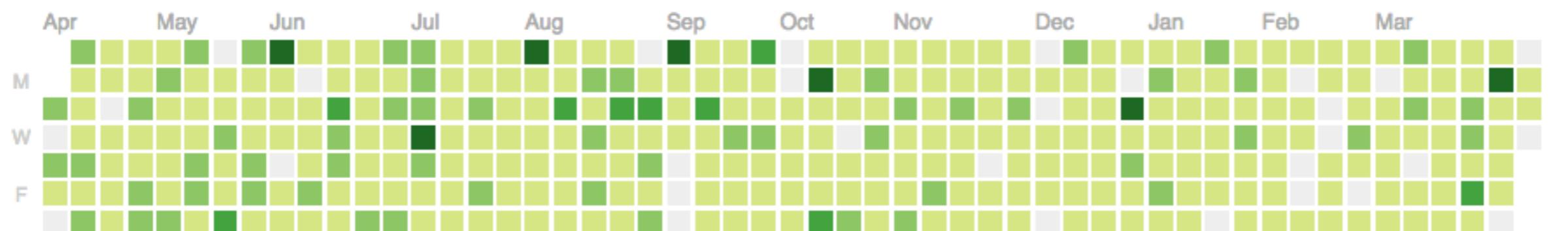
Open Source!

Sharing solutions!

GitHub!

Put
everything
on GitHub.

Contributions



Summary of Pull Requests, issues opened, and commits. [Learn more.](#)

Less More



No degree required.

GitHub Portfolio.

That's nice, but–

It's not actually
leveling the field.

Privilege

To do CfA:

\$15,000+ pay cut
completely burned savings
to move to SF for \$35k where
a 1 bedroom apt is \$3,500/mo

To Learn & to OS:

Work nearly constantly.

This dramatically cuts the pool of potential down to those who have monetary resources and little or no dependent obligations.

How do people who don't
already have enough work
constantly for nothing?

Making a living off of
Open Source is rare.

Community



Tech communities are not
exactly known for being
welcoming and safe spaces.

Open Source is amazing.

But there are problems.

Without privilege or
community it's hard to
break into tech, even
harder into Open Source.

The number women in open source is drastically lower than the already low number in tech.

We've got to do better.

Open Source is important.

“...the adoption of any one
innovation made adoption of
certain others possible, which
then, if useful, were more likely to
spread. Bands and communities of
bands with better combinations of
cultural innovations became more
productive and better equipped ...
Thus group selection drove the
evolution of culture.”

E.O. Wilson—The Social Conquest of Earth

More ideas lead to
more ideas.

Immense value in
common knowledge.

We need to do better.

We need all the ideas
from all the people.

We need an
Open Source for everyone.

**Open Source not just for
the privileged, not even
just for developers.**

Open Source for

*designers, journalists, scientists,
polyglots, note takers, editors, data
wranglers, organizers, mappers...*

Open Source whenever

*2 hours a week, a logo a year,
a quarterly copy edit...*

To be for everyone we
need to reduce barriers—
for everyone.

We need to change
what Open Source
“looks” like.

Let's talk barriers:
Privilege

**Privilege is about the
advantages you have because
of who you are. They're hard
to notice and everywhere.**

**Be aware of how
privilege impacts you
and make changes.**

Free events are not enough.

childcare, timing, transportation, locality

Booze is not enough.

safety, inclusion

Stack Overflow is not enough.

internships, sponsorships, donate resources

Work for free is not enough.

internships, contracts, tipping

Barrier:

Community

**Community should be
inclusive, safe and
empowering.**

“Humans, it appears, are successful not because of an elevated general intelligence that addresses all challenges but because they are born to be specialists in social skills. By cooperating through the communication and the reading of intention, groups accomplish far more than the effort of any one solitary person.”

E.O. Wilson—The Social Conquest of Earth

Use a code of conduct.

Talk about it and enforce it.

Promote diversity.

So others can see themselves there.

Celebrate beginners.

Create pathways, code reviews, empathy.

Get involved.

Mentor, workshops, improve resources.

**Open Source for
everyone.**

Thank you!

slides: jlord.us/osos

Further Reading:

The Ethics of Unpaid Labor and the OSS Community

<http://www.ashdryden.com/blog/the-ethics-of-unpaid-labor-and-the-oss-community>

The Open Source Identity Crisis

<https://modelviewculture.com/pieces/the-open-source-identity-crisis>

Stack Overflow Developer Survey 2015

<http://stackoverflow.com/research/developer-survey-2015>

On Accepting Privilege

<http://rarlindseymash.com/posts/on-accepting-privilege>