

The Source of Change

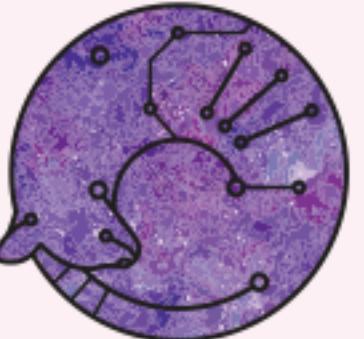
Bettering Online Open Source Communities Can Begin with You

Kattni

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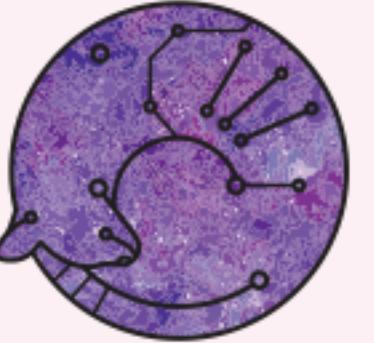




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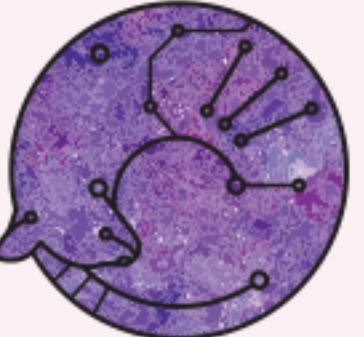


There is a serious problem.

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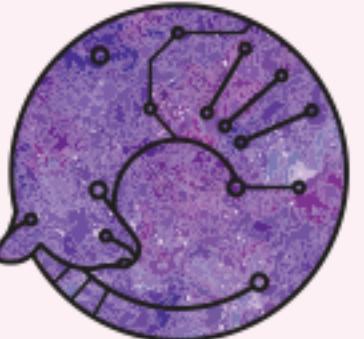


Pervasive antagonistic behavior, mistreatment, and abuse.

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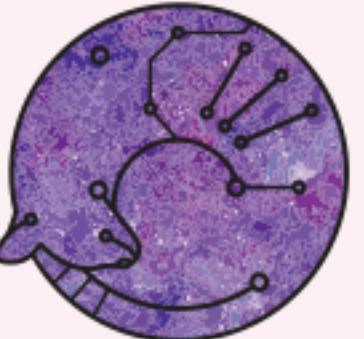
Online Harassment

- 56% of adults in the US
- 41% severely harassed
- Disproportionate effects
- Severity increasing
- 91% see the problem

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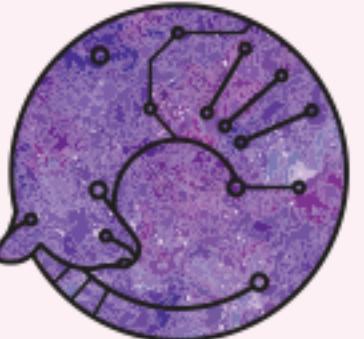
Why does it continue?

- Distance and anonymity
- Inevitability
- Priorities
- Behavioral norms
- Ignored or encouraged
- Victims and advocates leave

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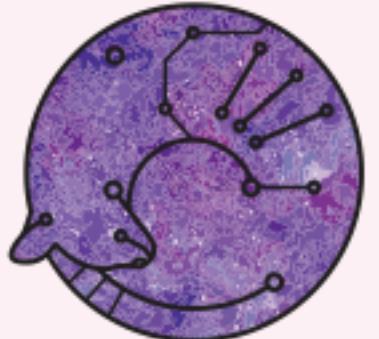
Fixing a Deeply Systemic Issue

- Pace yourself
- Start small
- Begin where you are
- Break the pattern
- Build inclusive, safe communities
- Prove it

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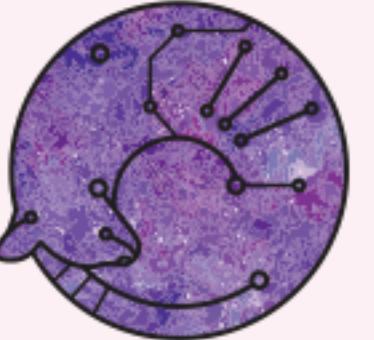


Ok, but what can I actually do?

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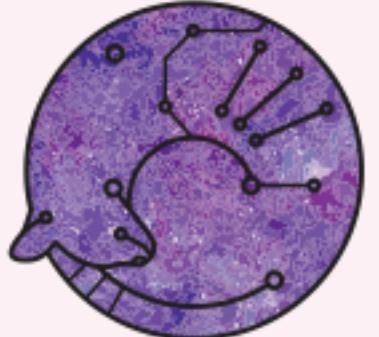


**Exhibit, emphasise, and
encourage appropriate behaviors.**

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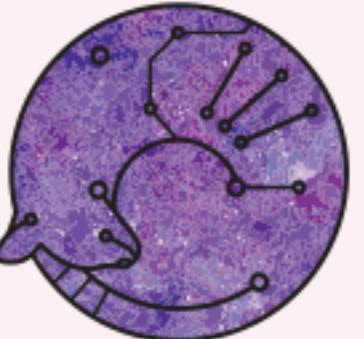
Protecting Online Spaces

- Code of Conduct or Community Guidelines
- Be consistent
- Follow through
- Obstacles
- Outcomes
- Support through action

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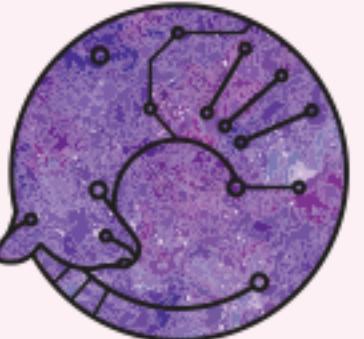
Fundamentals

- Foster a welcoming, inclusive environment
- Include deliberately
- Engage in beneficial behaviors
- Remain mindful
- Human interaction

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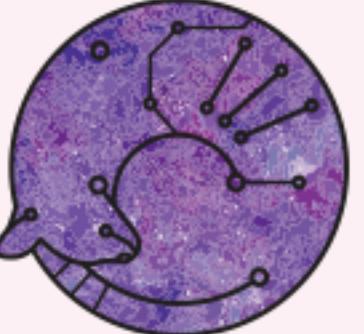
Communication Has Its Limits

- Disadvantages of text
- Language barriers
- Age and generational differences
- Context

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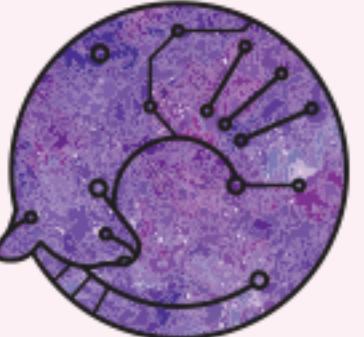
Send a Better Message

- Consider phrasing
- Respond thoughtfully
- Infer intent
- Choose your words
- “Easy” vs. “straightforward”

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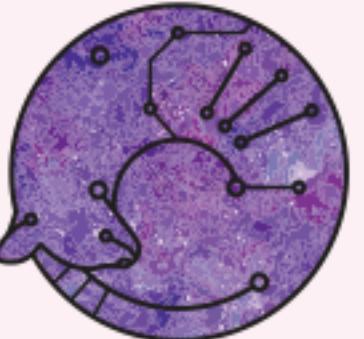
Feedback

- Constructive is a positive
- Choose a supportive approach
- Suggest alternatives
- Respect time and effort
- Appreciate others' feedback

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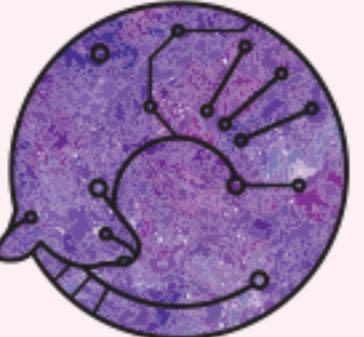


***For those who are able, there
is another action you can take.***

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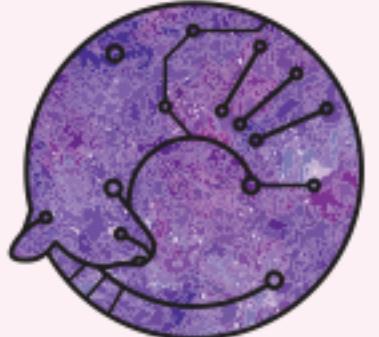


**Actively challenge harassment
and antagonistic behavior.**

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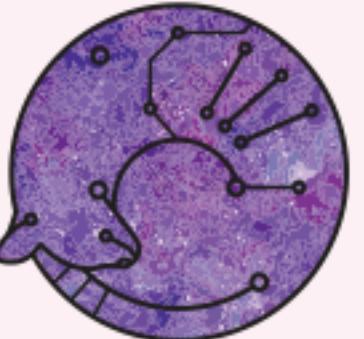
Protecting Others

- Only for those who can
- Understand your role
- Report these behaviors
- Use your privilege
- Confront perpetrators
- Recognise collaborators

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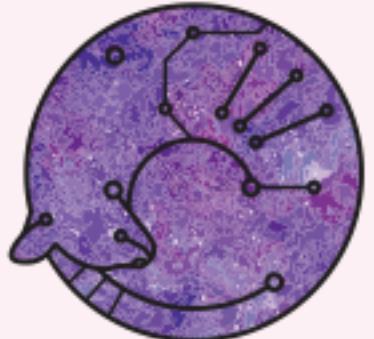
**Finally, there is the most
important action.**

For everyone.

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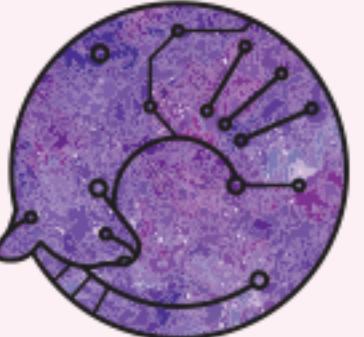


Take care of yourself.

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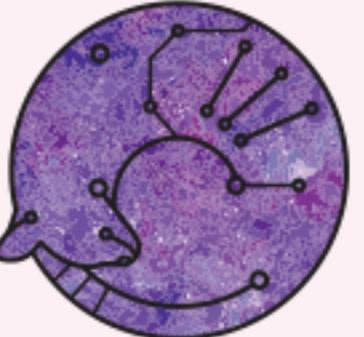
Protecting Yourself

- Mistreatment will happen
- Focus within your control
- Track your mental health status
- Recognise the risk of burnout
- Make choices right for you

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Why does all of this matter?

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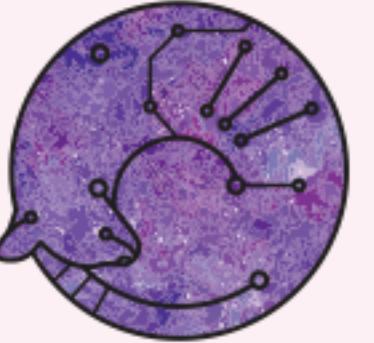


Every action has an impact.

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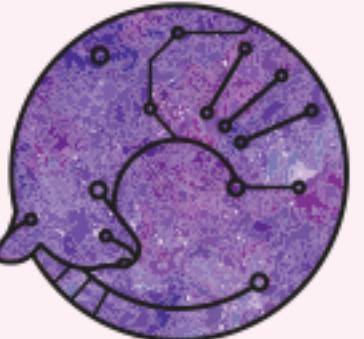
The Ongoing Effects

- Everything extends beyond
- Mitigating harm
- Cultivating safety
- Nurturing persistent involvement
- Lasting reform

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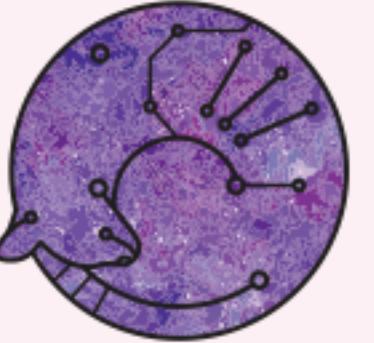


This is a long-term endeavor.

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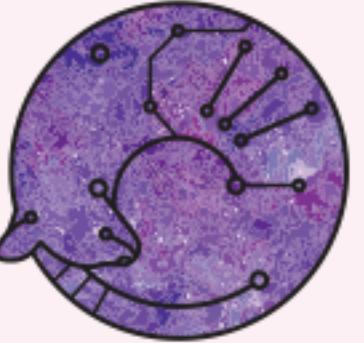


It begins with you.

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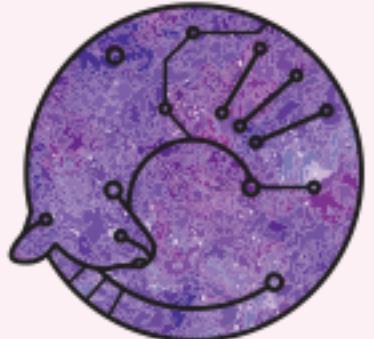
**"That you are here – that life
exists and identity, that the
powerful play goes on, and
you may contribute a verse."**

Walt Whitman

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Thank you!

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Slides and References: <https://kattni.com/NBPy2025>

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