

The Source of Change

Bettering Online Open Source Communities
Can Begin with You

Kattni

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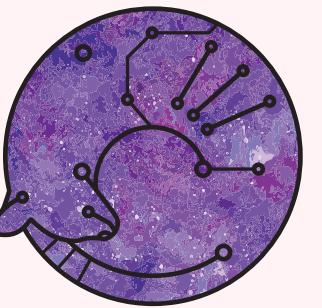
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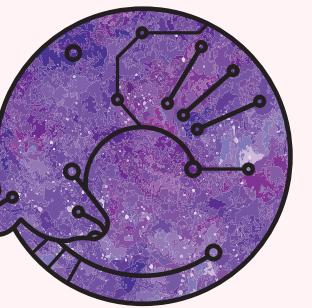
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There is a serious problem.

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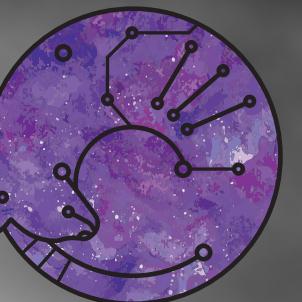


Pervasive antagonistic behavior, mistreatment, and abuse.

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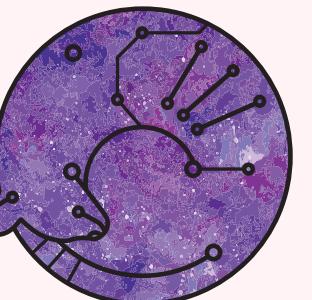


Online Harassment

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

Anti-Defamation League. (2024, June 11). Online Harassment and Hate: The American Experience 2024 <https://www.adl.org/resources/report/online-hate-and-harassment-american-experience-2024>

Pew Research Center. (2021, January 13). The State of Online Harassment. <https://www.pewresearch.org/internet/2021/01/13/the-state-of-online-harassment/>



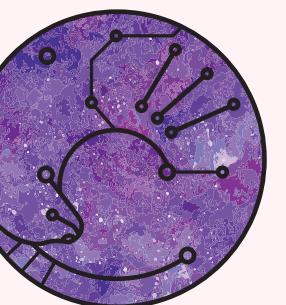
Why does it continue?

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

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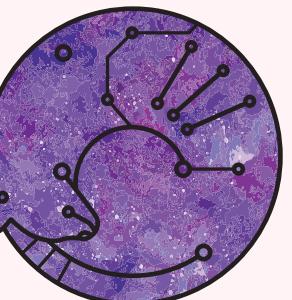
Fixing a Deeply Systemic Issue

- Maintain a realistic objective
- Start small
- Begin where you are
- Break the pattern
- Notice who is absent
- Challenge harmful values

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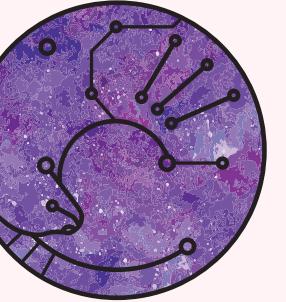
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Ok, what can I actually do?

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**Intentionally encourage and
promote safety and inclusion.**

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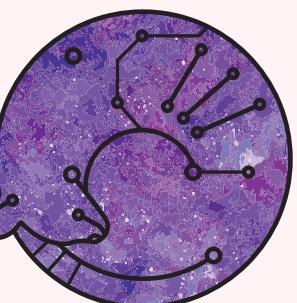
Establishing Safety

- Code of Conduct or Community Guidelines
- Follow through
- Be consistent
- Adapt and evolve
- Outcomes
- Support through action

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Fundamentals

- Foster a welcoming, inclusive environment
- The Paradox of Tolerance
- Engage in beneficial behaviors
- Remain mindful
- Acknowledge the unavoidable
- Human interaction

Purposefully communicate.

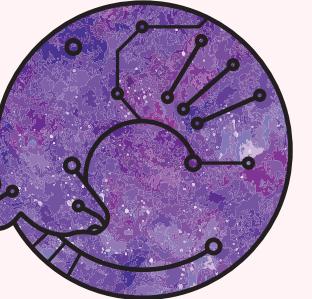
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Communication Has Its Limits

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



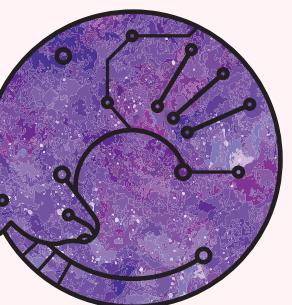
Send a Better Message

- Consider phrasing
- Respond thoughtfully
- Take the time you need
- Infer intent
- Choose your words
- “Easy” vs. “straightforward”

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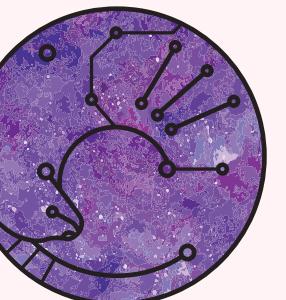
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Feedback

- Constructive is a positive
- Choose a supportive approach
- Suggest alternatives
- Respect time and effort
- Appreciate personal feedback
- Always consider context



Actively challenge harassment and antagonistic behavior.

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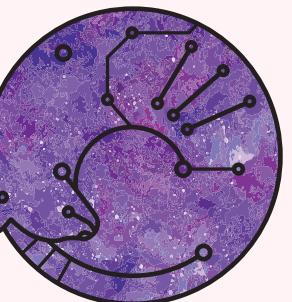
Protecting Others

- Confront perpetrators
- Recognise collaborators
- Use your privilege
- Report harmful behaviors
- The “Missing Stair”
- Be conscious of obstacles

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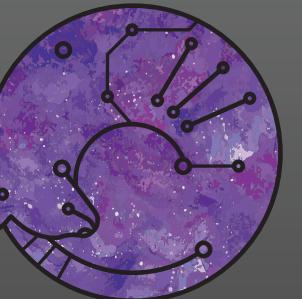
Take care of yourself.



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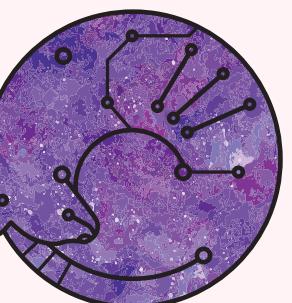
Essential Self-Care

- Change is hard work
- Track your mental health status
- Focus within your control
- Identify your exit conditions
- Recognise the risk of burnout
- Step away responsibly

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Every action has an impact.

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Key Takeaways

These actions...

- **Support safe communities**
- **Challenge harassment**
- **Purposefully communicate**
- **Take care of yourself**

Have these outcomes.

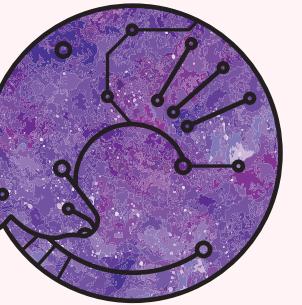
- Mitigate harm
- Long-term involvement
- Quality connections
- Authentic engagement
- Honest feedback
- Personal resilience



This is a long-term endeavor.

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It begins with you.

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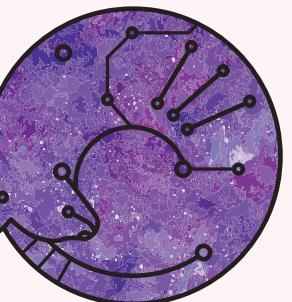
**"That you are here – that life
exists and identity, that the
powerful play goes on, and
you may contribute a verse."**

Walt Whitman

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Thank you!

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Slides and References: <https://kattni.com/DjangoCon2025>

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