



# **Building diverse open source communities**

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## **Learnings from PyLadies Berlin's monthly open source hack nights**

**Dr Maren Westermann**

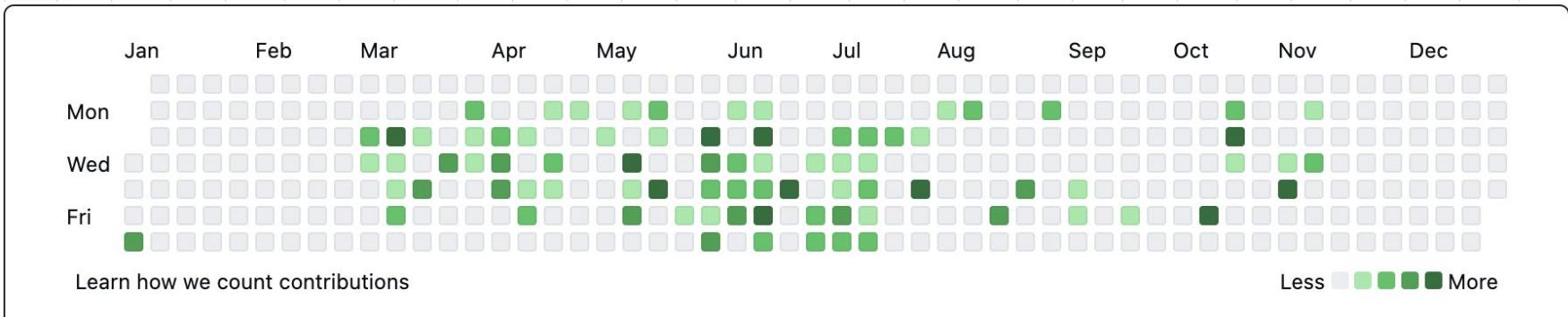
# About me

- PhD in agricultural/ environmental science from the University of Queensland
- 5 years of experience as Data Scientist/ Machine Learning Engineer
- since 2020: Active contributor to open source, especially scikit-learn
- since 2021: PyLadies Berlin co-organiser, especially monthly mentored “Open source hack nights”
- since 2023: scikit-learn contributor experience team

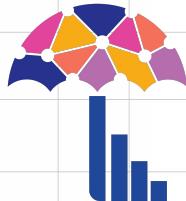


# My open source journey

2020



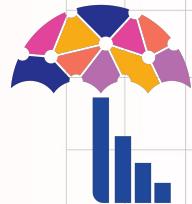
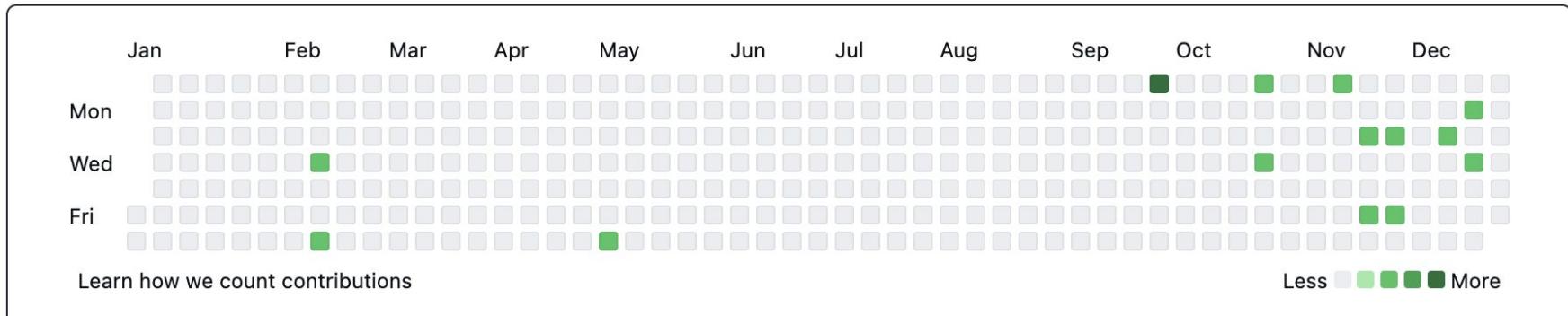
Data Umbrella  
scikit-learn  
community sprint



New job

# My open source journey

2021

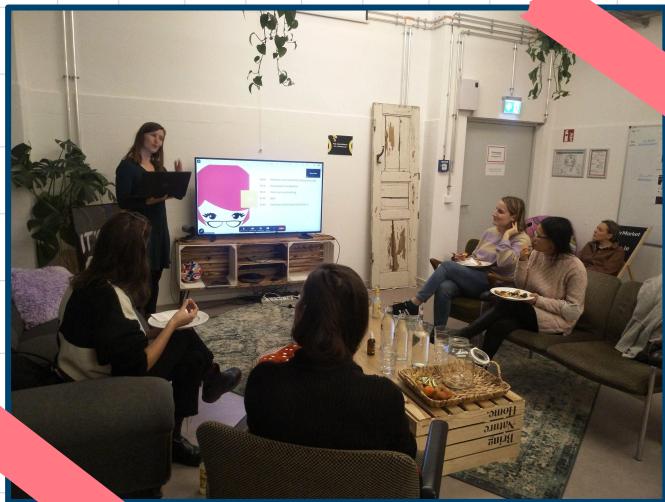


↑  
Data Umbrella  
scikit-learn  
community sprints

↑  
Resolution  
to change!

# Idea: monthly open source hack nights

February 2022

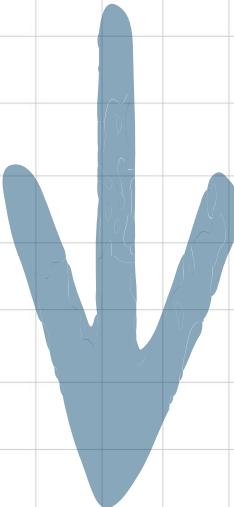


# Idea: monthly open source hack nights

Winter/ spring 2022

Number of attendees

- February ~ 15
- March ~ 10
- April ~ 10
- May 2



# Troubleshooting



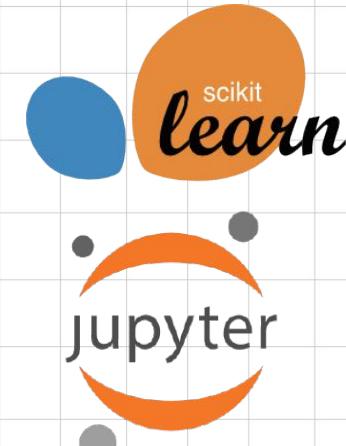
Summer of 2022

## Reasons for declining numbers of participants

- No mentors present
- No easy issues available
- Participants felt overwhelmed
- Mismatch of expectations

# Mentored open source hack nights

- Dec 2022: pandas
- Jan 2023: pandas
- Feb 2023: scikit-learn
- Apr 2023: pandas
- May 2023: Jupyter
- Aug 2023: scikit-learn
- Aug 2023: pandas
- to be continued :)



Booked out + waiting list!



# Mentored open source hack nights



# Mentored open source hack nights

PyLadies Paris

- 27 Oct 2022
- 8 Nov 2022
- 24 Nov 2022
- 8 Dec 2022



# Mentored open source hack nights

PyLadies Hamburg

• 28 July 2023



# Outcome

## Achievements for participants/ community

- Strengthened participants' professional profiles
  - Improved GitHub profiles and CVs
  - Stronger position for salary negotiations
- Introduced participants to open source
- Community building
  - Repeated attendance of some participants

# Outcome

## Achievements for open source projects

### • scikit-learn

- Two people joined the contributor experience team\*
- Hired one intern/ mentee among sprint participants



### • pandas

- Hired one intern/ mentee among sprint participants
- One sprint organiser joined pandas maintainer team



\* Data Umbrella sprint participants (one of them is me)

# Outcome

## Challenges

- No formation of self study groups after sprints
  - People likely don't have the bandwidth to organise these
- Tracking of long-term effects is hard
- Ongoing mentoring is required
  - ideally paid mentoring

Mentor!

# Thank you, you're amazing! <3

- scikit-learn team, especially
  - *Reshma Shaikh, Guillaume Lemaitre, Adrin Jalali*
- pandas team, especially
  - *Marco Gorelli, Patrick Höfler, Noa Tamir, Joris Van den Bossche*
- PyLadies Berlin team, especially
  - *Noa Tamir, Paloma Oliveira, Mariana Meireles*
- PyLadies Paris team, especially
  - *Mojdeh Rastgoo, Maria Telenczuk*
- PyLadies Hamburg team, especially
  - *Tereza lofciu*

# Let's connect :)

- **Mastodon:** [@maren@fosstodon.org](https://maren@fosstodon.org)
- **GitHub:** [github.com/marenwestermann](https://github.com/marenwestermann)
- **LinkedIn:** [de.linkedin.com/in/dr-maren-westermann-0b8575144](https://de.linkedin.com/in/dr-maren-westermann-0b8575144)
- **Twitter:** [@MarenWestermann](https://twitter.com/MarenWestermann)



**THANK YOU**

