



Matthias Köppe <matthiaskoeppe@gmail.com>

(Re-)building an inclusive SageMath community

8 messages

Matthias Köppe <mkoeppe@math.ucdavis.edu>
To: sage-conduct@googlegroups.com

Sun, Mar 17, 2024 at 1:37 PM

Hi sage-conduct committee, first of all thanks for your willingness to serve on the committee and congratulations on having been elected by the community.

A month ago I started what I intended to be a series of posts on sage-devel titled "(Re-)building an inclusive SageMath community" with the post "I: How we talk about past, current, future contributions", <https://groups.google.com/g/sage-devel/c/OeN8o14s6Jc>

Unfortunately, this post has been met with a complete silence. I argue that this is but one symptom of a disease of the Sage community: The community has been severely damaged by toxicity, not just by the most recent excesses but already over a much longer term. Possible other symptoms: (1) The lack of visible diversity in our community. (2) The silence (bystanderism) when harmful conduct is happening in plain sight. (3) The disengagement from any matters of community, governance, leadership.

I argue that we need active long-term steps to rebuild a healthy, inclusive community. I'll be happy to join discussions on this topic.

Best,
Matthias

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Dr. Matthias Köppe <http://www.math.ucdavis.edu/~mkoeppe>
Professor of Mathematics

David Roe <roed.math@gmail.com>
To: Matthias Köppe <mkoeppe@math.ucdavis.edu>
Cc: sage-conduct@googlegroups.com

Fri, Mar 29, 2024 at 11:33 AM

Hi Matthias,
We wanted to reply to this because we agree that it is an important long term priority for the community. Unfortunately, our efforts are currently absorbed by addressing urgent matters (as I'm sure you're aware of). We'll be writing to you soon on some of these other issues, but didn't want you to think we were ignoring this initiative. We appreciate the effort you're putting into trying to rebuild community, and hope to work with you on it in the future.
David
for the Code of Conduct Committee

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To unsubscribe from this group and stop receiving emails from it, send an email to sage-conduct+unsubscribe@googlegroups.com.

To view this discussion on the web visit https://groups.google.com/d/msgid/sage-conduct/CAJ_w05hq6MRihCqsBXMd9GooQecoq7JY4xeLqEPE7%2BEorXd_Tw%40mail.gmail.com.

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Matthias Köppe <mkoeppe@math.ucdavis.edu>
To: David Roe <roed.math@gmail.com>

Fri, Mar 29, 2024 at 11:50 AM

Cc: sage-conduct@googlegroups.com

Thanks David, much appreciated.

Matthias

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Matthias Koeppe <mkoeppe@math.ucdavis.edu>

Wed, Apr 10, 2024 at 10:36 AM

To: David Roe <roed.math@gmail.com>

Cc: sage-conduct@googlegroups.com

Hi committee:

I think now would be a good time.

Matthias

On Fri, Mar 29, 2024 at 11:34AM David Roe <roed.math@gmail.com> wrote:

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David Roe <roed.math@gmail.com>

Wed, Apr 10, 2024 at 11:30 AM

To: Matthias Koeppe <mkoeppe@math.ucdavis.edu>

Cc: sage-conduct@googlegroups.com

Can you elaborate a bit? I just reread your initial post and your email to us. You argue for "active long-term steps" and for "responsible behavior. Words matter, community matters, leadership matters." I agree that the current state of Sage is not good, and I want to improve it (which is why I'm on this committee). What kind of active steps do you think would be helpful?

We've been discussing some possibilities as a committee, and welcome other suggestions. While some possible steps would not be within the scope of actions that we can take on our own, we are happy to brainstorm ideas with you to suggest to sage-devel more broadly. We're next meeting on Friday.
David

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To view this discussion on the web visit https://groups.google.com/d/msgid/sage-conduct/CAJ_wo5irEDHzPu9HEAeV_AMSUMesyivahCua%2BMpt_JzYVtLsWw%40mail.gmail.com.

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Matthias Koeppe <mkoeppe@math.ucdavis.edu>

Wed, Apr 10, 2024 at 12:29 PM

To: David Roe <roed.math@gmail.com>

Cc: sage-conduct@googlegroups.com

Hi David.

Thanks for the speedy response.

On Wed, Apr 10, 2024 at 11:31AM David Roe <roed.math@gmail.com> wrote:

>

> Can you elaborate a bit?

Sure, I'm happy to, and in as much detail as you would like.

> I just reread your initial post and your email to us. You argue for "active long-term steps" and for "responsible behavior. Words matter, community matters, leadership matters." I agree that the current state of Sage is not good, and I want to improve it (which is why I'm on this committee). What kind of active steps do you think would be helpful?

Rebuilding the community has to be rooted in consideration for the weakest in our community, the voices that have already disappeared from our community, and for the targets of misconduct.

The question to ask is: What is necessary so that they feel comfortable and empowered to participate?

It really has to start with

- recognizing and acknowledging the asymmetric nature of abuse, bullying, etc., and
- recognizing the specific damage that all of these do on individuals and on our community,
- learning about and helping educate our community about the techniques and mechanisms of abusers and abuse (hint: keeping plausible deniability and playing the victim are part of the toolchest of abusers),
- affirming the goal of building an inclusive community in which abuse, bullying, aggression, disrespect, harassment are shunned.

What is counterproductive:

- Giving abusers the benefit of the doubt.
- Reprimanding targets of abuse for calling out abuse.
- Both-siding bullying with anti-bullying activism.
- Euphemisms.

I'll be happy to elaborate, share learning materials, and/or join a synchronous discussion; my schedule is quite flexible.

Best,

Matthias

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Matthias Koeppe <mkoeppe@math.ucdavis.edu>

Thu, Apr 11, 2024 at 2:33 PM

To: David Roe <roed.math@gmail.com>

Cc: sage-conduct@googlegroups.com

I've posted a longer version of this message on sage-devel to invite community involvement. It's waiting for approval.

Matthias

On Wed, Apr 10, 2024 at 12:29 PM Matthias Koeppe

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Matthias Koeppe <mkoeppe@math.ucdavis.edu>

Thu, Apr 11, 2024 at 10:48 PM

To: William Stein <wstein@gmail.com>

FYI.

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