

IMPLICIT NONE: intentional inclusion and diversity in the RSE movement

NL-RSE 2019-11-20
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[10.6084/m9.figshare.10411349](https://doi.org/10.6084/m9.figshare.10411349)



About me



Developer advocate @ Microsoft – scientific computing
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Champion for diversity, inclusion and accessible tech

PSF fellow
GDE for Tensorflow

Outline

1

The role of the RSE
A multi-hyphen role

2

Intentional inclusion
Why we should care about it

3

Community and culture change
Aiming for sustainability

What is an RSE?

It depends who you ask

Researcher who codes

A developer who conducts research

A developer working on research software

Someone who studies research software

Someone who studies the impact of software in research

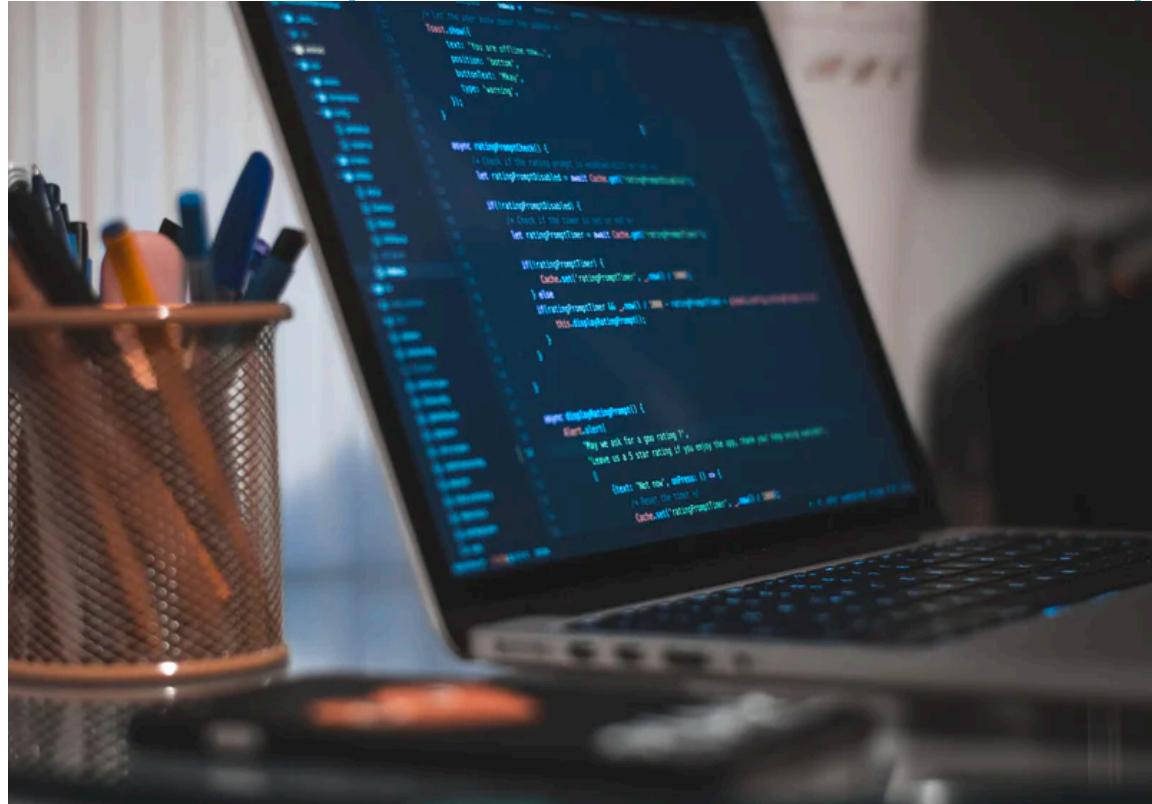
The multi-hyphen RSE

Emma Gannon defines a typical multi-hyphenate as someone who struggles to answer the question “what do you do?”.



What are RSEs if
not multi-hyphen
professionals?

Developers



Community builders



Project managers



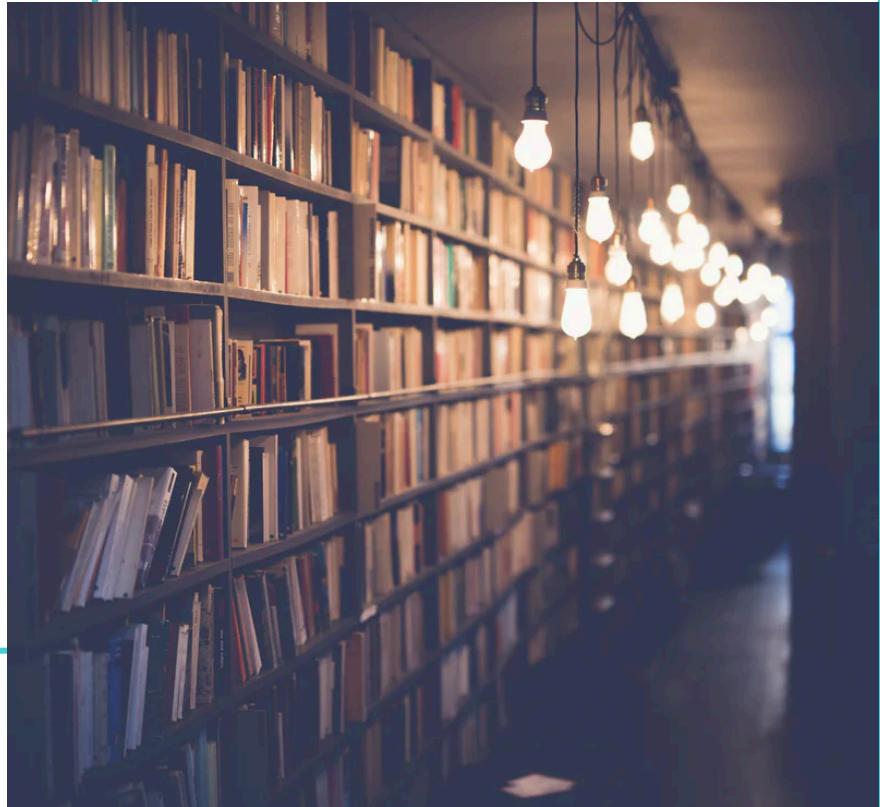
Innovators



Teachers and mentors



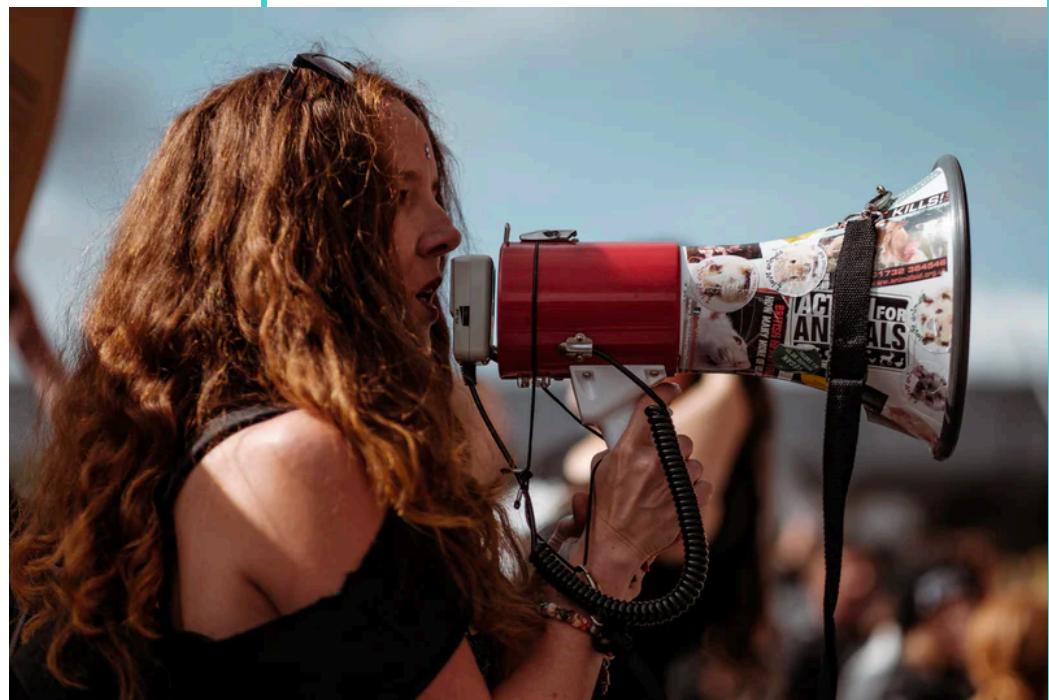
Archivists



Researchers



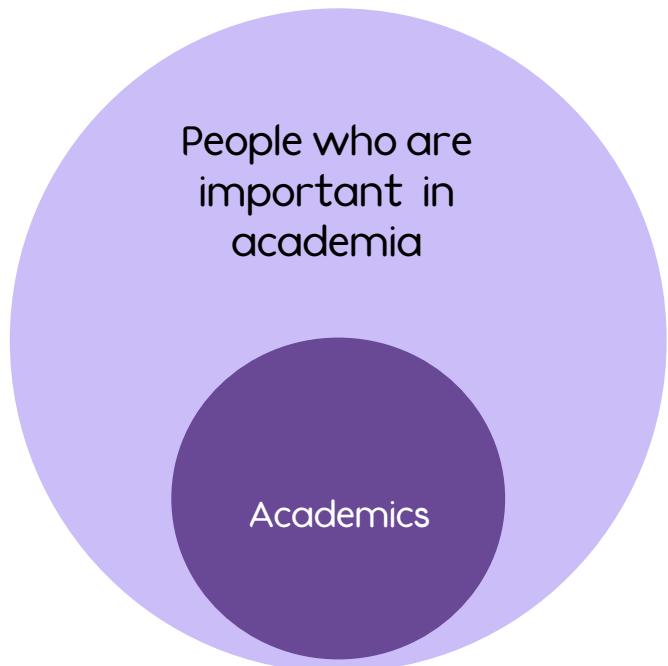
Activists



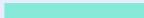
Outcasts

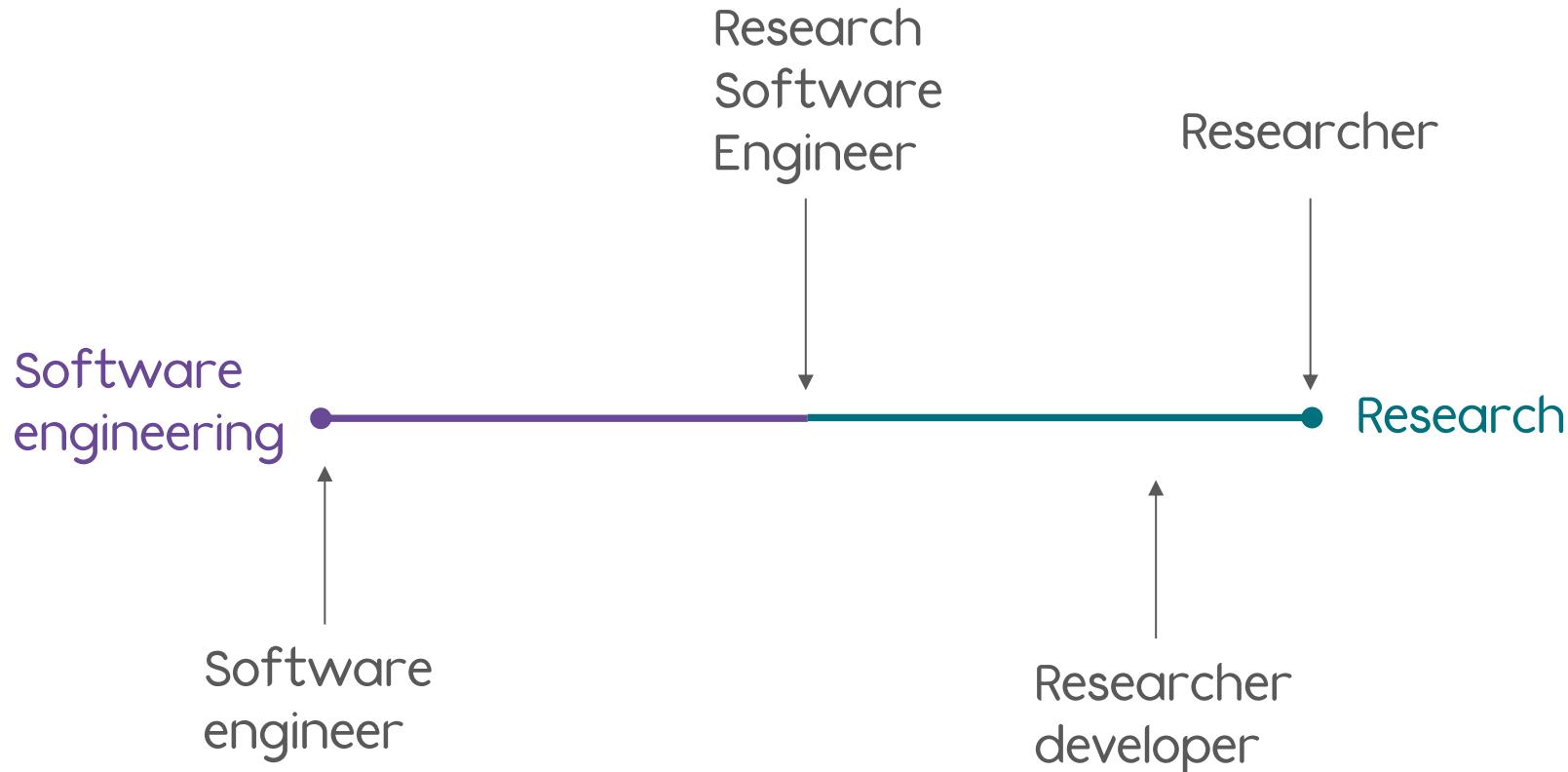


The Venn of academic importance



This has changed the
world and research





Intentional inclusion



The emergence of the RSE

COMMUNITY



The rise of a
community



An opportunity to
self-describe

“Nothing is more powerful
than an idea whose time has
come.”

— Victor Hugo

So what have we been doing since 2012?

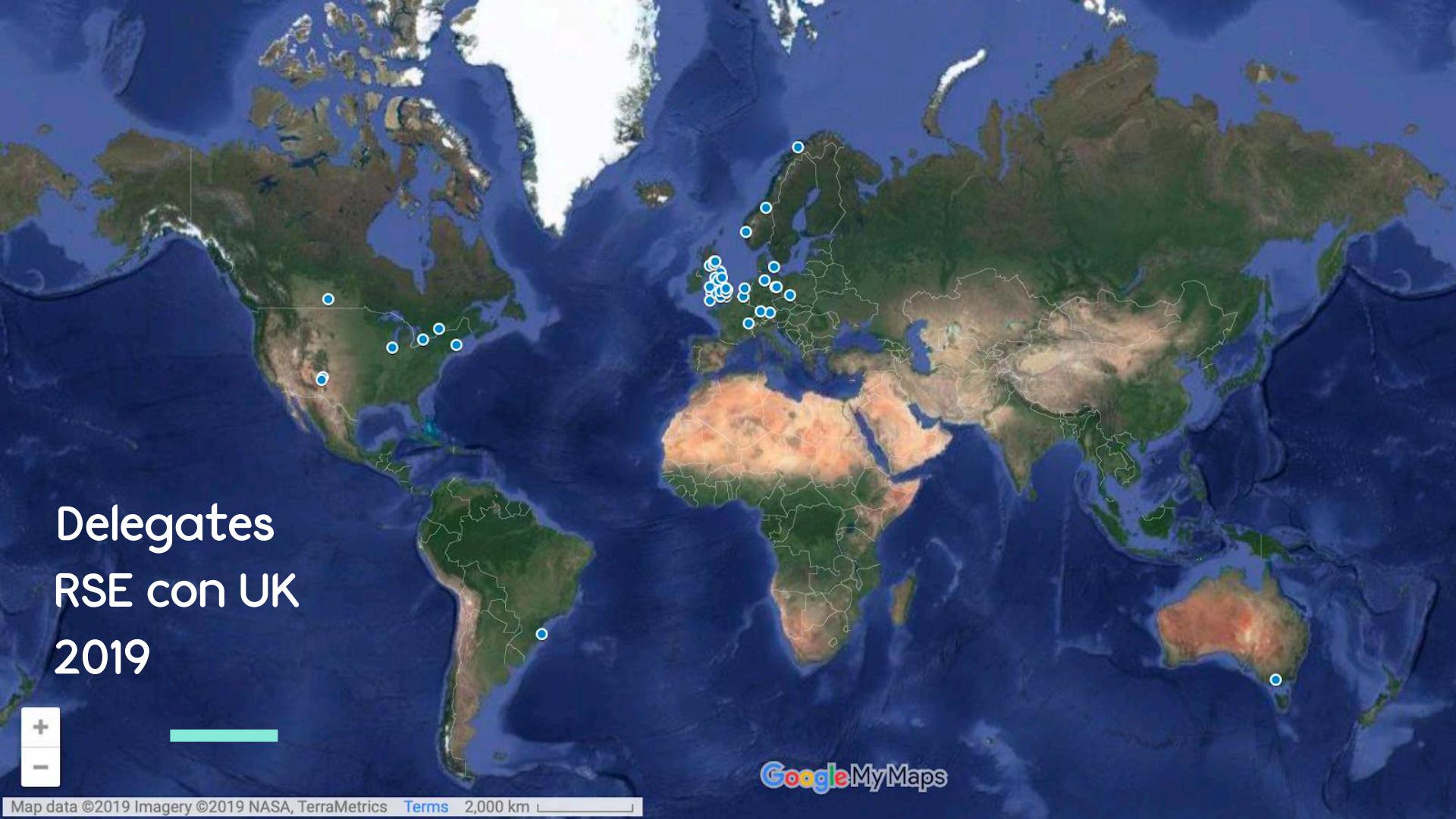
We have been finding our tribe, our family.... A place where we can self-identify.

We have ~~found~~ claimed our place



So, is that it?

Delegates RSE con UK 2019



Google My Maps



Why should we
invest in fostering
inclusive
communities?

An inclusive community

- Values diversity.
- Respects all its citizens, gives them full access to resources, and promotes equal treatment and opportunities.
- Works to eliminate all forms of discrimination.
- Engages its members in decision-making processes that affect their lives.
- Responds quickly and effectively to impacting incidents.



Reference: The Community Tool Box, <https://ctb.ku.edu/en/table-of-contents/culture/cultural-competence/inclusive-communities/main>



“The work of building inclusive communities takes time, patience, perseverance, and courage, because this work is about transforming attitudes, behaviors, and policies.

It requires strategies that operate at multiple levels, including the individual, group, and institutional levels.”

Kien Lee, Contributor of ‘The Community Tool Box’



Diversity & Inclusion (D&I) go hand in hand

Diversity is about “attracting different people”
of diverse skills, backgrounds, and experiences to work together

Inclusion is about “empowering them” by providing an environment
that brings the best of combined skills, backgrounds and experiences

Inclusiveness is

- Inclusion of **individuals or groups** who were previously excluded
- Measured in terms of **eligibility, opportunities, and involvement**
in decision making and leadership
- Achieved when members **share and not compete for resources**

Inclusion

Process by which a community values , includes and involves diversity to improve its well-being

Aims towards **providing access** to community resources to achieve social equality

Inclusiveness

Outcomes of inclusive policies and actions undertaken in a diverse community to improve its well-being

Aims towards **achiving diversity** in community leadership and decision making



TIME FOR A
CULTURAL
SHIFT...

We've come this far

Let's go even further...

As a community



Survival

The first years are about survival:
finding others that can create a
critical mass.

Creating momentum and an
identity.



Consolidation

We need to enter a consolidation
phase: where inclusiveness is a
priority.

Where we drive cultural change
from within.

What is next?

Search

Find and reach out to those previously excluded groups (i.e. language, geographical location, institutional policies, backgrounds)

Empower

Onboard and empower those groups .
Help them self-define within the community.

Drive

Drive the community – how can we better serve our local, regional and local community. Understand local and global challenges.

Expand

Build stronger connections with intersectional communities.

August 27, 2019

Working paper Open Access

Raising the Profile of Research Software

Akhmerov, Anton; Cruz, Maria; Drost, Niels; Hof, Cees; Knapen, Tomas; Kuzak, Mateusz; Martinez-Ortiz, Carlos; Turkylmaz-van der Velden, Yasemin; van Werkhoven, Ben

Research software is fundamental to contemporary research, yet it does not receive the recognition it rightfully deserves. This needs to change, particularly in the context of the discussions around open science and reproducibility. We argue that if open science is to truly lead towards better, more transparent, and reproducible research, then research software needs to be treated in equal footing to research data and publications at the policy level.

In this paper, we present a concrete followup to the DORA declaration in the form of recommendations for raising the profile of research software. We divide our recommendations into four categories: Software availability and quality, Software sustainability, Training, and Human capital.

These recommendations provide steps for achieving recognition for research software as a fundamental and vital component of research.

Preview

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Leaders...

We are not the leaders of tomorrow...

we are the leaders of today



Society of Research Software Engineering
@ResearchSoftEng

Keep an eye on the careers of these #RSEng! A group shot from the #AspiringRSE workshop.



PASSION LED US HERE

But our people will
take us far far beyond

Thanks!

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