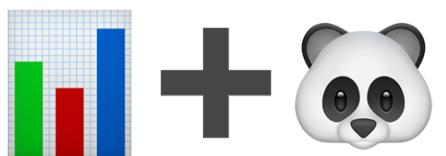
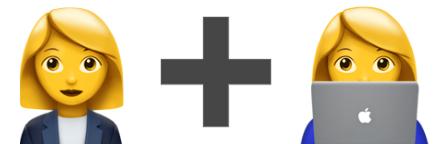
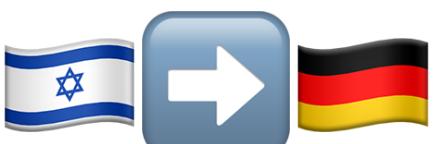


# What is Contributor Experience? & how do you lead it?

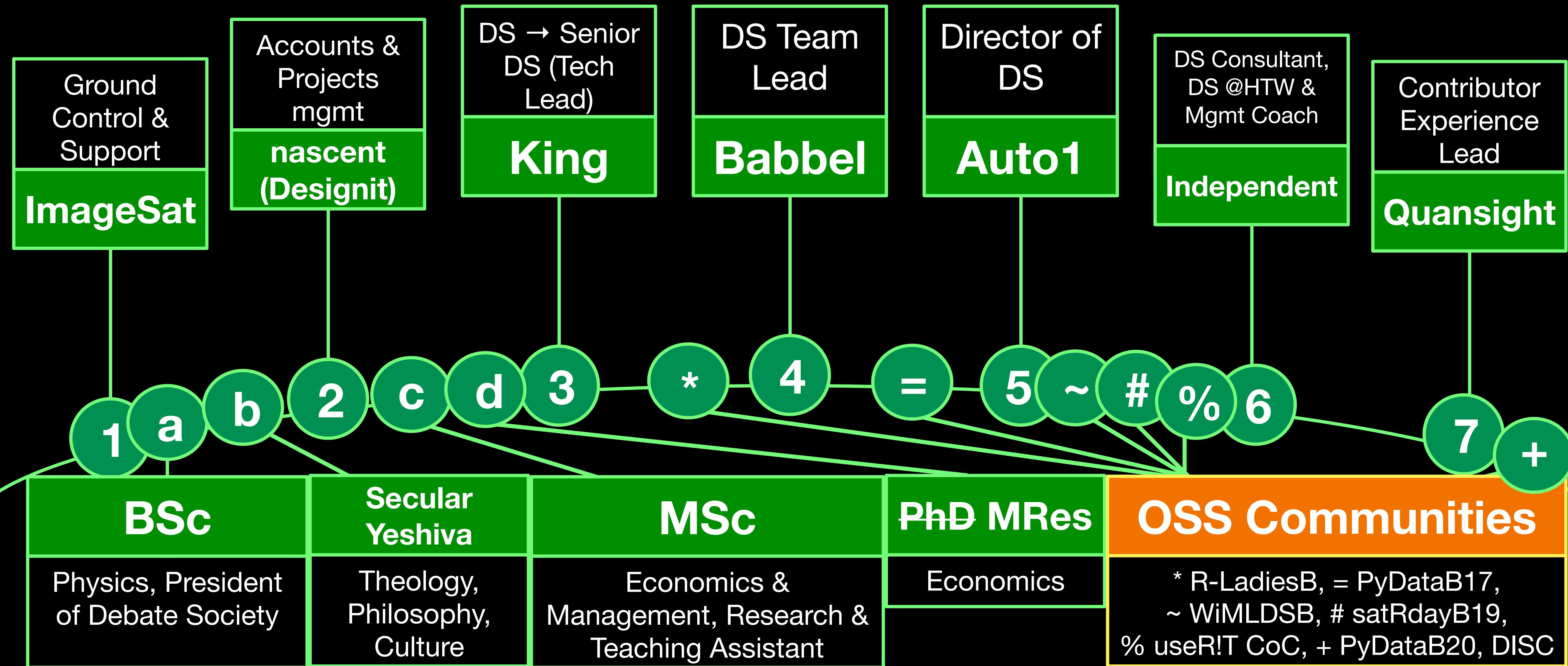
Noa Tamir, Quansight Labs, May 18th 2022

👋 Hello, I'm Noa

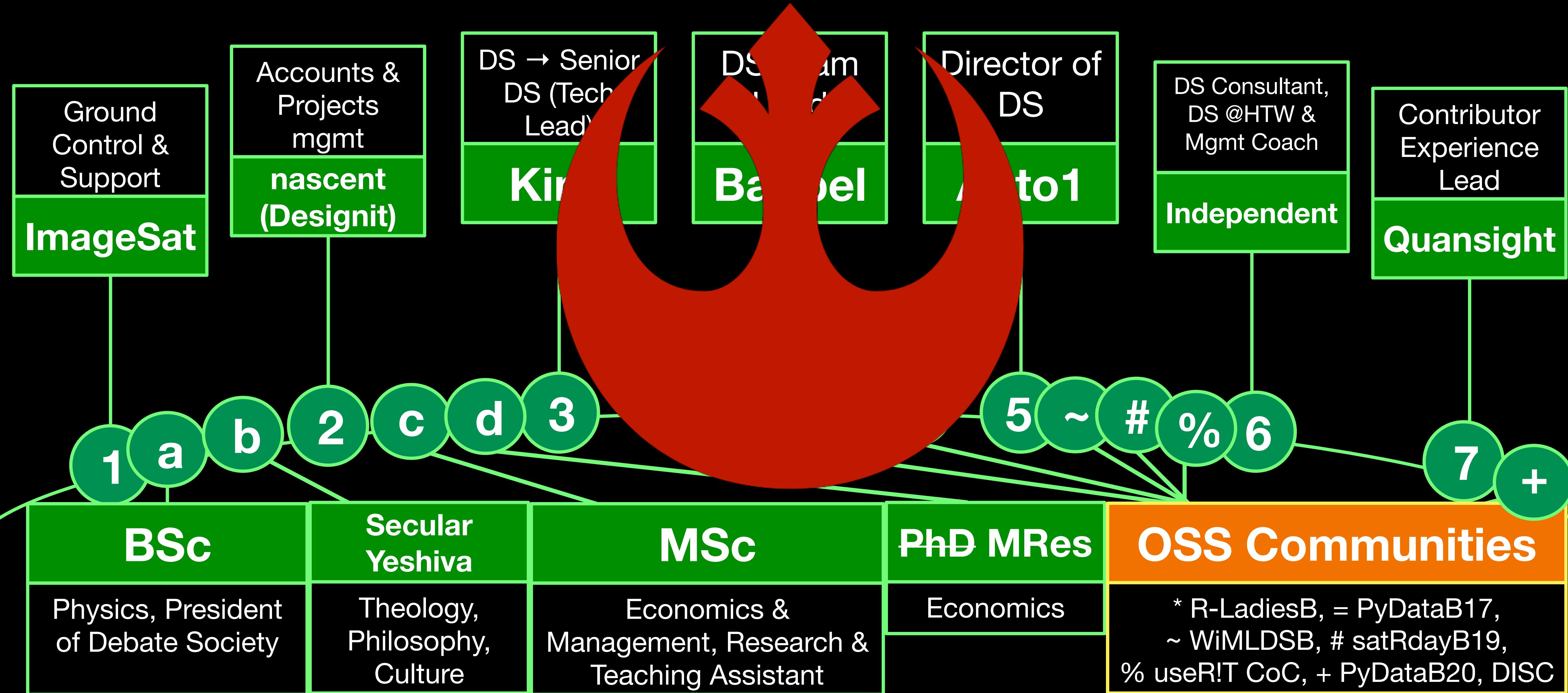


satRday Berlin 2019 organizers' selfie

# Places I've worked, studied, & volunteered at...



# Places I've worked, studied, & volunteered at...



# Contributor Experience Leads

 @quansightai

-  We got a grant!
-  What does that *actually* mean?
-  What can you do?

 We got a grant!



# We got a grant!

 @quansightai

Advancing an inclusive culture in the  
scientific Python ecosystem

Essential Open Source Software for Science Diversity and  
Inclusion Grants

- **Advancing an inclusive culture  
in the scientific Python  
ecosystem**
- Chan-Zuckerberg Initiative
- Essential OSS DEI grant
- 2021-2023
- Lead by Melissa Weber  
Mendonça

## Proposal Details

Grant lead Melissa Mendonça

Open Source Projects NumPy, SciPy, Matplotlib, Pandas

## Proposal Purpose

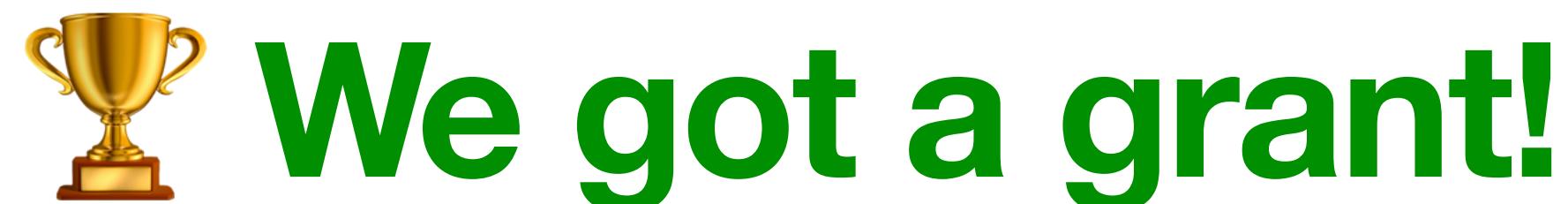
To support the onboarding, inclusion, and retention of people from historically marginalized groups on scientific Python projects and structurally improve the community dynamics of NumPy, SciPy, Matplotlib, and Pandas.

## Proposal Summary/Scope of Work

The lack of diverse representation among contributors and maintainers of open-source projects is a well-known problem. For projects in the core of the scientific Python ecosystem, this is arguably even worse. While hiring maintainers from diverse backgrounds would address this problem temporarily, it's not a long-term solution. It also takes real effort to diversify contribution paths inside these projects and build spaces where diverse newcomers can thrive.

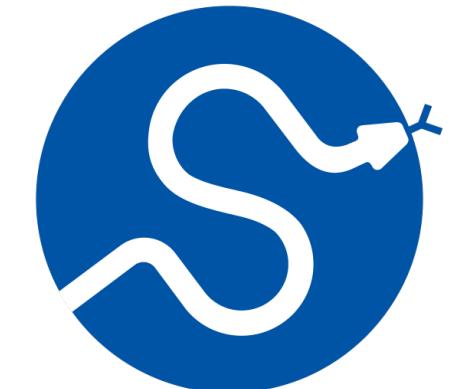
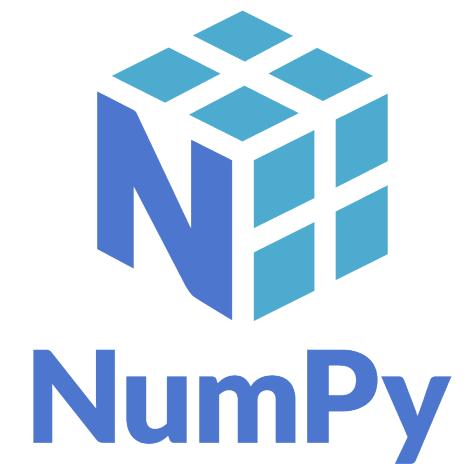
This joint proposal from NumPy, SciPy, Matplotlib, and Pandas focuses on creating a DEI action plan and dedicated "Contributor Experience Lead" positions to identify, document, and implement practices to foster inclusive open-source communities.

We'll create two cross-project positions dedicated to contributor experience and a project lead position (Melissa Mendonça, NumPy) to mentor and man-



# Primary Goals

To support the **onboarding**, **inclusion**, and **retention** of people from historically marginalized groups on scientific Python projects and **structurally improve** the **community dynamics** of NumPy, SciPy, Matplotlib, and Pandas.





# We got a grant!

## Primary Goals

- Create two three cross-project **Contributor Experience Lead (CEL)** positions
- Diversify contribution **paths**
- Identify, document, and implement **practices** that foster inclusivity
- Engaging, onboarding, and supporting **new contributors**, especially those from historically underrepresented groups
- Promote **retention and leadership progression** for current members of our projects

# wait, but you didn't say why?

 @quansightai

The proposal addresses this briefly. CZI are interested in EOSS & DEI.

- “hiring maintainers from diverse backgrounds would address this problem temporarily, it’s not a long-term solution”
- “It also takes real effort to diversify contribution paths inside these projects and build spaces where diverse newcomers can thrive.”
- The grant focuses on creating a DEI action plan and implementing practices to foster inclusivity and culture change, which will lead to long term changes.
- Personally, I’d rather not discuss why we need to be inclusive & diverse. I don’t feel comfortable, or ok with spaces which are not, and never have.  
You might not have this experience and that’s valid, but it’s not a good idea to interrogate those for whom diverse spaces are so crucial. 



What does that actually mean?



# The CEL Team

- Inessa Pawson



NumPy



- Melissa Weber Mendonça



matplotlib



- Noa Tamir

matplotlib

pandas

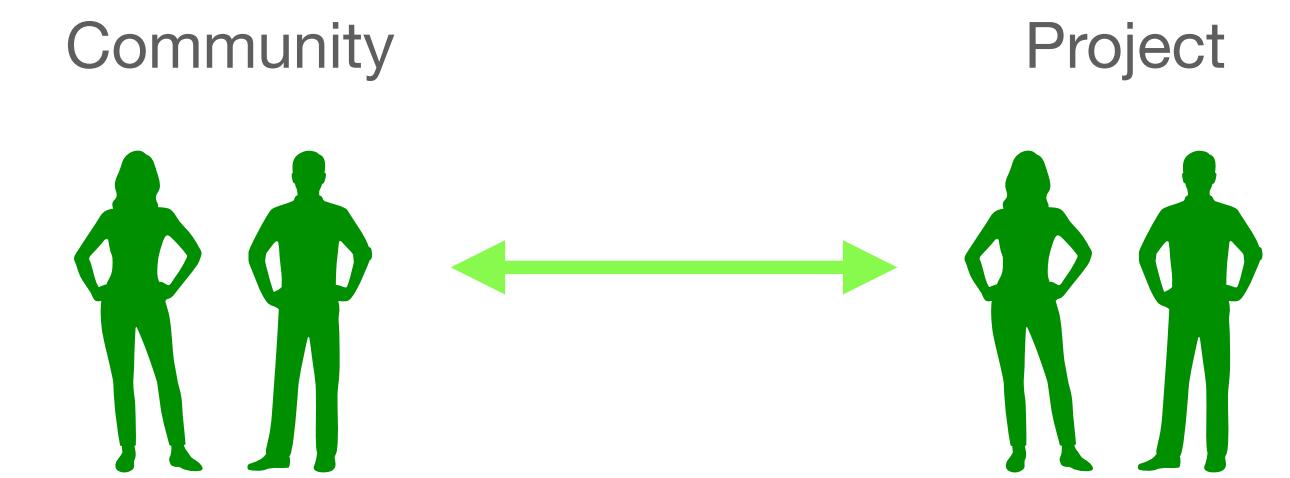




# What does that actually mean?

@quansightai

- So far our projects either had a community lead, a triage lead or team, or no dedicated function for engagement with the contributors.
- Of course they did do quite a lot of contributor and community engagement, being large and established projects.
- But they had one word for this:  
**Community.**

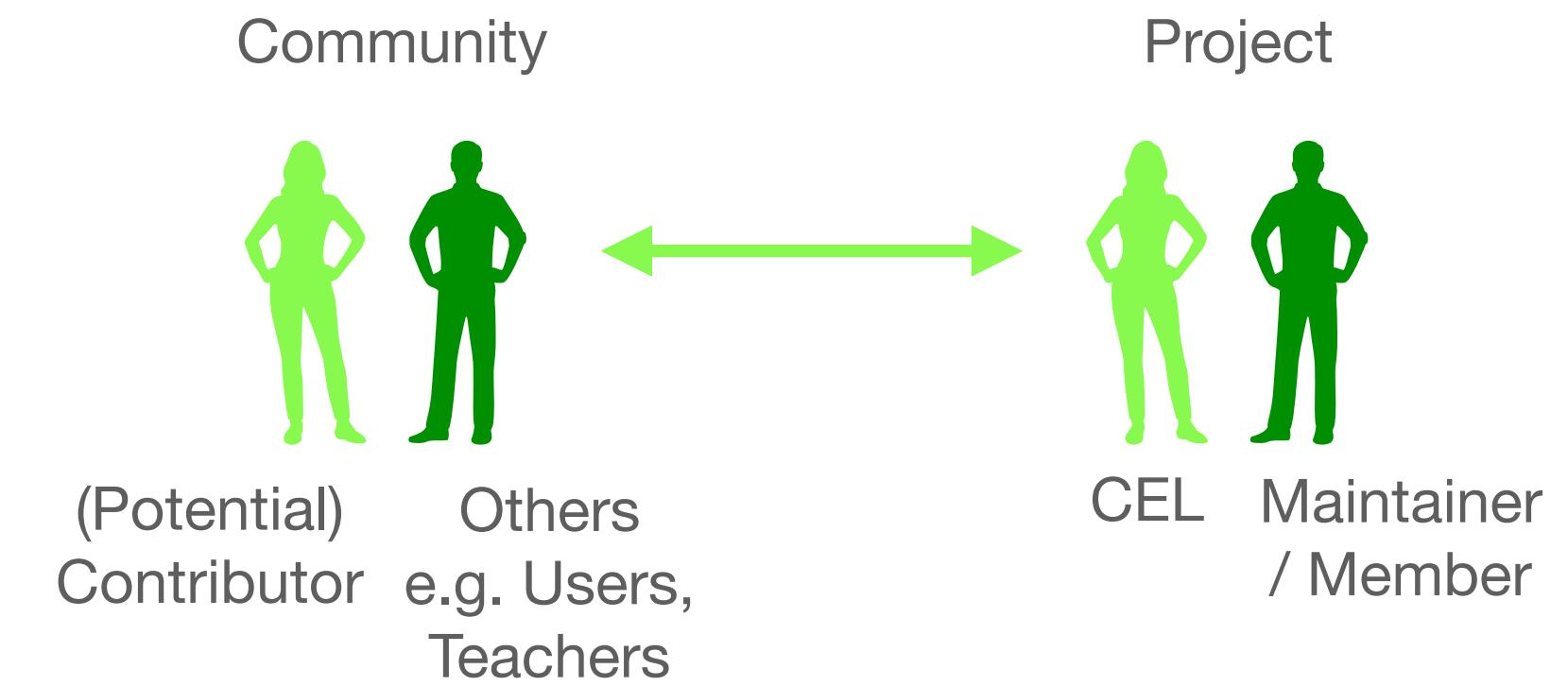




# What does that actually mean?

@quansightai

- As Contributor Experience Leads (CELs) we aren't your typical community leads.
- We aren't DevRel either
- We have created a new dedicated function, which might very well be unique to the open source ecosystem
- It is focused entirely on contributors' experience
- And at its core are DEI practices





# Some of my work so far

I started in March 2022 🌱

- Listening sessions with maintainers
- Aligned with the project on the purpose of their community call:

**A regular sync meeting for the project's maintainers, which is open to the community.** Everyone is welcome to attend and contribute to conversations.

- In the process created documentation of meeting types which will soon be available on [Scientific-Python.org](#) for all maintainers
- Launched a New Contributor Meeting for Matplotlib

- In the process created new meeting templates, with sections which can be reused in other meetings, and by other projects
- Saved replies for the project
- Feedback surveys on meetings
- [Promoting the Scientific Python's Alt-Text workshop \(for Matplotlib viz\)](#)
- Publishing the projects' [calendars](#) on [Scientific-Python.org](#)



**you know it when you see it**



# Meeting Templates

## Matplotlib New Contributors Meeting June 2022

Welcome to the monthly call for new contributors to the Matplotlib project



- Next meeting: June 7th, 2022 (Tuesday) @ 5PM UTC
- Join via [Zoom](#)
  - if you need a passcode for zoom MPL should work
- Our next meeting will be on:
  - July 5th, 2022 (Tuesday) @ 5PM UTC

### Code of Conduct

We want to take a moment to remind you that this meeting, like all project spaces is meant to be open, welcoming, diverse, inclusive, and it's important for us to have a healthy community. Like all matplotlib spaces, and everyone participating in them, this meeting will follow our [code of conduct](#). If you haven't read it yet, please take some time to do so later on as it already applies to you. For now, in short, please be kind and generous towards one another.

## Agenda

**Present:** Noa Tamir ([@noatamir](#)), Greg Lucas ([@greglucas](#))

please add your names (and github handle in brackets). This will makes it easier to stay in touch later in Gitter and on issues and pull requests (PRs) 😊 This is optional since these notes will be recorded in our Github repository. If you'd like you can also paste your answer in the zoom chat 😊

*Feel free to add items for discussion to this agenda!*

- Introductions:
  - Name
  - A bit about our experience with matplotlib/python as users
  - Newcomer: why are we interested to start working with the project
  - Maintainer/contributor: how long have we worked with the project and what do we primarily do

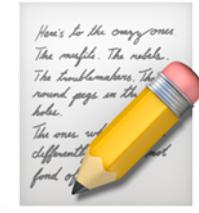
-  Noa Tamir Contributor Experience Lead, [she/היא/sie](#)

- I joined Matplotlib in March so I'm relatively new as well. At the moment I am mostly working on documentation, and contributor exprience related issues (for example organizing this meeting).

-  Greg Lucas Matplotlib Maintainer

- I joined Matplotlib about a year ago, but have been using it for quite some time now. I come from an Earth modeling and satellite data analysis background. In that regard, I am also a maintainer of another Python package, Cartopy, for plotting the data I work with on maps within Matplotlib.

Newcomers please add items to the agenda based on your interests! What would you like us to discuss? do you want to ask something? are you already working on a specific PR? you can add a link to it ✨ Would you like to get some guidance on how to navigate some of the code? OR learn how to add a test? We will do our best to answer or help you connect you with the right people 😊



# Meeting Templates

## Useful Resources

- Our contributor Guide
- This is where we keep past meeting notes from the new contributors meeting [insert github link]
  - You will soon find today's meeting notes there
  - You can also have a look at topics and links that were shared before 😊
- If you are curious, here's an article about [the architecture of Matplotlib](#)

### Communication channels

How will we communicate asynchronously while working on the project?

- [Gitter](#)
  - A chat platform which is useful for shorter questions
  - #incubator channel, our non-public communication channel for new contributors
    - Ask Noa on chat now, or later on gitter to be invited
- [Discourse](#)
  - A forum platform which is useful for longer questions that are harder to ask on chat
- [Developer mailing list](#)
  - We publish information which is important for contributors on this list. People from other projects might also share useful information or questions here. That said, it is also mirrored on our discourse 😊 (unless we there's a technical issue like happened recently 😞)

- Emerging Theme: Open Source Ettiquette
  - Andrew Who can participate where and when actually? are there some unwritten rules here?
  - Greg Everyone! If you have seen an issue/PR and have something you want to contribute or comment on that issue/PR please do. The only real rule is to be courteous.
  - Oscar Maybe be a bit mindful when pinging someone. There's no rule, but patience is a virtue.
  - Noa What helps with overcoming "not knowing how to communicate" in the begining?
    - Andrew Joining a meeting to meet the person behind the github handle like we did today
    - Andrew Joining Gitter for ongoing communication that's more relaxed



# Accommodating Saved Replies

## DRY communication, reduces bias, & you can still personalize it

Hi, it looks like we'd need to rebase your code to make sure it includes changes that have since occurred in the main repository. Would you like to do this yourself, or would you like us to do this for you? I'm asking because a rebase can get a bit fiddly and not everyone likes doing them 😊

If you want to rebase, the first thing to do is to squash all your commits into one, which will make the job easier. Make sure you are in the PR branch, then to rebase, for eleven commits do:

```
$ git rebase --interactive HEAD~11
```

And follow the instructions, basically replace 'pick' by 'f' in all but the first commit. Then update your main branch from upstream, change back to the PR branch and do

```
$ git rebase main
```

and if there are problems, do `$ git status` to see which files need fixing, then edit the files to fix up any conflicts (sections marked by "<<<"). When you are done with that

```
$ git add <the fixed files>
$ git rebase --continue
$ git push --force-with-lease origin HEAD
```

If you have any problems, feel free to ask questions.

PS.

If at any point anything goes wrong, and you don't know what to do, just do

```
$ git rebase --abort
```

and everything will go back to the way it was in the before `$ git rebase` times, and you can come back here or to [gitter](#), and ask us for help, or that we do the rebase after all 😊.



# What can you do?



# In case this inspired you

 @quansightai

## Well... It depends...

-  Consider alternative ways to contribute and open up ways for under represented people to become contributors
-  Write new welcoming & helpful replies
  - ▶  Upvote this issue  add saved replies per project: <https://github.com/github/feedback/discussions/4974>
-  Make your own meeting templates with notes and suggestions that nudge you to be welcoming, caring, & helpful
-  Start or join a New Contributor Meeting
-  Stop fearing and start loving ❤️ your Code of Conduct (CoC):
  - ▶ Use your CoC to provide care and mediation for your community
  - ▶ Remind people it is there for them and they will use it for the small stuff (as it is also intended 😊)
-  Consider actions to promote accessibility for disabled & neurodiverse contributors



# Thank you

Let's stay in touch!

[hello@noatamir.com](mailto:hello@noatamir.com) or [noa.tamir@quansight.com](mailto:noa.tamir@quansight.com)

 [@noatamir](#)

Noa Tamir, Quansight Labs, May 18th 2022