


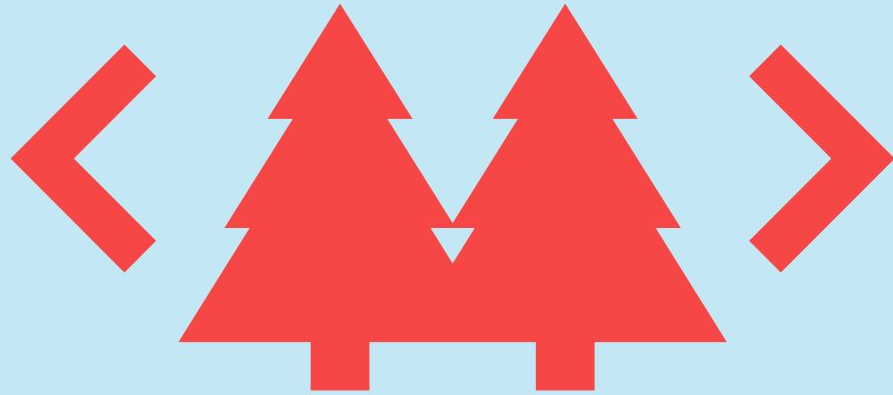
# REPLICATED

Enable multi-prem solutions for your customers  
quickly and easily



# Keep Your Open Source Projects Open to All

Josh De Winne  
@jorisdewinne



**THAT**®

**CONFERENCE**

# THANK YOU, THAT CONFERENCE PARTNERS!





# Josh De Winne

(he/him/his)

Solutions Engineer

@jorisdewinne

- DevOps Geek
- Open Source 
- Soccer fanatic 
- Introvert



# Thank you!

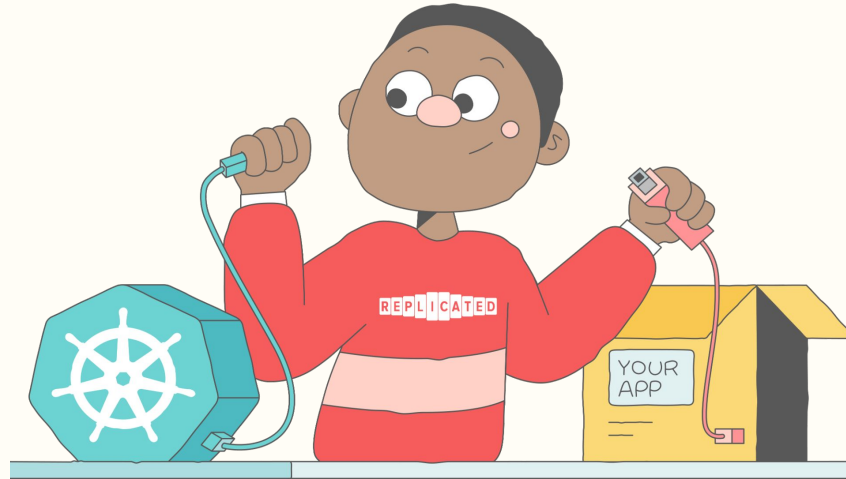


Treva Nichole Williams (@OGtrilliams)  
and  
Sir Hairold B. Goggington III

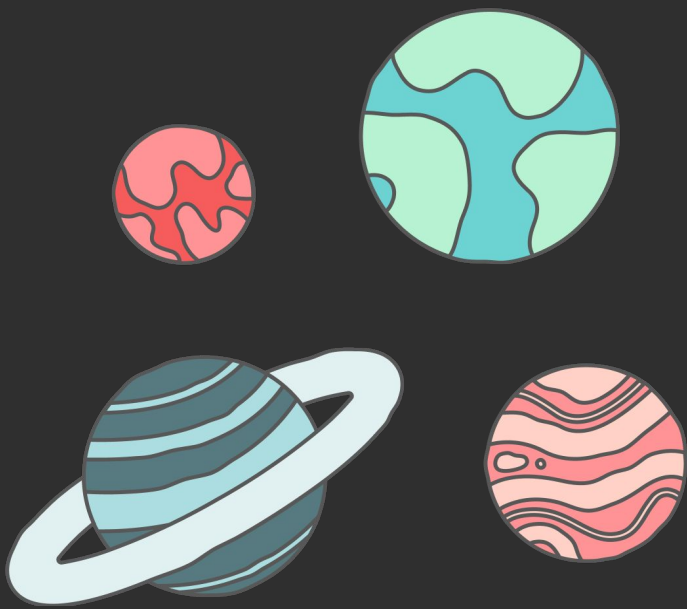


# About Replicated

Founded in 2015 by Marc and Grant to **modernize on-prem software** for the cloud-native era. Replicated provides commercial and open source tools to streamline the distribution and management of 3rd-party applications in **complex enterprise environments**.



# Replicated Universe



# TTL.sh

TR  UBLESHOOT

**Outdated**

unfork



SCHEMAHERO





# Programmers vs. Average

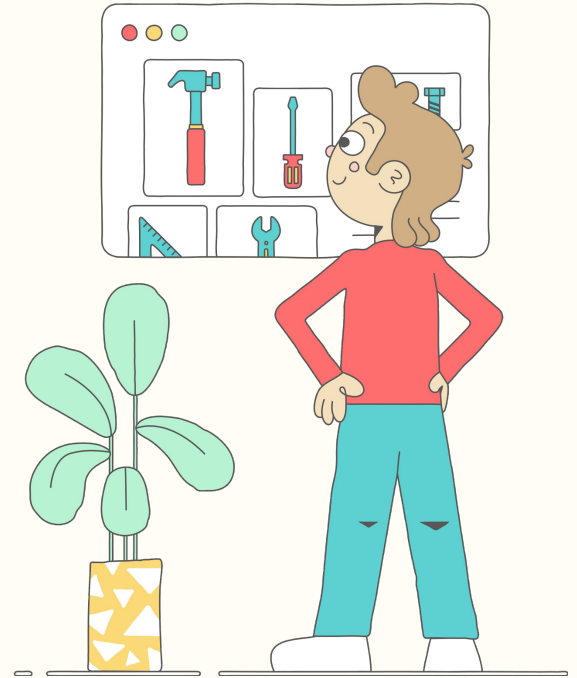
(2021 - US Bureau of Labor Statistics)

- 26.2% of professional programmers are female. (avg 47%)
- 8.5% identify as Black or African American (avg 12.3%)
- 23.3% identify as Asian (avg 6.6%)
- 8.3% identify as Hispanic or Latino (avg 18%)

# The Open Source Survey

(2017)

- 95% of respondents were male
- 3% identified as female
- 1% identified as non-binary



Source: <https://opensourceurvey.org>

# GitHub Octoverse

## (2021)

- 88.6% of respondents were male
- 5.8% identified as female
- 3.7% identified as Not Applicable
- 1.9% identified as non binary

Source: <https://octoverse.github.com>

**Most OSS contributions  
happen on the job**



## The data suggests diversity correlates with better financial performance.

Likelihood of financial performance above national industry median, by diversity quartile, %

### Ethnic diversity



### Gender diversity

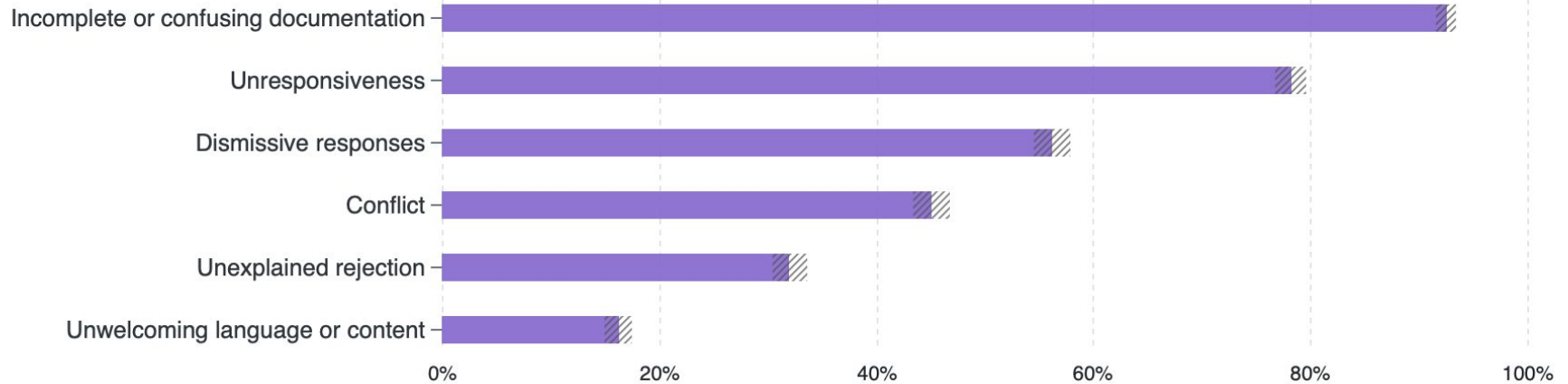


### Gender and ethnic diversity combined



Source: McKinsey Diversity Database

# The Deterrents



Source: <https://opensourceurvey.org>

# The Deterrents

- 01 Critical documentation
- 02 Contribution guidelines
- 03 README— or not?
- 04 Issues as documentation
- 05 Good first issues
- 06 Docs for productivity and culture

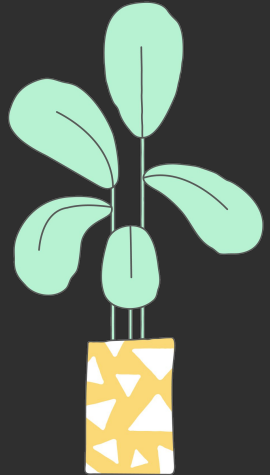
Source: <https://octoverse.github.com>



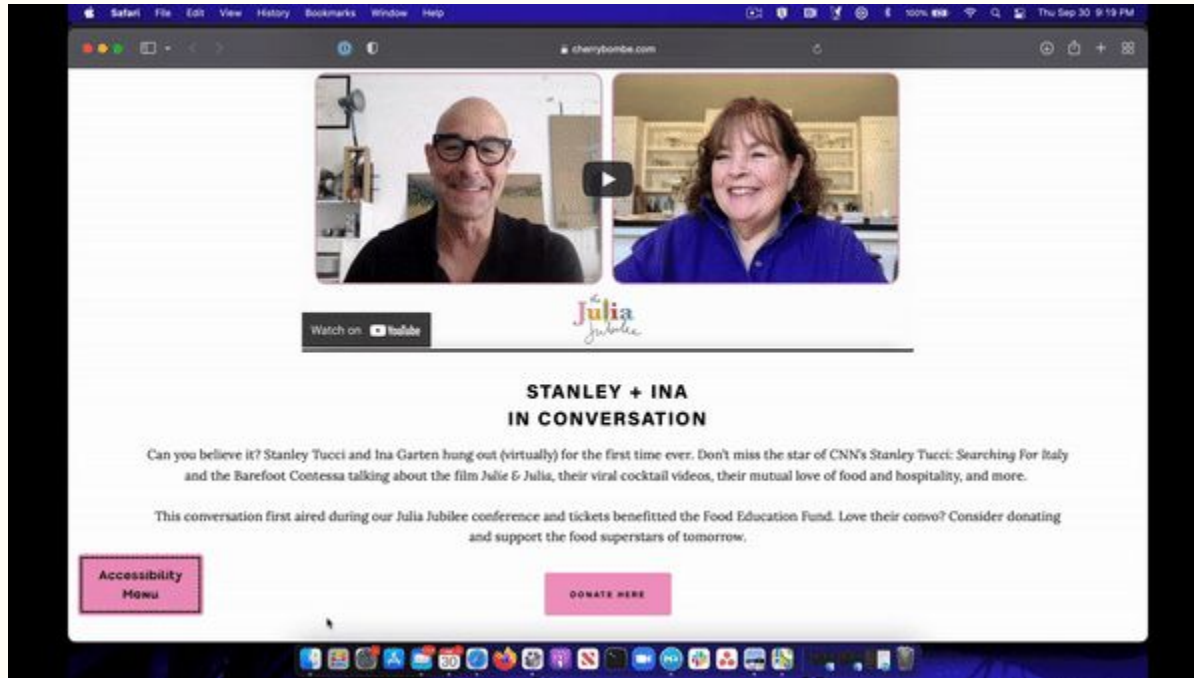
**Update the H\*ckin Docs**

# Seriously. Update the Docs.

- Don't assume knowledge
- Keep it simple when you can
- Create a glossary
- Create a mentorship program
- Don't forget about the differently abled



# It Could All Be So Simple



The screenshot shows a web browser window with the URL [cherrybombe.com](http://cherrybombe.com). The main content is a video player featuring two side-by-side video thumbnails of Stanley Tucci and Ina Garten. Below the thumbnails is a "Watch on YouTube" button and the "Julia Jubilee" logo. The page title is "STANLEY + INA IN CONVERSATION". The text below the title reads: "Can you believe it? Stanley Tucci and Ina Garten hung out (virtually) for the first time ever. Don't miss the star of CNN's Stanley Tucci: Searching For Italy and the Barefoot Contessa talking about the film *Julie & Julia*, their viral cocktail videos, their mutual love of food and hospitality, and more. This conversation first aired during our Julia Jubilee conference and tickets benefitted the Food Education Fund. Love their convo? Consider donating and support the food superstars of tomorrow."

Accessibility Now

DONATE HERE

<https://userway.org>

# Documentation

- Yes, you need a README
- Yes you need a contributing guide
- Yes you need a “How do I test my change” guide
- Add Issue Templates
- People have different ways of learning/understanding
  - Some read the docs A-Z
  - Some love going through a tutorial step-by-step
  - Some like watching a video
  - Some like diving into the source code (and ignore all your docs)
  - ...

# Keep the README updated



**Build it. They Will Come.**

# Celebrate, but don't Tokenize



# The story about VersionOne

They shipped me swag, goodies, etc...



The fields on the V1Connector shouldn't be static #21

pablofreiberg merged 1 commit into `versionone:master` from `jdewinne:master` on Apr 28, 2016

Conversation 2 | Commits 1 | Checks 0 | Files changed 4

**jdewinne** commented on Feb 26, 2016

When these fields are static, if you create multiple instances of the V1Connector within the same jvm, it causes the connection to fail as soon as a request goes into failed state. Having them non-static fixes this.

The fields on the V1Connector shouldn't be static

**pablofreiberg** merged commit `d35e0aa` into `versionone:master` on Apr 28, 2016

**JogoShugh** commented on Apr 28, 2016

**@jdewinne** Thanks for the contribution! Nice find. We took the PR in and made some small adjustments in that we wanted to return the private nature of the constructor, because we want to ensure that users go through the builder to ensure that they configure everything properly. And, we also added an integration test that verifies that two discrete instances of the V1Connector get produced.

**TerryDensmore** commented on Apr 29, 2016

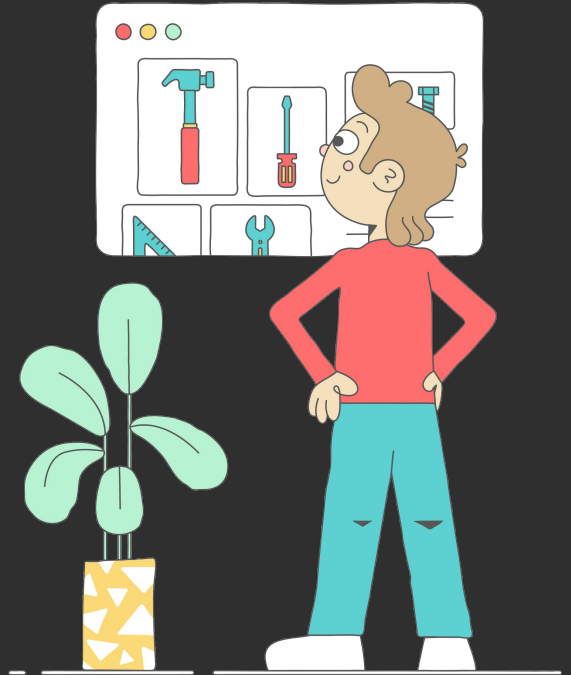
**@jdewinne** Thanks again for the contribution, I'd love to send you a little V1 swag as a thank you for the contribution. If you'd like send me an email with where to send the swag to. My email is [REDACTED]

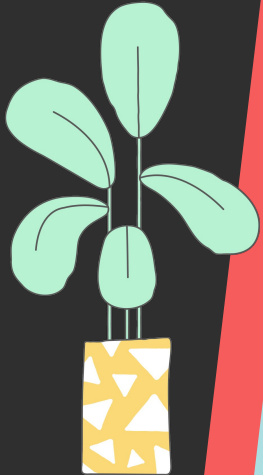


**Be Responsive.**

# Culture!

- As a maintainer: Be patient!
  - Offer to help!
  - Offer to even get on a call!
- Language:
  - MOST people don't have English as their first language!
  - So read between the lines, typo's, ...





Alex Ellis replied



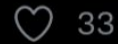
**Ivan Velichko** @iximiuz · 16h

When you're not a native English speaker:

Just figured I don't know the actual meaning of the word "cache" 🤔

Turns out, it's "a collection of items of the same type stored in a hidden or inaccessible place."

"He decided that they must cache their weapons" sounds quite bizarre



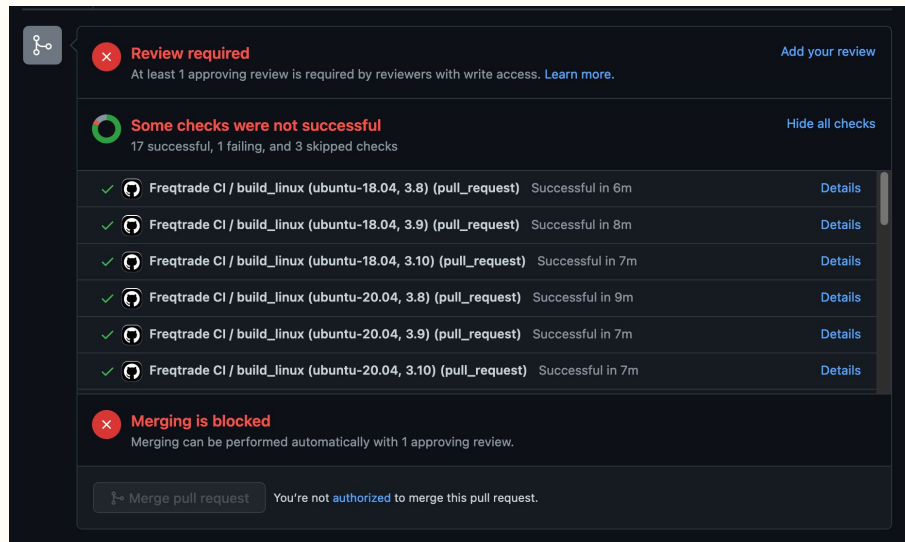
**Alex Ellis** @alexellisuk · 12h

Sometimes even English speakers encounter words via tech first, then later in other areas. So cache had the connotation of temporary storage for me before "where people hide weapons"



# How about bathroom tiles

- Badges, badges, badges, ....
- PR requests
  - Fail, because there's a secure env variable needed for CI (that ain't available within the PR)



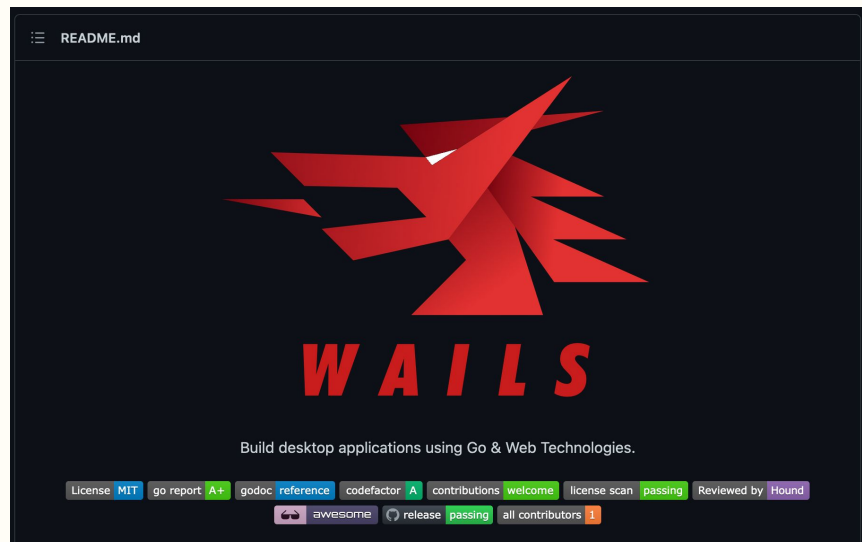
**Review required** [Add your review](#)  
At least 1 approving review is required by reviewers with write access. [Learn more.](#)

**Some checks were not successful** [Hide all checks](#)  
17 successful, 1 failing, and 3 skipped checks


✓	🔄	Freqtrade CI / build_linux (ubuntu-18.04, 3.8) (pull_request)	Successful in 6m	<a href="#">Details</a>
✓	🔄	Freqtrade CI / build_linux (ubuntu-18.04, 3.9) (pull_request)	Successful in 8m	<a href="#">Details</a>
✓	🔄	Freqtrade CI / build_linux (ubuntu-18.04, 3.10) (pull_request)	Successful in 7m	<a href="#">Details</a>
✓	🔄	Freqtrade CI / build_linux (ubuntu-20.04, 3.8) (pull_request)	Successful in 9m	<a href="#">Details</a>
✓	🔄	Freqtrade CI / build_linux (ubuntu-20.04, 3.9) (pull_request)	Successful in 7m	<a href="#">Details</a>
✓	🔄	Freqtrade CI / build_linux (ubuntu-20.04, 3.10) (pull_request)	Successful in 7m	<a href="#">Details</a>

**Merging is blocked**  
Merging can be performed automatically with 1 approving review.

[Merge pull request](#) You're not [authorized](#) to merge this pull request.



README.md



# WAILS

Build desktop applications using Go & Web Technologies.

License [MIT](#) go report [A+](#) godoc [reference](#) codefactor [A](#) contributions [welcome](#) license scan [passing](#) Reviewed by [Hound](#)

[awesome](#) [release](#) [passing](#) all contributors [1](#)

# Mentorship

- <https://octoverse.github.com/sustainable-communities/#mentorship-at-work-and-open-source>
- <https://mentorship.guide/>
- [https://www.theopensourceway.org/the-open-source-way-guidebook-2.0.html# creating a culture of mentorship](https://www.theopensourceway.org/the-open-source-way-guidebook-2.0.html#creating-a-culture-of-mentorship)
- Code of Conduct
- Educator / listener / Connector / Ideator / Encourager / Finder / ...

# Mentorship: Example

containerd / cri Public archive

Edit Pins Watch 64 Fork 352 Star 884

Code Issues Pull requests Actions Projects Wiki Security Insights

## Update registry.md for auth config #1362

**Closed** jdewinne wants to merge 1 commit into containerd:master from jdewinne:patch-1

Conversation 6 Commits 1 Checks 0 Files changed 4 +15 -7

jdewinne commented on Dec 19, 2019 Contributor

I tried using the config `plugins.cri.registry.configs."quay.io".auth` in microk8s, but that didn't work for private registries. However, using `plugins.cri.registry.configs.auth."https://quay.io"` worked. Found this here: <https://stackoverflow.com/questions/56642311/microk8s-cannot-pull-image-from-private-registry>

k8s-ci-robot added `needs-ok-to-test` `size/XS` labels on Dec 19, 2019

k8s-ci-robot commented on Dec 19, 2019 Collaborator

Hi @jdewinne. Thanks for your PR.

I'm waiting for a `containerd` member to verify that this patch is reasonable to test. If it is, they should reply with `/ok-to-test` on its own line. Until that is done, I will not automatically test new commits in this PR, but the usual testing commands by org members will still work. Regular contributors should [join the org](#) to skip this step.

Once the patch is verified, the new status will be reflected by the `ok-to-test` label.

I understand the commands that are listed [here](#).

► Details

Reviewers: mikebrow

Assignees: No one assigned

Labels: `needs-ok-to-test` `size/S`

Projects: None yet

Milestone: No milestone

Development: Successfully merging this pull request may close these issues. None yet

Bot kicks in

# Mentorship: Example

**Update registry.md for auth config #1362**  
jdewinne wants to merge 1 commit into `containerd:master` from `jdewinne:patch-1`

**Details**

**mikebrow** reviewed on Dec 20, 2019 View changes

**mikebrow** left a comment

LGTM  
Just need you to sign your commit

```
commit -s --amend
```

and push it backup :)

**jdewinne** force-pushed the `patch-1` branch from `364c` to `7bd4ccc` 3 years ago Compare

**jdewinne** commented on Dec 30, 2019 Contributor Author ...

I hope this is ok now. I'm not sure why suddenly 2 additional commits are added.

**mikebrow** commented on Jan 6, 2020 Member ...

I think you had staged files? possibly working another commit?

```
Squash the last 3 commits:  
sudo git rebase --interactive HEAD~3  
... select squash to merge the extra commits..  
sudo git rebase --continue
```

**Mentor!**

these issues.  
None yet

Notifications Customize

Unsubscribe

You're receiving notifications because you modified the open/close state.

4 participants

Allow edits by maintainers ?

# Mentorship: Example

**Update registry.md for auth config #1362**  
jdewinne wants to merge 1 commit into `containerd:master` from `jdewinne:patch-1`

**mikebrow** commented on Jan 6, 2020  
Member

I think you had staged files? possibly working another commit?

```
Squash the last 3 commits:  
sudo git rebase --interactive HEAD~3  
... select squash to merge the extra commits..  
sudo git rebase --continue
```

**Encourager!**

**mikebrow** commented on Jan 8, 2020  
Member

@jdewinne see above comment about rebase squashing...

**jdewinne** force-pushed the `patch-1` branch from `7edd107` to `eba20bb` 3 years ago  
Compare

**k8s-ci-robot** added `size/S` and removed `size/XS` labels on Jan 11, 2020

Update registry.md ✓ 5abd685

**jdewinne** force-pushed the `patch-1` branch from `eba20bb` to `5abd685` 3 years ago

**jdewinne** commented on Jan 11, 2020

Closing this PR in favor of #1375  
New laptop, new gpg key, and that caused some craziness with the commits

**I f\*\*\*\*d up!**



# Mentorship: Example

**Merged** Update registry.md for auth config #1375  
fuweid merged 1 commit into containerd:master from jdewinne:registry-doc on Apr 21, 2020

mentioned.

participants

Allow edits by maintainers ?

**jdewinne** commented on Jan 11, 2020

See also #1362 for discussion.

**Education!**

**mikebrow** commented on Jan 13, 2020

Member ...

@jdewinne the commit description line is limited by the validator to 80chars on one line.

**Random-Liu** commented on Jan 14, 2020

Member ...

/ok-to-test

**k8s-ci-robot** added `ok-to-test` and removed `needs-ok-to-test` labels on Jan 14, 2020

**mikebrow** commented on Feb 5, 2020

Member ...

@jdewinne "it-validation -q -run DCO,short-subject  
335 6249179 - FAIL - commit subject exceeds 90 characters"  
commits need to be signed and the description within 90 chars...

**Encourager!**

**AkihiroSuda** commented on Mar 1, 2020

Member ...

ping @jdewinne

# Mentorship: Example

The screenshot shows a GitHub pull request titled "Update registry.md for auth config #1375". At the top, it says "Merged" and "fuweid merged 1 commit into containerd:master from jdwinnne:registry-doc on Apr 21, 2020".

The comment history includes:

- A ping: "@jdwinnne ping.."
- Commits by "jdwinnne" force-pushing the registry-doc branch.
- A comment by "jdwinnne" on Apr 20, 2020: "@AkihiroSuda @mikebrow Thanks for reminding. Should be fixed now." (Contributor, Author)
- Approvals by "AkihiroSuda" and "fuweid" on Apr 21, 2020.
- A comment by "fuweid": "LGTM"
- The final merge by "fuweid" on Apr 21, 2020, with 8 checks passed.

Two callouts are present:

- A callout pointing to the ping comment says "Encourager!".
- A callout pointing to the final merge says "Yeah! We did it!".

**Don't Reject Without Reason**

# You Might Find a Diamond



# Let's Do it Together

**OUR DIVERSITY IS  
OUR POWER**



# Supportive communities

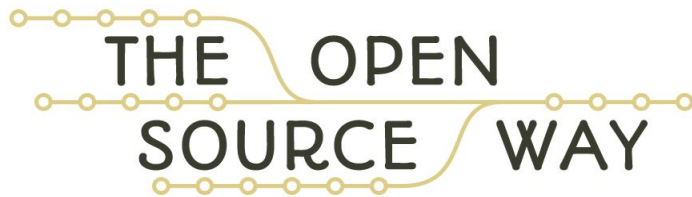
Women who code: <https://www.womenwhocode.com>

Black Tech Pipeline: <https://blacktechpipeline.com/>

Girls who code: <https://girlswhocode.com/>



# theopensourceway.org



A guidebook for open source community  
management best practices, written by  
practitioners of all levels

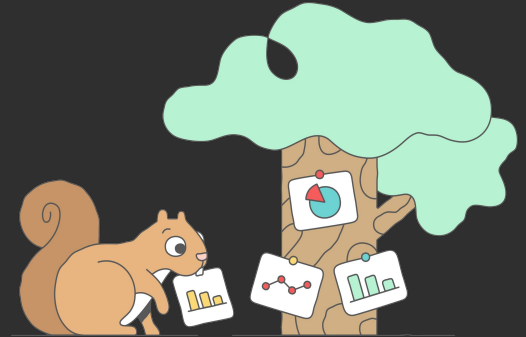
Karsten Wade • Andy Oram • Ashley Nicolson • Brian Proffit • Bryan Behrenshausen  
Dave Neary • Gordon Haff • Guedis Cardenas • Josh Berkus • Lauren Maffeo  
Leslie Hawthorn • Lisa Caywood • Paula Dickerson • Ray Paik • Shaun McCance

**Thank You.**



# Appendix

- <https://www.bls.gov/cps/cpsaat11.htm>
- <https://userway.org>
- <https://theopensourceway.org>
- <https://opensourceurvey.org>
- <https://octoverse.github.com>
- <https://www.mckinsey.com/business-functions/people-and-organizational-performance/our-insights/why-diversity-matters>
- <https://replicated.com/oss>



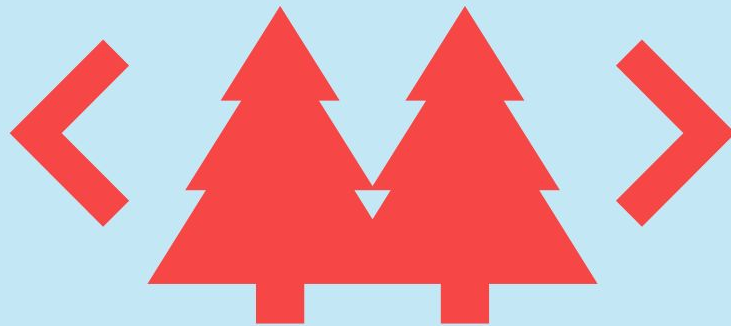
Questions? Comments? A PR?



**THAT<sup>®</sup>.US**

**JOIN US**

**DAILY**



# THAT<sup>®</sup>

## CONFERENCE

**SEE YOU NEXT YEAR! JULY 2023**

**CALL FOR SPEAKERS STARTS JANUARY 1, 2023**

**REPLICATED**

