balancing global infrastructure and local autonomy

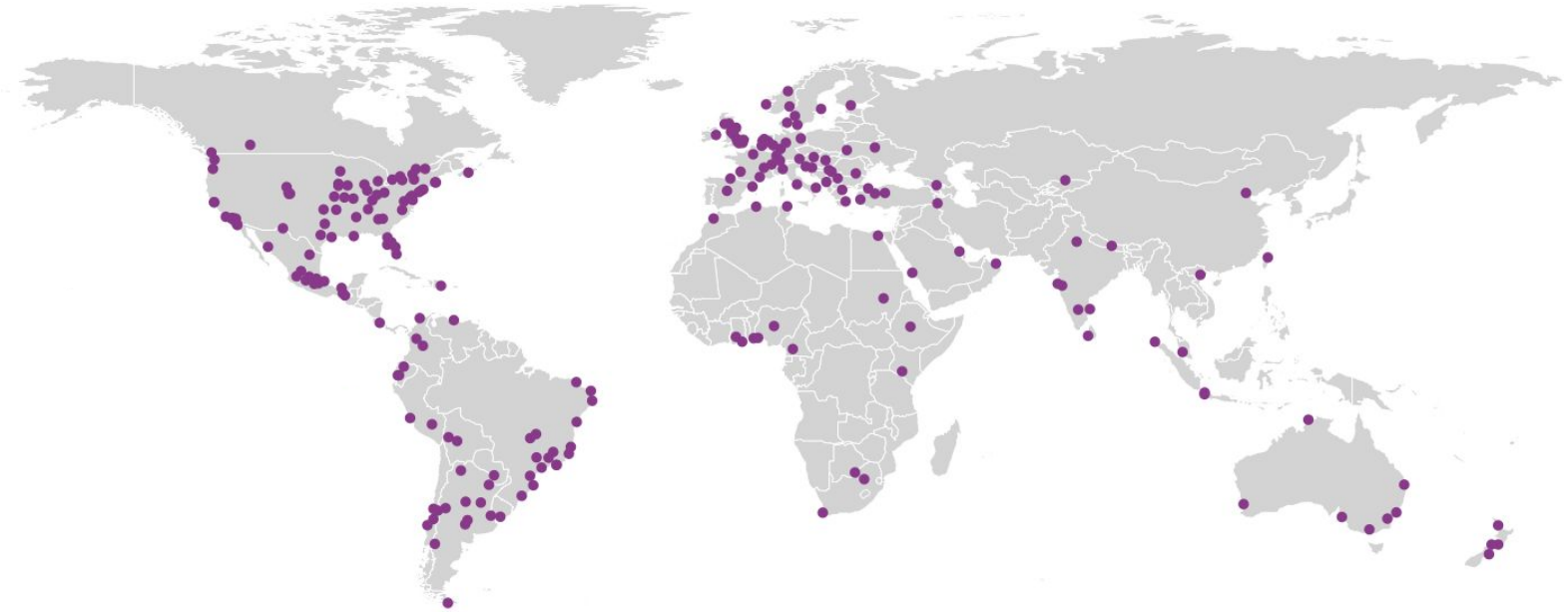
lessons from R-Ladies

I'm still trying to make up my mind on whether to get in touch with the #RLadies community. If someone called me a lady I would laugh, but it seems to be inclusive?

about

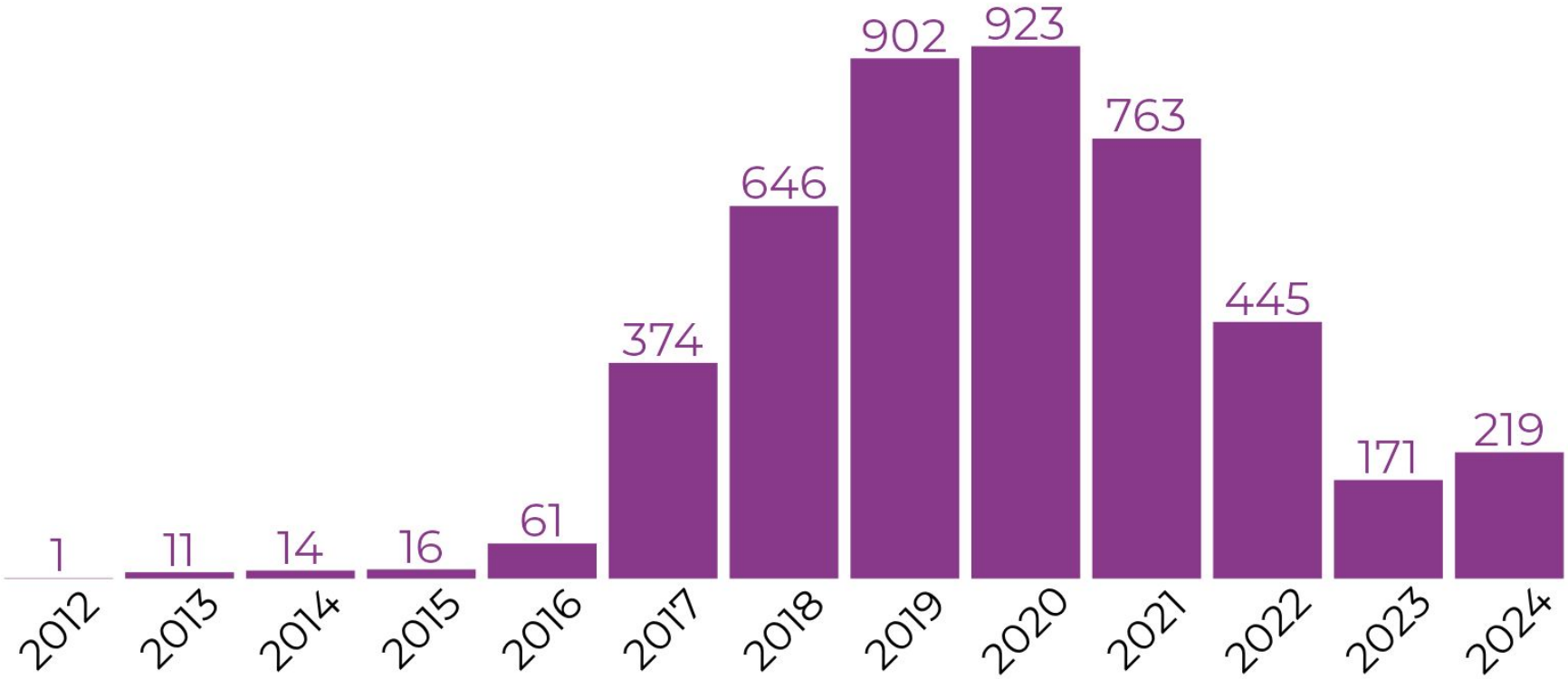
worldwide organization that promotes gender diversity in the R community via meetups and mentorship in a friendly and safe environment.

234 R-Ladies Chapters



Data from meetup.com (July 2024) | Originally created by Nicola Rennie for IWD Campaign

4,546 R-Ladies Events



Data from meetup.com (July 2024) | Originally created by Nicola Rennie for IWD Campaign

Riva Quiroga

Averi Giudicessi

Shannon Pileggi

Athanasia Monika Mowinckel

Yanina Bellini Saibene

leadership

Riva Quiroga

Averi Giudicessi

Shannon Pileggi

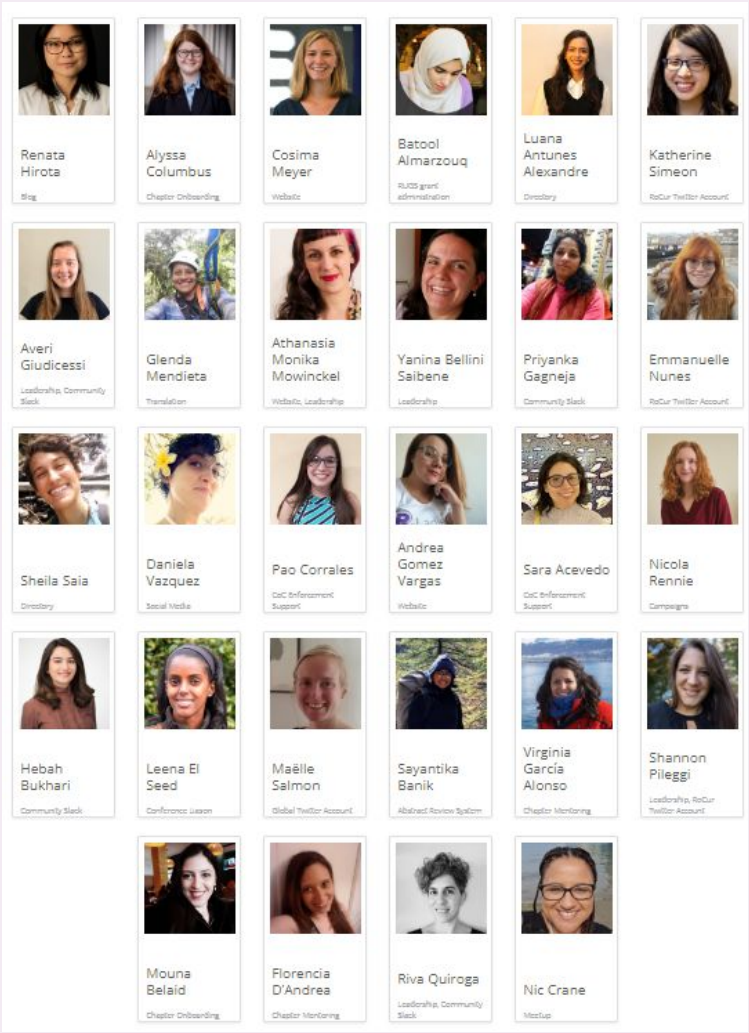
Athanasia Monika Mowinckel

Yanina Bellini Saibene

leadership

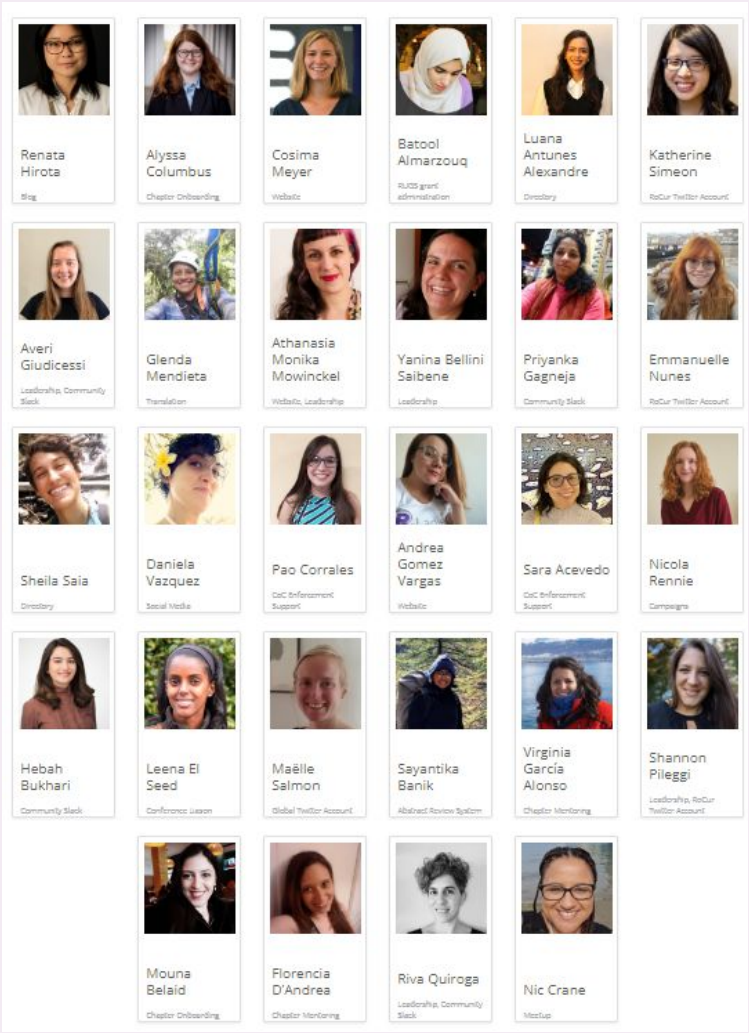
strategic planning, finances, fund raising, operational & infrastructure management, reporting & documentation

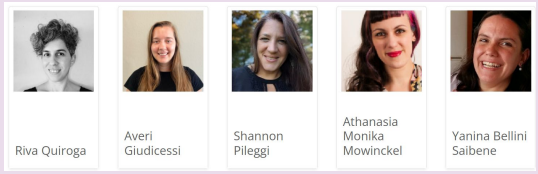
global team

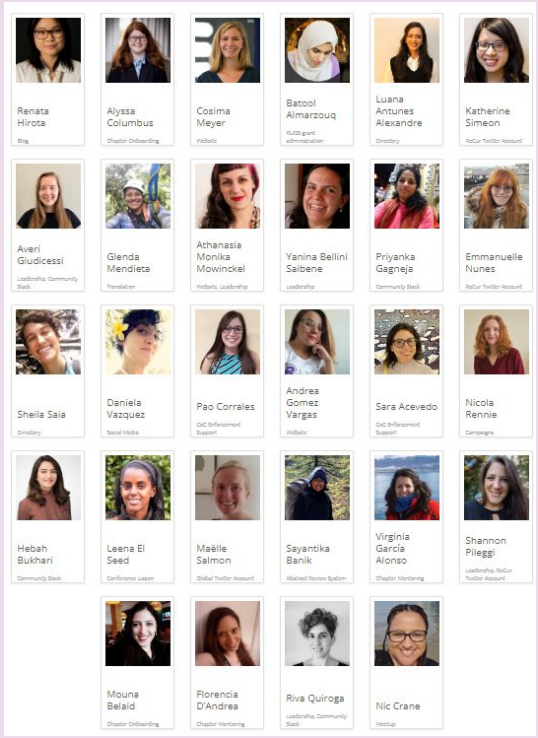

Renata Hirota
Blog
Alyssa Columbus
Chapter Onboarding
Cosima Meyer
Website
Batool Almarzouq
RUSS grant administration
Luana Antunes Alexandre
Directory
Katherine Simeon
RoCur Twitter Account
Averi Giudicessi
Leadership, Community Slack
Glenda Mendieta
Translation
Athanasia Monika Mowinckel
Website, Leadership
Yanina Bellini Saibene
Leadership
Priyanka Gagneja
Community Slack
Emmanuelle Nunes
RoCur Twitter Account
Sheila Saia
Directory
Daniela Vazquez
Social Media
Pao Corrales
CoC Enforcement Support
Andrea Gomez Vargas
Website
Sara Acevedo
CoC Enforcement Support
Nicola Rennie
Campaigns
Hebah Bukhari
Community Slack
Leena El Seed
Conference Liaison
Maëlle Salmon
Global Twitter Account
Sayantika Banik
Abstract Review System
Virginia García Alonso
Chapter Mentoring
Shannon Pileggi
Leadership, RoCur Twitter Account
Mouna Belaid
Chapter Onboarding
Florencia D'Andrea
Chapter Mentoring
Riva Quiroga
Leadership, Community Slack
Nic Crane
MeetUps

global team

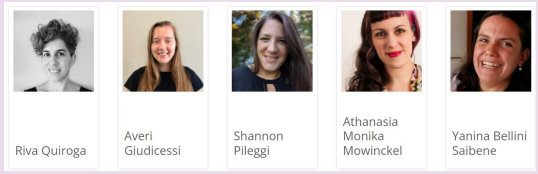
website, code of conduct adherence, community slack management, email management, abstract review system, onboarding new chapters, chapter mentoring, directory management, meetup pro, blog, conferences liaison, social media & campaigns, translation, R contribution working group, RUGS grant administration, R Consortium ISC board

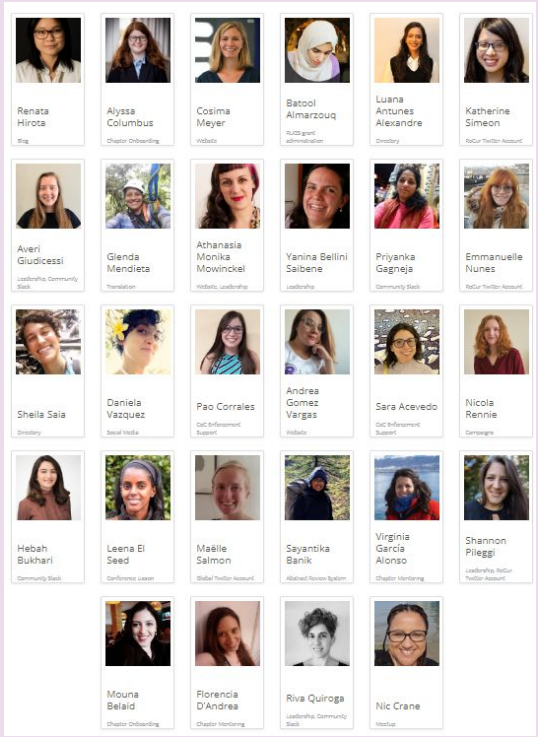


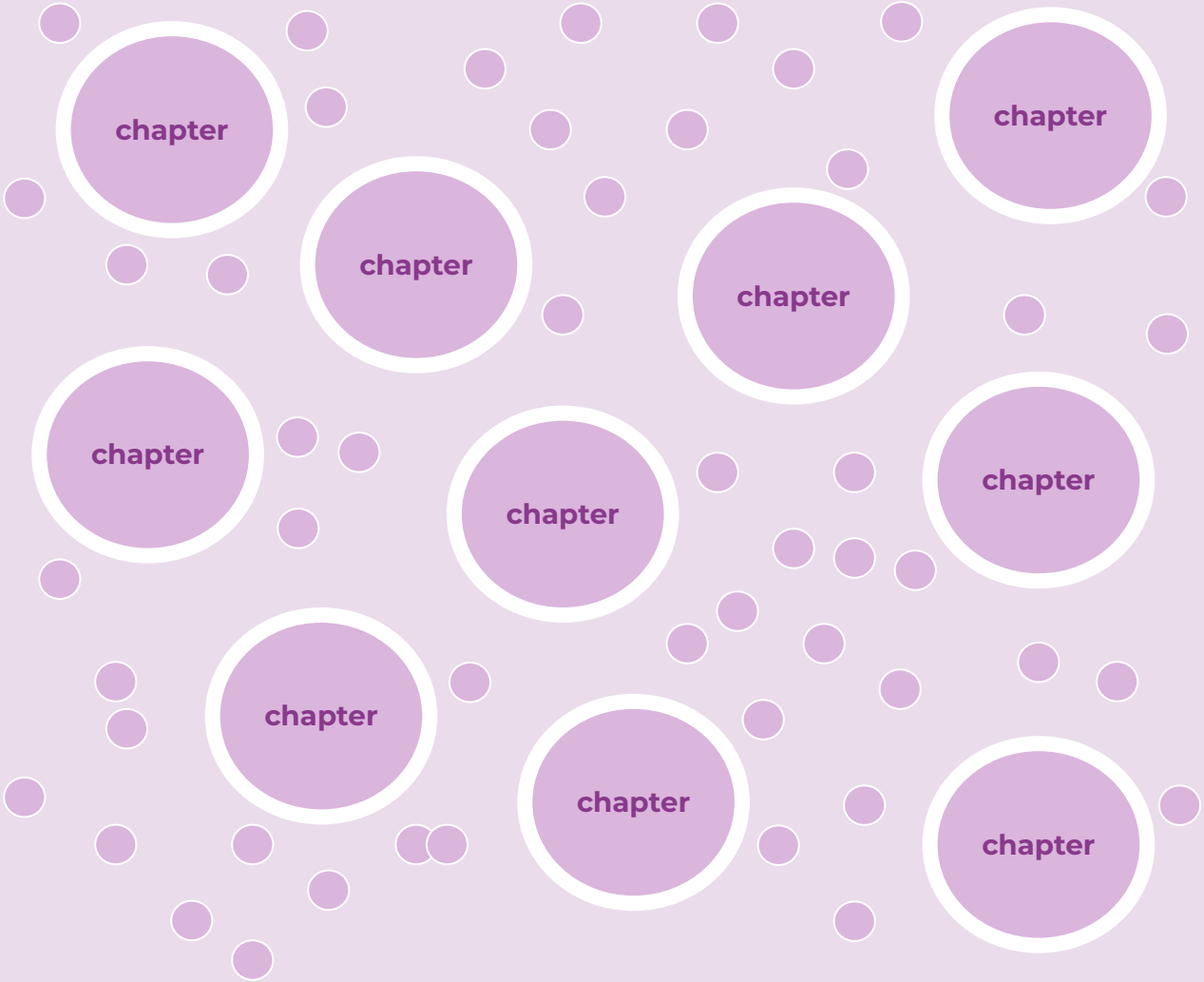

Riva Quiroga
Averi Giudicessi
Shannon Pileggi
Athanasia Monika Mowinckel
Yanina Bellini Saibene


Renata Hirota
Alyssa Columbus
Cosima Meyer
Batool Almarzouq
Luana Antunes Alexandre
Katherine Simeon
Averi Giudicessi
Glenda Mendieta
Athanasia Monika Mowinckel
Yanina Bellini Saibene
Priyanka Gagneja
Emmanuelle Nunes
Sheila Saia
Daniela Vazquez
Pao Corrales
Andrea Gomez Vargas
Sara Acevedo
Nicola Rennie
Hebah Bukhari
Leena El Seed
Maëlle Salmon
Sayantika Banik
Virginia García Alonso
Shannon Pileggi
Mouna Belaid
Florencia D'Andrea
Riva Quiroga
Nic Crane

chapter
chapter
chapter
chapter
chapter
chapter
chapter
chapter
chapter
chapter


Riva Quiroga
Averi Giudicessi
Shannon Pileggi
Athanasia Monika Mowinckel
Yanina Bellini Saibene


Renata Hirota
Alyssa Columbus
Cosima Meyer
Batool Almarzouq
Luana Antunes Alexandre
Katherine Simeon
Averi Giudicessi
Glenda Mendieta
Athanasia Monika Mowinckel
Yanina Bellini Saibene
Priyanka Gagneja
Emmanuelle Nunes
Sheila Saia
Daniela Vazquez
Pao Corrales
Andrea Gomez Vargas
Sara Acevedo
Nicola Rennie
Hebah Bukhari
Leena El Seed
Maëlle Salmon
Sayantika Banik
Virginia García Alonso
Shannon Pileggi
Mouna Belaid
Florencia D'Andrea
Riva Quiroga
Nic Crane

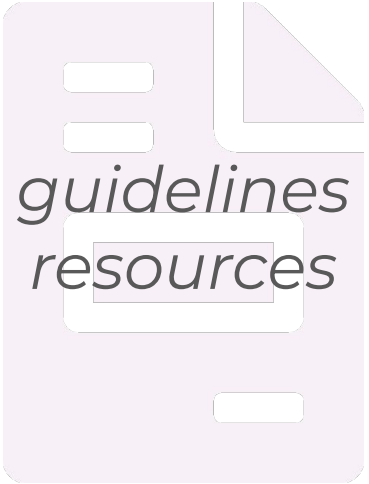

chapter
chapter
chapter
chapter
chapter
chapter
chapter
chapter
chapter
chapter

infrastructure

technical infrastructure

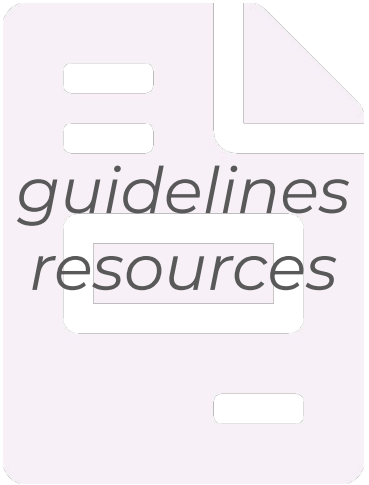
technical infrastructure

social infrastructure



technical infrastructure

social infrastructure



that enable **community participation** and development of **personal connections**

pathways to inclusion

awareness

understanding

identification

access

belonging

ownership

pathways to inclusion

awareness I've heard of this thing.

understanding

identification

access

belonging

ownership

pathways to inclusion

awareness	I've heard of this thing.
understanding	I understand what this is about.
identification	
access	
belonging	
ownership	

pathways to inclusion

awareness	I've heard of this thing.
understanding	I understand what this is about.
identification	I can see myself doing this.
access	
belonging	
ownership	

pathways to inclusion

awareness	I've heard of this thing.
understanding	I understand what this is about.
identification	I can see myself doing this.
access	I can physically, logistically, and financially do this.
belonging	
ownership	

pathways to inclusion

awareness	I've heard of this thing.
understanding	I understand what this is about.
identification	I can see myself doing this.
access	I can physically, logistically, and financially do this.
belonging	I feel like I fit in here.
ownership	

pathways to inclusion

awareness	I've heard of this thing.
understanding	I understand what this is about.
identification	I can see myself doing this.
access	I can physically, logistically, and financially do this.
belonging	I feel like I fit in here.
ownership	I care enough to take responsibility for this.

technical

awareness

understanding

identification

access

belonging

ownership

technical

social media	**awareness**
website	**understanding**
community slack	**identification**
zoom	**access**
directory	**belonging**
1password	**ownership**

technical

social media

website

community slack

zoom

directory

1password

social

awareness

understanding

identification

access

belonging

ownership

technical

social media

website

community slack

zoom

directory

1password

awareness

understanding

identification

access

belonging

ownership

social

branding

mission statement

code of conduct

rules (free events)

meetup default text

start a chapter

technical

social media

website

community slack

zoom

directory

1password

awareness

understanding

identification

access

belonging

ownership

social

branding

mission statement

code of conduct

rules (free events)

meetup default text

start a chapter

different personas of the organization require different infrastructure

different personas of the organization require different infrastructure

community members

community slack
https://rladies.org/

different personas of the organization require different infrastructure

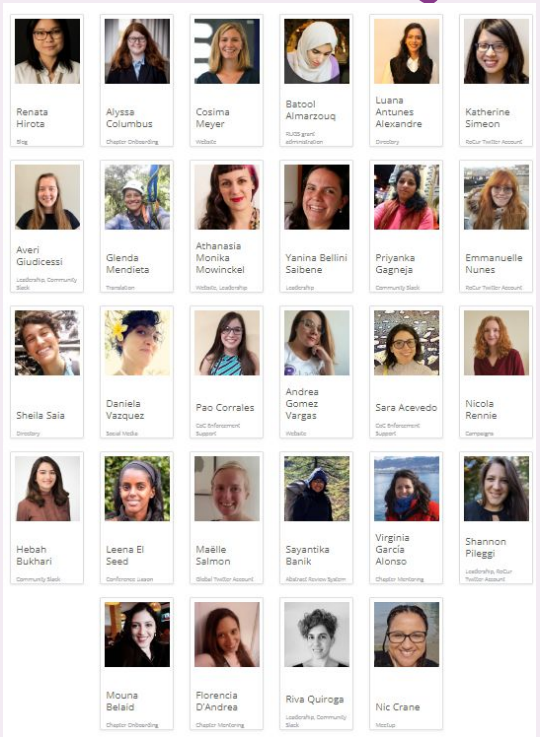
community members

community slack
https://rladies.org/

chapter organizers
global team
leadership team

organizer slack
https://guide.rladies.org/

the global team



> develop and maintain our infrastructure

I believe best practices depend on how the chapter organisers can adapt to their reality to make people comfortable at coming to the meetups and also being speakers.

Nadejda Sero | R-Ladies Cotonou

Gaborone, Botswana

São Paulo, Brazil

Vienna, Austria

Seattle, United States

Whatsapp Telegram Meetup Slack

technical infrastructure

Gaborone, Botswana

São Paulo, Brazil

Vienna, Austria

Seattle, United States

Whatsapp

English

Telegram

Portuguese

Meetup

English

Slack

English

social infrastructure

non-profit ≠ free

non-profit ≠ free

countless volunteer hours (no paid staff)

non-profit ≠ free

countless volunteer hours (no paid staff)

$50,000 USD annual operating costs

funded by R Consortium and individual donations

example

I'm still trying to make up my mind on whether to get in touch with the #RLadies community. If someone called me a lady I would laugh, but it seems to be inclusive?

rladies / community

Type / to search

Code | Issues | Pull requests | Actions | Security | Insights | Settings

Re-branding from R-Ladies to R-Ladies+ #10

Closed yabellini opened this issue on Apr 17 · 77 comments

yabellini commented on Apr 17 • edited Member

Proposal

The mission of R-Ladies Global is to promote gender diversity in the R community. The intent is to support all minority genders, including but not limited to cis/trans women, trans men, non-binary, genderqueer, and agender.

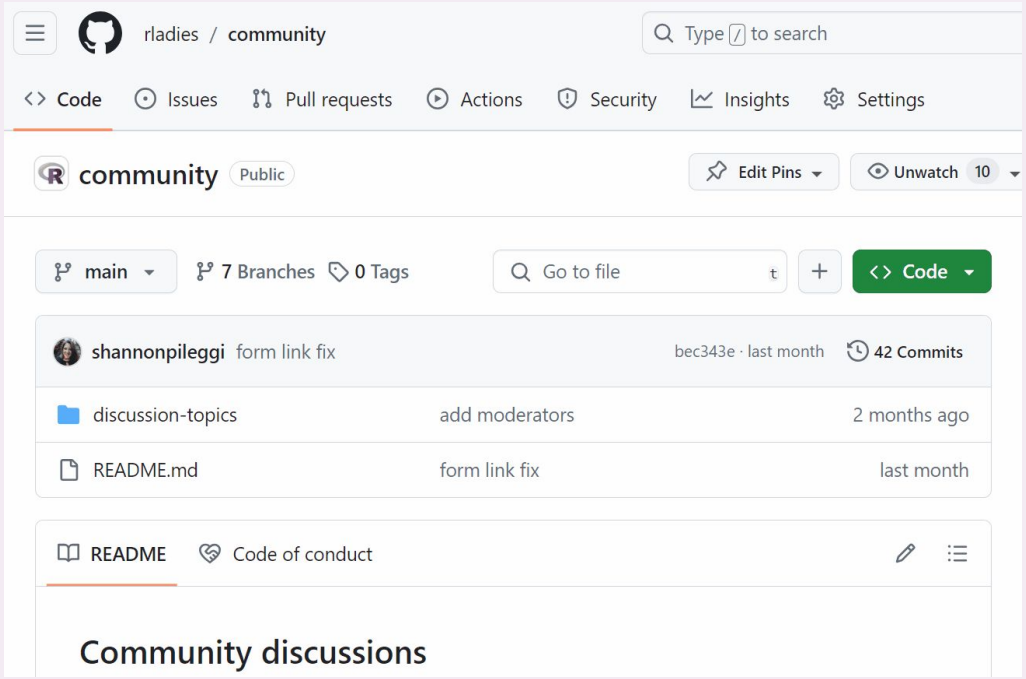
The Global Team has received feedback that not all minority genders identify with the name "R-Ladies". In an effort to be inclusive of all minority genders, we propose for discussion re-branding

In some countries being a minority gender is deemed illegal.

In some countries being a minority gender is deemed illegal.

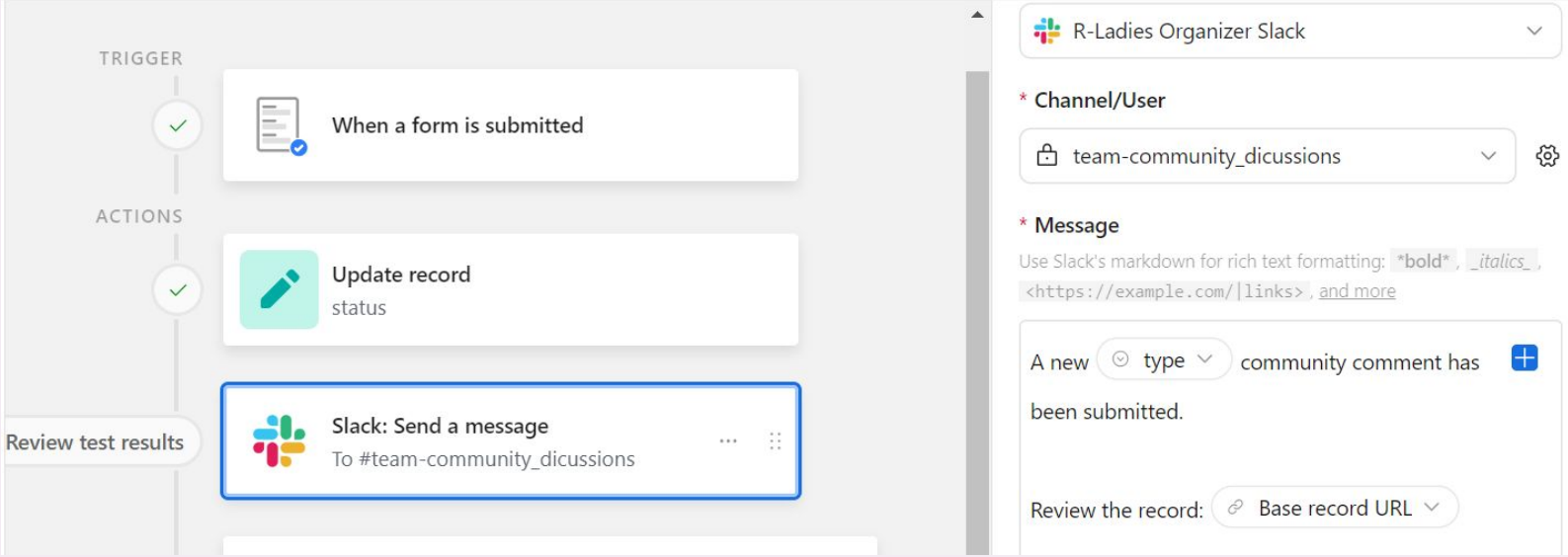
In those countries, hosting an event branded as R-Ladies+ could pose a risk to the event organizers and attendees for persecution.

social infrastructure

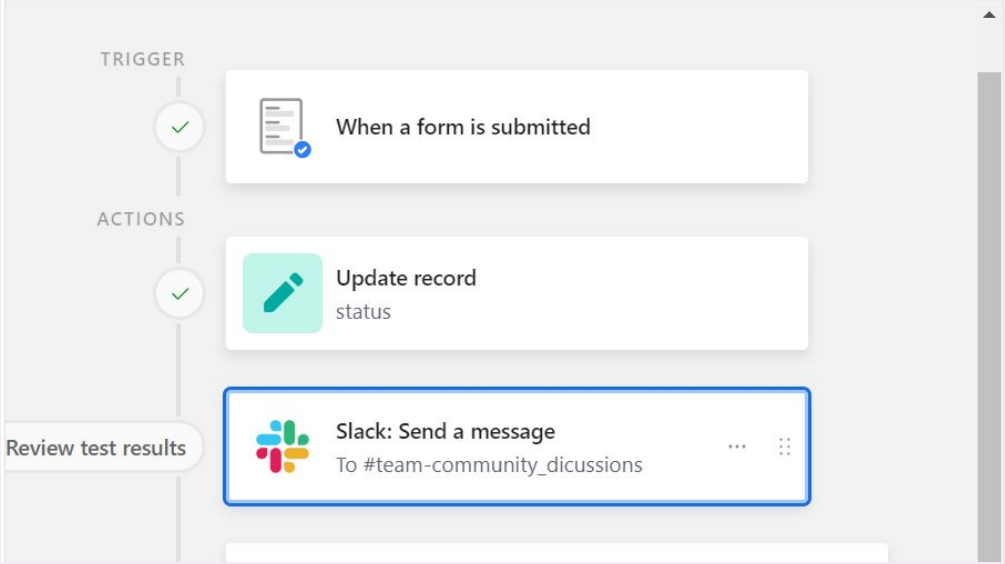


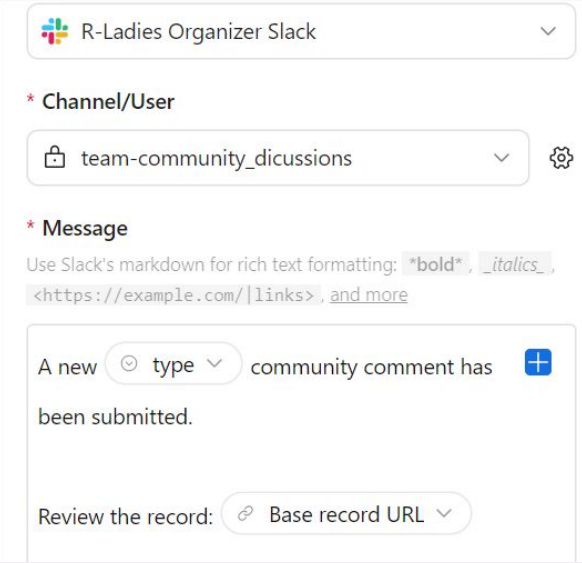
technical infrastructure

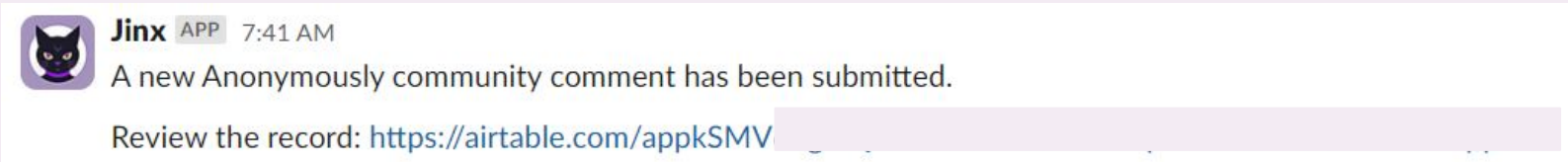
airtable automation



airtable automation







the rebranding decision is in progress.

https://github.com/rladies/community/issues/10

the rebranding decision is in progress.

regardless of the outcome,
we need better social infrastructure
to facilitate pathways to inclusion
for gender diverse members
of our community.

https://github.com/rladies/community/issues/10

thoughts for your community

> thriving communities require both technical and social infrastructure

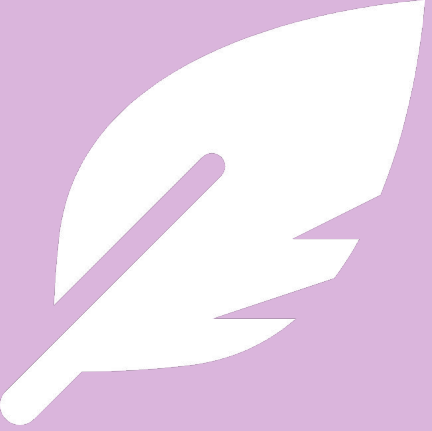
> thriving communities require both technical and social infrastructure

> technical infrastructure satisfies operational needs; social infrastructure nourishes growth and longevity

> thriving communities require both technical and social infrastructure

> technical infrastructure satisfies operational needs; social infrastructure nourishes growth and longevity

> in a global community, balancing standardization and flexibility fosters community success



thank you ❤

https://rladies.org/