


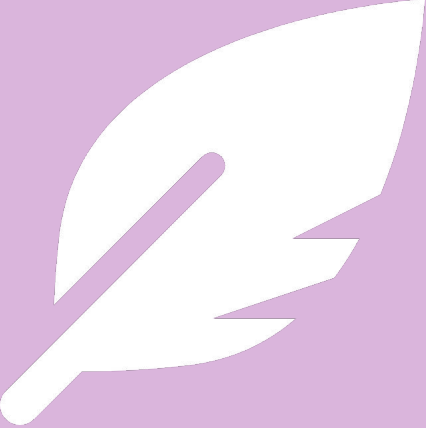


# **balancing global infrastructure and local autonomy**

## **lessons from R-Ladies**



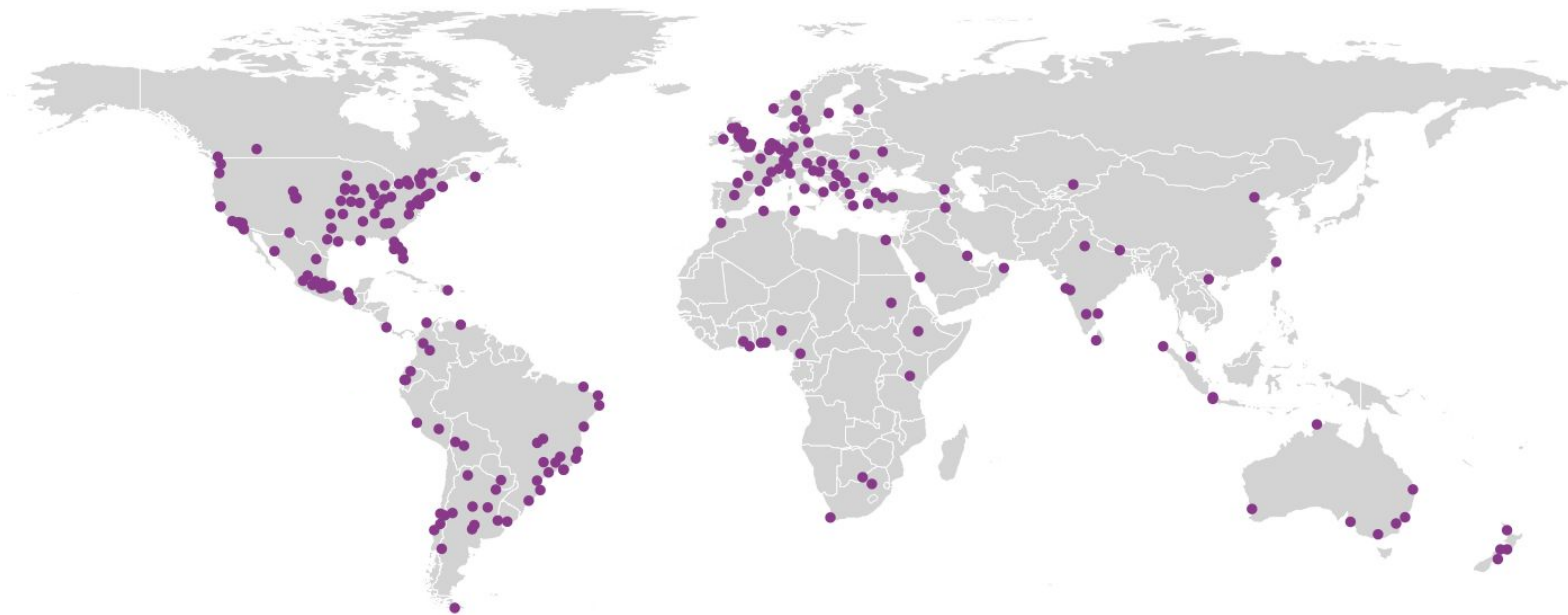
I'm still trying to make up my mind on whether to get in touch with the #RLadies community. If someone called me a lady I would laugh, but it seems to be inclusive?



**about**

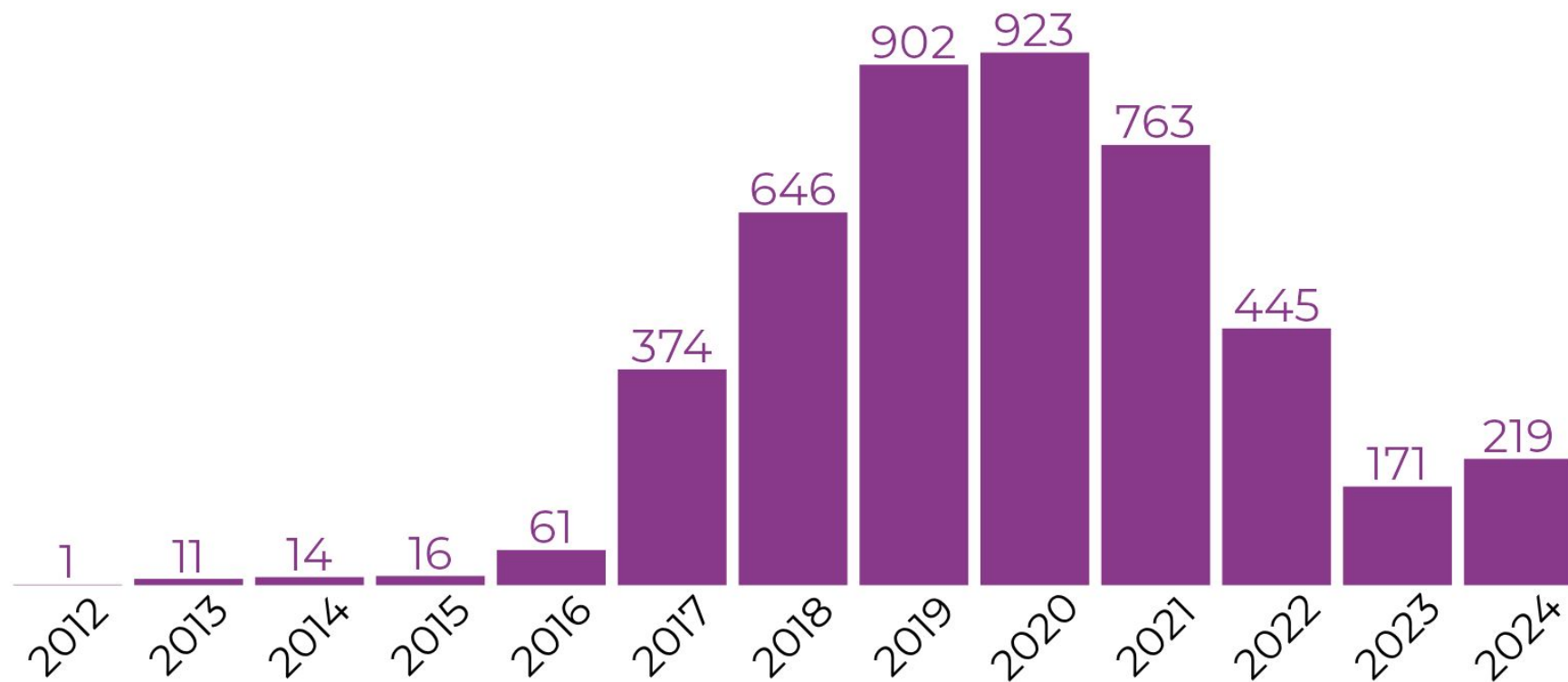
**worldwide organization that promotes gender diversity in the R community via meetups and mentorship in a friendly and safe environment.**

# 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



Averì  
Giudicessi



Shannon  
Pileggi



Athanasia  
Monika  
Mowinckel



Yanina Bellini  
Saibene

# leadership



Riva Quiroga



Averì  
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

Webinars



Batool  
Almarzouq

RUCS grant  
administration



Luana  
Antunes  
Alexandre

Directory



Katherine  
Simeon

RoCur Twitter Account



Averi  
Giudicessi

Leadership, Community  
Slack



Glenda  
Mendieta

Translation



Achanasia  
Monika  
Mowinckel

Webinars, 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

Webinars



Sara Acevedo

CoC Enforcement  
Support



Nicola  
Rennie

Campaigns



Hebah  
Bukhari

Community Slack



Leena El  
Seed

Conference Issues



Maëlle  
Salmon

Global Twitter Account



Sayantika  
Banik

Abstract Review System



Virginia  
Garcia  
Alonso

Chapter Monitoring



Shannon  
Pileggi

Leadership, RoCur  
Twitter Account



Mouna  
Belaid

Chapter Onboarding



Florencia  
D'Andrea

Chapter Monitoring



Riva Quiroga

Leadership, Community  
Slack































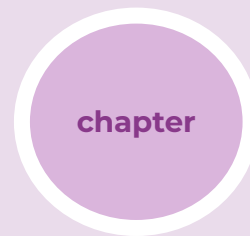
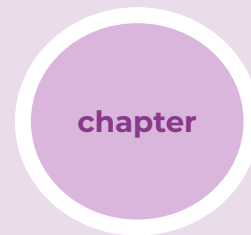
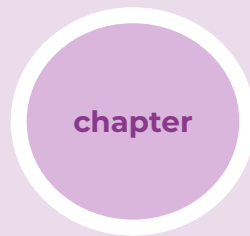
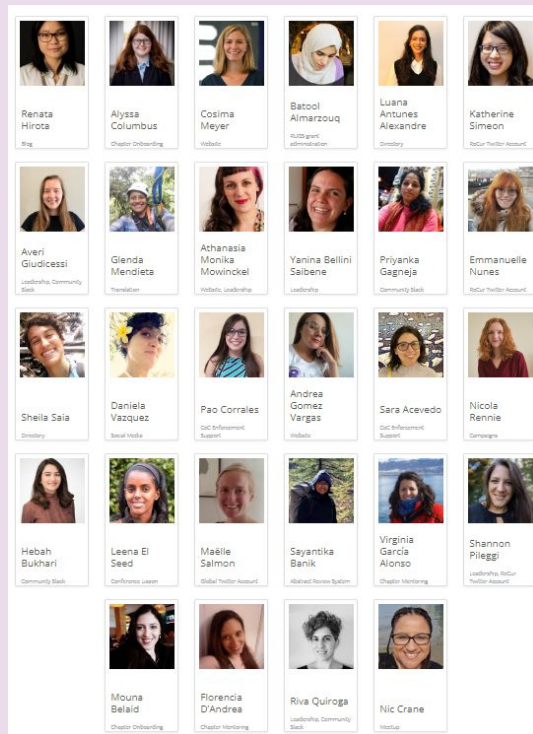
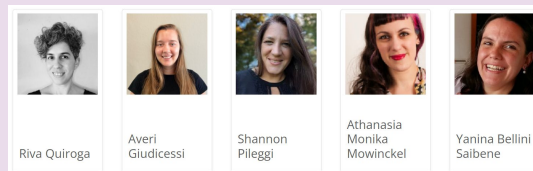
Nic Crane

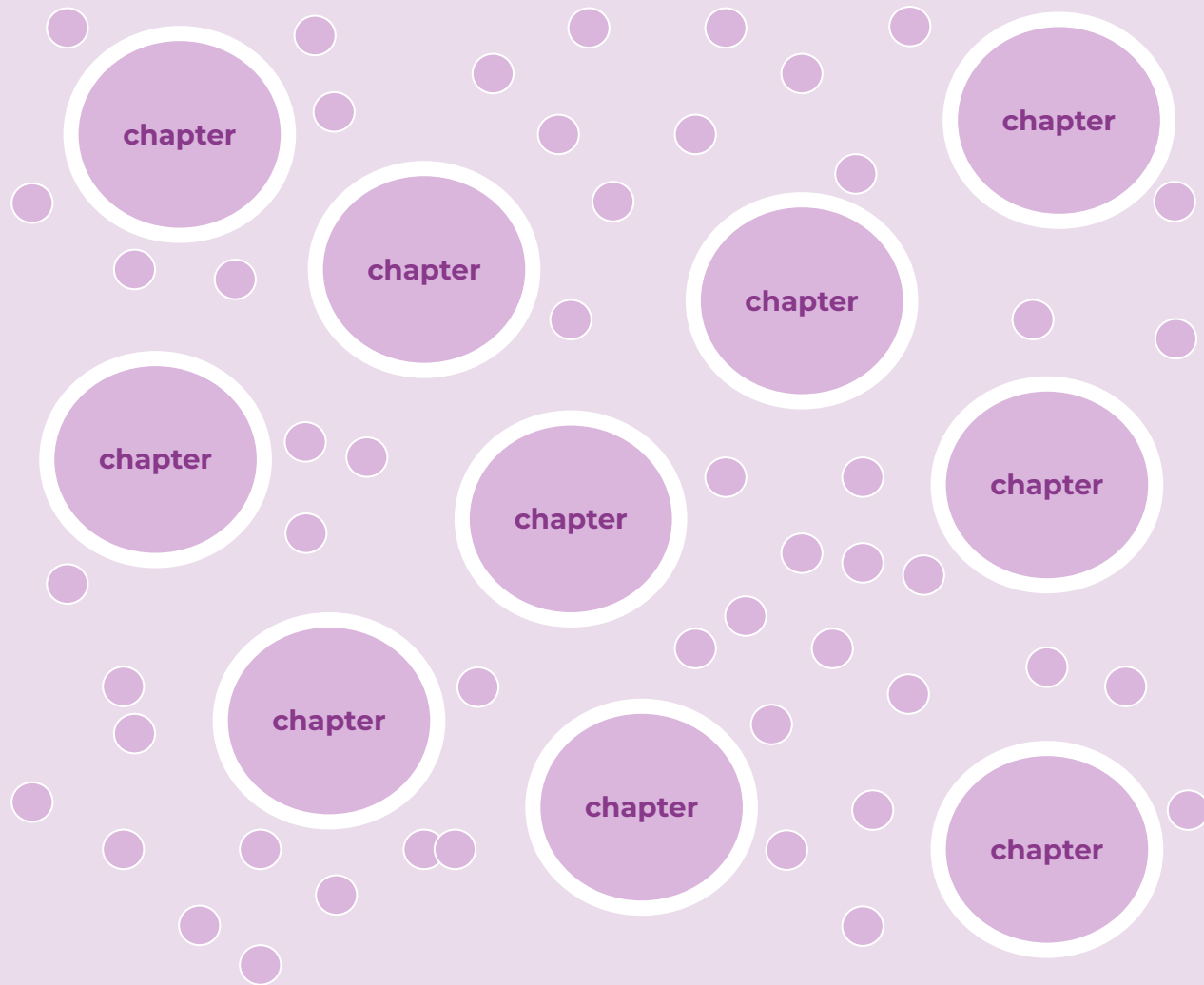
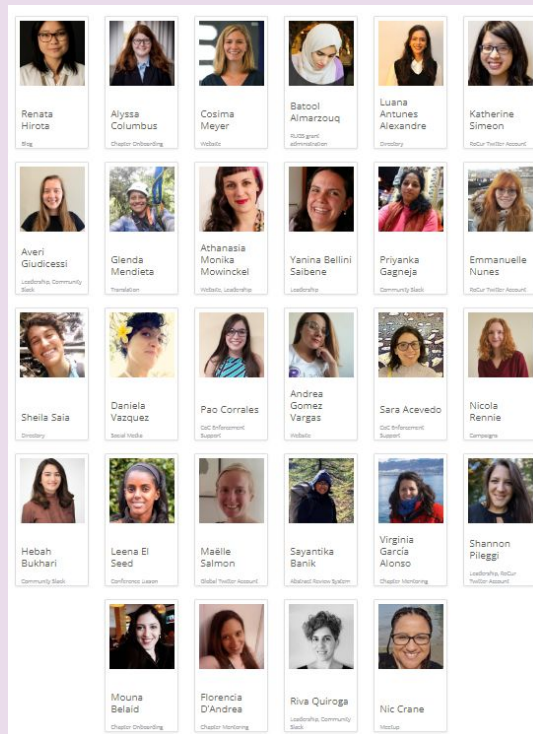
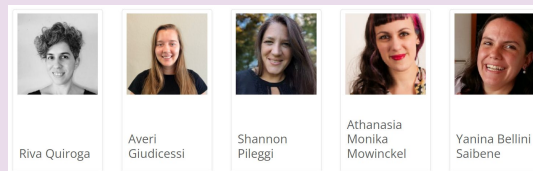
MeetUp

# 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

 Renata Hirota Blog	 Alyssa Columbus Chapter Onboarding	 Cosima Meyer Website	 Batool Almarzouq RUGS grant administration	 Luana Antunes Alexandre Directory	 Katherine Simeon RoCur Twitter Account
 Averi Giudicessi Leadership, Community Slack	 Glenda Mendieta Translation	 Achanasia Monika Mowinkel 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 Garcia 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 Meetup		







**infrastructure**

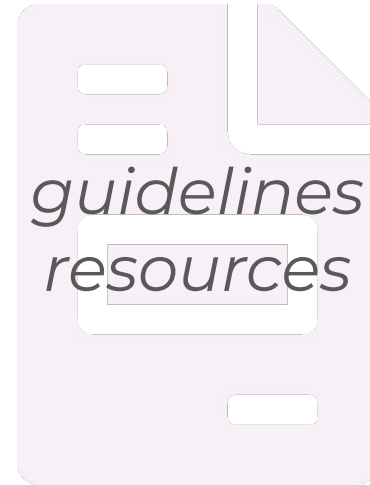
# technical infrastructure



## technical infrastructure



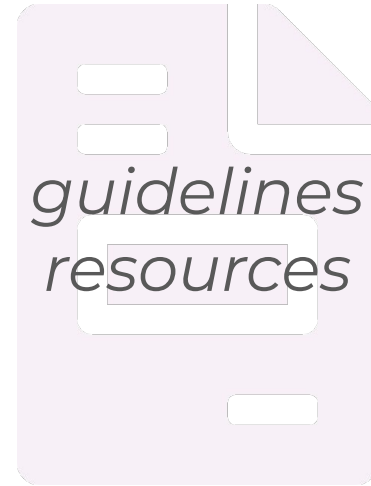
## social infrastructure



## 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

website

community slack

zoom

directory

1password

**awareness**

**understanding**

**identification**

**access**

**belonging**

**ownership**

# technical

social media

website

community slack

zoom

directory

1password

# social

**awareness**

**understanding**

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1password

**awareness**

**understanding**

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**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

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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

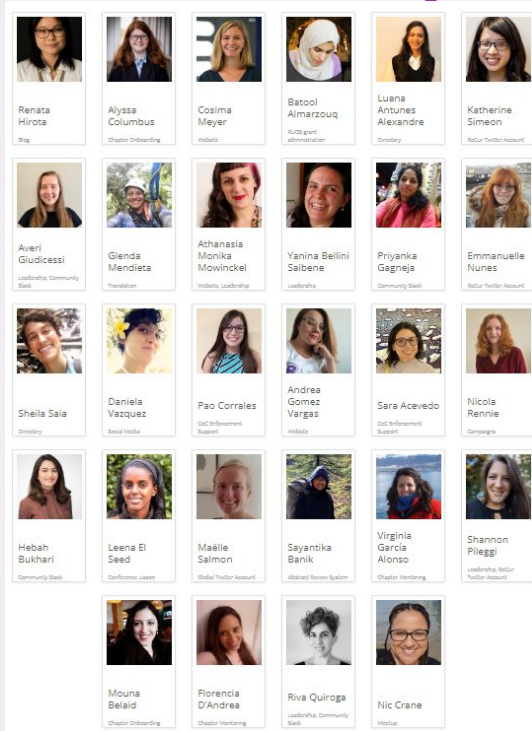
community members

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.





Whatsapp



Telegram



Meetup



Slack

technical infrastructure



Whatsapp

Telegram

Meetup

Slack

English

Portuguese

English

English

social infrastructure

**non-profit  $\neq$  free**

**non-profit  $\neq$  free**

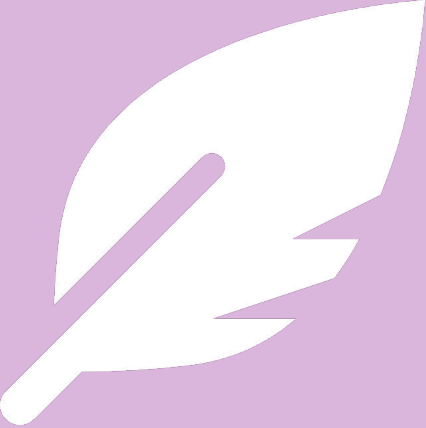
countless volunteer hours (no paid staff)

# **non-profit $\neq$ 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

The screenshot shows the GitHub interface for the 'rladies / community' repository. At the top, there's a navigation bar with a hamburger menu, the GitHub logo, the repository name 'rladies / community', and a search bar. Below this is a secondary navigation bar with links for Code, Issues, Pull requests, Actions, Security, Insights, and Settings. The main header area includes the repository name 'community' with a 'Public' badge, and buttons for 'Edit Pins' and 'Unwatch'. The repository details section shows the 'main' branch, 7 branches, and 0 tags. A search bar 'Go to file' and a '+ Code' button are also present. The commit history table lists three items: a commit by 'shannonpileggi' titled 'form link fix' with 42 commits, a folder 'discussion-topics' with the commit 'add moderators' from 2 months ago, and a file 'README.md' with the commit 'form link fix' from last month. Below the table are links for 'README' and 'Code of conduct'. The bottom section is titled 'Community discussions'.

rladies / community

Type to search

<> Code Issues Pull requests Actions Security Insights Settings

community Public Edit Pins Unwatch 10

main 7 Branches 0 Tags Go to file + <> Code

shannonpileggi	form link fix	bec343e · last month	🕒 42 Commits
discussion-topics	add moderators	2 months ago	
README.md	form link fix	last month	

README Code of conduct

## Community discussions

# technical infrastructure



# airtable automation

The screenshot displays the Airtable automation builder interface. On the left, a vertical timeline shows the workflow steps: TRIGGER, ACTIONS, and a final step labeled 'Review test results'. The TRIGGER step is 'When a form is submitted'. The first ACTION is 'Update record status'. The second ACTION, 'Slack: Send a message', is highlighted with a blue border and shows the configuration 'To #team-community\_dicussions'. The right panel provides the configuration for the 'Slack: Send a message' action, showing the selected app 'R-Ladies Organizer Slack', the channel/user 'team-community\_dicussions', and the message content: 'A new type community comment has been submitted.' The message content is shown in a preview format with a plus icon. At the bottom, there is a 'Review the record' section with a link icon and the text 'Base record URL'.

TRIGGER

✓

When a form is submitted

ACTIONS

✓

Update record  
status

Review test results

Slack: Send a message  
To #team-community\_dicussions

R-Ladies Organizer Slack

\* Channel/User

team-community\_dicussions

\* Message

Use Slack's markdown for rich text formatting: **bold**, *italics*, <https://example.com/links>, and more

A new type community comment has been submitted.

Review the record: Base record URL



# airtable automation

The screenshot displays an Airtable automation workflow and its configuration. On the left, the workflow is visualized with a vertical timeline. The 'TRIGGER' section contains a step 'When a form is submitted' with a green checkmark. The 'ACTIONS' section contains two steps: 'Update record status' with a green checkmark, and 'Slack: Send a message' which is highlighted with a blue border. Below the workflow, a button labeled 'Review test results' is visible. On the right, the configuration for the 'Slack: Send a message' action is shown. It includes a dropdown for 'R-Ladies Organizer Slack', a 'Channel/User' field set to 'team-community\_dicussions', and a 'Message' field containing the text: 'A new type community comment has been submitted.' Below the message field, there is a 'Review the record' section with a link icon and the text 'Base record URL'.

TRIGGER

✓

When a form is submitted

ACTIONS

✓

Update record status

Review test results

Slack: Send a message  
To #team-community\_dicussions

R-Ladies Organizer Slack

\* Channel/User

team-community\_dicussions

\* Message

Use Slack's markdown for rich text formatting: ***\****, *\_*, <https://example.com/|links>, and *more*

A new type community comment has been submitted.

Review the record: Base record URL



**Jinx** APP 7:41 AM

A new Anonymously community comment has been submitted.

Review the record: <https://airtable.com/appkSMV>

**the rebranding decision is in progress.**

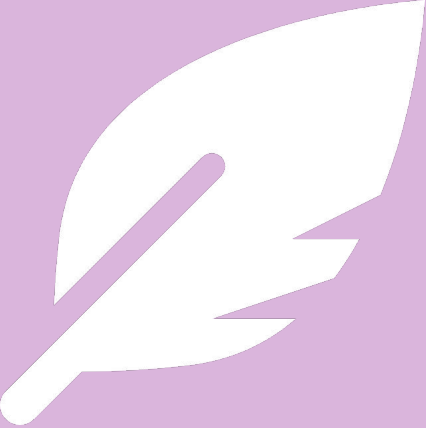
<https://github.com/rladies/community/issues/10>

**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/>