


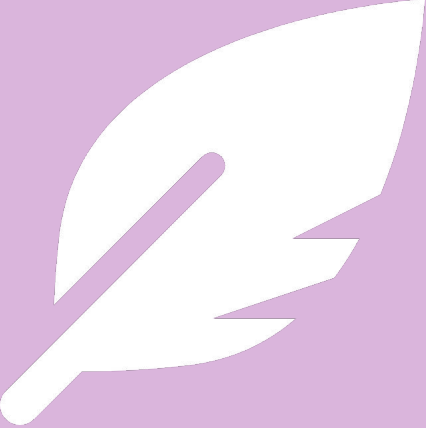


**balancing global infrastructure
and local autonomy**

lessons from R-Ladies global



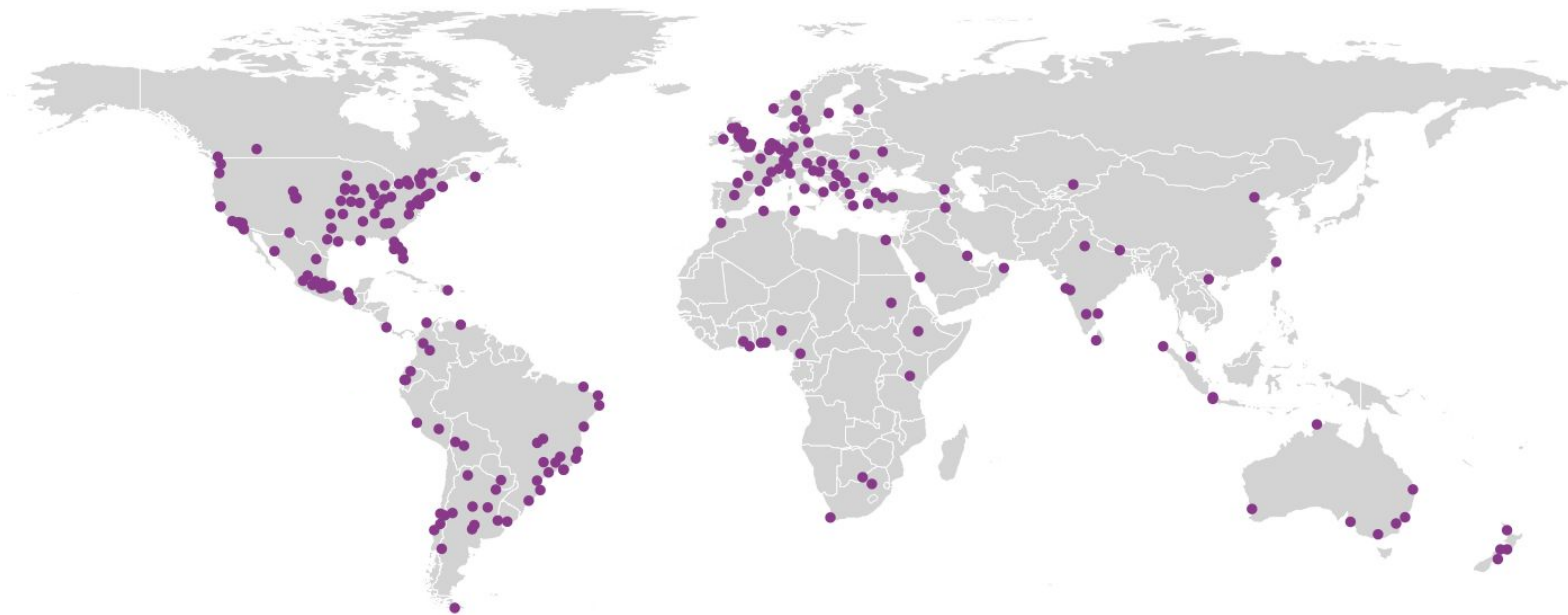
I'm still trying to make up my mind on whether to get in touch with the #RLadies community. If someone called me a lady I would laugh, but it seems to be inclusive?



about

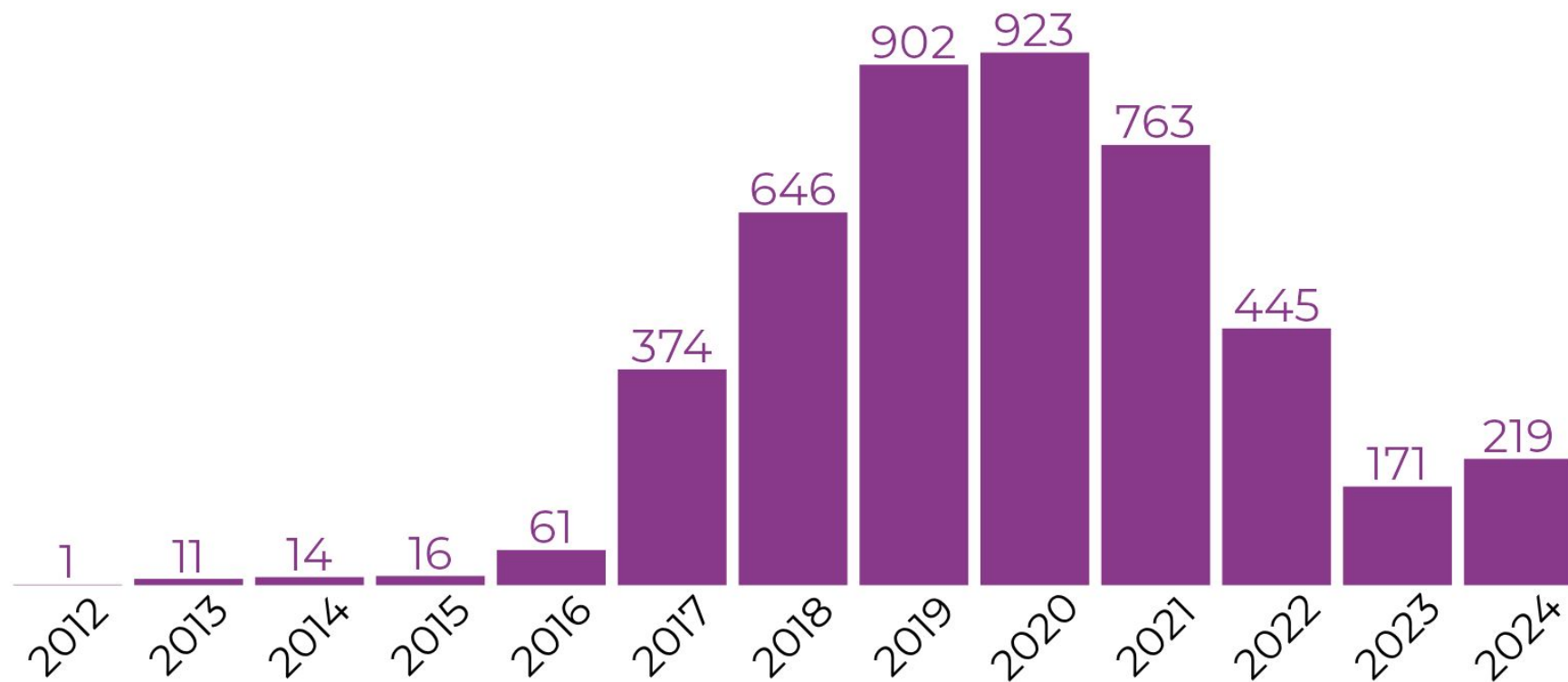
worldwide organization that promotes gender diversity in the R community via meetups and mentorship in a friendly and safe environment.

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



Athanasia
Monika
Mowinckel



Averì
Giudicessi



Yanina Bellini
Saibene



Shannon
Pileggi



Riva Quiroga

leadership



Athanasia
Monika
Mowinckel



Averì
Giudicessi



Yanina Bellini
Saibene



Shannon
Pileggi



Riva Quiroga

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

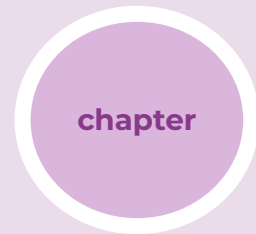
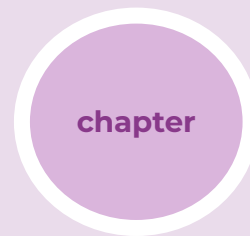
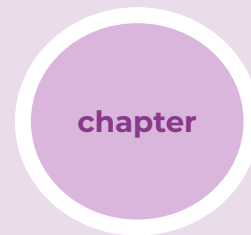
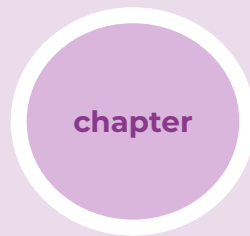
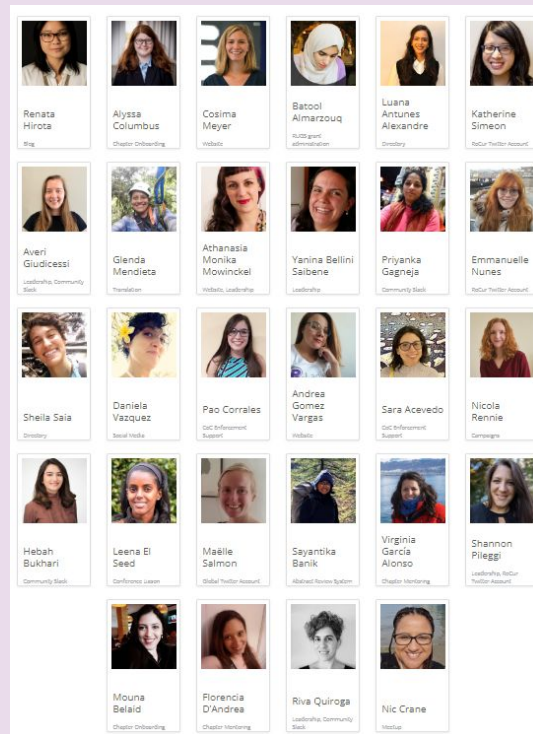
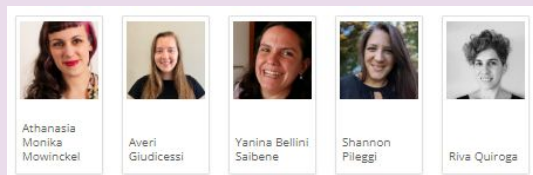


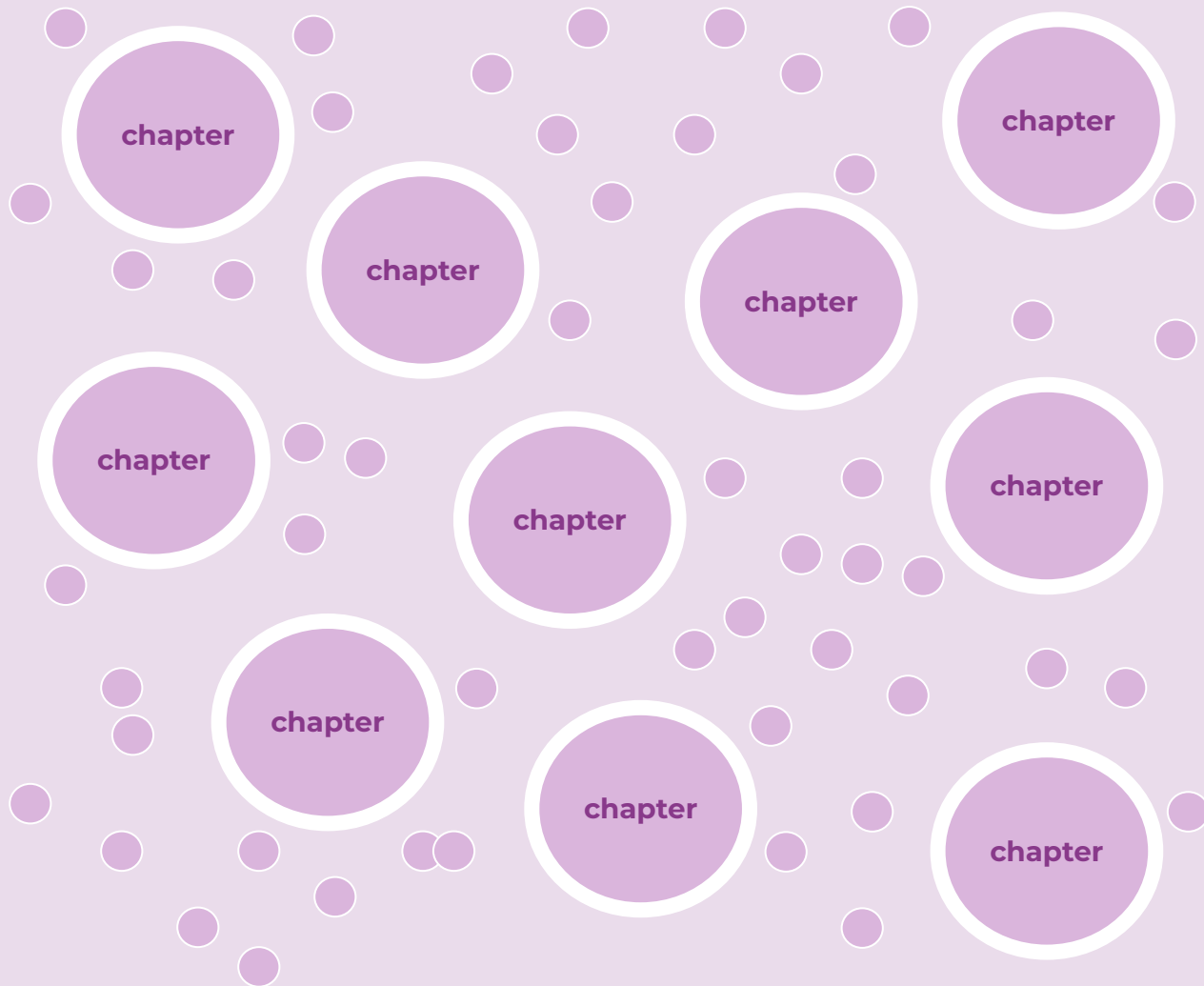
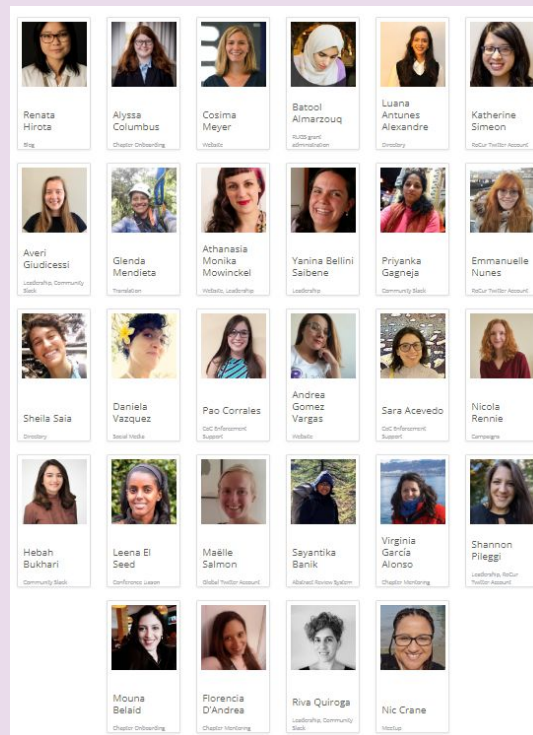
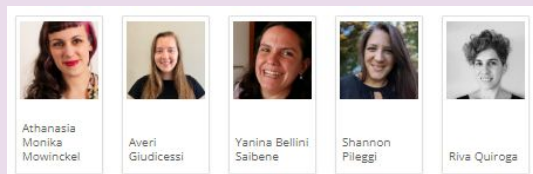
Nic Crane
MeetUp

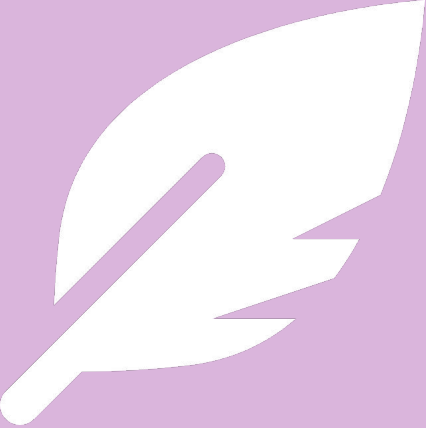
global team

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

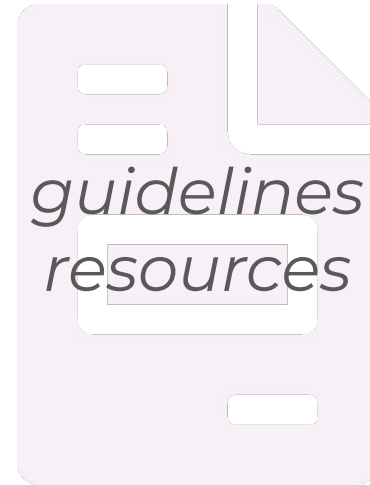
technical infrastructure



technical infrastructure



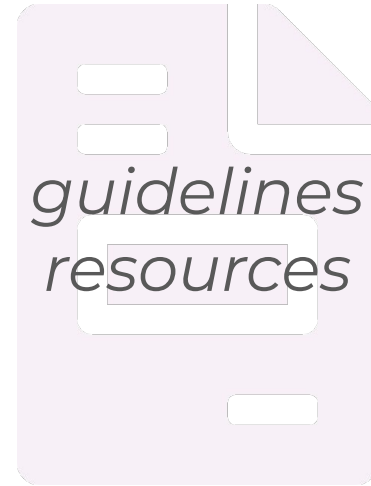
social infrastructure



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

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

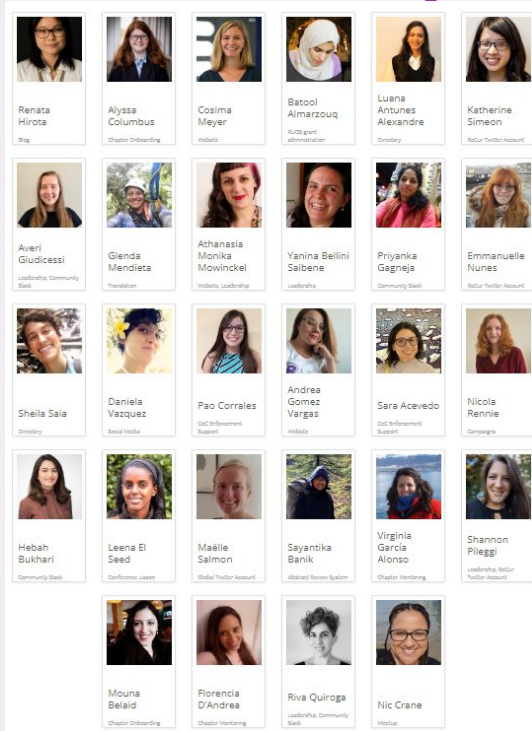
community members

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

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



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

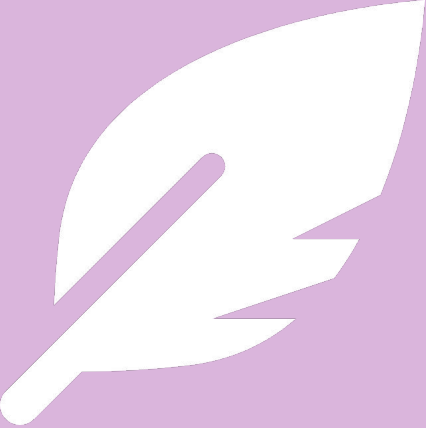
English

Portuguese


English

English

social infrastructure



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 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 'community' repository under the 'rladies' organization. The repository is public and has 7 branches and 0 tags. The main branch is selected. The repository contains a 'discussion-topics' folder, a 'README.md' file, and a 'Code of conduct' file. The 'Community discussions' section is visible at the bottom.

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 'Review test results' button. The workflow consists of three steps:

- TRIGGER:** When a form is submitted (indicated by a green checkmark).
- ACTIONS:** Update record status (indicated by a green checkmark).
- ACTIONS:** Slack: Send a message (highlighted with a blue border). The message is configured to be sent to #team-community_dicussions.

On the right, the configuration panel for the 'Slack: Send a message' step is shown. It includes the following settings:

- Channel/User:** team-community_dicussions (with a lock icon and a settings gear icon).
- Message:** A new type community comment has been submitted. (The 'type' dropdown is set to 'type' and the 'community comment' dropdown is set to 'community comment').
- Review the record:** Base record URL (with a link icon and a dropdown arrow).

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. A 'Review test results' button is located to the left of the 'Slack: Send a message' step. 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

Slack: Send a message
To #team-community_dicussions

Review test results

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.

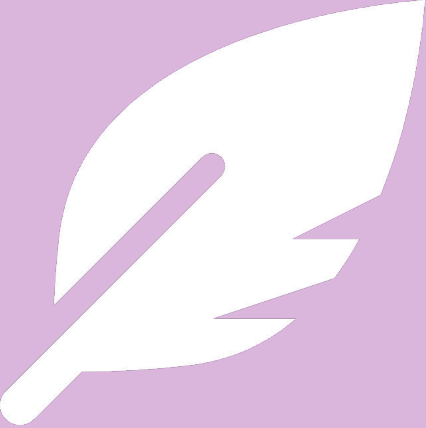
Review the record: <https://airtable.com/appkSMV>

the rebranding decision is in progress.

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.**





wrap up

**> 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 ❤️