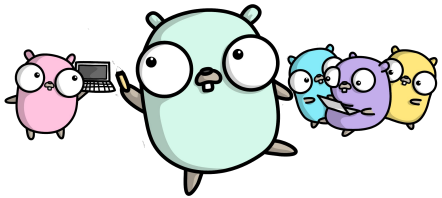
Scaling Non-Traditional Contributor Mentoring

Paris Pittman, Google
Contributor Experience SIG Co-Chair



kubernetes

parispittman@me:~$

- Google Cloud Open Source Strategy
- DevRel PgM, Kubernetes Community
- Co-Chair of Contributor Experience SIG
  - Subproject owner
- Bay Area Kubernetes Meetup Organizer
- 15 yrs of experience building technical communities, attracting, recruiting, and retaining engineers
- parisinbmore
- parispittman

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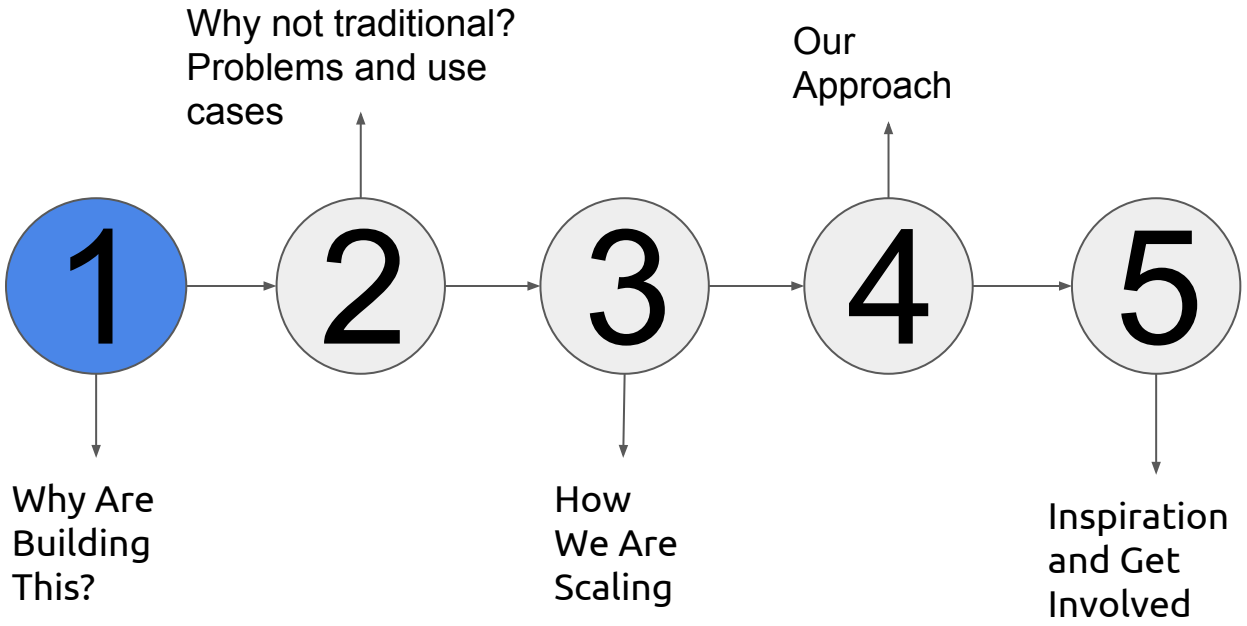
AGENDA



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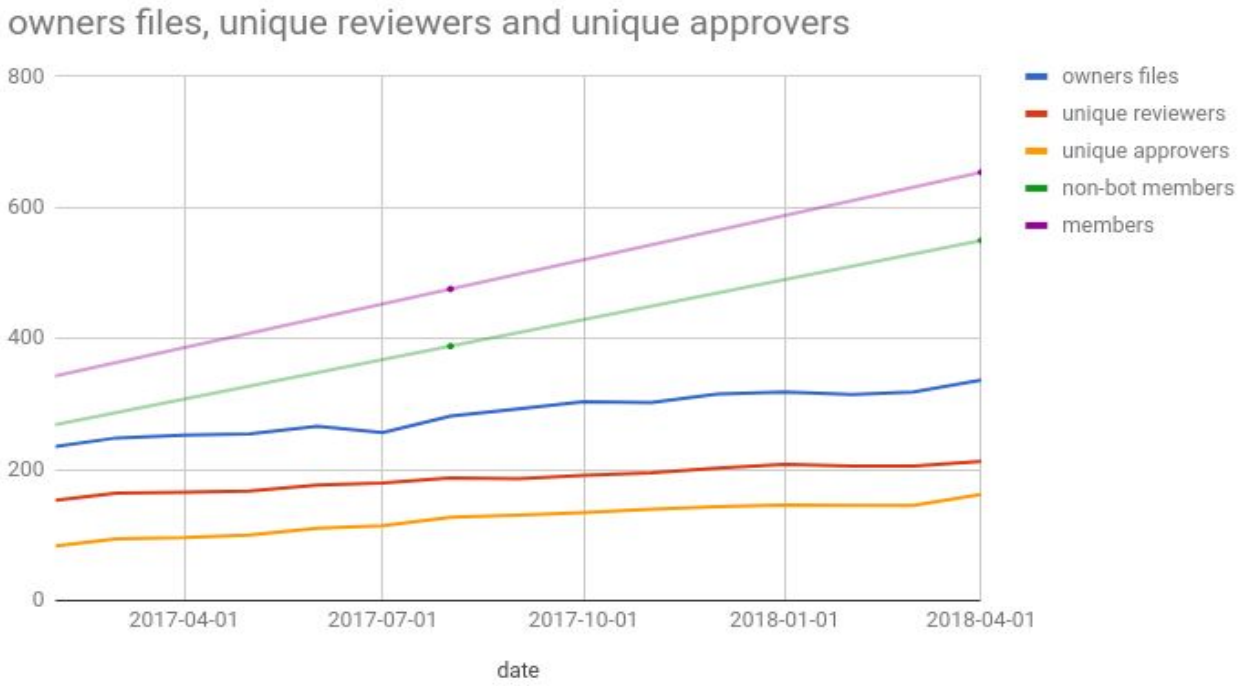
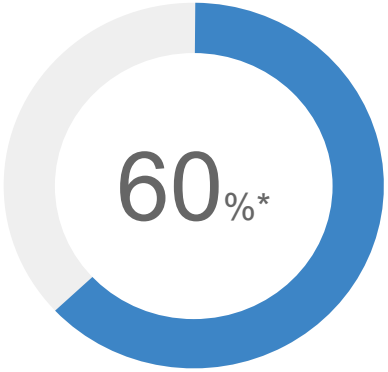
DISCOVERY





Want a mentor

**Surveyed 120 contributors*
Thanks to spiffxp@ for the owners file graph - source, github data

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PROBLEMS TO SOLVE

- People who genuinely would like a mentor
- Need better contributor documentation
- Need more structure around moving and growing people in OWNERs files; prevent bottlenecks, burnout, etc.

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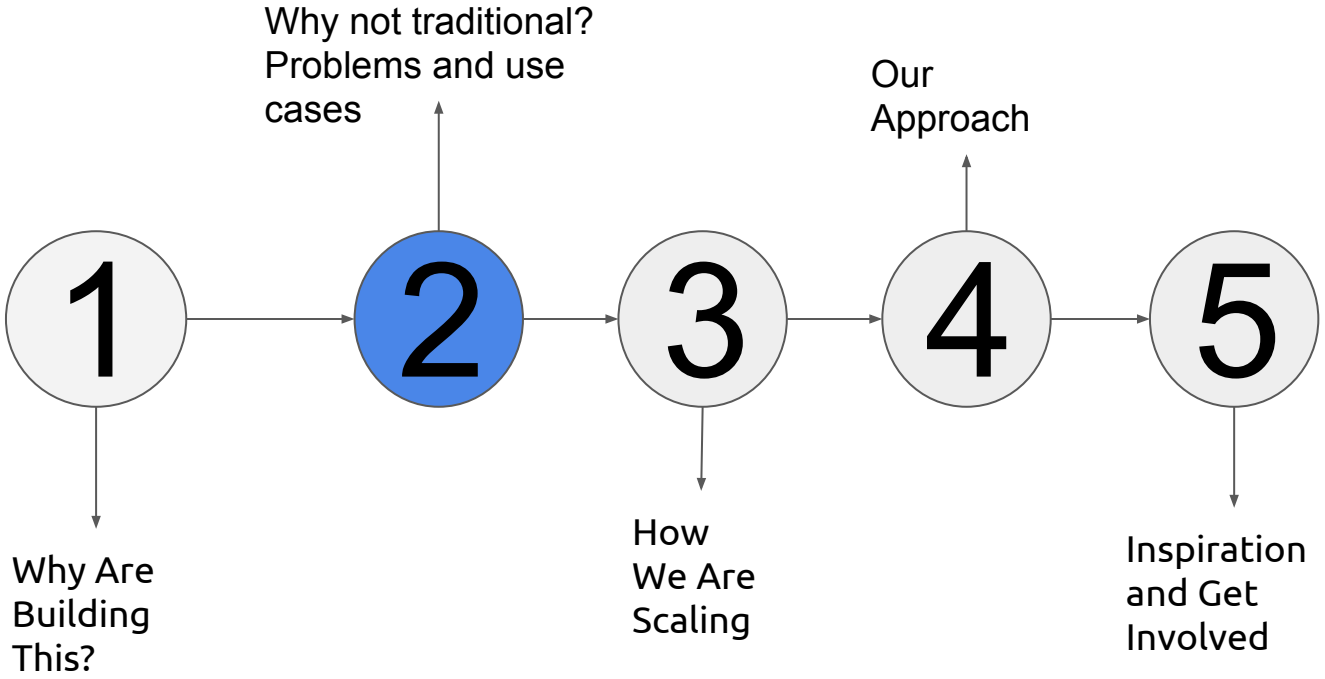

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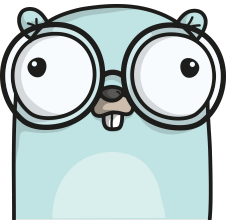
What’s traditional mentoring?

Sounds good,
why not use this?



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SCALE

TOXICITY

GOAL SETTING IS HARD

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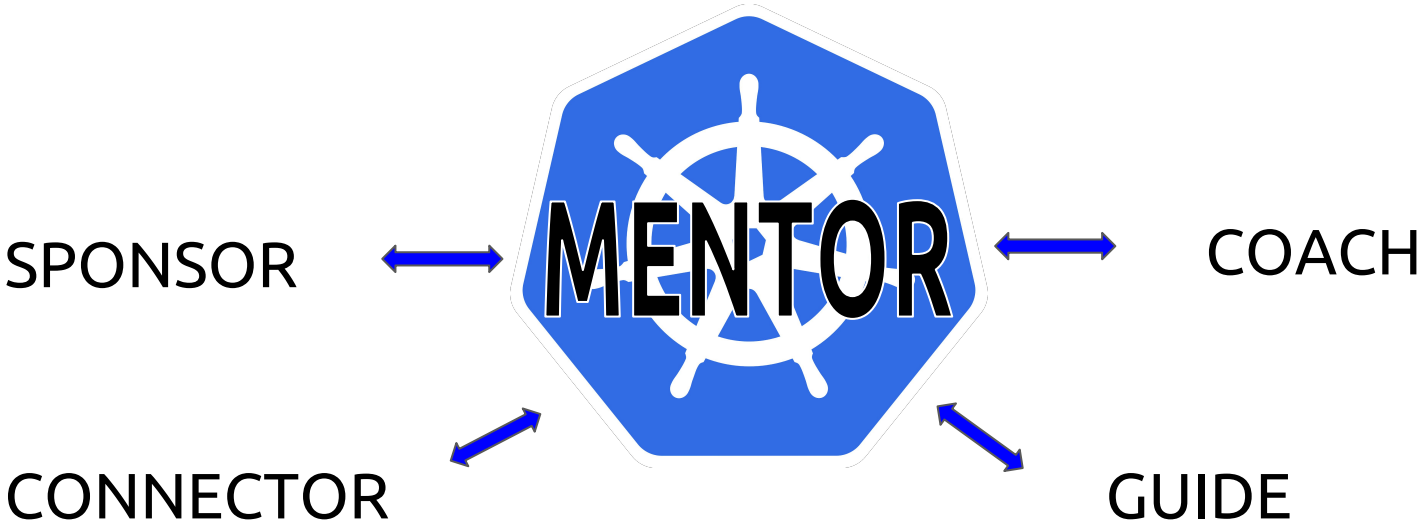
TIME

UNPACKING MENTOR



Harvard Business Review call this demystifying mentoring

USE CASES

I'm a new or current upstream contributor

& I and have some quick questions that im not finding in docs/need some clarification

& I would like to progress further with my contribution

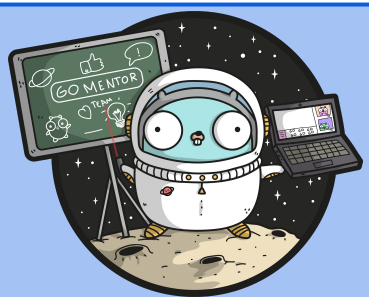
(OWNERs file growth)

& I would like a 1:1 session

& I'm in a SIG that needs a certain kind of contributor

I'm a student and/or underrepresented in OSS

& I would like a mentor!



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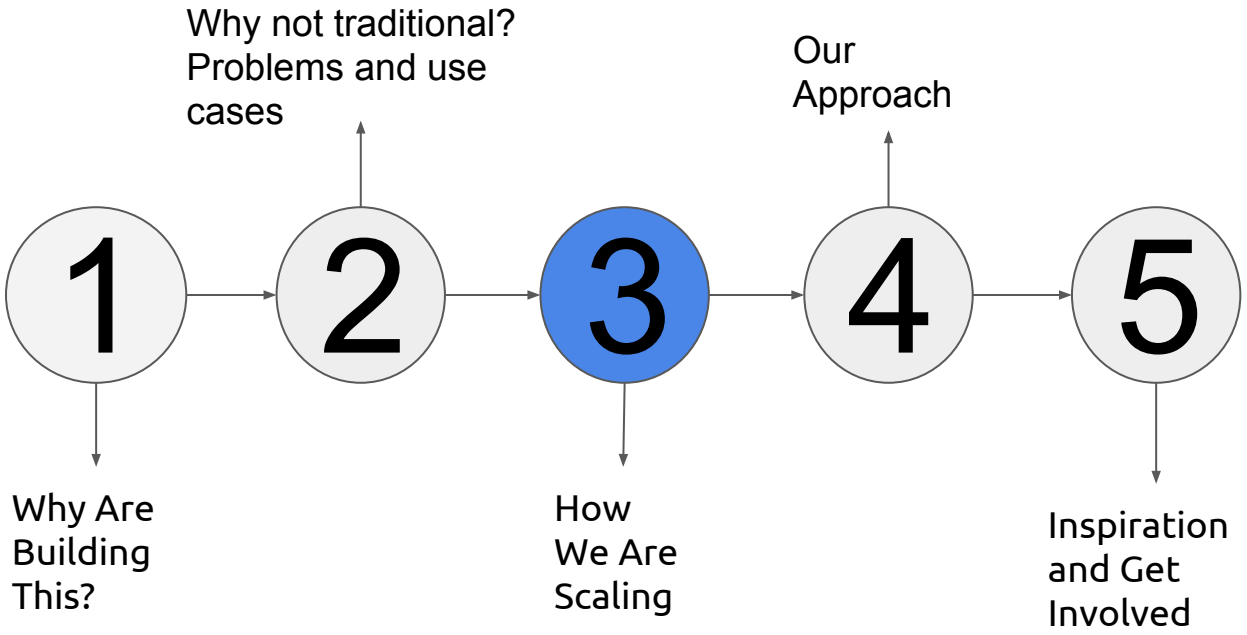

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> Humans don't scale; systems do
>
> *-every technologist*

HOW WE'RE SCALING

- Self-service
- Automation
- Better documentation
- Predefined goals
- Semi-structured engagements
- Peer mentoring

Jono Bacon
@jonobacon
The trick to making communities scale is member-to-member mentoring. Categorize members in groups and set up clear mentoring links. Have clear criteria for what mentoring completion looks like and evolve the support you provide mentors based on mentee feedback.
8:46 AM - Mar 27, 2018
54
16 people are talking about this

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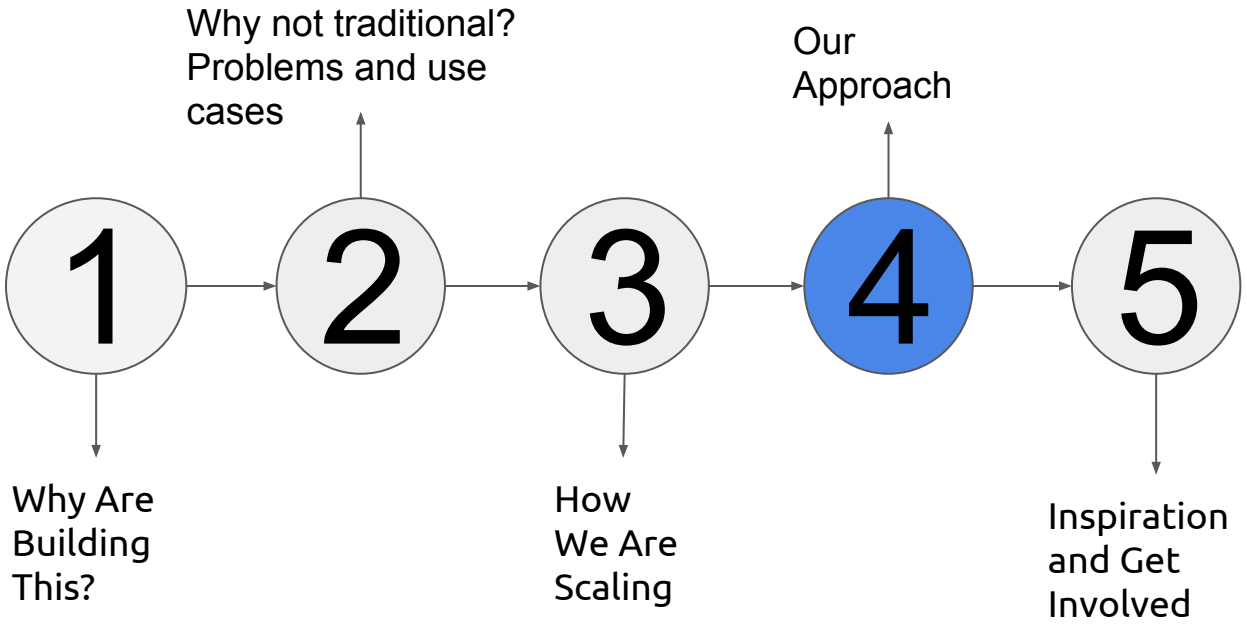

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OVERVIEW

Group Mentoring
The 1:1 Hour
Meet Our Contributors
Outreachy & Google Summer of Code
Mentoring Events
Release Team

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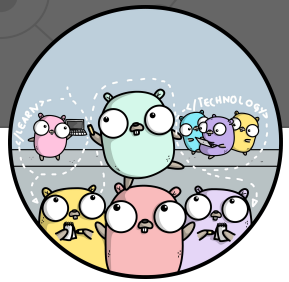
GROUP MENTORING



Leveraging peer mentoring in a semi-structured self-pace environment

SIG need based

2-3 months

Goal is predetermined - get to the next ladder (member, reviewer, approver)

Successful cohorts in open source:

Mozilla Leadership

Ada Academy

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GROUP MENTORING

What did we learn from the test cohort?

- 4:1 mentoring works!
  - 3 graduated to OWNERs files at duration
  - 2 graduated to OWNERs files a few weeks after (they continued)
- >3 time zones should not be in the same cohort
- People have lives and things come up

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THE 1:1 HOUR

1 mentor +
1 mentee +
1 time +
1 hour +
1 goal/activity

=

code review "how to"
pair programming
AMA
code base tour

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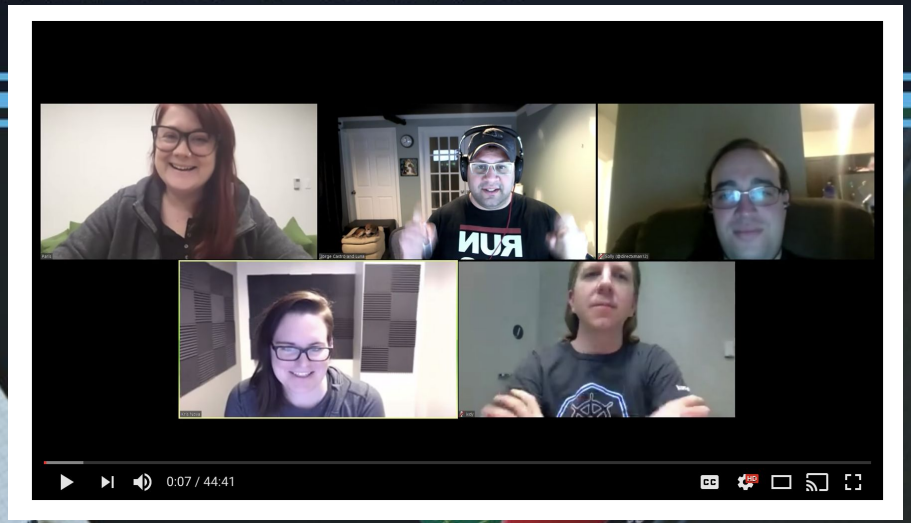
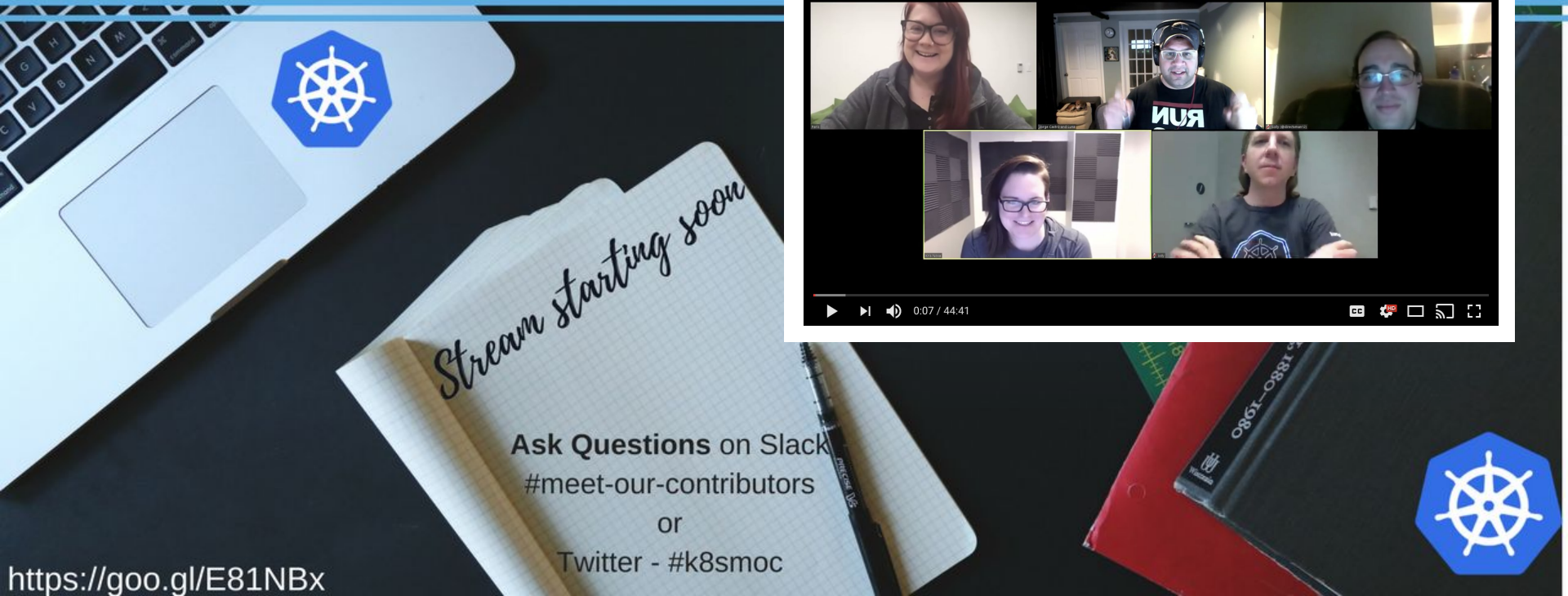
KUBERNETES UPSTREAM MENTORS ON DEMAND

MEET OUR CONTRIBUTORS





https://goo.gl/E81NBx

OUTREACHY &
GOOGLE SUMMER OF CODE

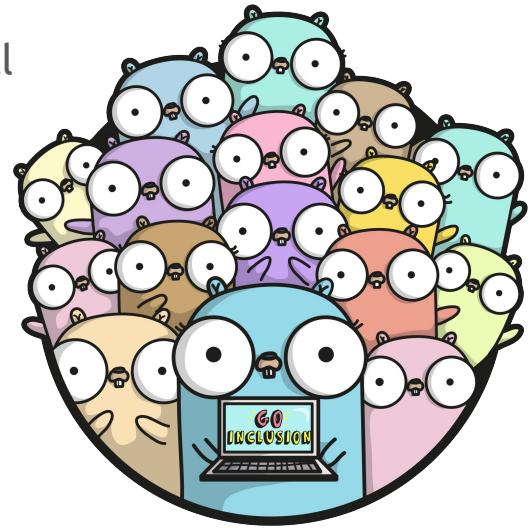
Infrastructure provided; bring your own mentor

Application process, advertising, feedback, payroll

Goals are baked in as they have projects/targets

These alone won't help with scale but work well

with the larger strategy



s/o to @nikhita for leading GSoC this year

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MENTORING EVENTS

CNCF Speed Networking and Mentoring events at KubeCon and other conferences

New Contributor Workshop

Thanks Guin and Josh!

Create a contributor workshop toolkit for meetups help wanted

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RELEASE TEAM

One of the **best opportunities** to get a **holistic view** of the project

A **small team** that works very **closely**

Clear path for **servant leaders** to help the project

Shadow roles are available every release

Read all about it from Noah Abraham's perspective

Attend Tim Pepper's talk about new contributors perspective of engaging with the release process - up next!

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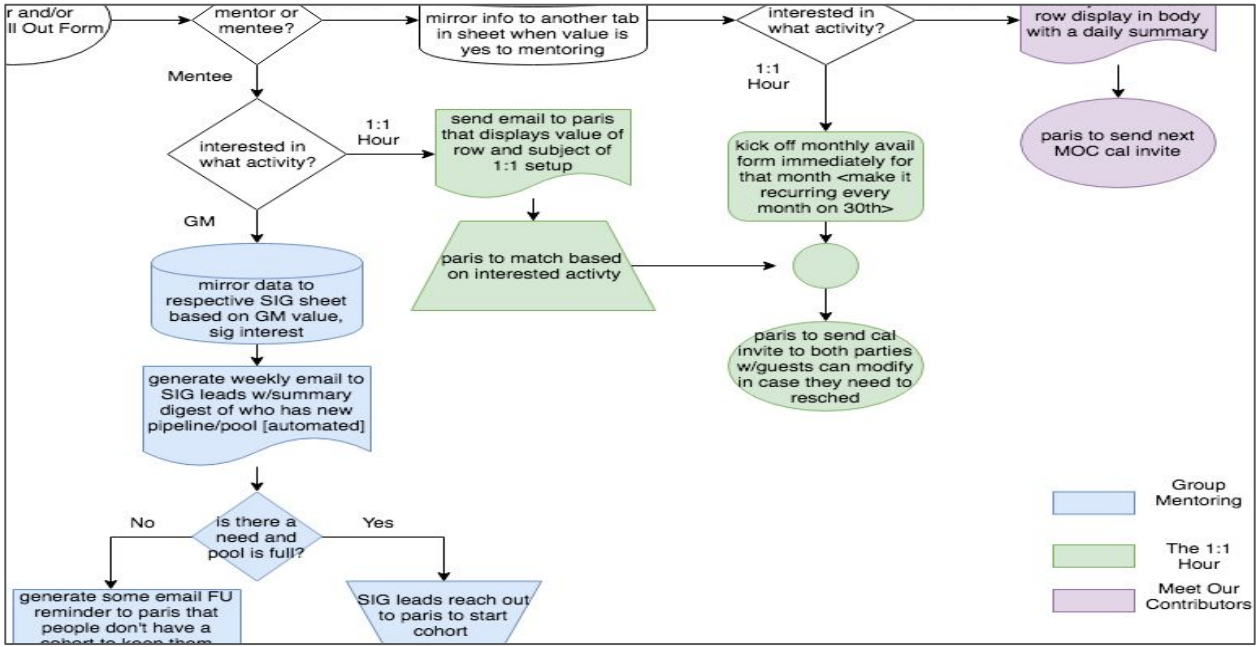

Reflects snip of flow chart

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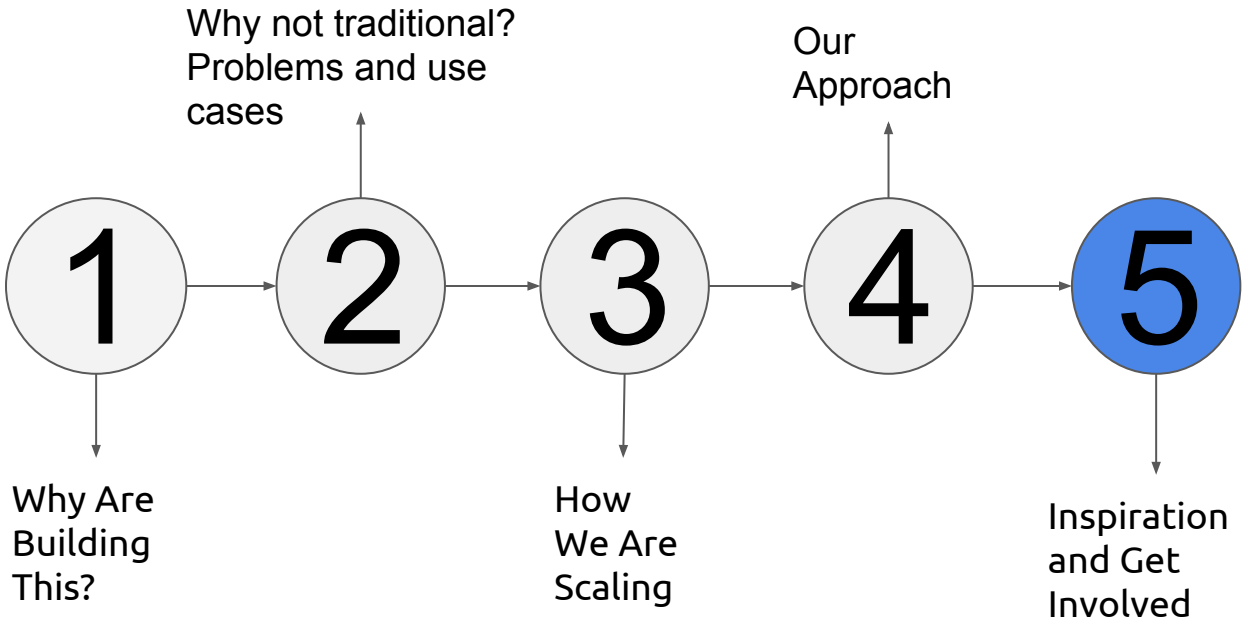

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INSPIRATIONS && THANK YOU

Thanks to all those who have given time thus far!

gopher artwork credit: ashleymcnamara
https://github.com/ashleymcnamara/gophers

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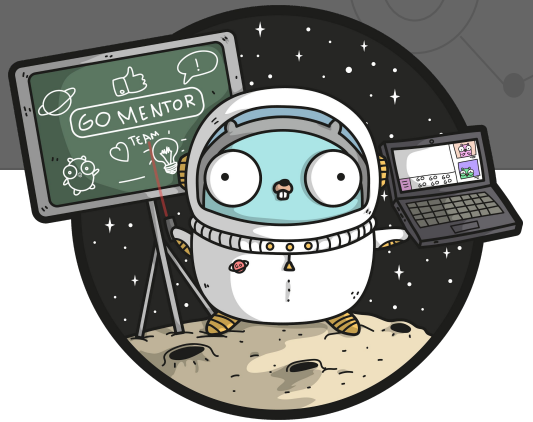
GET INVOLVED & TAKE AWAYS



Sign up to mentor or be a mentee:
bit.ly/k8smentoringform

If you are in a SIG/WG that needs more contributors at any level:
Reach out to me - contact info on next slide

Mentoring Docs:
https://git.k8s.io/community/mentoring

To help planning and execution of mentoring strategies, join contributor experience!
https://git.k8s.io/community/sig-contributor-experience

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REACH OUT!

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