



Inclusive community leadership

Building sustainable communities from within

What does leadership look like in the community?

What is inclusive leadership?

And how can we build this into our communities

What can tech leads learn from the community leaders?

And how do we ensure all leadership work is
recognised



Community

A group with a shared common interest and/or goal with voluntary participation.



Leadership

Skills and work that help shape an organisation or team, define its mission and support it achieving its goals.



Leadership != role



Take Aways

Insights into my experience with leadership in the PyLadies community

Reconsideration of what leaders look like and what they do

Tips on how to make decision making more inclusive and to make leadership more accessible

Get to know about some awesome community leaders



Jessica Greene

@sleepypioneer

Software Engineer Ecosia.org
Community organiser PyLadies Berlin

Former Barista, Coffee Roaster and
Camera Assistant ☕🎬

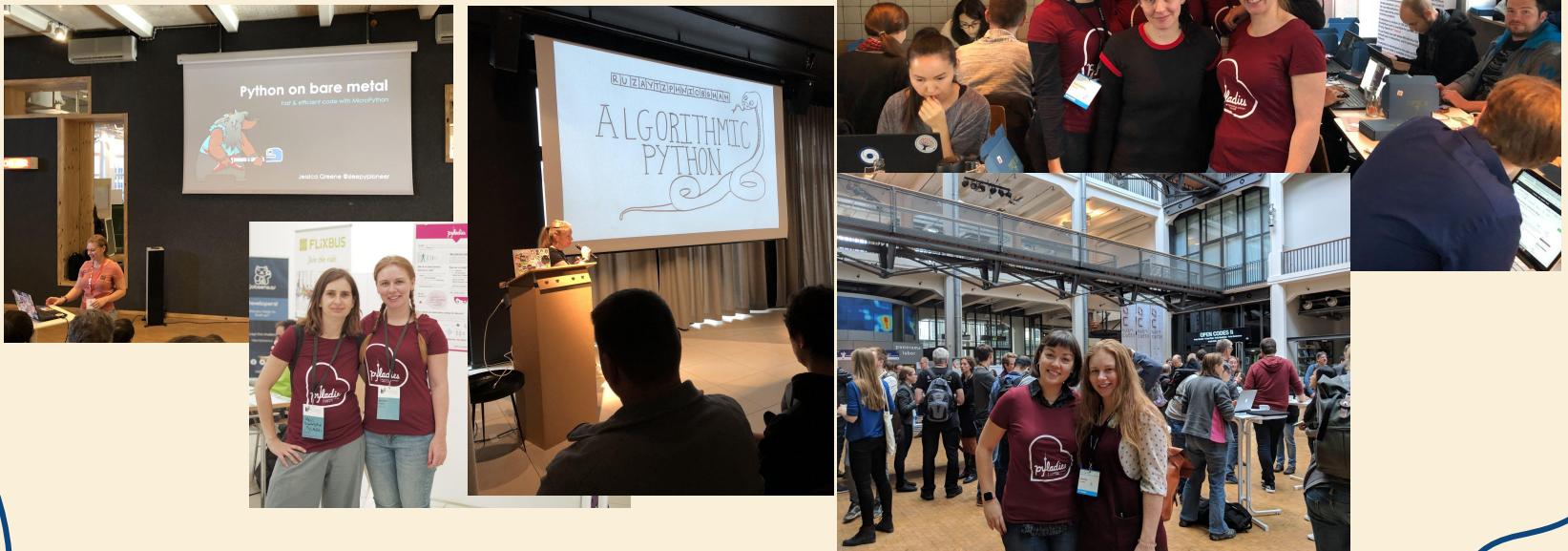
[Link to my slides](#)



Image made with [AnimeGANv2](#)



Celebrating 5 years in the Python Community



PyLadies - Founded 2011



Audrey Roy Greenfeld



Christine Cheung



Esther Nam



Jessica Venticinque



Katharine Jarmul



Sandy Strong



Sophie Viklund



PyLadies - a global community



PyLadies

International mentorship group with a focus on helping more women become active participants and leaders in the Python open-source community.

Mission

Our mission is to promote, educate and advance a diverse Python community through outreach, education, conferences, events and social gatherings.

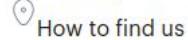
Anyone with an interest in Python is encouraged to participate!

Finding your community

TUE, NOV 21, 2017, 7:00 PM CET

Hands-on remote and Berlin job offers with Jupyter & Pandas

Delivery Hero



How to find us

We will use Jupyter and Pandas to get some insights from remote and Berlin job offers. We will try to answer questions like: roles, experience, and knowledge companies are looking for.

19:00: Enjoy some food and drinks...



79 attendees

12

Manage

Went



Community organisation AKA Pizza Gate



Visibility as a leader



PyLadies Berlin



Part of **Python Software Foundation Meetup Pro Network – 90 groups**

PyLadies Berlin

Berlin, Germany

2,247 members · Public group

Organized by Anett G. and 15 others

[Edit group info](#)

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Stepping back



Who are our leaders?



Contributing to the community

- 
- 1 Take part in surveys & polls**
 - 2 Answering questions in slack**
 - 3 Coaching and/or mentoring**
 - 4 One off or regular event organisation**
 - 5 Web site contributions**
 - 6 Email & social media**
 - 7 ??????**
- 

Barriers to being an organiser



Time

Especially hard for folks with other commitments



Barriers to being an organiser



Time

Especially hard for folks with other commitments



Support

Guidance and mentorship



Barriers to being an organiser



Time

Especially hard for folks with other commitments



Process

Knowing how to get started



Support

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Support

Guidance and mentorship



Feedback

Understanding the impact of your work



Pat Kua
@patkua

...

When a flower doesn't bloom, you fix the environment in which it grows, not the flower. Also, not all flowers thrive in the same environment. Sometimes flowers need vastly different environments to grow.



6:15 PM · Oct 7, 2021 · SmarterQueue

29 Retweets 4 Quote Tweets 92 Likes

“The greater the representation (of leadership in a team), the higher the likelihood of outperformance.”

 McKinsey



PyLadies Global Council

Global Leadership

(6 two-year terms, 3 one-year terms)

PyLadies Global Council

- 9 Seats (6 elected, 3 appointed)
- Active Leadership Team
- Liaison to PSF
- Moderates Public Facing Assets
(e.g. Slack, GitHub, Website, & Social Media)
- Meets monthly online
- Meets annually in person @PyCon USA

PyLadies Advisors

- Inactive (`advisory`) Body
- Former global members transition into advisors

Finance

Resources: Onboarding & Chapter Materials

Code of Conduct

Marketing & Branding

Tech





 [The Old Boys Club is for Losers](#)

“Those who are reaching out to include all members of their community, who are seeking out new ideas and voices, are not only winning, they’re the only ones who will continue to win.”

—Anil Dash

Inclusive leadership

**It's not only better
for everyone, it's
also the right thing
to do**

Inclusive decision making



1

Accessible

Resources are available to everyone



2

Transparent

Anyone in the community can observe the process



3

Representative

Nothing about us without



4

Recognised

Leadership work is valued and celebrated



5



Space for innovation

Flexibility for new ideas and formats



Leadership roles in Tech



Leadership roles in Tech

- Less than 10% of startups in the world are owned or led by Women.
- Despite the upward trend of women in leadership roles, only 25% of women are confident they could be promoted to executive management in their company.
- Black women only make 18% of entry-level jobs in tech compared to 30% for white women.

Growing Leaders



Actions we can take today



Co-Lead

Split roles to create space for others to be part of decision making

Redefine Roles

Reduce barriers such as time commitment & rethink the profile of a lead

& Set rotation

Allow space for fresh ideas & voices

Mentor

Mentor someone else to replace you

Actions we can take today



Training

Leadership is a trained skill, not about length of time in a role



Replies to @_francied

I find that very few leaders in the Berlin tech scene have any experience to mentor or coach others. Usually it's their first gig in a lead/management role, or even first gig in tech. The scene is still very young. :/

3:52 PM · Jan 28, 2022 · Twitter Web App

Actions we can take today

Incentives

The effort has to be
worth it!



Holly (aka TheCodingHigh)
@thecodinghigh

Being a women software engineer is f███g
exhausting. I need a month off from this s██.

10:54 PM · Feb 17, 2022 · Twitter for iPhone

126 Retweets 40 Quote Tweets 2,828 Likes

A very brief Summary

Challenge current structures, listen actively and
amplify the voices of others



THANK YOU



Mei Li

@meiltr



Paloma

@pcultural



Christine

@CLcep



Vanessa

@veernacular



Noa



Jessy

@JessyFanja

THANK YOU



Maria

@MJ_BIO



Barbara

@oibinha



Paula

@pbabbicola



Attila



Ilias



Abhishek

THANK YOU



Laysa



Chioma



Philip



Lucy



Ruby



Zissi

THANK YOU



PyLadies
Berlin



PyLadies
Hamburg



PyLadies
Munich



PyLadies
SudWest



Tereza

@terezaiif



Matteo



Thank you PyCon Italia!

@sleepypioneer

www.onlinegurl.co.uk

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