Building a Community: The R-Ladies Story

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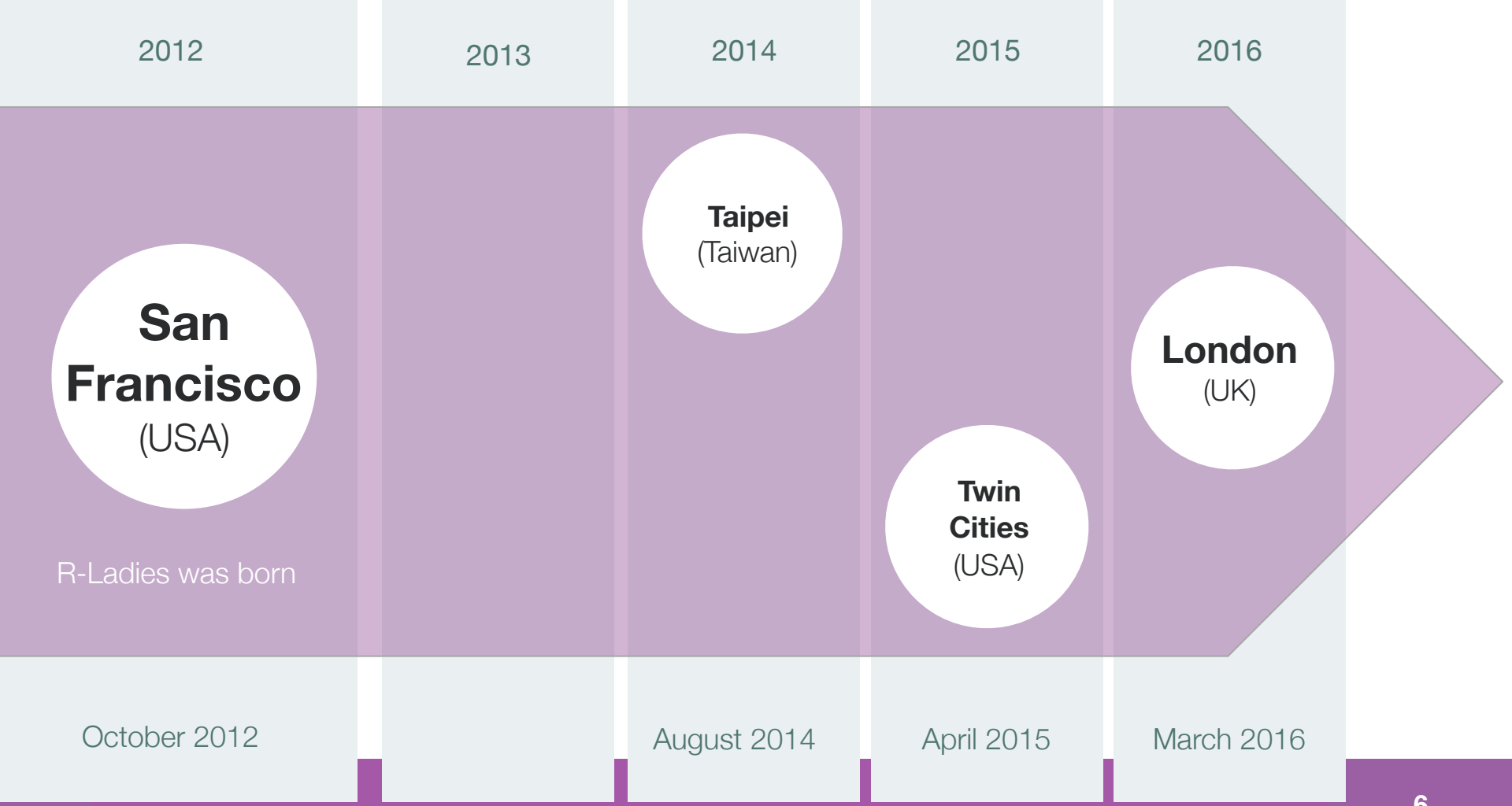
What is R-Ladies?

#rdogladies

Worldwide organization that promotes **diversity** in the **#rstats** community via meetups and mentorship in a **friendly** and **safe** environment

When R-Ladies was born?
#rchickenladies

San Francisco, CA
October 2012


2012
2013
2014
2015
2016
San Francisco (USA)
R-Ladies was born
October 2012
Taipei (Taiwan)
August 2014
Twin Cities (USA)
April 2015
London (UK)
March 2016

June 2016 - useR!

San Francisco and **London** meet and get together to create …

More here: https://rladies.org/about-us/history/

The R-Ladies Global!

August, 2016

R-Ladies is awarded $10,000 to establish additional R-Ladies groups worldwide

R consortium

THE LINUX FOUNDATION

https://www.r-consortium.org/blog/2016/08/22/the-r-consortium-funds-three-projects-in-july

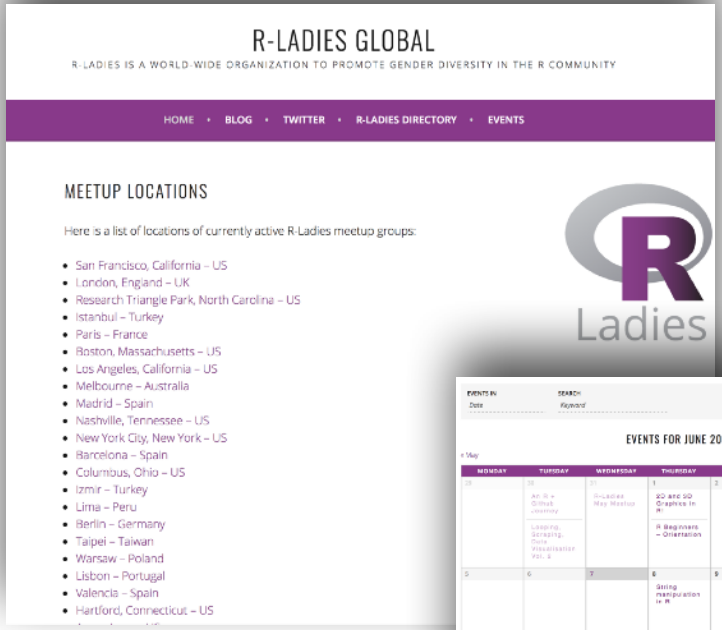
Main Goals

- R-Ladies brand development
- Centralized community infrastructure
- Expand to 5-10 cities within the next year

@RLadiesGlobal

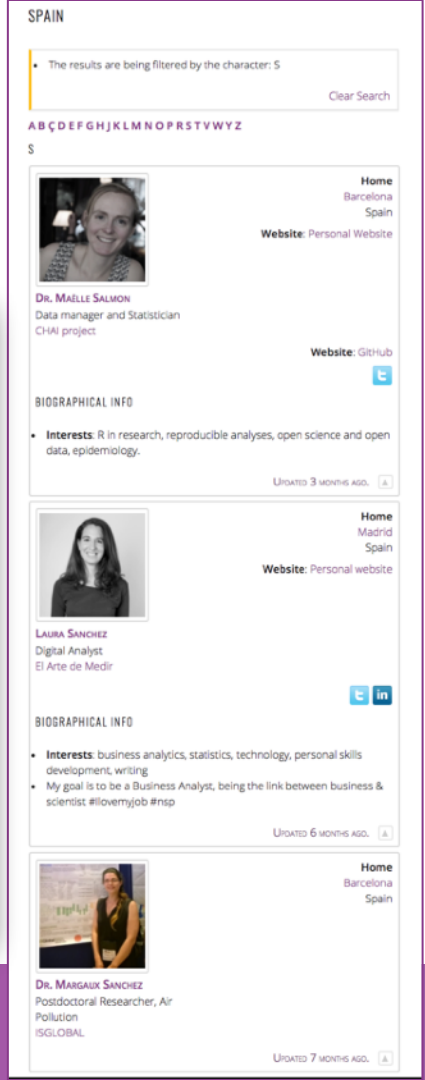
R-Ladies Website

rladies.org



All R-Ladies events

R-Ladies Speakers



R-Ladies Code of Conduct

CODE OF CONDUCT

R-Ladies is dedicated to providing a harassment-free experience for everyone. We do not tolerate harassment of participants in any form.

This code of conduct applies to all R-Ladies spaces, including meetups, Twitter, Slack, mailing lists, both online and offline. Anyone who violates this code of conduct may be sanctioned or expelled from these spaces at the discretion of the Founding Members.

Some R-Ladies spaces may have additional rules in place, which will be made clearly available to participants. Participants are responsible for knowing and abiding by these rules.

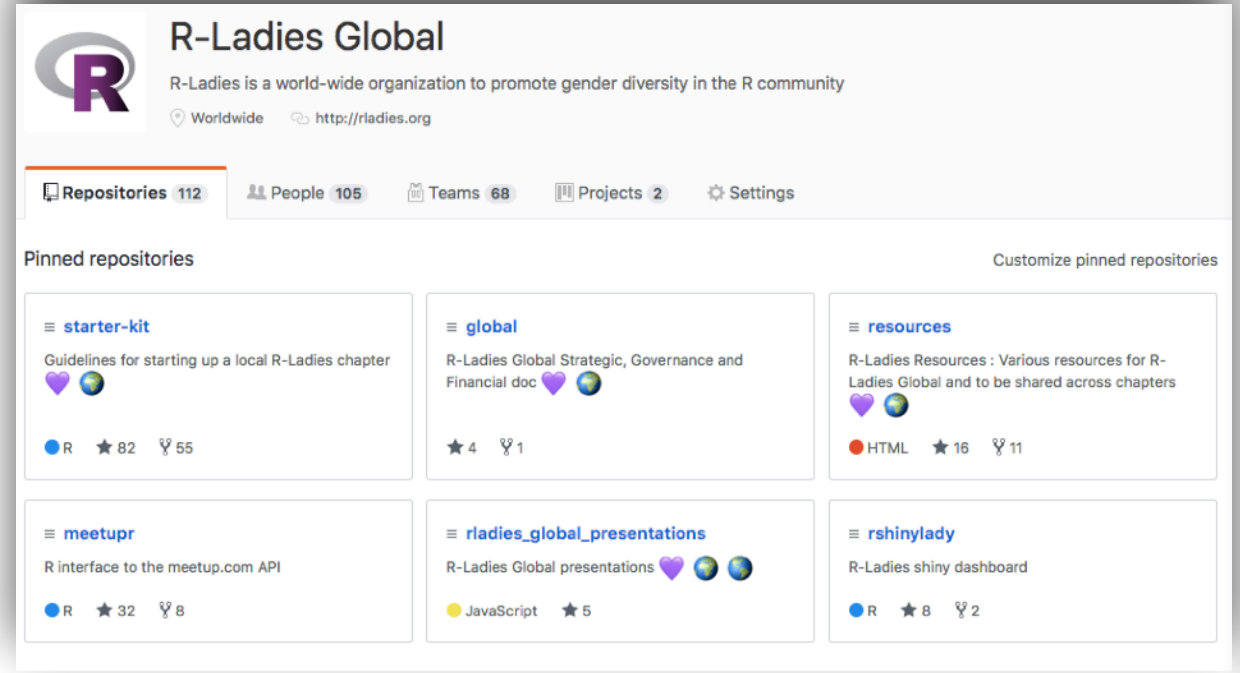
Harassment includes:

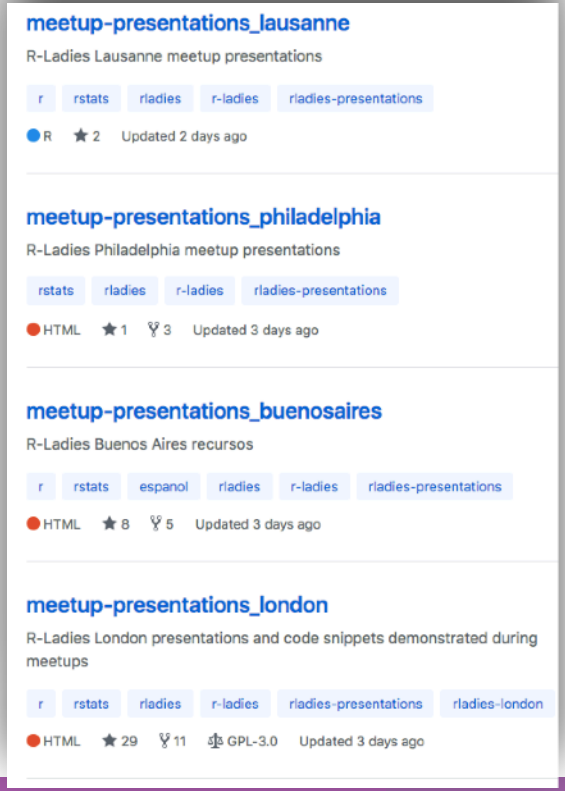
- Offensive comments related to gender, gender identity and expression, sexual orientation, disability, mental illness, neuro(a)typicality, physical appearance, body size, age, race, or religion.
- Unwelcome comments regarding a person's lifestyle choices and practices, including those related to food, health, parenting, drugs, and employment.
- Deliberate misgendering or use of 'dead' or rejected names.
- Gratuitous or off-topic sexual images or behaviour in spaces where they're not appropriate.
- Physical contact and simulated physical contact (eg, textual descriptions like "*hug*" or "*backrub*") without consent or after a request to stop.
- Threats of violence.

https://rladies.org/code-of-conduct/

EN/ES/PT

R-Ladies Github





R-Ladies Growth

(2016 - Aug 2017)

Q4 of 2017

R-Ladies makes a new proposal for funding

Item	2018 (65 chapters)	2019 (100 chapters)	2020 (130 chapters)
TOTAL	15,823	23,873	30,773

R-Ladies becomes top level

R Consortium welcomes R-Ladies as a top level project

By John Mertic | March 27, 2018 | Announcement, Blog, News, R Consortium Project

In 2016, R-Ladies started their effort for a global expansion, with the help from the R-Consortium. Back then there were only 4 active chapters (San Francisco, Taipei, Twin Cities and London) and the goal was to expand to 5-10 cities within the next year. The enthusiasm within the R community for local R-Ladies chapters far exceeded any possible expectations! As of March 2018, the organization has over 90 chapters and almost 19,000 members.

There are R-Ladies chapters in 45 countries around the globe, with many chapters hosting monthly events.

With this fast growth, it became apparent to the R Consortium ISC that this project needs long term investment for success. The diversified voice of R-Ladies, speaking not only as a group representing gender minorities in tech but also a group attracting new R users, aligned with the R Consortium's defined Code of Conduct and its desires for building a more diverse and inclusive R community.

R Consortium ISC is pleased to announce and welcome R-Ladies as a top level project. R-Ladies has shown a big commitment within the R community and becoming a top level project will provide them a longer term budget cycle (3 years instead of 1 year) to support their community. R-Ladies will also have a voting seat on the ISC (represented by Gabriela de Queiroz).

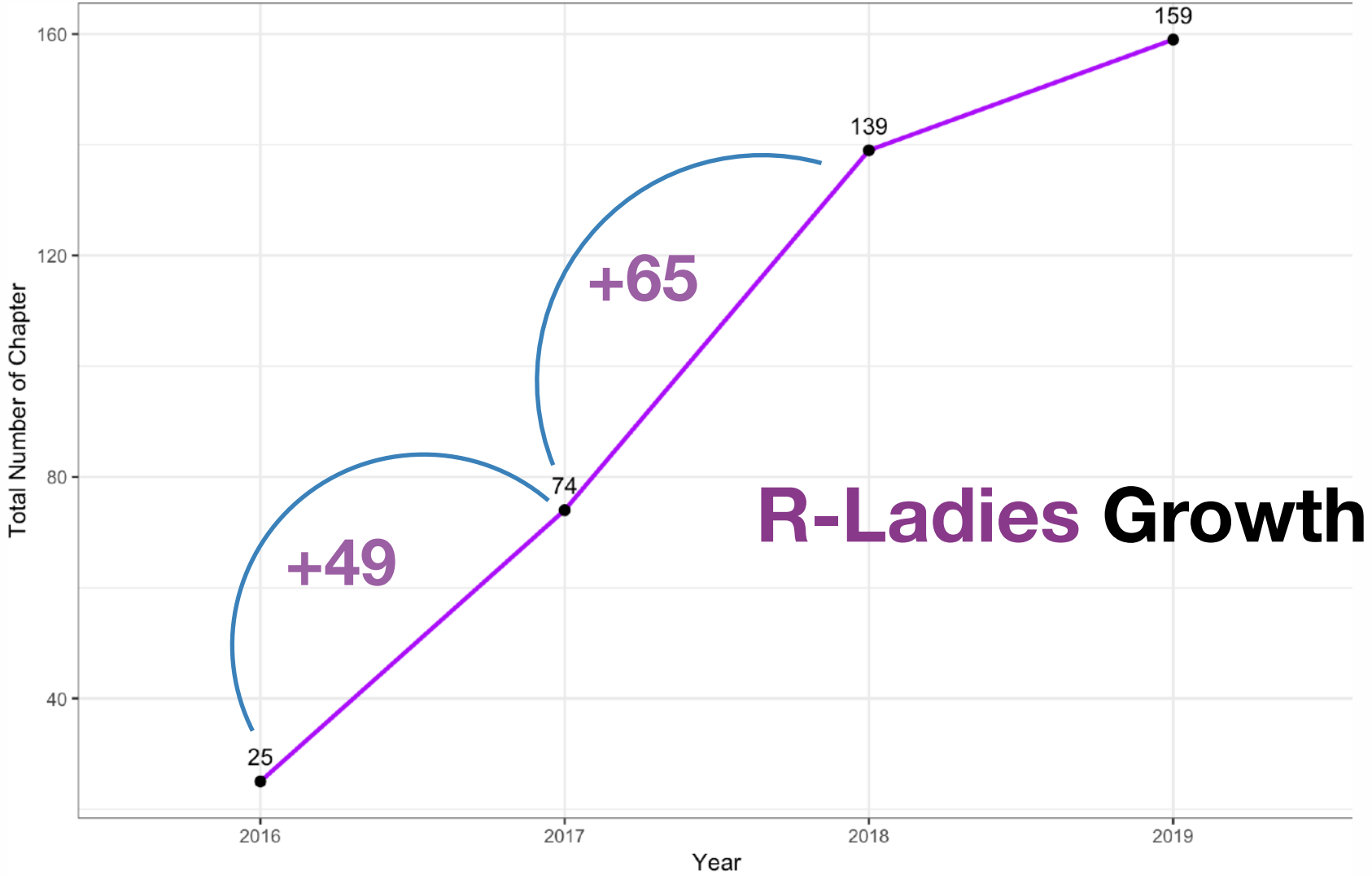
We invite all in the R community to congratulate R-Ladies on this milestone, and look forward to ensuring they have the infrastructure and funding to bring more diversity to the R community.

March, 2018

R-Ladies gets long term support (3 years)

consortium

https://www.r-consortium.org/announcement/2018/03/27/r-consortium-welcomes-r-ladies-as-a-top-level-project


R-Ladies Growth
Total Number of Chapter
Year
160
120
80
40
2016
2017
2018
2019
25
74
139
159
+49
+65

R-Ladies Growth

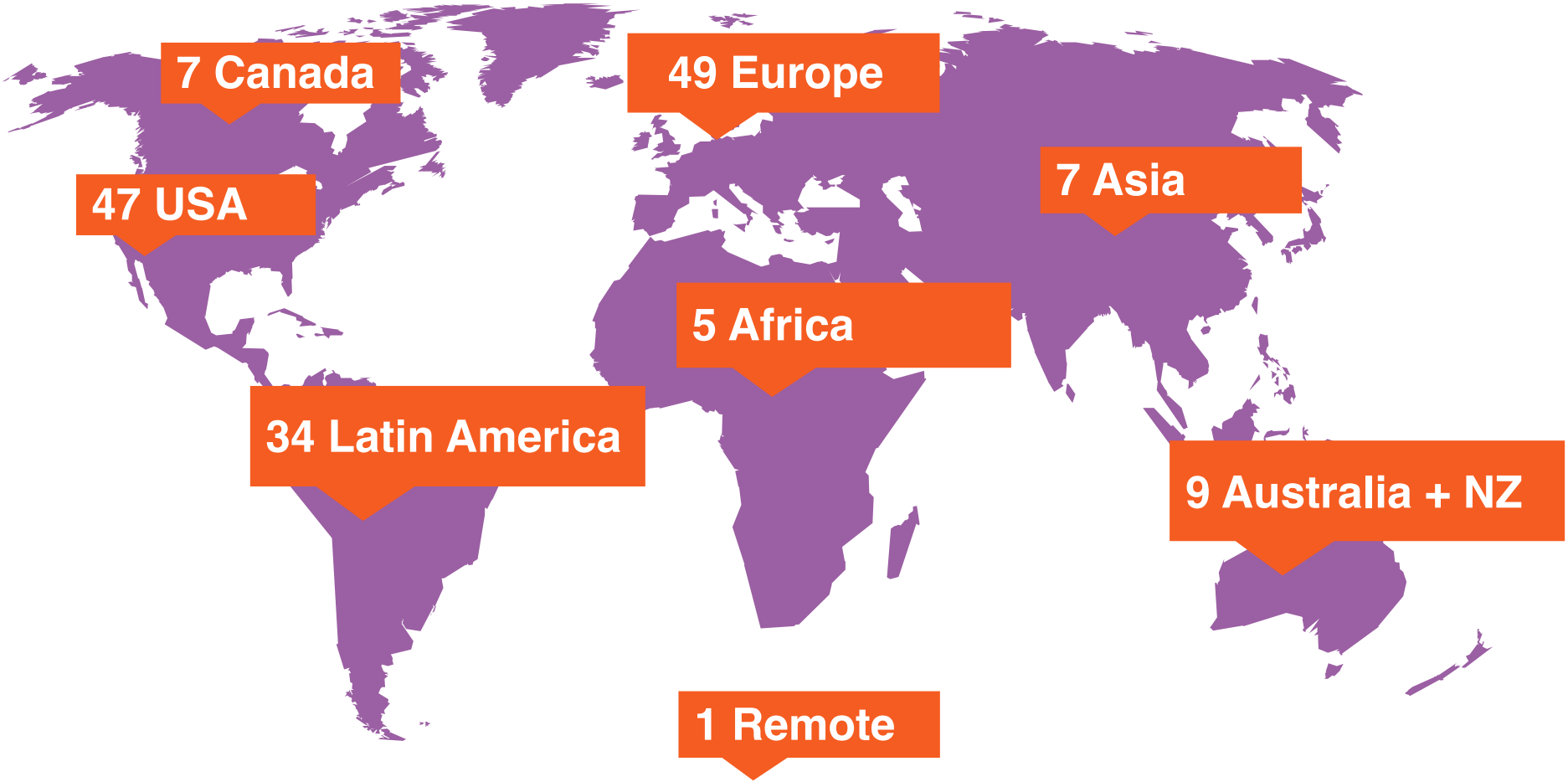
(May 2019)

47 countries

159 cities

47,000+ members

1500+ events


7 Canada
49 Europe
47 USA
7 Asia
5 Africa
34 Latin America
9 Australia + NZ
1 Remote

How the organization changed the landscape of the R project?

What is the best aspect of working with R?

source: [R Consortium Community Survey]

rstudio::conf 2018

rstudio::conf 2019

LatinR

More info: https://journal.r-project.org/archive/2018-2/latinR.pdf

SER - Brazil

R-LADIES NYC 2017

R-LADIES NYC 2018

R-LADIES NYC 2019

NYR
NEW YORK R CONFERENCE

Washington R Conf

WSDS

satRday Paris

CascadiaRConf

satRday Joburg

EARL

Datanauts

Are you looking to attend an all-male conference in #DataScience? #rfinance2018 has got you covered! 👨🏻👨🏼‍💼👨🏼👨🏼‍🦲👨🏼‍🦱👨🏼‍🦱👨🏼‍🦲👨🏼‍💼
100% male committee, 100% male speakers, no Code of Conduct. Yes, this is 2018! 📅 rinfinance.com #BinderFullofMen 👬

12:07 PM - 1 Jun 2018

2018

2019

R-Ladies Global @RLadiesGlobal · May 22

The change that can happen when the organising committee is more diverse itself, actively tries to find more diverse speakers, and implements a code of conduct! Many thanks to @SK_convergence and the other organisers for an improved **#rfinance**! Hoping to see this work continued!👀

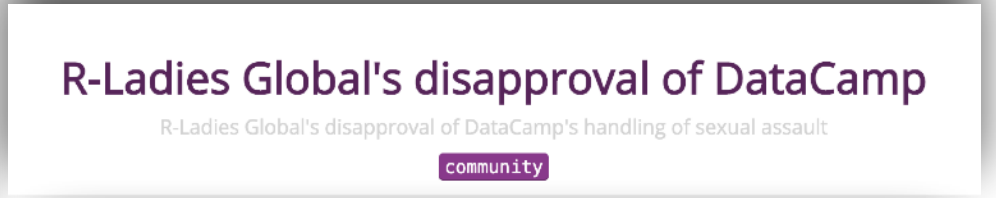
Soumya Kalra @SK_convergence

Getting a group photo for all #rstats allies, #rladies #rfinance

Show this thread

R-Ladies Global
@RLadiesGlobal
Following
We are very disappointed by the way @DataCamp handled the sexual assault of an employee by a C-level executive. We strongly support the target who is a member of our community and condemn DataCamp for their lack of accountability and transparency around this issue.

RStudio
@rstudio
Following
In light of the recently disclosed incident of sexual harassment at DataCamp and their response to it, including the attempt to conceal their public acknowledgement from search engines, we want to share the steps that we have taken:
1:37 PM - 15 Apr 2019
1,317 Retweets 4,429 Likes


R-Ladies Global's disapproval of DataCamp
R-Ladies Global's disapproval of DataCamp's handling of sexual assault
community

Don't Take My DataCamp Course, There Must be Consequences for Sexual Assault

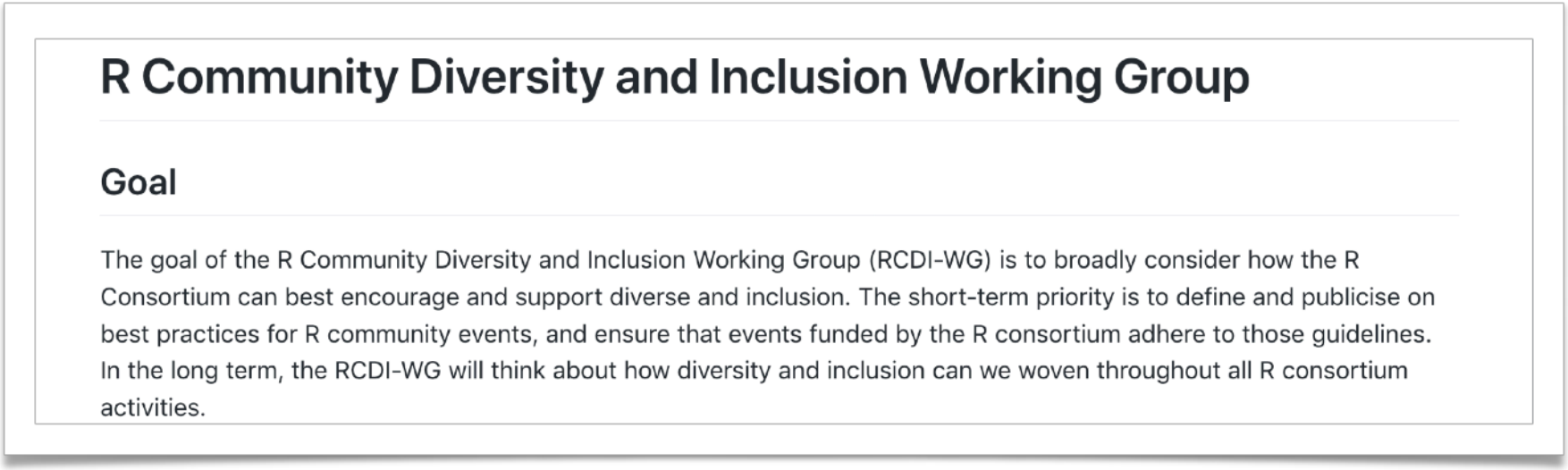
R community blasts DataCamp response to exec's 'inappropriate behavior'

TECH
A Multimillion-Dollar Startup Hid A Sexual Harassment Incident By Its CEO — Then A Community of Outsiders Dragged It Into the Light
"Sexual misconduct happens everywhere. But DataCamp was dealing with a community with abnormally high standards and support for each other."

R Community Diversity and Inclusion Working Group

https://github.com/RConsortium/RCDI-WG

A group broadly consider how the R Consortium can best encourage and support diverse and inclusion in the R Community



CHALLENGES

1) Keep the initial excitement

~80 groups/organizers got in touch but never setup the chapter

Some chapters were active for a while but not anymore

2) How do you recruit more volunteers?

3) How do you manage and fundraise money?

Meetup Fees

~$30,000/year

($2,400/month)

1) ”Buddy System”

R-Ladies: chapter mentoring

Some R-Ladies chapters are struggling to get started. For some it is difficult to find a suitable venue, other have no sponsors, or simply they have never organised events before and don't know where to start. Here we call on all the organisers that have run a few events, can you spare some time to mentor a less experienced organiser?

2) Ask specific people to help with tasks

3) Become a non-profit

*An official announcement will come soon

If you have ideas, suggestions or want to help, please get in touch:
info@rladies.org

This community is only possible
because of YOU!

THANK YOU!

Website: rladies.org
Twitter: @RLadiesGlobal
Email: info@rladies.org

All dog pictures are from Barkhaus: https://www.thebarkhaus.com/