DRUPALCAMP NEW JERSEY

Judging a Book By Its Cover - How Inclusive Is Your Community?

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3:00 PM

Room 101A

Hello!

I AM ALANNA BURKE.

she/her
Amazee.io
Drupal.org: aburke626
Slack: AlannaBurke
Twitter: aburke626

Code of Conduct

WWW.DRUPALCAMPNJ.ORG/CODE-CONDUCT

ALANNA@DRUPALCAMPNJ.ORG
SEAN@DRUPALCAMPNJ.ORG

Do you think people feel welcomed in open source?

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The numbers say they don't.

18%

RESPONDENTS WHO
HAVE EXPERIENCED A
NEGATIVE INTERACTION.

50%

RESPONDENTS WHO
HAVE WITNESSED A
NEGATIVE INTERACTION.

Source: 2017 Open Source Survey

21%

RESPONDENTS WHO
STOPPED WORKING ON
A PROJECT BECAUSE OF
A NEGATIVE
EXPERIENCE.

>50%

RESPONDENTS WHO
ENCOUNTERED
DISMISSIVE RESPONSES.

Source: 2017 Open Source Survey

67%

RESPONDENTS WHO SAY THE LICENSE IS VERY IMPORTANT WHEN DECIDING WHETHER TO CONTRIBUTE TO A PROJECT.

93%

RESPONDENTS WHO OBSERVED INCOMPLETE OR MISSING DOCUMENTATION.

A lot of people enjoy contributing to Open Source projects. And Open Source projects love contributions. And yet I keep seeing newcomers struggling to contribute and project maintainers struggling to find contributors. What's the catch?

A HOOD.IE POST ON WELCOMING COMMUNITIES

What Makes an Open Source Community Welcoming?

GOOD CODE OF CONDUCT

LEADERSHIP

EVENTS & SPEAKERS

WEBSITE & SOCIAL PRESENCE

EASE OF ENTRY & CONTRIBUTION

MENTORSHIP & DOCUMENTATION

ACCESSIBILITY

Good Code of Conduct

You Need a Good Code of Conduct

ANTI-HARASSMENT POLICY

Make this explicit.

ANTI-DISCRIMINATION POLICY

Do not tolerate any form of discrimination.

VALUES & ETHICS STATEMENT

This helps your community know what values to embrace.

EVENTS CODE OF CONDUCT

Have a separate CoC for in-person events.
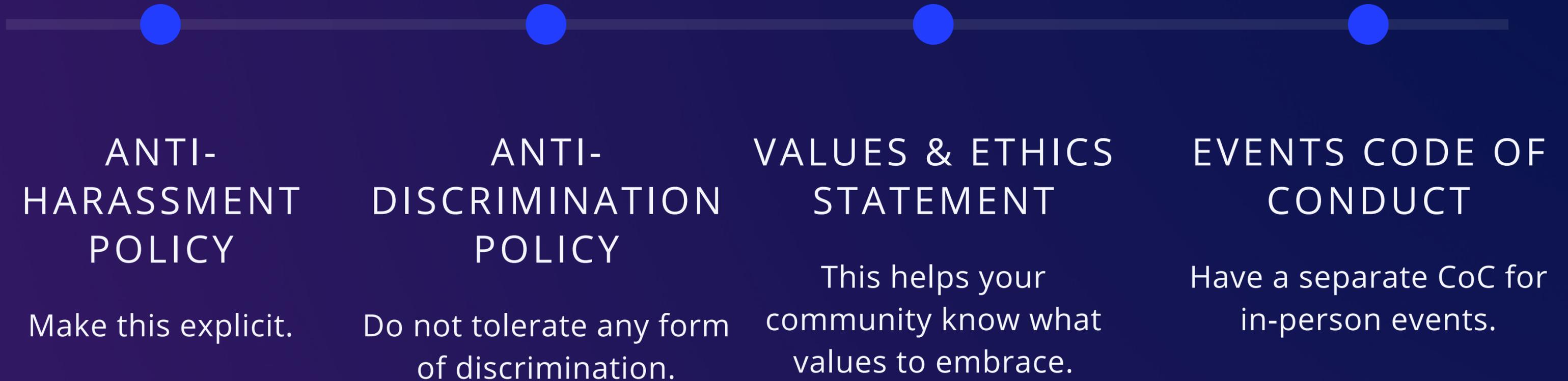
Leadership

What does your leadership look like?

DIVERSITY STARTS AT THE TOP,
NOT THE BOTTOM.

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What does your leadership look like?

ARE YOUR LEADERS:
- All White?
- All men?

Also, look at the breakdown of your leadership - are all the technical roles men?

Official vs Unofficial Leadership

BE MINDFUL OF THIS!

- People who work publicly on your project will emerge as leaders.
- Be aware of who these people are and whether they are the people you want representing your project.

Addressing Toxic Unofficial Leadership

- Code of Conduct
- Anti-harassment Policies
- Define a goal
- Use experienced mediators

Events & Speakers

What Makes an Event Inclusive?

- Accessibility!
- Price
- Who is Speaking?
- Keynotes
- After-hours social events
- Marketing

Website & Social Presence

What do people see when they visit you online?

- Your Code of Conduct
- How to Contribute
- Who Contributes

How do you interact on social media?

- Do you have clear social media policies?
- Comment policies?
- How do you handle, say, rude or negative people on Twitter?

Ease of Entry & Contribution

How Easy is it for People to Contribute?

- For Developers
- For Inexperienced Developers
- For Non-Developers
- Don't gatekeep!

How Easy is it for People to Contribute?

- Tag issues for new contributors
- Tag quick fixes (30 minutes or less)
- Tag documentation that needs to be added or improved

How Easy is it for People to Contribute?

- Be patient and kind in issue queues.
- **Rudeness, dismissiveness, and unresponsiveness are some of the main reasons people don't contribute.**
- Don't tolerate anyone who is any of those things in the issue queues.

Mentorship & Documentation

Mentorship

- Is your community clique-y?
- Do people feel like they can talk to existing contributors?
- Do mentors reach out to new contributors or make them do the work?

Documentation

- Everything needs to be documented!
- All documentation should be in the same place.
- Open source code is only as good as its documentation.

Accessibility

Accessibility

- Do your conference videos have captions?
- Do you offer sign language translations?
- Is your website readable on screen-readers and other devices?
- Do your events offer meals that meet dietary restrictions?
- Is your event signage in a large, high-contrast font?
- Do you use gender-neutral language in communications?

Let's Look at Some Popular Open Source Communities

Wordpress

HTTPS://MAKE.WORDPRESS.ORG/

https://twitter.com/WordPress

CODE OF CONDUCT	NO LINK ON HOMEPAGE. EVENTS COC ONLY? IF THERE IS A COMMUNITY COC, I CAN'T FIND IT.
LEADERSHIP	COULD NOT FIND HOW THE PROJECT IS GOVERNED.
EVENTS & SPEAKERS	WORDCAMP US - CHEAP, ACCESSIBLE.
WEBSITE & SOCIAL PRESENCE	NOTHING NEGATIVE BUT NO SENSE OF THE COMMUNITY AS A WHOLE
EASE OF ENTRY & CONTRIBUTION	"GET INVOLVED" LINK ON HOMEPAGE - EASY PATHS TO CONTRIBUTION.
ACCESSIBILITY	GOOD - WORDCAMP ORGANIZERS' HANDBOOK
MENTORSHIP & DOCUMENTATION	DOCUMENTATION IS EXTENSIVE & EASY TO READ

Kubernetes

HTTPS://KUBERNETES.IO/COMMUNITY

https://kubernetes.io/community/code-of-conduct/
https://twitter.com/kubernetesio

CODE OF CONDUCT	PROMINENT LINK ON COMMUNITY HOMEPAGE
LEADERSHIP	NO INFO FOUND
EVENTS & SPEAKERS	COC, CHILDCARE, D&I EFFORTS
WEBSITE & SOCIAL PRESENCE	A LITTLE JARGON-FILLED, SOCIAL MEDIA PLEASANT AND INFORMATIVE.
EASE OF ENTRY & CONTRIBUTION	CONTRIBUTE BUTTON IN HOMEPAGE FOOTER
ACCESSIBILITY	DOCUMENTATION IS FINE
MENTORSHIP & DOCUMENTATION	A LOT OF DOCUMENTATION

Mozilla

HTTPS://WWW.MOZILLA.ORG/

https://www.mozilla.org/en-US/about/governance/policies/participation/

CODE OF CONDUCT	PROMINENT LINK ON COMMUNITY HOMEPAGE
LEADERSHIP	MOZILLA CORP & FOUNDATION. GENDER DIVERSITY BUT VERY WHITE.
EVENTS & SPEAKERS	MANY FREE OR LOW COST EVENTS, ONLINE AND AROUND THE WORLD
WEBSITE & SOCIAL PRESENCE	EXTENSIVE WEBSITES AND SOCIAL MEDIA PRESENCE
EASE OF ENTRY & CONTRIBUTION	DETAILED PATHS TO CONTRIBUTION AND VOLUNTEERING
ACCESSIBILITY	MAJOR INITIATIVE
MENTORSHIP & DOCUMENTATION	LOTS OF DOCUMENTATION AND HELP AVAILABLE

Linux

HTTPS://WWW.LINUX.ORG/

https://git.kernel.org/pub/scm/linux/kernel/git/torvalds/linux.
git/tree/Documentation/process/code-of-conduct.rst

CODE OF CONDUCT	RECENTLY ADOPTED CONTRIBUTOR COVENANT. HOTLY DEBATED.
LEADERSHIP	OVERWHELMINGLY WHITE & MALE
EVENTS & SPEAKERS	EXPENSIVE. OFFER SCHOLARSHIPS
WEBSITE & SOCIAL PRESENCE	LINUX.ORG IS JUST A FORUM. FOUNDATION HAS SOCIAL MEDIA, BUT THE PROJECT DOES NOT.
EASE OF ENTRY & CONTRIBUTION	IMPOSSIBLE. DESIGNED AS SUCH.
ACCESSIBILITY	NOT THE BEST
MENTORSHIP & DOCUMENTATION	NOT CENTRALIZED, BUT IT EXISTS

Drupal

HTTPS://WWW.DRUPAL.ORG/

https://www.drupal.org/dcoc
https://twitter.com/drupal

CODE OF CONDUCT	LINK IN FOOTER
LEADERSHIP	DRUPAL ASSOCIATION BOARD OF DIRECTORS
EVENTS & SPEAKERS	DRUPALCON IS EXPENSIVE. HELD IN WESTERN COUNTRIES. DOESN'T PAY SPEAKERS.
WEBSITE & SOCIAL PRESENCE	INFORMATIVE WEBSITE & GOOD SOCIAL STAFF
EASE OF ENTRY & CONTRIBUTION	BUTTON ON HOMEPAGE
ACCESSIBILITY	MAJOR INITIATIVE & FOCUS
MENTORSHIP & DOCUMENTATION	MENTOR INITIATIVE, DOCUMENTATION ON DRUPAL.ORG

Questions?

First-Time Contrib Workshop

Saturday, Feb 1
10 AM - 12 PM