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

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Code of Conduct

WWW.DRUPALCAMPNJ.ORG/CODE-CONDUCT

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Do you think people feel welcomed in open source?
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.

Source: 2017 Open Source Survey
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?
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
DIVERSITY STARTS AT THE TOP, NOT THE BOTTOM.

What does your leadership look like?
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

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ACCESSIBILITY

MENTORSHIP & DOCUMENTATION

PROMINENT LINK ON COMMUNITY HOMEPAGE

NO INFO FOUND

COC, CHILDCARE, D&I EFFORTS

A LITTLE JARGON-FILLED, SOCIAL MEDIA PLEASANT AND INFORMATIVE.

CONTRIBUTE BUTTON IN HOMEPAGE FOOTER

DOCUMENTATION IS FINE

A LOT OF DOCUMENTATION
Mozilla

HTTPS://WWW.MOZILLA.ORG/

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PROMINENT LINK ON COMMUNITY HOMEPAGE
MOZILLA CORP & FOUNDATION. GENDER DIVERSITY BUT VERY WHITE.
MANY FREE OR LOW COST EVENTS, ONLINE AND AROUND THE WORLD
EXTENSIVE WEBSITES AND SOCIAL MEDIA PRESENCE
DETAILED PATHS TO CONTRIBUTION AND VOLUNTEERING
MAJOR INITIATIVE
LOTS OF DOCUMENTATION AND HELP AVAILABLE
DrupalCamp New Jersey 2020

Linux

HTTPS://WWW.LINUX.ORG/
git/tree/Documentation/process/code-of-conduct.rst
CODE OF CONDUCT

LEADERSHIP

EVENTS & SPEAKERS

WEBSITE & SOCIAL PRESENCE

EASE OF ENTRY & CONTRIBUTION

ACCESSIBILITY

MENTORSHIP & DOCUMENTATION

RECENTLY ADOPTED CONTRIBUTOR COVENANT. HOTLY DEBATED.

OVERWHELMINGLY WHITE & MALE

EXPENSIVE. OFFER SCHOLARSHIPS

LINUX.ORG IS JUST A FORUM. FOUNDATION HAS SOCIAL MEDIA, BUT THE PROJECT DOES NOT.

IMPOSSIBLE. DESIGNED AS SUCH.

NOT THE BEST

NOT CENTRALIZED, BUT IT EXISTS
Drupal

HTTPS://WWW.DRUPAL.ORG/
https://www.drupal.org/dcoc
https://twitter.com/drupal
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LINK IN FOOTER
DRUPAL ASSOCIATION BOARD OF DIRECTORS
DRUPALCON IS EXPENSIVE. HELD IN WESTERN COUNTRIES. DOESN'T PAY SPEAKERS.
INFORMATIVE WEBSITE & GOOD SOCIAL STAFF
BUTTON ON HOMEPAGE
MAJOR INITIATIVE & FOCUS
MENTOR INITIATIVE, DOCUMENTATION ON DRUPAL.ORG
Questions?
First-Time Contrib Workshop

Saturday, Feb 1
10 AM - 12 PM