

RETHINKING OPEN SOURCE CONTRIBUTIONS

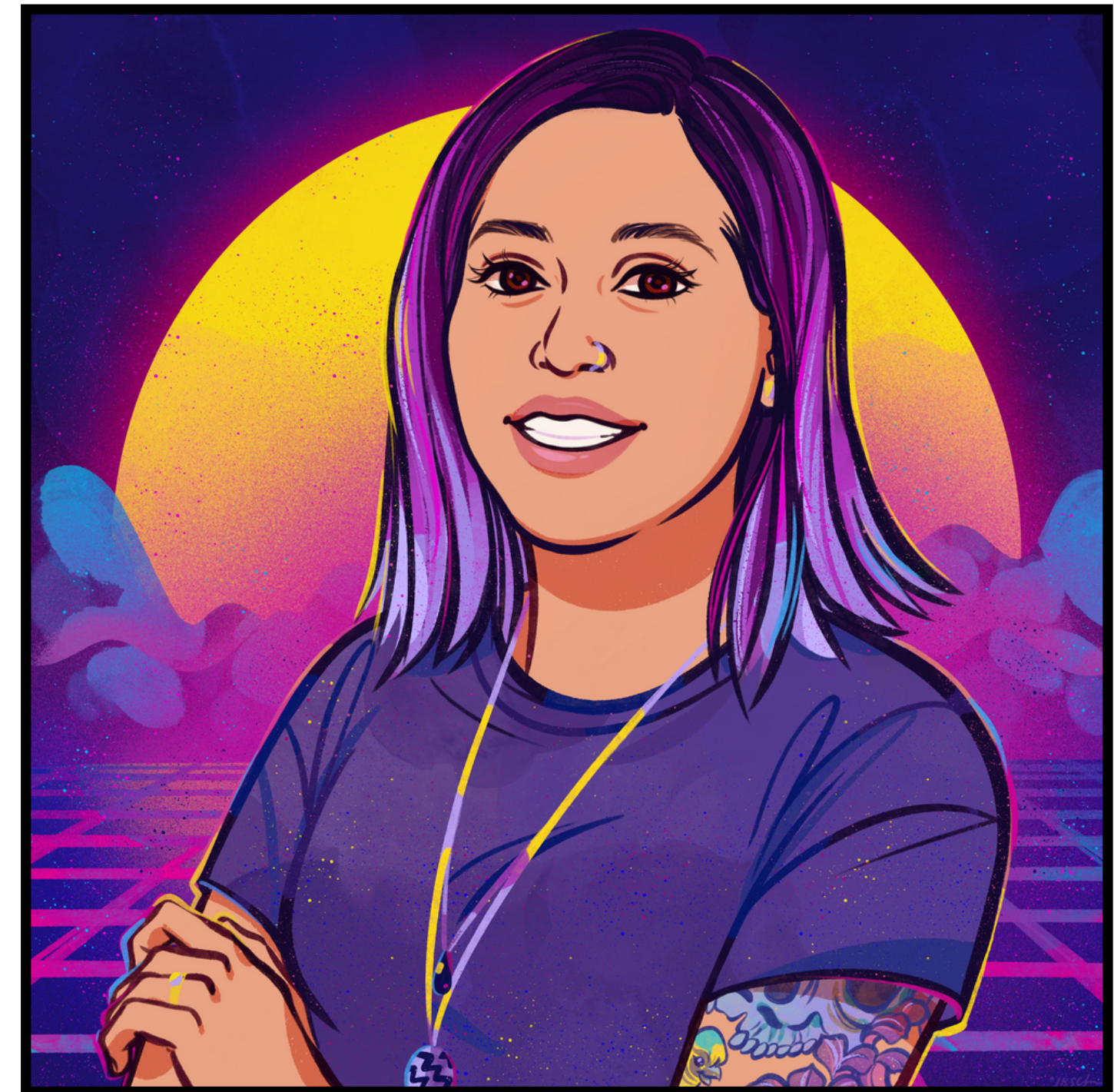
TANIA ALLARD (she/her)

DIRECTOR, QUANSIGHT LABS



TANIA ALLARD

- Director Quansight Labs <https://labs.quansight.org/>
- PSF board of directors
- PyLadies Global Council member
- DISC (Diversity in Scientific Computing) chair



WHAT DO WE DO?

Sustain and grow community-driven open source projects and ecosystems.

COMMERCIAL OPEN SOURCE ADOPTION

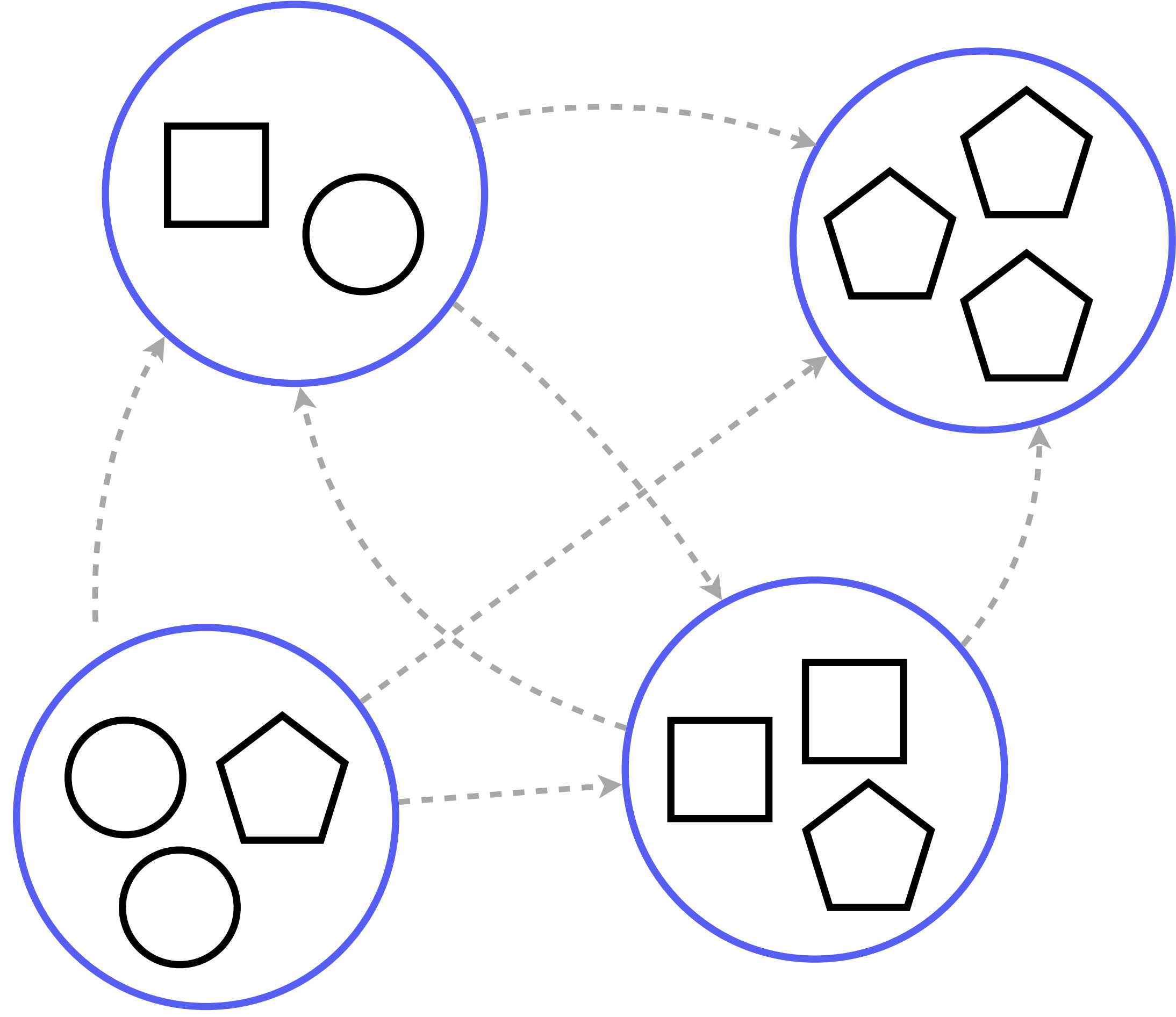
**OPEN SOURCE PROGRAMME
OFFICE [OSPO] SERVICES**

**MAINTENANCE [TOOLS, PACKAGES,
DIGITAL INFRASTRUCTURE]**

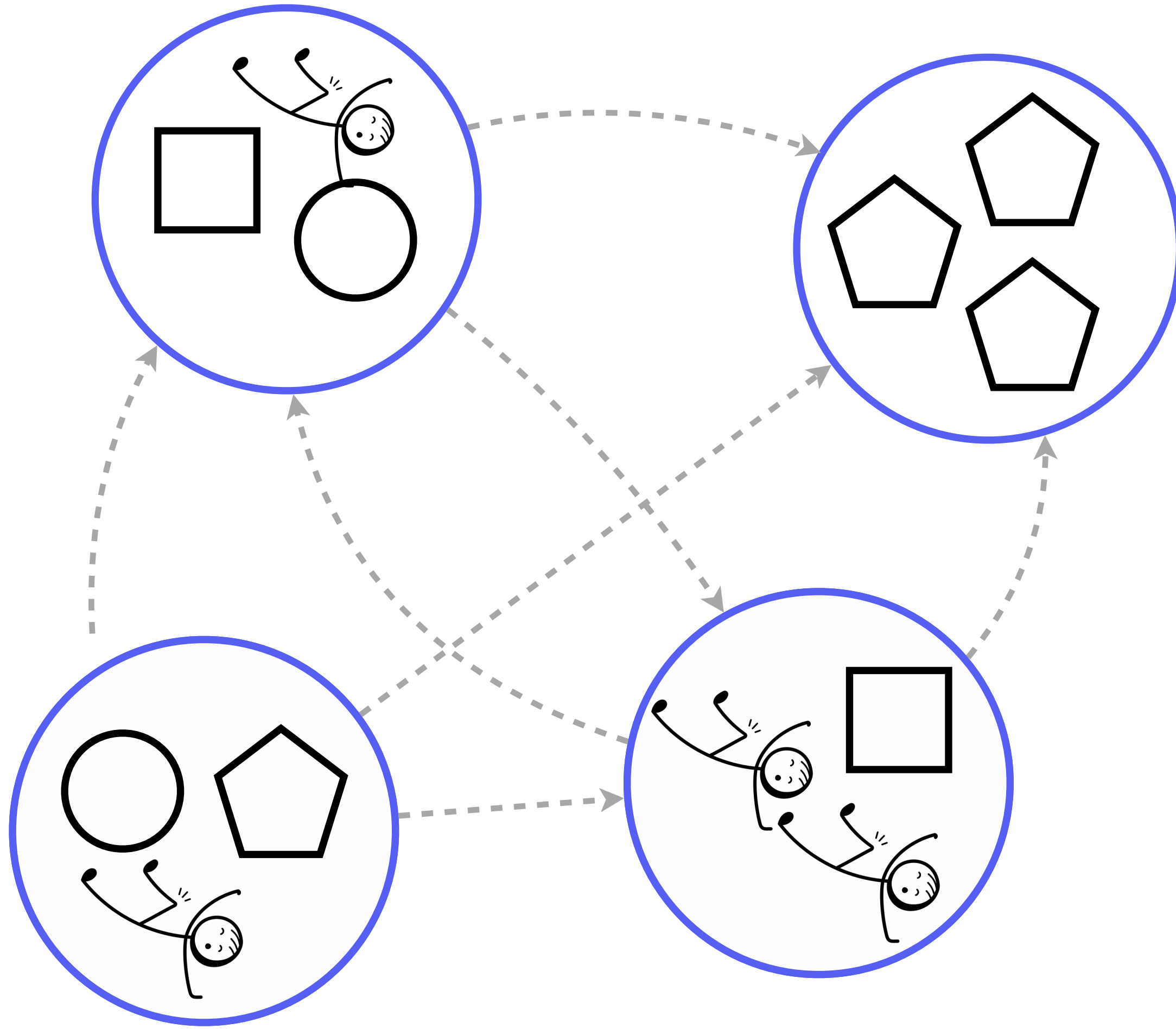
**CRITICAL SKILLS [COMMUNITY BUILDING,
WRITING, DESIGN, ACCESSIBILITY, UX,
FUNDRAISING, PROJECT MANAGEMENT]**

RETHINK OSS FUNDING MODELS

BRIEF INTRO TO COMPLEX THEORY



SOCIOTECHNICAL SYSTEMS



OPEN SOURCE IS A SOCIOTECHNICAL SYSTEM

THAT IS THE REASON WHY ...

**SUSTAINABILITY IN OPEN SOURCE IS
COMPLEX TOO**

FAQ'S

- HOW DO WE MEASURE ... COMMUNITY OR PROJECT HEALTH?**
- HOW DO WE BRING IN NEW CONTRIBUTORS?**
- HOW DO WE PREVENT MAINTAINER BURNOUT?**
- HOW TO STEP AWAY?**

STRUCTURAL IMPROVEMENTS

TO HELP SUSTAIN THE FUTURE SUCCESS OF THE COMMUNITY

WE ARE HERE

- Codes of Conduct
- Inclusive language
- Focus on new contributors
- Biased metrics towards code contributions
- Governance or tyranny of structurelessness

MOSTLY PASSIVE

The Tyranny of structurelessness

By Jo Freeman

WE ARE HERE

- Codes of Conduct
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MOSTLY PASSIVE

WHERE WE WANT TO BE

- Structural culture change
- Better and more comprehensive metrics
- Co-creation and co-design
- Focus on onboarding, inclusion, retention, and off boarding

ACTIVE

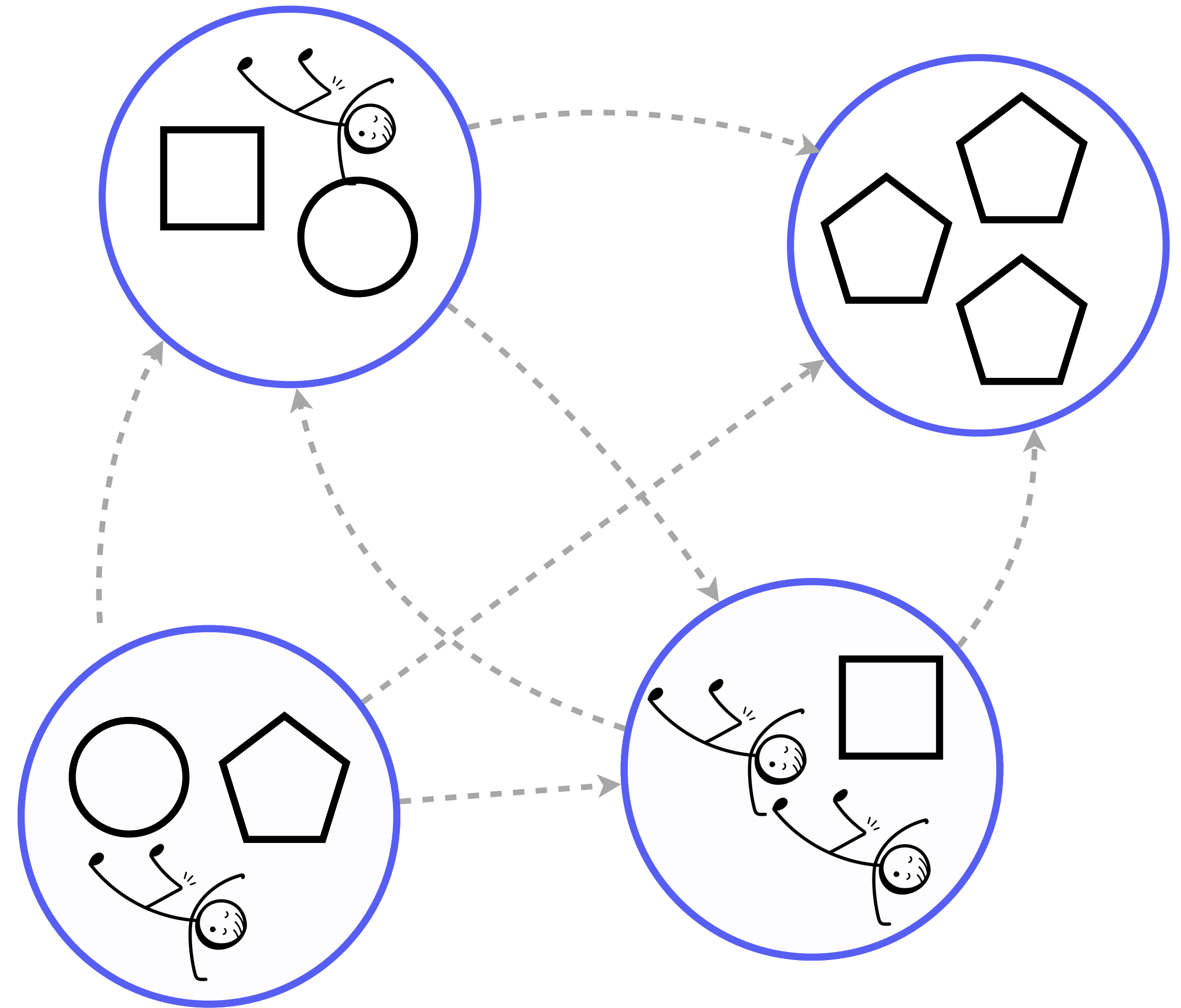
WHAT CAN YOU DO?

IT DEPENDS ...

REMEMBER

There is not a single unifying rule defining all interactions.

NOT TWO PROJECTS OR COMMUNITIES ARE THE SAME



WHERE TO START

MOTIVATIONS AND DRIVERS

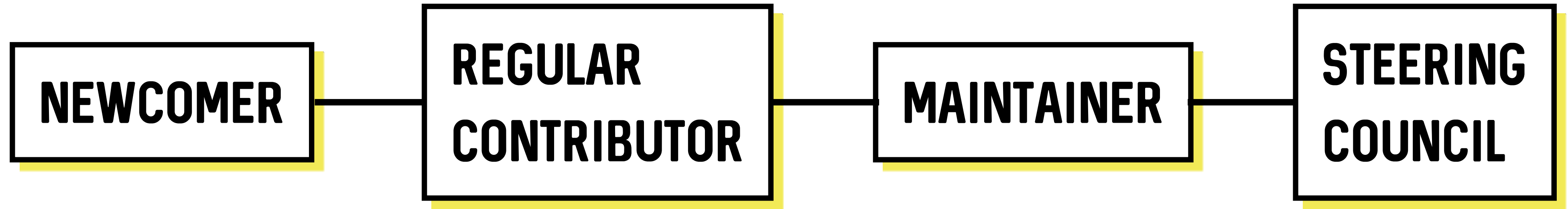
LIMITATIONS AND BARRIERS

SAFETY AND BELONGING

PATHWAYS TO CONTRIBUTION

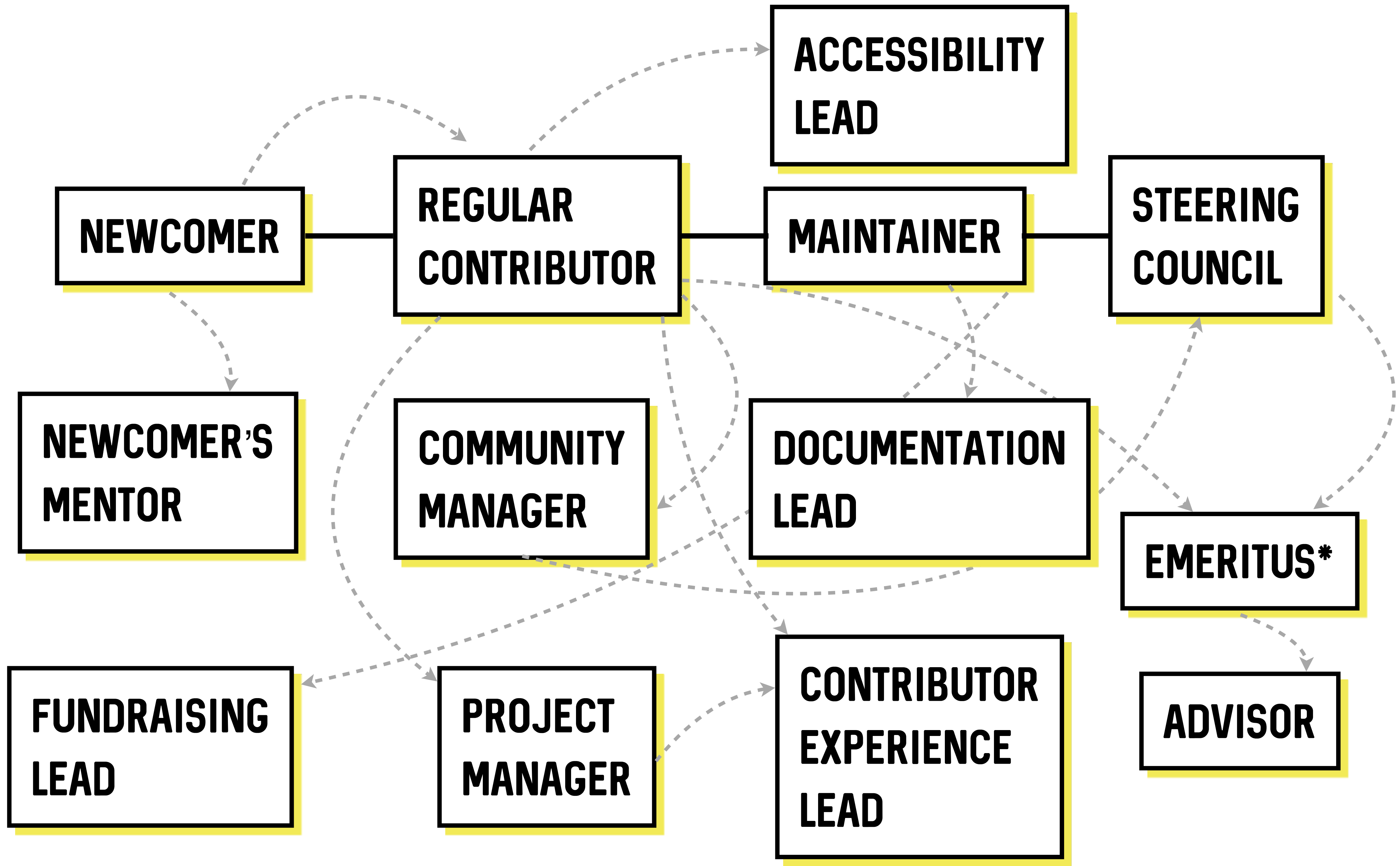


CONTRIBUTOR JOURNEY



- Let's rethink leadership and contribution journeys
- Consider alternative ways to contribute and distribute leadership
- Thank, acknowledge, and celebrate all contributions equally
- Set clear expectations and processes that can be trusted
- Make the implicit explicit (social rules, ways of doing x-y-x)
- Create a culture and network of collaboration
- Be active in supporting and empowering others
- Think about succession planning or leadership rotation (fixed terms)

CHOOSE YOUR OWN ADVENTURE



CONTRIBUTOR EXPERIENCE

- Shift from contributor journey alone to **contributor experience**
- **Improve** the project culture and governance -> adapt as the community evolves
- Focus on **social and technical infrastructure**
- Focus on project **sustainability**

<https://github.com/contributor-experience/handbook>

**FROM THE ACCESSIBILITY
& DISABILITY COMMUNITY**

NOTHING ABOUT US

WITHOUT US

SUMMING UP

OPEN SOURCE IS A SOCIOTECHNICAL SYSTEM

IT ALWAYS GOES BACK TO PEOPLE

LET'S RETHINK LEADERSHIP AND CONTRIBUTION

FOCUS ON CONTRIBUTION EXPERIENCE



Quansight Labs

THANK YOU

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And special credits to our Contributor Experience Leads: Melissa Mendonca, Noa

Tamir, Inessa Pawson

<https://github.com/contributor-experience/handbook>

RECOMMENDATIONS TO SUPPORT INNOVATION

- Develop a diverse portfolio of funding sources - from innovation, to long-term maintenance of those tools that support and enable innovation, to programmes to improve the social infrastructure of open source and open science
- Create pathways for inclusion of neurodiverse and disabled scientists, users, and contributors
- We really need funding to make our ecosystem and the internet accessible and usable (most of it is inaccessible, making it impossible for disabled folks to participate)