DCI Virtuous Cycle

Each aspect of DCI is mutually reinforcing to grow healthy open source communities.

Diversity

Inclusion

Civility

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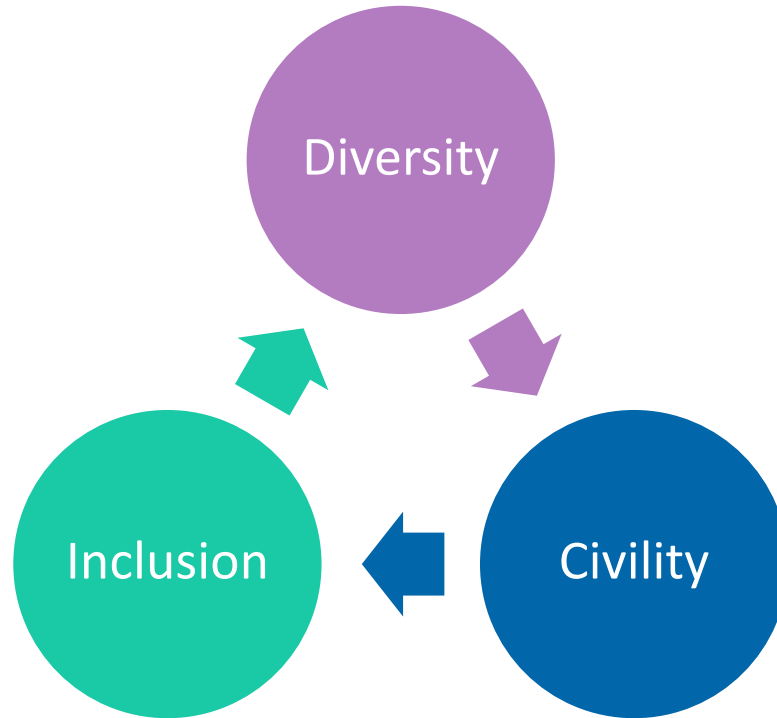
How do other OSS organize DCI

Summarized governance approaches we can learn from. More examples are welcome (as is more of any content in this presentation).

- General
  - Contributor guidelines / Code of Conduct seems universal
  - Some organizations charter DCI to SIGs or working groups. Others' DCI activity is broadly integrated across the organization while still others have no clear DCI charter beyond code of conduct.
- Partner Organizations
  - LF (Courses, event best practices, etc)
  - CHAOSS (metrics)
  - SDDI (new parent organization for CHAOSS et al)
    - Repo
- CNCF
  - CNCF SIG Contributor Strategy
  - Kubernetes SIG Contributor Experience

- Hyperledger
  - Diversity Civility and Inclusion Work Group
  - Provides recommendations to other governance bodies and general outreach.

- Mozilla
  - Organized between the Foundation and Community activities.
  - Used Outreachy for internships.

- Rust
  - Spread across multiple Governance Teams
    - Community Team (Content, Surveys, …)
      - RustBridge Team (workshops)
    - Moderation Team (CoC)
    - Localization Team

- Apache
  - Foundation oriented goals
  - Monthly updates

- Python
  - Spread across steering council, core team, and possibly across local user groups.
  - Diversity Statement

- OIF
  - Consolidated under working group reporting to the Board of Directors.
  - Community Development resources also offered to projects.

Others?
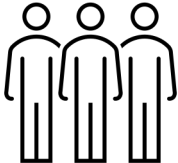
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Governance Roles – Examples

Example distribution of DCI roles across CCC. Mandate from Board, charters by TAC, collateral by Outreach, contributors from Member Co's, adoption of best practices by projects.
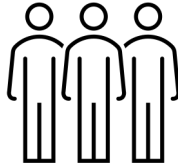
TAC

GB

Outreach

Charters

Mandate

ALL ARE WELCOME HERE ♥

Projects

Member Co's

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To SIG or not to SIG

Foundation

SIG/WG

Integrated

Mozilla

Apache

OIF

LF

Hyperledger

Cloud Foundry

Rust

Python

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Governance Tools

A governance body has arguably 3 buckets to work with.

Requirements	Recommendations	Resources

Governance Tools & MVG

Given our Minimum Viable Governance culture we may want to emphasize Resources and Recommendations and use Requirements with a light touch.

Requirements

Recommendations

Resources

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Examples

Requirements	Recommendations	Resources
• **Technical Charter**		• **Mentor**

DCI Examples

Requirements

- **A Code of Conduct**

- **Training (inclusive speaker)**
- **Officers, leads, chairs, maintainers (cf. CNCF training requirement; CCC Board requirement)**

Recommendations

- [Contributor Covenant v2.0](#)

- **Training**

Resources

- conduct@confidentialcomputing.io

- **Training**

It Works!

Others?

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Maintainer Best Practices

- Be welcoming in {mtgs, chat, PRs, Mail list}
  - welcome and ask others to introduce themselves

- People want to feel Empowered, Engaged, and Included
  - Encourage participation
  - Ask quiet contributors to speak

- First interaction is docs. Prioritize them.
  - tutorials too

- Make Good First Issue lists

- Make it easy for contributors to get started
  - Building community not just s/w
- Define contributor journeys for each of {fix bugs, use the code, understand the project, new features}
- Clear contributing guide
  - Take many types of contributions
  - Defined process for becoming maintainer

- Provide timely reviews

- Be responsive to questions on chat/email

- Hold discussions online. Make decisions publicly.

- Representation in {Governance bodies, Conferences, …}

- Inclusive writing guides

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Resources

Training

- [LF Inclusive Speaker Orientation](#)
- [LF Inclusive Open Source Community Orientation](#)

Guest Speakers

- e.g. [2020-07-16 Keisha Bell and Rob Palatnick, DTCC](#)

Style / Inclusive writing guides

- [Linux](#)
  - git://git.kernel.org/pub/scm/linux/kernel/git/djbw/linux
  - [LKML discussion](#)
- [Microsoft bias free writing guidelines](#)
- [Google inclusive doc writing guide](#)

Calendar

- [Commemorative dates](#) can be used for specific outreach campaigns or general awareness.

Accessibility

- [W3C WCAG](#)

Mentoring

- e.g., [Hyperledger Mentor Program](#)

Internships

- e.g., [Outreachy](#)

Misc…

- [Gender in Open Source](#)
- [Mozilla CoC Consequence Ladder](#)
- [Forbes: Keeping Women in Tech](#)

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Next Steps

- Delegate to a WG/SIG or ==recurring TAC item==?

Items for next agendas…

- Interaction with other governance bodies

- Member Company interaction

- Goals

- Additional resource discovery and assignment

Consensus on the call was to continue building in the TAC rather than create a WG or SIG.

Governance Roles – Examples

TAC
GB
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ALL ARE WELCOME HERE

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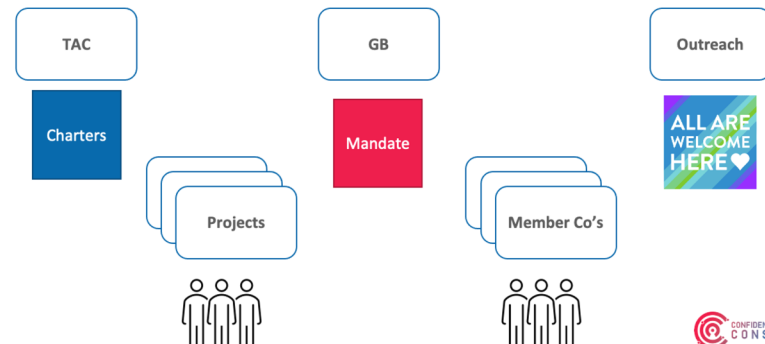
Governance Tools

Requirements
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