YOU BELONG HERE
WE CAN MAKE OPEN SOURCE MORE OPEN

by **Jason Lengstorf**

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Slides: git.io/you-belong-here

👋 # HI! I'M JASON.

I like to learn
I like to teach
Formerly: Gatsby, IBM
Portland, OR

learnwithjason.dev

OPEN SOURCE IS
AWESOME

OPEN SOURCE IS EVERYWHERE

A huge portion of the web is powered by Open Source: WordPress, React, Drupal, Angular, jQuery, Bootstrap, and thousands of other projects.

OPEN SOURCE IS GOOD BUSINESS

- Access thousands of developers' collective skill
- Reduce development and maintenance costs
- Build good will with the community
- Improve your ability to attract and retain talent

OPEN SOURCE IS EMPOWERING

- Create a body of work that looks great on a CV
- Build a referral network for paid work
- Turn it into a sustainable source of income

BUT...

OPEN SOURCE IS
DAUNTING

OPEN SOURCE IS UNFRIENDLY

From Linus Torvalds <>

Date Sun, 23 Dec 2012 09:36:15 -0800

Subject Re: [Regression w/ patch] Media commit causes user Linux 3.8-rc1)

On Sun, Dec 23, 2012 at 6:08 AM, Mauro Carvalho Chehab <mchehab@redhat.com> wrote:
>
> Are you saying that pulseaudio is entering on some weird loop if the
> returned value is not -EINVAL? That seems a bug at pulseaudio.

Mauro, SHUT THE 🤬 UP!

It's a bug alright - in the kernel. How long have you been a maintainer? And you *still* haven't learnt the first rule of kernel maintenance?

If a change results in user programs breaking, it's a bug in the kernel. We never EVER blame the user programs. How hard can this be to understand?

OPEN SOURCE IS INTIMIDATING

- Thousands of lines of code
- Tons of required context and history

OPEN SOURCE IS CHALLENGING

Dangit, git!

Git is hard: screwing up is easy, and figuring out how to fix your mistakes is nigh on impossible. Git documentation has this chicken and egg problem where you can't search for how to get yourself out of a mess, unless you *already know the name of the thing you need to know about* in order to fix your problem.

So here are some bad situations I've gotten myself into, and how I eventually got myself out of them *in plain english**.

Dangit, I did something terribly wrong, please tell me git has a magic time machine!?!

```
git reflog
# you will see a list of every thing you've done in git, across
# each one has an index HEAD@{index}
# find the one before you broke everything
git reset HEAD@{index}
# magic time machine
```

Credit: Dangit, git!

OPEN SOURCE IS CONFUSING

NOT TO MENTION THE AWKWARD SOCIAL DYNAMICS

Jules Glegg 🏳️‍⚧️
@heyjulesfern

Imposter syndrome: I am surrounded by beings of impossible, cosmic intelligence

Also imposter syndrome: I, an incompetent, have tricked them all

♡ 12.2K   9:28 AM - Jan 30, 2019   ⓘ

💬 3,889 people are talking about this   ›

Frank de Jonge @frankdejonge · Jan 24, 2018

Pro-Tip for OSS maintainers: When somebody helps out and you feel like something can be improved, don't let your feedback just be "YOU'RE WRONG". It puts people off from contributing.

Jeff Smith
@jspoker

I have first hand experience with this. I spent a few hours working on my first PR a few years ago. The maintainer was rude while giving a short "wrong" answer with no explanation and closed it. Now, unfortunately I rarely contribute to any OSS because of that interaction.

♡ 1   7:37 AM - Jan 24, 2018   ⓘ

See Jeff Smith's other Tweets

OPEN SOURCE IS AN EXPENSE NOT EVERYONE CAN AFFORD

- We may not have free time to work on open source
- Our jobs may not support contributing as part of our workload

MANY PEOPLE DON'T SEE THEMSELVES REPRESENTED IN OPEN SOURCE

IS OPEN SOURCE ACTUALLY OPEN?

THE OPEN SOURCE COMMUNITY
IS EVERYTHING
WE NEED TO MAKE SURE IT'S HEALTHY

WE NEED TO BE PROACTIVE IN CREATING COMMUNITY

- Actively reach out and welcome new contributors
- Remember how steep the learning curve can be
- Invest in community as a primary success metric

IF WE DON'T, WE LOSE

- We lose so many brilliant people who have so much to contribute
- We lose an opportunity to spread out the maintenance burden
- We lose the opportunity to build support networks

YOU BELONG HERE

TO FOSTER BELONGING OUR COMMUNITIES NEED TO BE WELCOMING COMPASSIONATE AND SAFE.
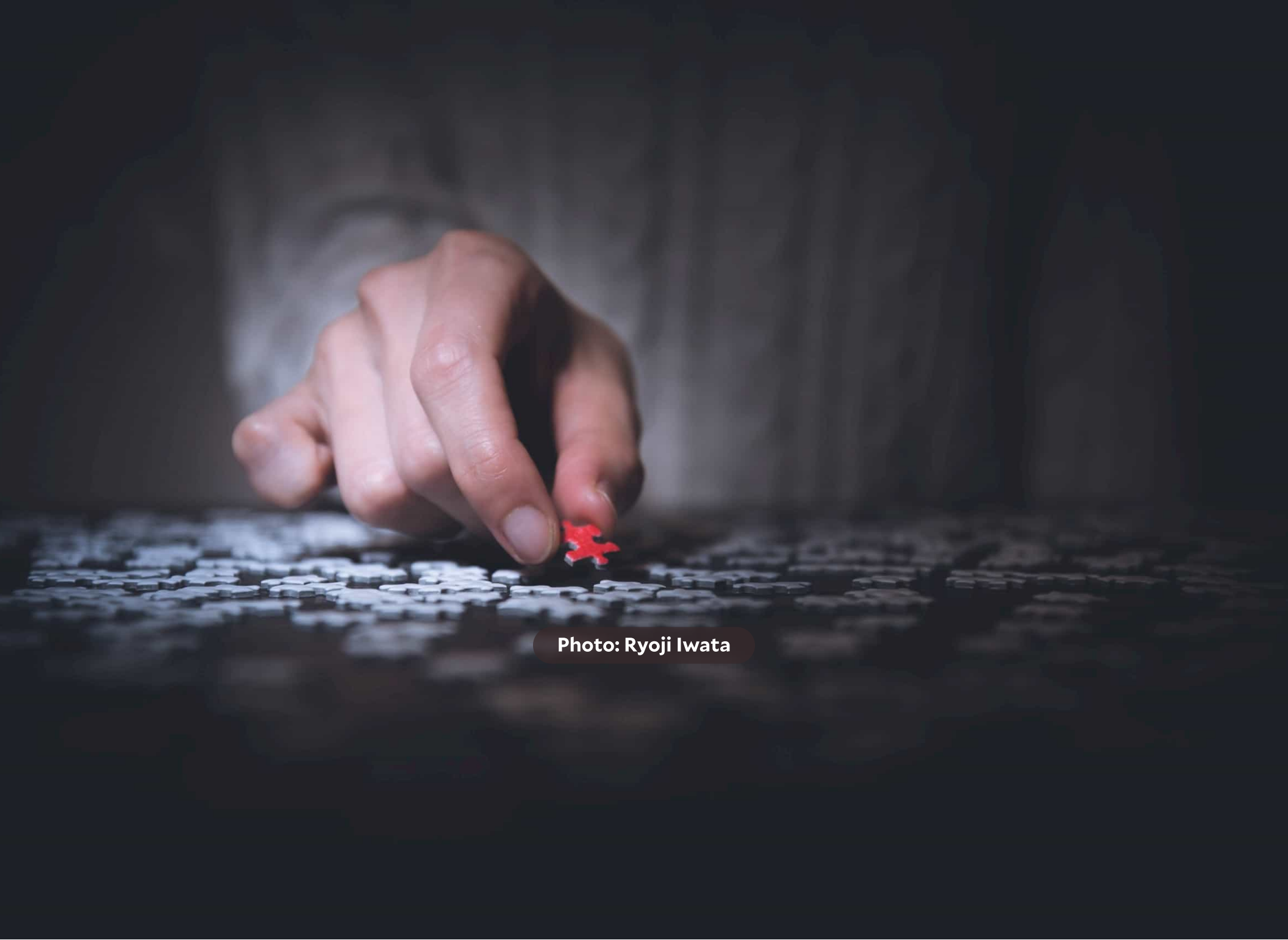
HOLD UP!
WE CAN'T JUST SAY THIS STUFF.

Photo: Ryoji Iwata

COMMUNITY IS LIKE A
CAMPFIRE
KEEP IT ALIVE
AND IT WILL KEEP US ALL
WARM & WELCOME

IT'S NOT ENOUGH TO SAY "OUR COMMUNITY IS WELCOMING."

WE NEED TO ACTIVELY WELCOME PEOPLE INTO THE GROUP

ACTIVELY WELCOMING PEOPLE MEANS:

- Investing in onboarding for new contributors
- Putting your money where your mouth is with representation and inclusion
- Showing gratitude in meaningful ways
- Building trust and safety

INVEST IN ONBOARDING FOR NEW CONTRIBUTORS

- Write docs for first-time contributors
- Label issues that are beginner-friendly
- Offer pair programming and/or mentorship

PUT YOUR MONEY WHERE YOUR MOUTH IS WITH REPRESENTATION

- Appoint leadership that looks like your community
- Hold yourself publicly accountable to the groups that need representation
- *Actually do the work* to meet these commitments

SHOW GRATITUDE IN MEANINGFUL WAYS

- Every contributor is noticed and thanked
- Businesses: send swag and/or donate in each contributor's name

For Existing Contributors

Get Gatsby Swag for FREE!

Already contributed to Gatsby? Claim your personal coupon code and get free swag by logging in with your GitHub account!

Log in with Github ◯

For Future Contributors

Never contributed to Gatsby?

Let's get you started with your first contribution to Gatsby! Once you've had your first pull request merged into Gatsby, you can come back here to claim free swag.

Explore Open Issues

CLOSE SIDEBAR ✕

Mug for (Blazing) Hot Beverages

Keep your hot beverages BLAZING hot for hours with this stainless vacuum-insulated Fifty/F...

USD $26.00   view details & buy →

Freelance Pants

For the work-from-home professional, Gatsby's Freelance Pants take "business casual" to a...

USD $26.00   view details & buy →

JAMstack Jammies

Be the life of your own comfy party with these purple and playful JAMstack Jammies. Did we...

USD $26.00   view details & buy →

All Purple Everything Full-Zip Hoodie (Horizontal Logo)

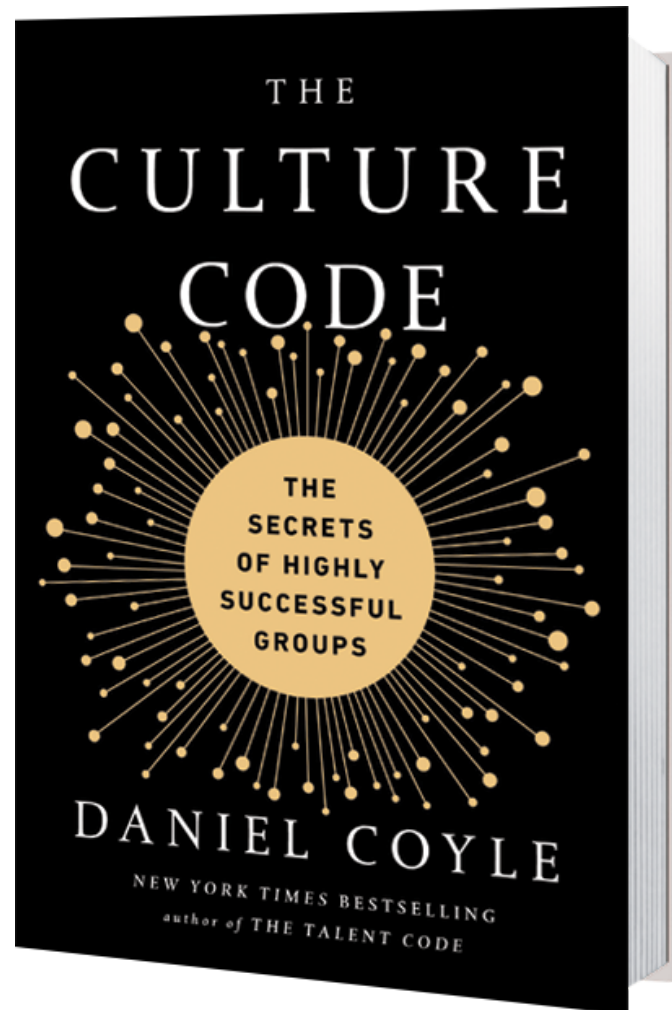Say "no" to boring colors and go all purple everything with this comfy cotton-poly blend h...

USD $26.00   view details & buy →

Dark Monogram Hoodie

All Purple Everything Full-Zip Hoodie

Gatsby Racerback Tank Dress

Gatsby's swag store gives free swag to contributors.

BUILD TRUST & SAFETY

- Invite contributors to your GitHub organization
- Default to transparency
- Create clear channels for feedback
- Define clear processes for handling problems
- Make space for quiet voices

Read *The Culture Code*.

Read April Wensel's work on **Compassionate Coding.**

MEDIA   SERVICES   BLOG   SHOP   WORK WITH US

Compassionate Coding™

SOFTWARE DEVELOPMENT WITH A CONSCIENCE

REMEMBER:
YOU BELONG HERE

LET'S MAKE OPEN SOURCE
MORE OPEN
TOGETHER

Photo: Kimson Doan

THANKS!

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