Meet the Debian Community Team
Molly De Blanc; Jean-Philippe Mengual

>> Hi. Can you all hear me just fine?

>> Yes. You sound great.

>> Okay. Can I have presenter view?

>> All right. I will upload slides.

>> I can see the slide.

>> Yes, great.

>> Can I give a quick opening first?

>> Sounds great.

>> So welcome again to GUADEC Day 3. We are having several broadcasts happening at the same time. So today's presentation on track one. We'll have social events. You can see we have comedy and at 22 you can see we have GNOME, let's meet. And also you can find the chat here. So please welcome Jean-Philippe Mengual.

>> Hi, folks. Can you hear me?

>> I'll wait for you to signal me to start. Also, we have Rocket chat room. All right. Molly De Blanc.

>> Hello, folks. I'm here to talk about the community team in the Debian distribution. I'll start to introduce myself. I'm Jean-Philippe Mengual. I work with translation. To explain what the community team we compare Debian to an international society. (Audio breaks). In Debian there's also individuals that have different contributions. What they did and how they did et cetera, et cetera. These are between states and competition. What I mean here is that also in Debian there is not you are right stop; you are wrong stop anything like that. So to fix the situation even if it's not perfect the community team created UNO, the international society. I won't talk about what happens actually in the international society. Of course, we know that things are much more complex. So this would be kind of nice to enable to talk to each other. But from an institutional purview I think this is acceptable.

So what does the community team do? The community team responds to concerns raised. They help in various communication channels and provide support for Debian events like DebConf. (Audio breaks). And this is a product of the code of conduct to ensure these events. We also help route and give advice about the code of conduct. This is how they should ensure. We sometimes give advice to ensure that it stays in place where people don't feel good and stressed. I will say that teams are here to coordinate responses between teams, for example, harassment cases. So with

communication in Debian and outside Debian. Our role here is to coordinate and be sure that we help with harassment decisions.

How do we do with that? For concerns, the cases are (audio breaks) where we coordinate because it's very important for the topic involved. So it's important to tell the potential individuals on the different sensitivities. We listen to all the size of any case in giving advice. (Attempting to reconnect audio) even if it's not perfect of course. So we have one person, of course. We have three men. We have also some person from Europe from America, from India. So this has diversity. It's very important for us to have that. It's clear that we have to be careful because diversity is very important to be able to deal with the cases which are submitted due to the potential and future aspects which can be supported by the team.

So it's very important for us to stay aware of the work and the safetiness of the project. It's very important because more we have people; more we are responsive. So the members of the team have a reason to be burnt out. It's very important we can have some requests and various persons can answer. It's important that we never act alone because if you are alone especially with the default of the topics which are submitted actually it can become a burn out.

We need to have more people of course. More diversity is always better as I mentioned. More viewpoints is better to be sure in respect of the community. So if we can take some examples on what we do and how we do. The first example is how we deal with a concern. Of course it's anonymous. We're not going to give names. We have some people that say, "I feel not respected in this team by a person." So we contact the person and ask why it produce this feedback. We don't mention the name of the person who did the request, but we say, are you aware with some members of your team don't feel good with your reaction? What's the situation? And of course the state of the mind of the person and who didn't respect and the team in general.

Together once we have this feedback, we try to improve the communication between them in order to make either the understanding of people. Another thing which is important is lost communication, Debian, just like in other projects are written. So you may write something and don't imagine that the other person can react like that. So it's important for us in the mediation to explain how the message can be used to improve the right team. And we often see that situation once we do that and the persons are at least feel never alone so that they are protected and it's an important value in Debian.

So whether there's a problem with a team solves a problem internally. So to have more remote feedback. So then we can realize, okay, we can do that better. Of course in such conditions maybe sometimes you can lose some acknowledge. So we are here also to make people understand and the problem may be because it's a loss of contributions. Another kind of example we can give is the case of list of administrative that we support. Two megs are involved in moderation tasks. If we are reported about a bad message, everyone if it's not in internal Debian lists it can happen on users mailing lists. In some circumstances we try to mention that all users should comply with the code of conduct. So in all communication median of Debian this role is important. So you need to respect the code of conduct and to respect each other.

The second step is to ensure the request of author. We are going to study that feedback and the last thing is to write the author of bad message. It's not acceptable if you go on with that and you risk being denied of the list. We never exclude something from the project. The decision is

taken by different teams that are involved. Also by the DPL in extreme cases but it's very rare. So the reporter or potential target of the message is contacted also.

So actually to conclude I would say that the community team with Debian is with probability working. We try to have a place where people can talk to each other and listen to each other. That's the reason we need to be with another person. We have to have diversity to make sure everything is taken place and don't feel alone. It's important, for example, in the project we have very high diversity. We have the future diversity, but we have persons with disabilities. In some disabilities of course we have some blind people, but other people have different disabilities. For such disabilities is very important to be there for each other. And also this is to be in a place where people feel good. It's the first step to have some users and some additional contributors. So it's very important. So the community team is here as an advice. We never take actions. It's exactly our role just like UNO, we are not here to take decisions. Our world is only to try to make things easier for other teams. Thank you. Is there some questions maybe we can try to see?

>> Yes, let me quickly check if there are any questions.

>> Yes, type questions into the Etherpad or if you want to drop them to the room chat.

>> All right. So we have Molly with us. If Molly wants to say some additional things.

>> I would like to provide a little context for why the community team thought coming to GUADEC made a lot of sense and it was important. We have something that I've noticed in the different projects I've been in we start at the same place where we decide to have a code of conduct and community guidelines that need to be enforced. And I think is great to have people from other communities' share what they're doing so we can all learn from each other and build a set of best practices together.

>> Yes. The thing is Debian is particular because it's some kind of super roots like I said in the slide where I said you're right and you're wrong. The dialogue is the only possibility to be sure that the persons improve themselves. If we don't have that of course it's difficult. It's kind of different with other projects. It's much more different with Debian which is a bit also that the consensus is very important to maintain in the team.

No additional questions? Should we wait again or?

>> I'm not seeing anything coming up. I think we're just about out of time too. So that works for me.

>> Yes. Thanks a lot for the great talk.

>> Thank you very much for the invitation and I'm happy to share the Debian experience. I've been a member of the team for a very long time and it's very important for me to share how I've experienced that. I think it was important also for us to explain how we work and how we work in the particular context of Debian. Yes, what I didn't say also is when we have a case of harassment, we have coordination with teams and also other communities. So also, we take contact with other communities to ensure that also they are also careful with this person and they can take appropriate measures and actions. Also, it's important for them to learn that they are not alone. For example,

we have contact and organizers or things like that to be sure that's, okay, even if you have some persons which is a problem you're not alone. You're not alone and let's collaborate together to make this harassment stop. That's why it's also important to say that we exist in regard to other communities. We may contact other communities to share the situation about the harassment from a particular person. It very rarely happens, of course, and that's a good thing. But when it happens it's important to know that we're able to work together.

>> Great. It's very important to know about that.

>> Okay. That's good for you?

>> Yay. I'll clap.

>> Many thanks, guys. And I hope you enjoyed the event of GUADEC and I will follow it.

>> Thank you so much.