

Building community metrics for GNOME and everyone

Regina Nkemchor Adejo

>> Can you hear me now? First, I'm using my mobile.

>> It's working fine now. But you will have to start over again. Sorry.

>> Oh, really? That's fine. When I was trying to create my talk, I found this image that we used at the Linux app last year. I felt like it was really something for me personally and what the community stands for. So I felt it was important for me to share the image. By the way, I'm Regina Nkemchor Adejo and this is something I'm really good at in talking about myself and writing it out. I tried to put something and I'm a member of GNOME and I'm the founder of Planet Initiative. Let me also say that the GNOME foundation members have been really good and a huge thank you because I wouldn't be able to do anything, I've done without them.

So I'm really passionate about talking about advocating for Free Desktop Applications. So I like to talk about it a lot. So I was able to find this quote that says, "a community is said to exist when interaction between individuals has the purpose of meeting individuals needs and obtaining group goals." I see this definition as something that is very deep. So basically every one that joins the community comes with community goals. So this is really depending on how long the individual stays for.

So let me also add that just in case you stop hearing me. I'm using my mobile. Just let me know so I can restart all of this. So I'm just going to talk about taking the first step in being part of the community. Ambiguous ways with participation and the benefit of mentorship in the community. So this is just a slide I tried to put together and I hope it meets everyone's needs. So there are several ways I found about taking the first steps about being part of the community. So I was able to wraparound this community engagement cycle. So this is to advocate for the community. These are among the things that I found which is trust, participation, and reward.

So to try to look how this looks, they also want to trust that the community is going to try and bring this value. We want to see that whatever it is that I'm doing is going to come back to me in a really good form. They want to know explicitly to participate. I use the word explicitly because they want to see how I can be part of this community. When I talk about building the community it can be as little as expanding the community in a University. They want to know specifically about the participation. When I talk about reward I'm talking about financial. I'm talking about the programs like the ones we have and for the ones in GNOME which involved everyone around the globe. I think that's really interesting stuff to have.

I don't know if my video is still showing. I'm not seeing myself and I'm hoping somebody can see me to be honest. Okay. So how to create a diverse and inclusive community. Before I continue, can someone at least show up and tell me, okay, you can see me, and the video is fine because I really can't see myself? Can you hear me? I just need that validation. So anyone --

>> Yes. We can hear you.

>> Okay.

>> I can hear you fine as well.

>> Okay. Okay. Thank you so much. So how to create a diverse and inclusive community I picked out this image because I do like having to have a diverse community has to be everyone with different abilities, race, and gender. And this happened to be part of a program that I men tread a few years back. And this part of the program basically changed my perception about what the community is. This changed how I saw people. Hello? Is there a problem, Manuel? You tried saying something? Can I go on?

>> Yes.

>> Okay. Thank you. So this particular program I think it was about four years ago. That changed about me and the young man in front of the image is a very creative tech enthusiast. He was going to take a talk in the video but because of the virus and everything we had to postpone. This young man changed my entire perception about what the community should look like. And I feel like this type of picture is what I really want to have.

It's a conscious attempt that I did even while we were trying to create this right here. So being themselves in a community where it's citizens and members feel safe, respected, and comfortable in being themselves and expressing all aspects of their identity.

So I picked out some ways. Like I said, these are just a few. There's so many of them. And I'll start about talking a use thoughtful for language. When you try to build a community you're dealing with people of diverse races of life. And you want to be sure about the language. You want to think about the words before you say them, and you know that everyone feels happy about what you're saying. Secondly, you want to make sure that you answer questions and you should always listen. You're not dealing with people like yourself. You're dealing with people with different races. So it's important that you listen so how you can translate that opinion.

When we talk about diverse and inclusive you already have a diverse community, some people in a community don't feel like they belong in that community. So it's a two-way thing. When you're creating a diverse community you should make sure and it can be done by rewarding them in their social media accounts. Just appreciate and understand that they're distributing to us. It's important that any platform that you create a code of conduct that's acceptable by everyone and willing to accept with open hands. The fifth inclusive for physically challenged people. If you're going to create a community you want to be able to find out, for example, you're having an event and you want to make sure that the center for the physically challenged. These are steps that you have to take. We reached out to the physically challenged tech community in the event center we're going to use. And I was particularly excited to see these amazing talents. That was one of the motivations I had in such group of people in a classroom. We were excited to have the parts in the front row. So these are steps that you can take to make sure everyone participates.

So these are just a few characters that I have on this slide. I hope you like them. So I'm glad to talk about what team is doing and creating this onboarding sessions. In my opinion, I really don't think there's a basic time to have an onboarding session. The faster the better because you don't want to miss a perspective contributor. You want to have accessible resources. Making documentation available and easy to understand. We should see more of the empowerment initiatives as well.

So lastly, I'm going to point out the benefits of mentorship that everything talks about in the community. Basically, this brings support and the person feels guided. And the person has an understanding of what the community stands for. And there's also increased knowledge in the

community and how to get involved. If someone understands your goals and your mission, they can talk about community anyway and have for people get involved. And it increases the level of confidence as well.

So I'm going to be ending with some quotes. And just a few quotes basically. One is from the Google CEO that talks about "a diverse mix of voices leads to better discussions, decisions, and outcomes for everyone." So it's parent that we have these voices in a way that comes from different voices.

We'll also be talking about the famous Helen Keller. And she said, "alone we can do so little but together we can do so much." Lastly, I'm going to be talking about the quote by Josh Simmons, "your community is only as good as the worst behavior it tolerates." And I'm going to be closing by saying thank you all so much for taking your time to listen to me. I'm trying to be as fast as possible because I'm using my mobile and I hope this resonates with everyone and thank you for the opportunity. Thank you everyone.

>> Thank you so much, Regina. We have five more minutes for questions. So people can post questions in the chat.

>> Okay. Are there any questions?

>> I can't see.

>> I can't see no questions but thanks, Regina, for your talk.

>> Thank you everyone. So should I just sign out?

>> There's a question. It says people show having history of the project but are they useful for onboarding?

>> You mean history of the project are they useful for onboarding? Do you mean history?

>> Yes.

>> Yes, I think history of the project is very important for onboarding. I think it's the first step that you should talk about. Where is the community coming from? How did the community evolve? How many numbers? The founding members? These are things that newcomers should be aware of. And when I came to the community, we had found I think my first contact was Nuritzi and she did it online because I wasn't able to attend the summit. Aside from that, I was really excited about the community, but I think that helped me to get grounded about. So, yes, history is very important, and history should always be referred to.

>> Great. Thank you. There is another question.

>> Okay.

>> What solutions have worked for you for successful onboarding documentation?

>> Okay. Basically, what we do right now is because I think is just making sure you have documentation. I tried to do this as soon as I see a newcomer. I don't want to lose anyone. So immediate conversation I think is important in any community I try to build. Secondly, I try to do a follow up on the community and I also try to match them to see if they have contributions can make.

So I think those are the two things that allow people to come into a community that I am part of and stay in the community.

>> Excellent. Thank you so much.

>> Thank you, Manuel, for everything. Thank you, everyone.

So I have to click end?

>> No worries.

>> Okay. I will hit the end button. So thank you everyone.

>> We have a few minutes for the next talk by Melissa Wu. So in a few minutes.

>> Manuel, how do I upload my presentation?

>> Yes, so there's a plus icon in the bottom left-hand corner.

>> I see it. Thank you.

>> All right. So your video is working, your audio is working, so great.