On communities, cooperation and charities

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Who are you? :)

- **free software enthusiast**
  for over eighteen years
- founding member and Executive Director of
  The Document Foundation (**LibreOffice**)
- proud uncle, freelance journalist, blogs, loves
  all things infrastructure, free & open source

Ten thoughts on community leadership

1. Cooperation
2. Commitment
3. Variety
4. Delegation
5. Responsibility
6. Social
7. Diversity
8. Coordination
9. Trust
10. Reward

https://www.sfscon.it/talks/ten-thoughts-on-community-leadership/

Conferences

- Corona impact and **regulations differ a lot per country**
- personal **risk tolerance** vs. "videoconference fatigue"
- last-minute hotel or speech **cancellations**
- sickness during or after trip and **business continuity**
- call for locations might fail, **self-organizing and cooperation**
- **hybrid events** become a standard, need preparations
  - technical and social **challenges, timezones**
  - make remote participants **"feel present"**

Contributors

- politics and economics affect things **more than usual**
- **conference visa** might be harder to get
- **contributions might go down**, as we compete with many other (non-FLOSS) organizations
- **donations might go down**, as inflation affects most of us; at the same time, **own costs might go up** significantly
- fund travels upfront, **not everyone can bankroll** (anymore)
- **reward contributions**, e.g. by meeting invites, "badges" and recommendation letters

Tooling

- **centralized proprietary** platforms *Twitter, Telegram and YouTube*
- **federated, free and open** platforms *Mastodon, Element and PeerTube*
- *"get people where they are"*, reach **many people at once**
- **combine platforms** and use their features
  - YouTube's **closed captions and translations** are helpful
  - livestreaming from many countries *instead of multiple instances*
- **younger generation** considers some platforms legacy
  → bridge Element to IRC and Discourse to mailing lists

Translations

- **online meetings** can be a challenge for non-native speakers
  - **translators** are a "gateway" to enable people to participate
  - foreign language **"townhall" meetings** widen your view
  - summarizing the **discussion in the chat** helps to translate
  - **archived recordings** help to re-listen and understand
- give enough time to localize **newsletters and press releases**
- localized **community surveys** help to gather better feedback
- **"liasion" roles**, local community ↔ international community

Visuals

- **video tutorials** for complicated topics
  e.g. refunds or creating single sign-on account
- can be **localized**, or auto-translated
- keep **accessibility** in mind,
  have **something in writing** too

What is a community?

*An **apartment** is just a physical place. It eventually **becomes home** when people breathe, love, discuss, argue, celebrate and share it.*

*In the same way, an open source **project** eventually **becomes a true community** when its **contributors fill it with passion and joy**.*

Thank you very much!

Let's get in touch!

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