MidCamp madness & planning human-centered events

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Produced by the MidCamp Team

http://bit.ly/midcamp-humans

What is MidCamp?

MidCamp is an annual event held in Chicago that brings together people who use, develop, design, and support Drupal.

- 300ish attendees
- Now planning our fourth year
- Equally split between beginner, intermediate, advanced attendees
- Sprints, Trainings, Sessions

    We're not BAD or NYC...

What makes us so human-centered?

- Well, we're Midwesterners
- Our team is full of amazing heroes who each bring their own passions to the table
- We're… humans. And we go to a lot of camps & cons.
- The following isn't all we do, it's just a selection of some of the things we do that we think are special

How do we do it?

Tons of meetings, thought, and effort;
year-round planning; and a bunch of
amazing people doing thankless work.

Here's how I try to break it down:

- Things we do for the community
- Things we do for our attendees
- Things we do for ourselves (as
  organizers)

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IT'S PEOPLE!

Things we do for the Community

Timing & Consistency

Why it's awesome & important:

- There are a lot of camps
- Chicago is expensive
- We want to be considerate of new camps and attendees
- We try to announce the next year's date at the current camp

Hitches along the way:

- Sometimes overlaps happen…
- Lunar calendar-based holidays
- Winter in Chicago

MAR

Session Recordings

Why it's awesome & important:
- Preservation and sharing of knowledge FOR ALL TIME!
- Marketing tool for the camp and companies sending speakers
- Path to speaking at Drupalcon
- It's mobile & easy to share

Hitches along the way:
- Heavy technical lift
- ~~Larry~~ Linux-users
- Pushing the big red button
- Not enough boots on the ground during events

	Length	Audience	Track	Uid	Done before (anon)	Nid
nels! This session will cover how stom CTools pluginsIdentify key	20	Intermediate	Coding, Site Buil	2	Yes	93
er it's Drupal 6 or something else	50	Intermediate	Site Building	6	No	21
quent pushback I hear from fellov m camps and cons was invaluab d the pros and cons of each. An y thoughts.	20	Beginner	Community	10	Meh	61
eads will discuss some of the ur n), please join us for this inform	50	Beginner	Community,MAD	10	No	60
g it... but you don't feel sassy en	50	Beginner	Front End	38	Yes	20
al site builds replace existing sit	50	Intermediate	Coding	38	Yes	19
s so that they are laid out the wa	50	Intermediate	Site Building	38	Yes	18
o on how to set it up. good live demo (what could pos	20	Beginner	Coding, Site Buil	40	No	26
elp reduce risk of re-introducing	50	Intermediate	Coding	40	Yes	16
and text). It also makes it easy tc						

Blind session selection

Why it's awesome & important:
- Levelling the playing field between experienced and novice presenters
- Removing as many selection biases as possible

Hitches along the way:
- It's real hard.
- The community isn't that large, and organizers know lots of people.
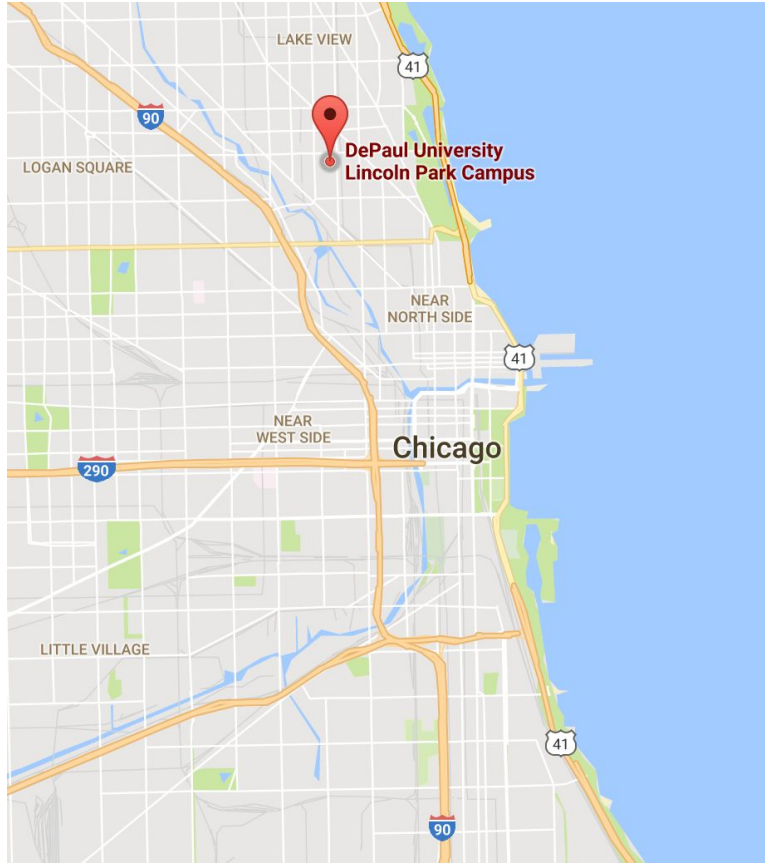- We want to provide quality sessions

Things we do for Attendees

Venue

Venue:
Selection Process

Why it's awesome & important:
- We have a pretty strict criteria for rooms and layout.
- We aim for as much public transportation to the venue as possible.
- We aim for a spot that's centrally located and has plenty to do within walking distance.

Hitches along the way:
- Finding a venue with all the things is hard.

LAKE VIEW

LOGAN SQUARE

DePaul University
Lincoln Park Campus

NEAR
NORTH SIDE

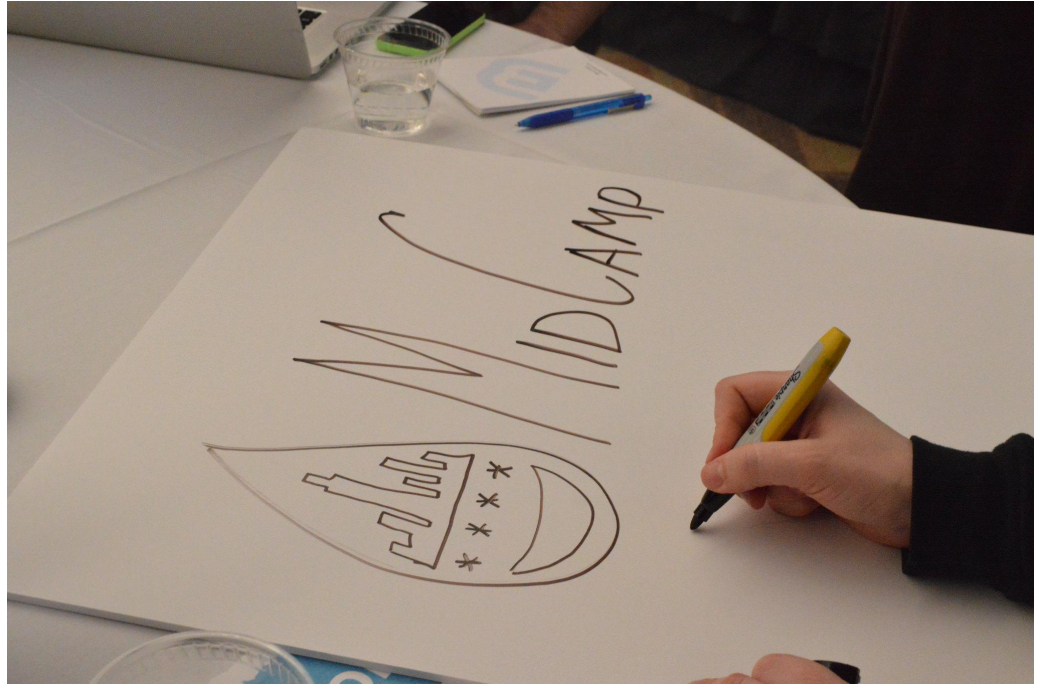NEAR
WEST SIDE

Chicago

LITTLE VILLAGE

Venue:
Walkthroughs/Signage

Why it's awesome & important:
- For those with mobility challenges & those without, this gives them a sense of whether they can comfortably navigate the venue.
- Wayfinding is hard for anyone.

Hitches along the way:
- This isn't that hard...

Venue:
Power to the People! ⚡

Why it's awesome & important:
- Power is money
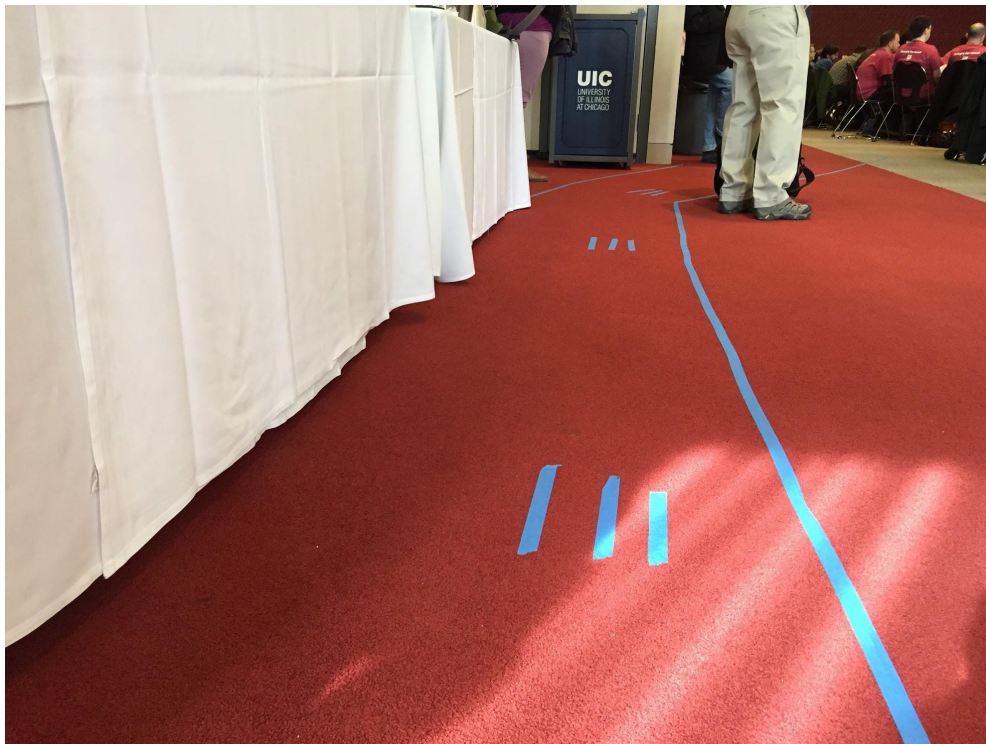- We can literally do nothing without it

Hitches along the way:
- Most buildings don't always have a lot of wall outlets.
- Taping down power strips can be costly and dangerous.

Accessibility

MY DISABILITY ISN'T ALWAYS VISIBLE

THINK BEFORE YOU JUDGE

Accessibility:
Walking Lanes

Why it's awesome & important:
- Helps low vision & movement-challenged folks navigate what can be a very complex space
- Helps fully-sighted folks be more considerate of others

Hitches along the way:
- Tape is cheap, but volunteer tapers are necessary

Accessibility:
Live Transcription

Why it's awesome & important:
- Provides accessibility for hearing-impaired
- Provides high-quality text transcript of important events for all

Hitches along the way:
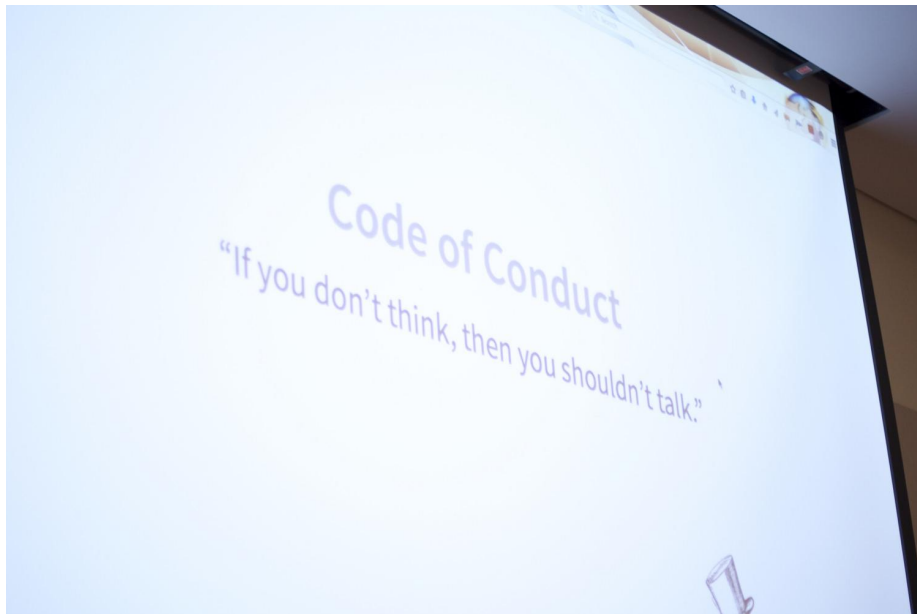- Human-powered transcription is e x p e n s i v e

Accessibility:
So many more things

- Accessible bathrooms
- Accessible Elevators
- Non-binary bathrooms
- Keeping enough space between banquet tables
- Lactation room
- Quiet space, coloring/detox table
- Badgelets = schedule + name tag + sponsor ads

Inclusivity

Inclusivity:
Code of Conduct

Why it's awesome & important:
- To make everyone feel safe & included

Hitches along the way:
- Need a consistent on-site contact who's capable of dealing with issues in case of a report

Inclusivity:
Non-alcoholic socials

Why it's awesome & important:
- Not everyone attending conferences drinks alcohol
- Serving alcohol at social events can lead to violations of the CoC

Hitches along the way:
- In the past it has gotten less energy/attention/budget than the bar social, though we have corrected this for the future

Inclusivity:
Color-coded Lanyards

Why it's awesome & important:
- Folks who do not want their picture taken can wear a lanyard color that is a visual reminder of this.
- Allows attendees to express a preference without awkward requests

Hitches along the way:
- Group shots become challenging
- It's up to the community to respect

Things we do for ourselves
(as Organizers)

Open Organization

Why it's awesome & important:
- We use Google groups, Google Docs, Slack, and Trello.
- All our information and communications are free to join and contribute to.
- Meeting notes are kept and linked for anyone who could not be there at the time of the meeting to contribute to beforehand, or read/comment after.
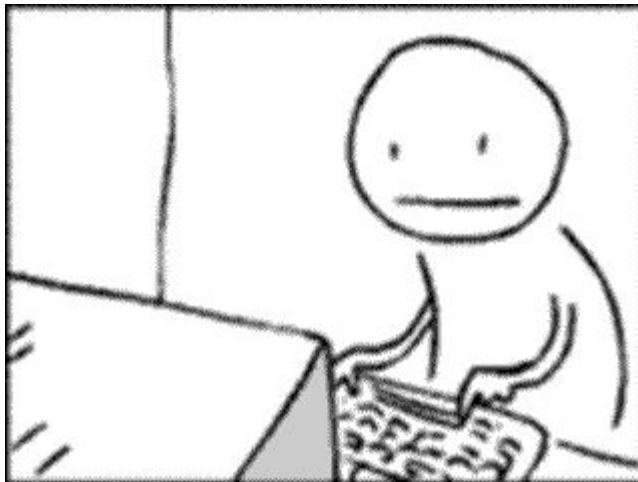
Preventing Burnout

Why it's awesome & important:
Getting awesome volunteers to give their blood, sweat, and tears for the success of a camp (and for free) is a huge ask, so we have to nurture our team to keep them invigorated and ready for new and exciting challenges

Hitches along the way:
- We struggle at onboarding new team members, so the existing ones get tasked with more and more, leading to burnout and sadness

Happy organizers
Happy attendees

The more we think about ahead of time, the less we have to think about during the conference and the more available we can be for the next thing that comes up.

In Conclusion

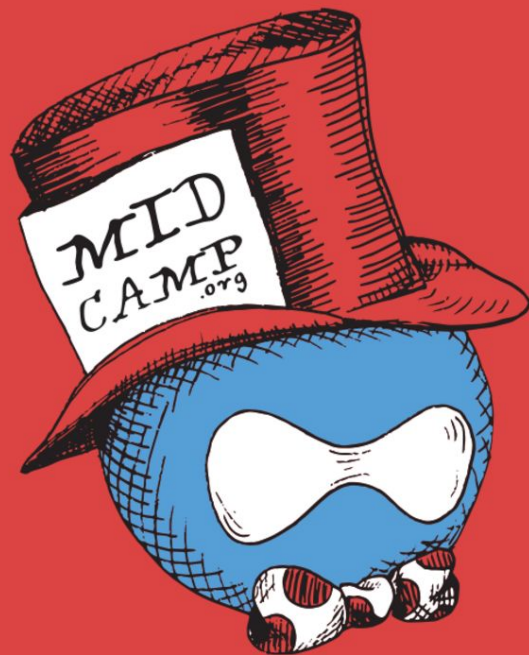# ____ Camp: Proudly invented elsewhere

- We've done a lot, but we've taken even more from others.
- Human-centered organizing doesn't take a telepath, just a little empathy.

Not this

Just a little this

30 March - 2 April, 2017

Chicago, Illinois, USA

"The time is coming," the walrus said, "to talk of many things..."

Questions?

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JOIN US FOR CONTRIBUTION SPRINTS

First Time Sprinter Workshop - 9:00-12:00 - Room Wicklow 2A

Mentored Core Sprint - 9:00-18:00 - Wicklow Hall 2B

General Sprints - 9:00 - 18:00 - Wicklow Hall 2A