



**So you have a
Code of Conduct...
now what?**

Sage Sharp
@_sagesharp_

Otter Tech
@ottertechllc





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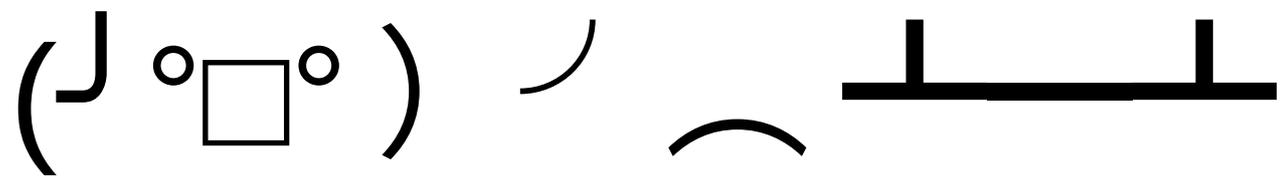
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Booking

BUS
WATER

easyJet

Delete "Uber"?

Deleting this app will also delete its data, but any documents or data stored in iCloud will not be deleted.

Cancel

Delete



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Why?

Who?

How?



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Gender diverse
companies
15%
more likely to
financially outperform

<http://www.mckinsey.com/business-functions/organization/our-insights/why-diversity-matters>

Ethnically diverse
companies
35%
more likely to
financially outperform

<http://www.mckinsey.com/business-functions/organization/our-insights/why-diversity-matters>



109



With more than 12 million users, GitHub is one of the largest online communities for collaborating on development projects. Now a team of researchers has done an exhaustive analysis of millions of GitHub pull requests for open source projects, trying to discover whether the contributions of women were accepted less often than the contributions of men. What they discovered was that women's contributions were actually accepted *more* often than men's—but only if the women had gender-neutral profiles. Women whose GitHub profiles revealed their genders had a much harder time.

<https://arstechnica.com/information-technology/2016/02/data-analysis-of-github-contributions-reveals-unexpected-gender-bias/>

A toxic worker cost
\$12,500
in turnovers, but the
top 1% of “rock stars”
only added
\$5,300
to company profits

<https://hbr.org/2015/12/its-better-to-avoid-a-toxic-employee-than-hire-a-superstar>

QUARTZ

OBSSESSIONS

than 100 active teams at the company. The Googlers looked hard to find a magic formula—the perfect mix of individuals necessary to form a stellar team—but it wasn't that simple. “We were dead wrong,” the company said.

Google's data-driven approach ended up highlighting what leaders in the business world have known for a while; the best teams respect one another's emotions and are mindful that all members should contribute to the conversation equally. It has less to do with who is in a team, and more with how a team's members interact with one another.

<http://qz.com/625870/after-years-of-intensive-analysis-google-discovers-the-key-to-good-teamwork-is-being-nice/>
<https://rework.withgoogle.com/guides/understanding-team-effectiveness/>



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Our commitment to everyone is a Kubernetes community that is an excellent place to work. To do that we rely on community norms and expectations laid out in the Kubernetes Community [Code of Conduct](#). We have a responsibility to create a community that is respectful, professional and gracious. And, we know that all of the Kubernetes community supports these efforts.

As an additional note: Through this process we learned is that the Code of Conduct reporting and escalation paths aren't well documented and we need a larger Code of Conduct Committee.

<https://groups.google.com/forum/#!msg/kubernetes-dev/k58OyLT4wAU/JT7c50AfBAAJ>



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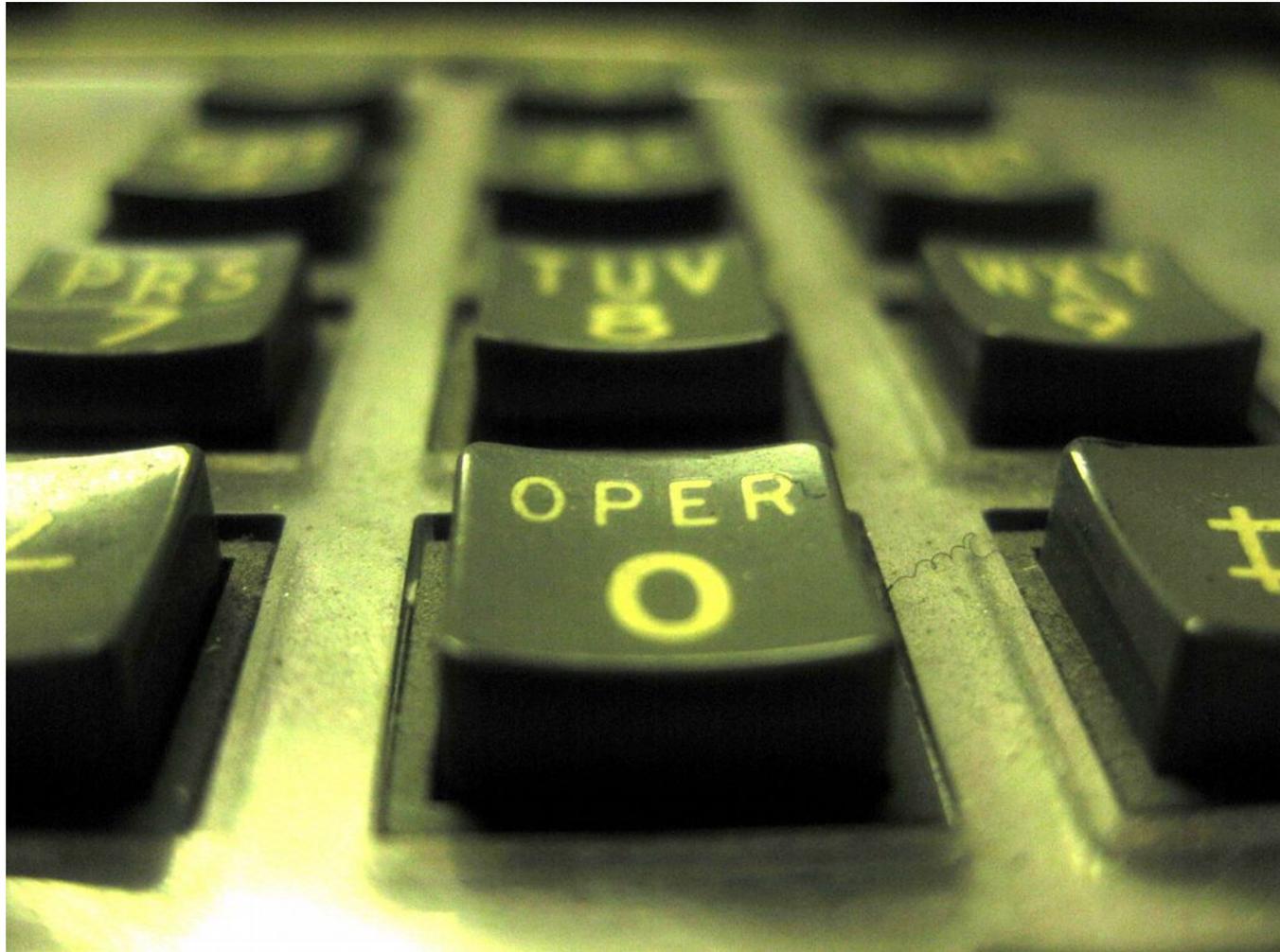
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CC-BY flexbox



CC-BY melloveschallah

“Please bring any concerns to the immediate attention of the event staff, or contact our **VP of Conferences, Gina Blaber** at **gina@oreilly.com**. You may also call **+1 617-499-7500** or **fill out this form** to report violations.”

<http://www.oreilly.com/conferences/code-of-conduct.html>



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Low Risk

High Risk

Low
Impact

Sexist joke
in conversation

Attendee has past
sexual assault allegations

High
Impact

Racist joke
during keynote

Ongoing harassment

Low Risk

High Risk

Low
Impact



High
Impact



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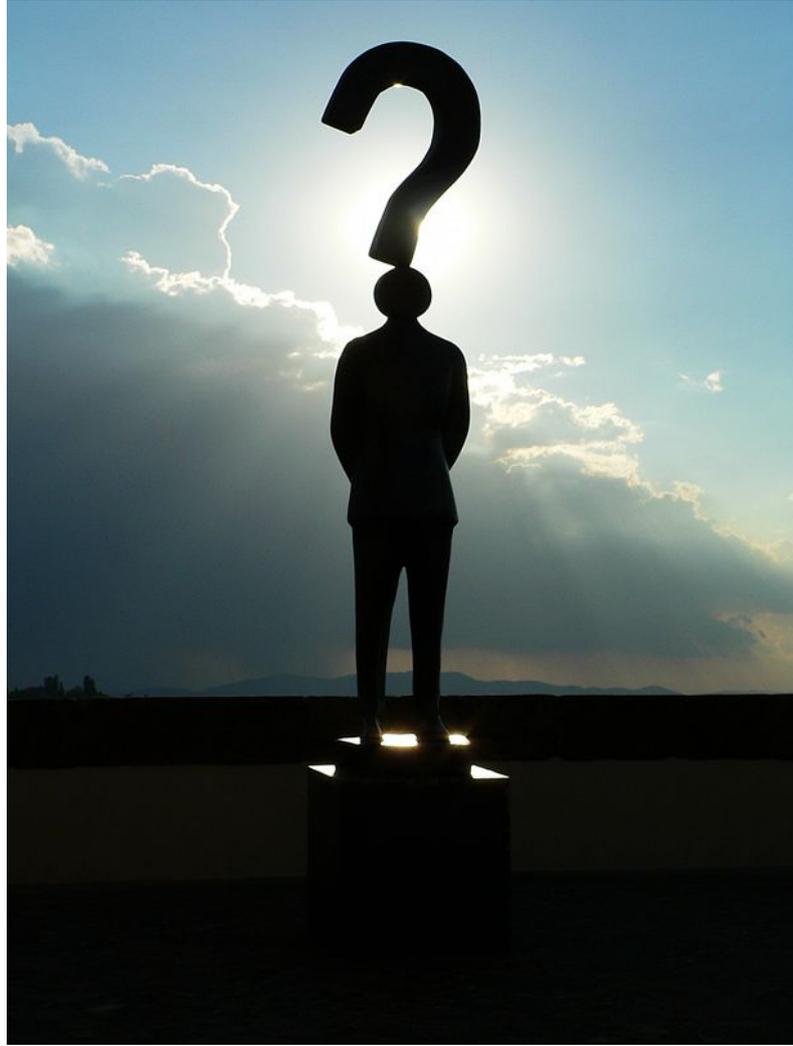
CC BY SA Marion Doss



CC BY puukibeach
1:6 1:33 - <https://www.rainn.org/statistics/scope-problem>



CC BY Paul VanDerWerf



CC BY Marco Bellucci

Why?

Who?

How?

Thank you!

- Resources:
 - Evaluating Codes of Conduct:
http://geekfeminism.wikia.com/wiki/Code_of_conduct_evaluations
 - Effective incident response (Open Source & Feelings 2015 talk):
<https://www.youtube.com/watch?v=nizfHxg8y3o>
- Diversity & Inclusion consultants
 - Ashe Dryden - <https://www.ashedryden.com/consulting>
 - Audrey Eschright - <http://safetyfirstpdx.org/about>
 - Sage Sharp - <http://otter.technology/>