

Are we being inclusive with our recognitions?

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My open source communities journey



<https://cube.dev/>



What we'll discuss today

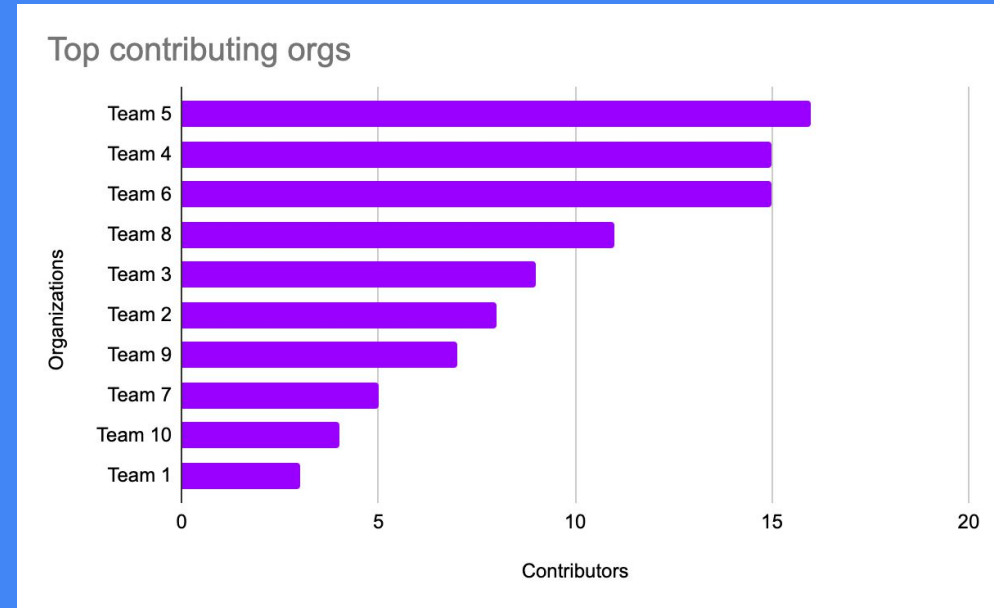
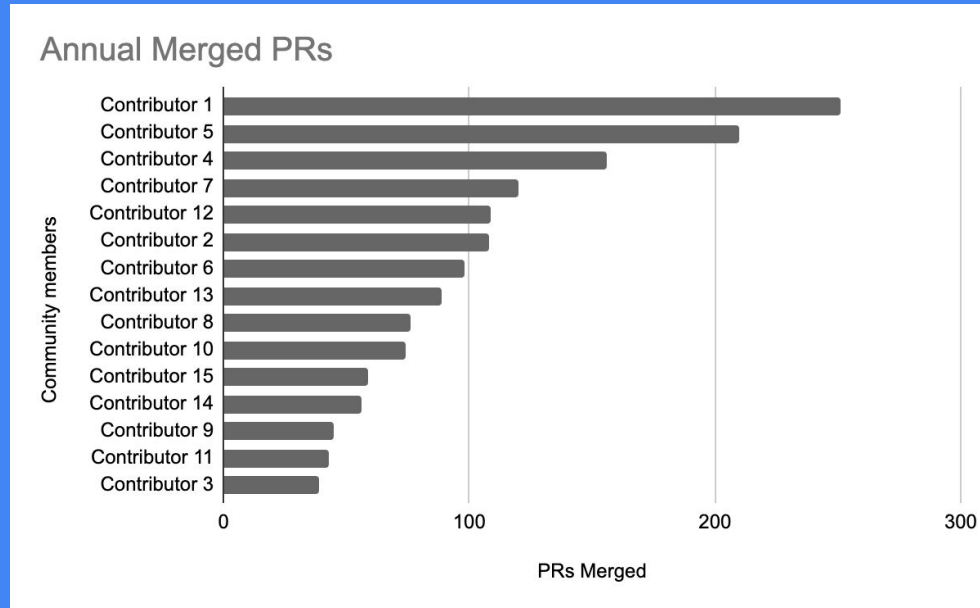
- Why recognitions are important
- Some of the more typical recognitions
- Challenges
- So how can we be more inclusive?
- Q&A



Why is community recognition important?



What we see often...

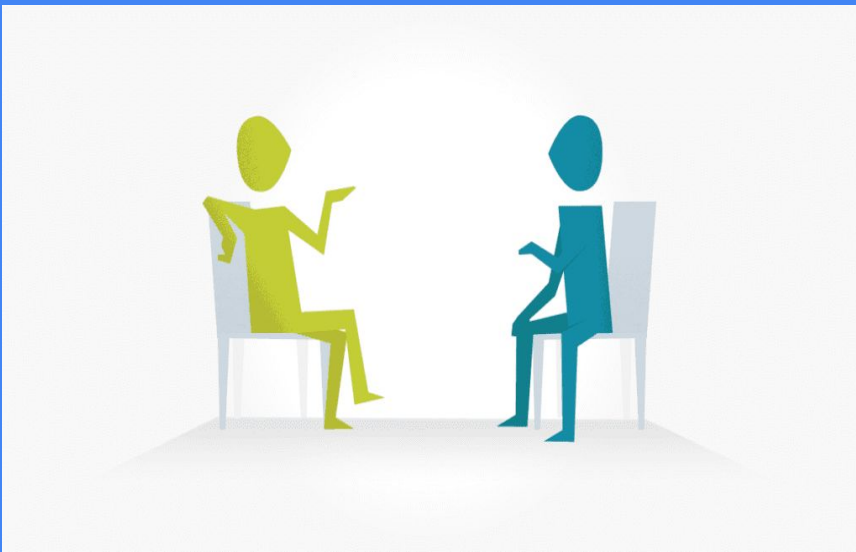


Issues:

- Tendency to focus on code
- Too much emphasis on metrics (or thing that can easily be quantified)



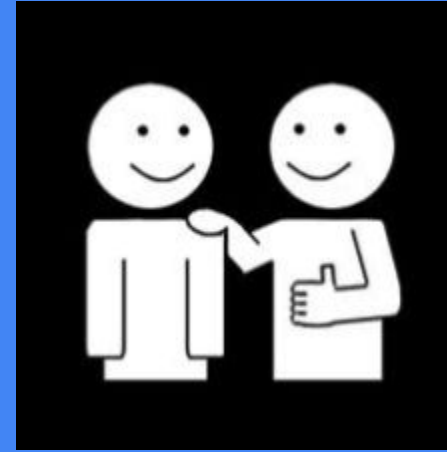
But what about...



Not everyone is comfortable with public recognitions

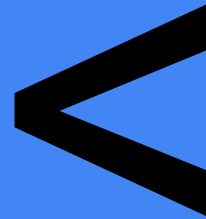


vs.

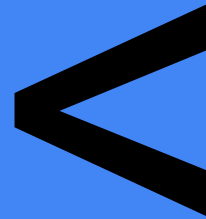


- Is everyone comfortable with titles like Ambassadors, Heroes, Top Contributors, etc.?
- Community members are more motivated by the act of contributing (rather than accomplishments).
- Is the recognition for the individual or to show off how great your community is?

So, what can we do to make recognitions more inclusive?



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What else do we need to consider for recognitions?

- Be timely with recognitions.
 - Even if it's a simple "thank you".
- It's not always about the merchandise.
 - Ensuring that the merchandise is appropriate for different people is a huge challenge.
- Let community members participate in the process.
 - e.g. through nomination forms, voting, etc.
- Avoid "ranking" contributions/contributors.



Wrapping up...

- The main purpose of the recognition should be to ***Thank community members.***
- Look for where and how community members are participating/contributing.
- Find ways to use recognitions to provide opportunities for relationship building & community celebration.
- Recognition process should not feel transactional.

My blog post: <https://opensource.com/article/22/5/inclusive-community-recognition>



