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

@sarahsharp
Delete “Uber”? Deleting this app will also delete its data, but any documents or data stored in iCloud will not be deleted.

Cancel Delete
Why?
Who?
How?
Gender diverse companies

15%

more likely to financially outperform
Ethnically diverse companies 35% more likely to financially outperform
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.

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
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/
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.
“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.”
<table>
<thead>
<tr>
<th>Low Impact</th>
<th>High Impact</th>
</tr>
</thead>
<tbody>
<tr>
<td>Low Risk</td>
<td>Attende has past sexual assault allegations</td>
</tr>
<tr>
<td>Sexist joke in conversation</td>
<td>Racist joke during keynote</td>
</tr>
<tr>
<td>High Risk</td>
<td>Ongoing harassment</td>
</tr>
</tbody>
</table>

Credit Audrey Eschright http://safetyfirstpdx.org
Low Risk

Low Impact

High Risk

High Impact

CC BY lamoix, CC BY orvalrochefort, CC BY SA West Midlands Police, CC BY Ewen Roberts, CC BY patrickkiteley, CC BY Andy Arthur, CC BY SA IAEA Imagebank
Why?

Who?

How?
Thank you!

• Resources:
  – 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
  • Sarah Sharp - http://otter.technology/diversity-consulting