

Fostering Open Communities through Developing Value Statements

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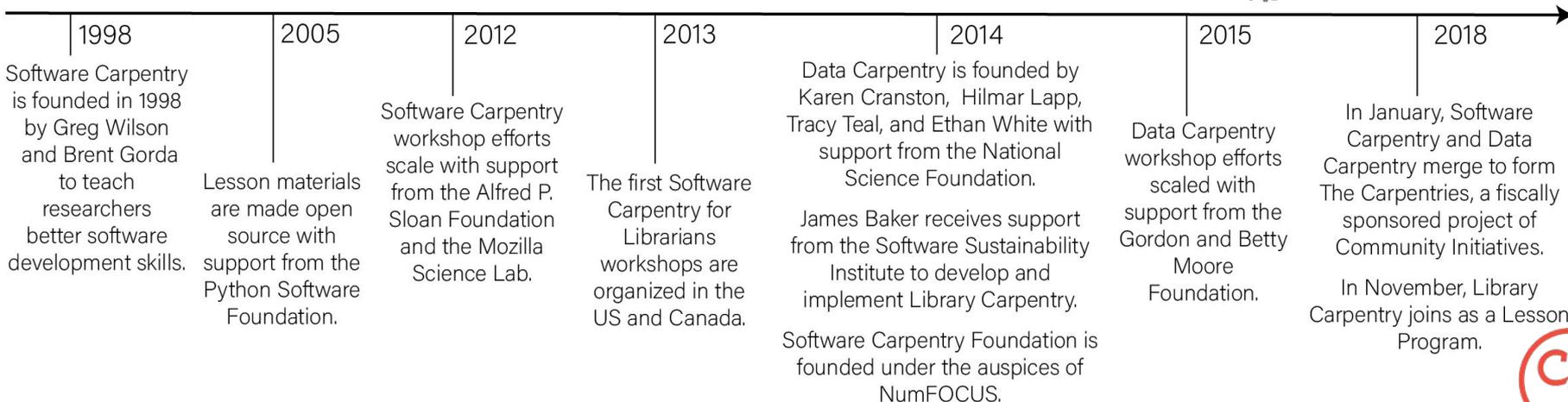


**THE
CARPENTRIES**

A VERY BRIEF HISTORY OF



THE CARPENTRIES



Software Sustainability Institute



Hi, I'm Kari.

Let's talk Values!



Overview: Value Statement Development

Think-Pair-Share: Write Down Your Core Values

Importance of Values in an Open Source Project

How The Carpentries Developed Our Nine Core Value Statements

The Nine Core Values of The Carpentries

Lessons Learned

THINK about the core values that inform your decision making. Write them down, and PAIR up with a neighbor. SHARE your values. *What do you notice?*



The Importance of Values in an Open Source Project

Mission

Vision

Strategy

Governance

Funding

Contributors

Project Goals

Supporters

Values



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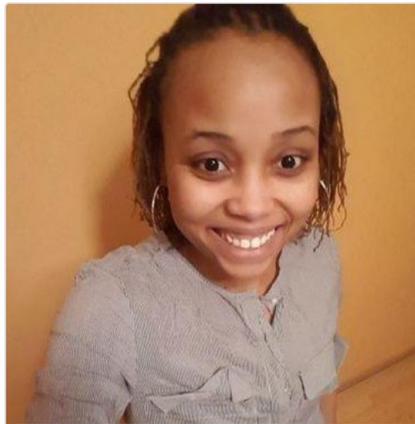
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Tech and communities · Open Data · Open Science · Open Source · Stay Open

The Carpentries

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Set status

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Edit profile

I help girls of color pursue science and engineering. I develop equitable assessment strategies. I teach engineering fundamentals. I code in R.

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Organizations



How The Carpentries Developed Our Nine Core Values

Help us articulate The Carpentries Values #21

[Edit](#)[New issue](#)

 **Open** serahrono opened this issue on 1 Aug 2019 · 7 comments



serahrono commented on 1 Aug 2019 · edited ▾

Member +😊 ⋮

Shared values and goals have long been the starting point of communities of practice as they identify changes they want to see and start working together towards these changes. The Carpentries started out with a clear goal - **teaching foundational computational skills to researchers worldwide**. Something that is also important and unique about our community is how we work and engage with each other. As a community, values are important to us and we consider that we have a set of shared values. However, we have not yet articulated what these values are.

[The Carpentries Executive Council](#) did some preliminary work on this at their in-person meeting in 2018, and [The Carpentries team](#) has also done some initial exercises in this regard.

To be truly reflective of the community however, we believe that it is important for community involvement to be an integral part of creating these value statements. We would love to hear from you, our community, and we intend to use this information to inform and create a beta draft of a set of value statements for The Carpentries.

Help us articulate The Carpentries Values by answering these three questions:

1. Envision people you think of as representative of The Carpentries community. What words would you use to describe these people? (No need to identify them, briefly outline their characteristics.)
2. The workshops we run, calls we hold, interactions we have on various platforms, and guidelines we use to uphold these interactions are but a few things that make us who we are as a community. With this in mind, in 2-3 sentences, how would you describe The Carpentries community culture?
3. From your understanding of our community culture and the demeanour of individuals that constitute The Carpentries, what specific actions would you like The Carpentries community to take up or uphold in everyday Carpentries conversations going forwards?

Please answer these two questions by

- leaving comments directly under this issue, or
- responding to [this discuss thread on TopicBox](#), or
- filling out [this Google form](#) anonymously

Issue updated on September 12 2019 to include the question above

Assignees



No one—assign yourself

Labels



None yet

Projects



None yet

Milestone



No milestone

Notifications

Customize

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8 participants



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Question 2

The workshops we run, calls we hold, interactions we have on various platforms, and guidelines we use to uphold these interactions are but a few things that make us who we are as a community. With this in mind, in 2-3 sentences, how would you describe The Carpentries community culture?

Areas of Strength

- a 'people-first' approach to all things community in The Carpentries,
- a deep-seated interest for knowledge acquisition and exchange,
- timely support for learners and instructors in and beyond Carpentries workshops, and
- the cultural diversity

Areas of Improvement

- Welcoming, and seeking to improve. Inspiring and willing to share. Sometimes too excitable about new things when time should be spent fixing long-running problems.
- Enthusiastic and helpful, keen to assist. It's still intimidating though!
- The community is supportive, inclusive and welcoming but can occasionally seem a little rigid.

Question 3

Having heard about your perceptions of our community in response to questions 1 and 2, we asked you to share specific actions you'd like to see our community take up or continue with in everyday Carpentries interactions going forward.

Start Doing

- Acknowledging our community members/leaders more often.
- Providing clear pathways for off-boarding community members/leaders from major responsibilities.
- Showing a continued commitment to creating and supporting structures that support the community and communications.

Continue Doing

- Requests for Comments (RFCs)! We should definitely continue to get community feedback on major initiatives and offerings before they're launched.
- Communicating on multiple channels. We have to continue sending out our messages on multiple platforms, especially until we have regional coordinators in all of our major regions.
- The Carpentries is good at welcoming new people! Show how we can support them through growth in the Carpentries community.

Emerging Themes

During the iteration process we realised the following key themes:

1. **what we do**, The first three value statements reflect this.
At the Carpentries, we...
2. **our demeanour**, The next two value statements explain our approach to all that we do in The Carpentries.
We are...
3. **what we uphold**. The final set of four value statements elaborate on what we boldly stand and advocate for.
We champion...



The Nine Core Values of The Carpentries

Photo Acknowledgement: Bérénice
Batut

At The Carpentries we...

Act Openly

We believe that transparency, honesty, and fairness are keys to fostering trust within an open community.

Empower One Another

We help people build knowledge by creating a conducive environment for the exchange of skills, perspectives and experiences that empower people and enable them to reach their potential.

Value All Contributions

We value all contributions by individuals and entities to our community, code, lessons and broader ecosystem as long as those contributions adhere to [**The Carpentries Code of Conduct**](#).

At The Carpentries...

We are...

Always Learning

We value a growth mindset in all that we do and strive for continuous improvement, evolving ourselves and our methodologies, being responsive, curious, receptive to feedback, and eager to learn.

Inclusive of All

We advocate for inclusivity - welcoming and extending empathy and kindness - to leverage contributions from all community members, regardless of their identity or expression.

At The Carpentries...

We champion...

People First

We believe that the individuals who make up our community are the most important part of our organisation and our strongest resource. We strive to make decisions that lower barriers for individual participation.

Access for All

We value accessibility as core, and create multiple avenues for participation where all people can learn and contribute.

Community Collaboration

Our curricula and programs are developed by and with community members. We see collaboration across borders, domains and initiatives as a pathway to empower people and realise shared goals.

Strength through Diversity

Appreciating that identities are complex and individual, we believe in empowering a diverse group of people to work with data and code to answer the questions important to them and address challenges in science and society.

Lessons Learned



Lessons Learned

- Continuously look for ways to make it **less intimidating for beginners** or people who aren't in coding-focused fields (like librarianship) to join the community.
- Focus on being **responsive** to needs identified by the community, particularly **long-running problems** that are frustrating or blockers to involvement.
- Always consider whether our decisions reflect any inflexibility and strive to **be more flexible** in order to be more inclusive.
- A continuing commitment to creating and supporting structures that support the community and **communications** is important.
- We're good at welcoming new people! How can we support them through **growth** in the Carpentries community?
- Find ways to continually **acknowledge** the work of our community members and clarify pathways for them to be involved.

Wud ?

i'm learning python!

You need some help let me know

Yes you know Python?

Yep it's a big snake

No dad. It's a computer program

Oh... 🧐



Text Message

Send

Resources: The Carpentries Values & CoC

<https://bit.ly/2wJSBz0>

Shameless Plug: Attend CarpentryCon 2020!

www.2020.carpentrycon.org

Ask Me.

