

# The real costs of Open Source Sustainability **@vmbrasseur**

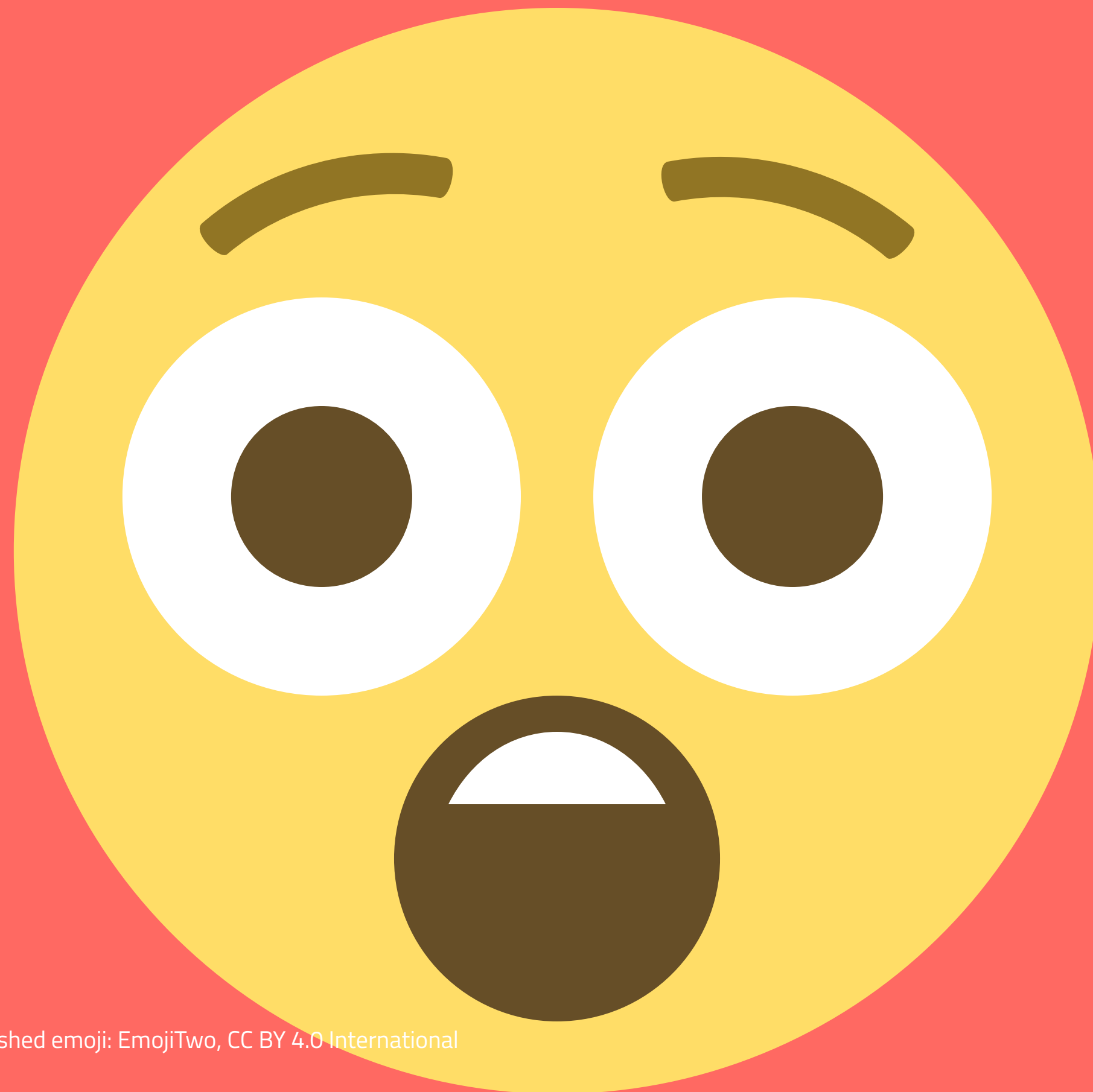
# Roads and Bridges:

The Unseen Labor Behind  
Our Digital Infrastructure

WRITTEN BY  
Nadia Eghbal

**"In a world driven by technology, we are putting increased demand on those who maintain our digital infrastructure."**

**— Nadia Eghbal**





# Companies/Organizations for Open Source Funding

- Mozilla Open Source Support (MOSS) grants
- Liberapay
- Bountysource
- Open Collective
- Tidelift
- GitHub Sponsors
- Linux Foundation CommunityBridge
- ...and more

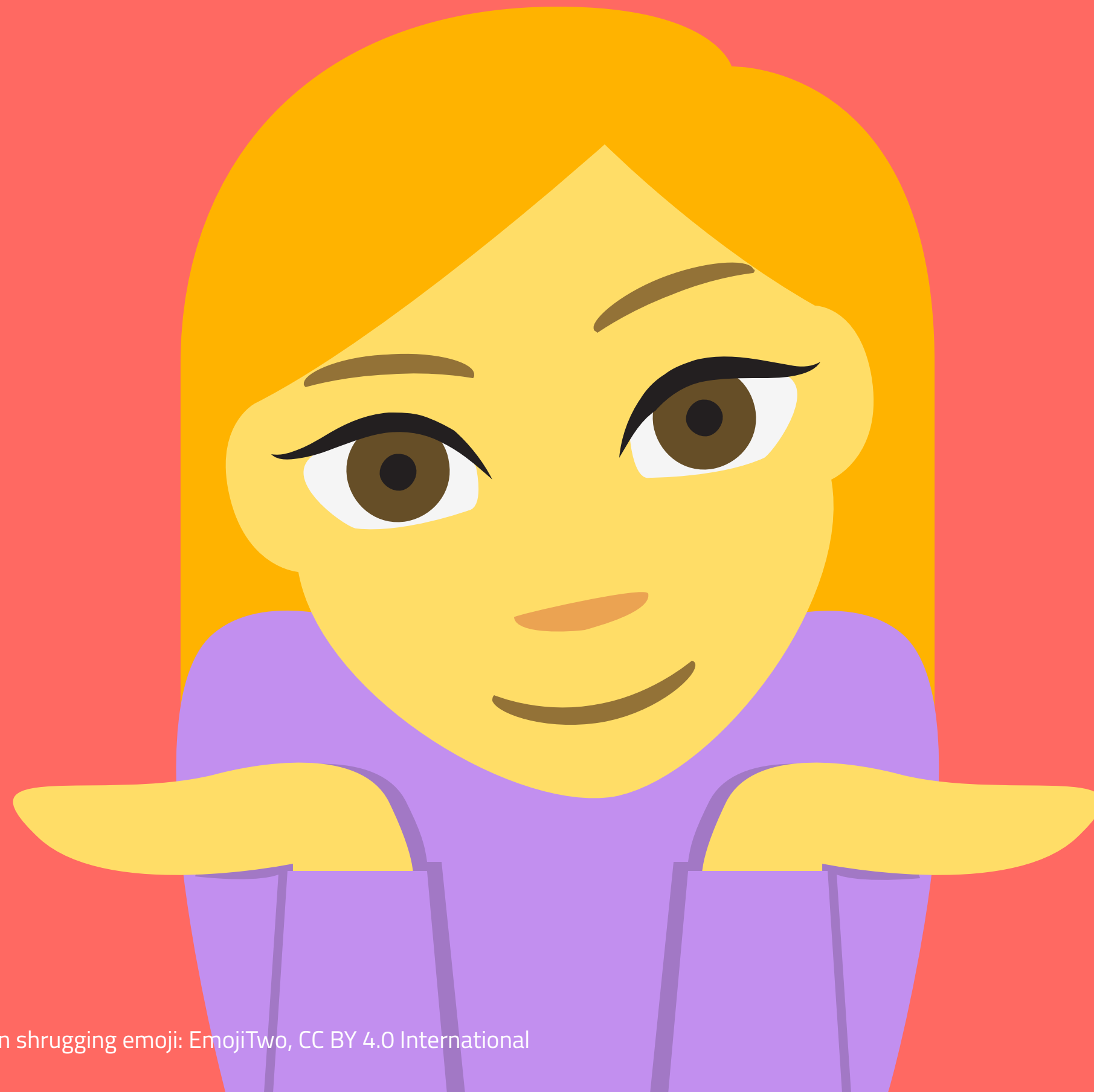
# And others may be on the way...

- Several based on blockchain technologies
- Some emulating complicated financial instruments
- And others even more experimental than that

**"Stunningly, although everybody agrees there is a problem (whether defined as 'volunteer burnout', community mismanagement or a greater lack of funding), the conversation has not progressed beyond meager, short-term solutions such as tipping or crowdfunding."**

**— Nadia Eghbal**





# OUR COMMON FUTURE

THE WORLD COMMISSION

ON ENVIRONMENT

AND DEVELOPMENT

# The Brundtland Report

[https://en.wikipedia.org/wiki/  
Our\\_Common\\_Future](https://en.wikipedia.org/wiki/Our_Common_Future)

**"...development that meets the needs of the present without compromising the ability of future generations to meet their own needs."**

**— The Brundtland Report**

# Elements of Environmental Conservation and Human Sustainability

1. Poverty reduction
2. Wealth redistribution
3. Gender equality

# Corporate Sustainability Planning

<https://sloanreview.mit.edu/projects/corporate-sustainability-at-a-crossroads/>

# Elements of Corporate Sustainability Plans

From *FOSS as a Part of a Corporate Sustainability Plan* by **VM Brasseur**: <https://www.linuxjournal.com/content/foss-part-corporate-sustainability-plan>

## *Inside the organisation*

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Natural resource usage

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Diversity and inclusion

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Fair treatment of employees

## *Outside the organisation*

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Sustainability operations of entire supply chain

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Overall impact of the corporation on the Earth and its inhabitants

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# Benefits of a well-executed corporate sustainability plan

- Collaboration between groups internally and externally
- Improved communication
- Increased innovation
- Increased external investment
- Improved employee retention and recruiting



**It's about  
more than  
just money.**

# It's Complicated.

# Elements of Open Source Sustainability

1. Contributing back
2. Human and environmental diversity
3. Community safety

# Contributing back

- Give back to the projects you use
- Can take many forms
  - In-kind contributions (servers, hosting, etc.)
  - Service contributions (programming, marketing, event management)
  - And, yes, monetary contributions

# Human and environmental diversity

<https://hbr.org/2016/11/why-diverse-teams-are-smarter>



# Human and environmental diversity

[https://www.schneier.com/essays/  
archives/2010/11/  
the\\_dangers\\_of\\_a\\_sof.html](https://www.schneier.com/essays/archives/2010/11/the_dangers_of_a_sof.html)

# Community safety

<https://hbr.org/2017/08/high-performing-teams-need-psychological-safety-heres-how-to-create-it>

# Community safety

**<https://www.contributor-covenant.org/version/1/4/code-of-conduct>**

# Elements of Open Source Sustainability

1. Contributing back
2. Human and environmental diversity
3. Community safety



# It Depends.

# Getting started on an Open Source Corporate Sustainability Plan

1. Determine which project(s) are strategically important for your company.
2. Evaluate the success and longevity needs of that project (in collaboration with the community).
3. Contribute, engage, participate.







# VM (Vicky) Brasseur

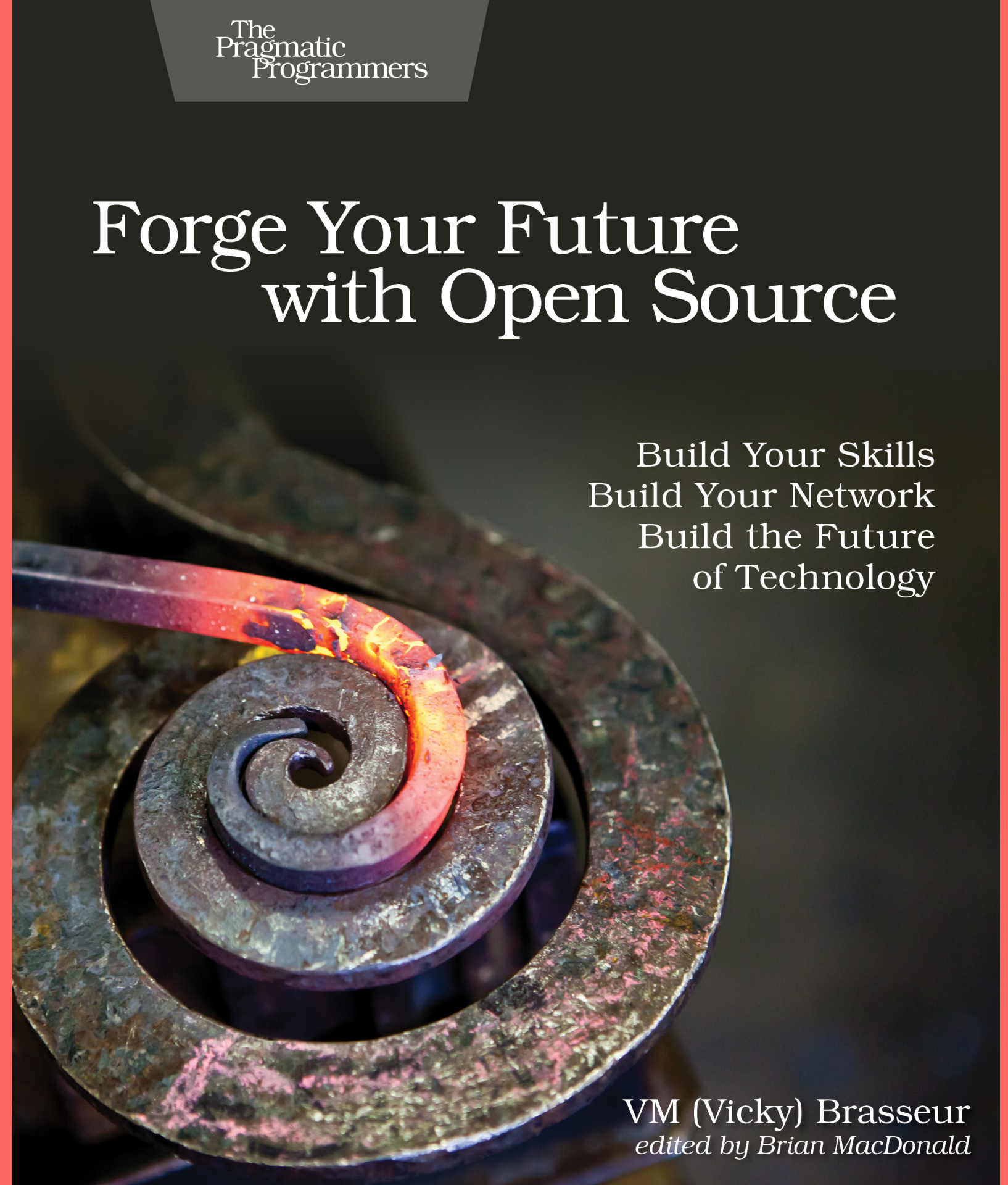
## @vmbrasseur

**Slides:** <https://archive.org/details/osschina2019-ossustainability>

**Book:** <https://fossforge.com>

# Forge Your Future with Open Source

Build Your Skills  
Build Your Network  
Build the Future  
of Technology



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*edited by Brian MacDonald*