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Open Source Adulthood: What We Learned About Growing Up

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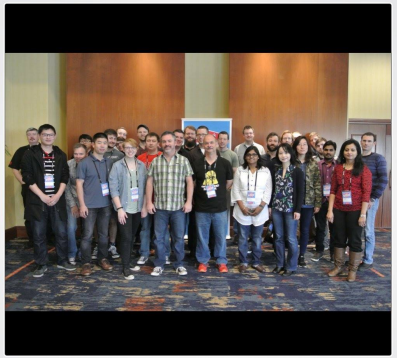
Kendall Nelson *(she/her)*



CINDER
an OpenStack Community Project

- Working in the OpenStack community since 2015
  - Technical Committee Vice Chair
  - Release Management Team
  - OpenStack Upstream Institute
  - Contributor Guide
  - Women of OpenStack, now the Diversity & Inclusion Working Group
- Working in the K8s community since 2019
  - SIG Cloud Provider
  - SIG ContribEx
- Loves Travel, Photography, Harry Potter, and Doctor Who

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Jean-Philippe Evrard (he/him)

➡️ Working in the OpenStack community since 2015

- Previous Technical Committee Chair
- Previous Project Team Lead of OpenStack-Ansible
- Core contributor in multiple projects
- One of its release managers

➡️ Contributions to other open source projects = f(free time, employer)

➡️ Working at SUSE in its k8s team

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Stages of Life

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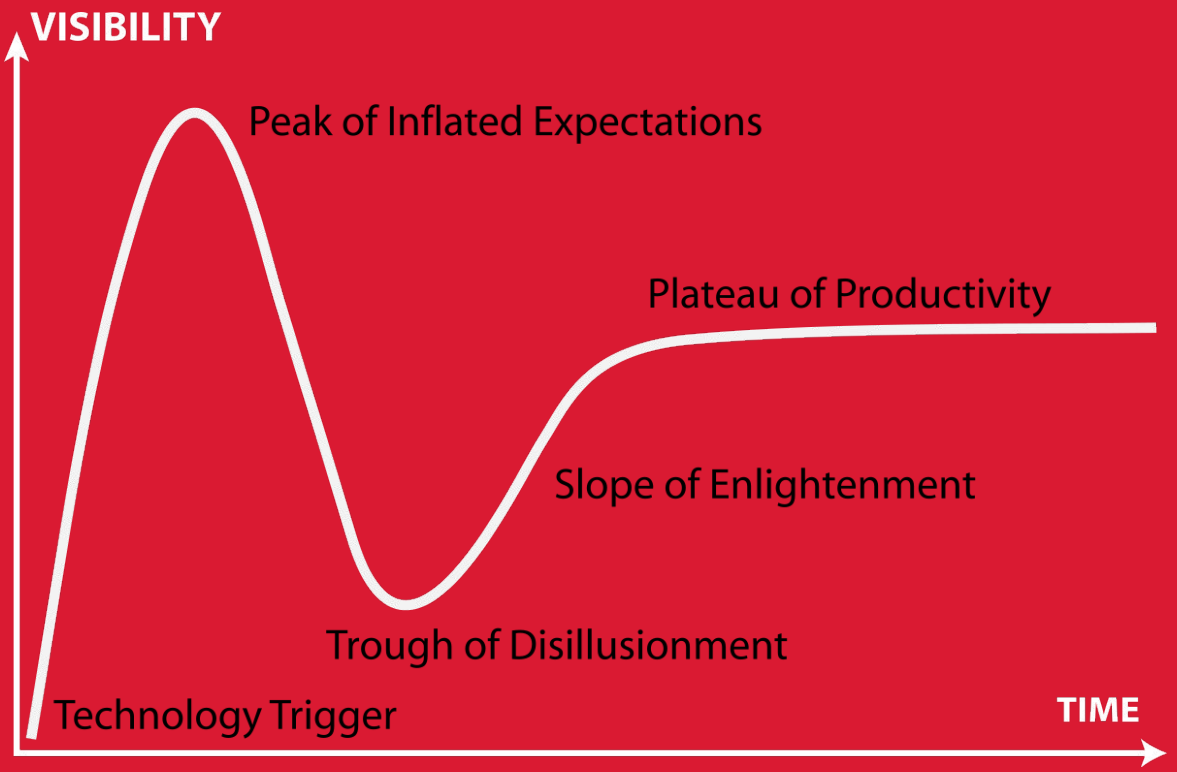
The Hype



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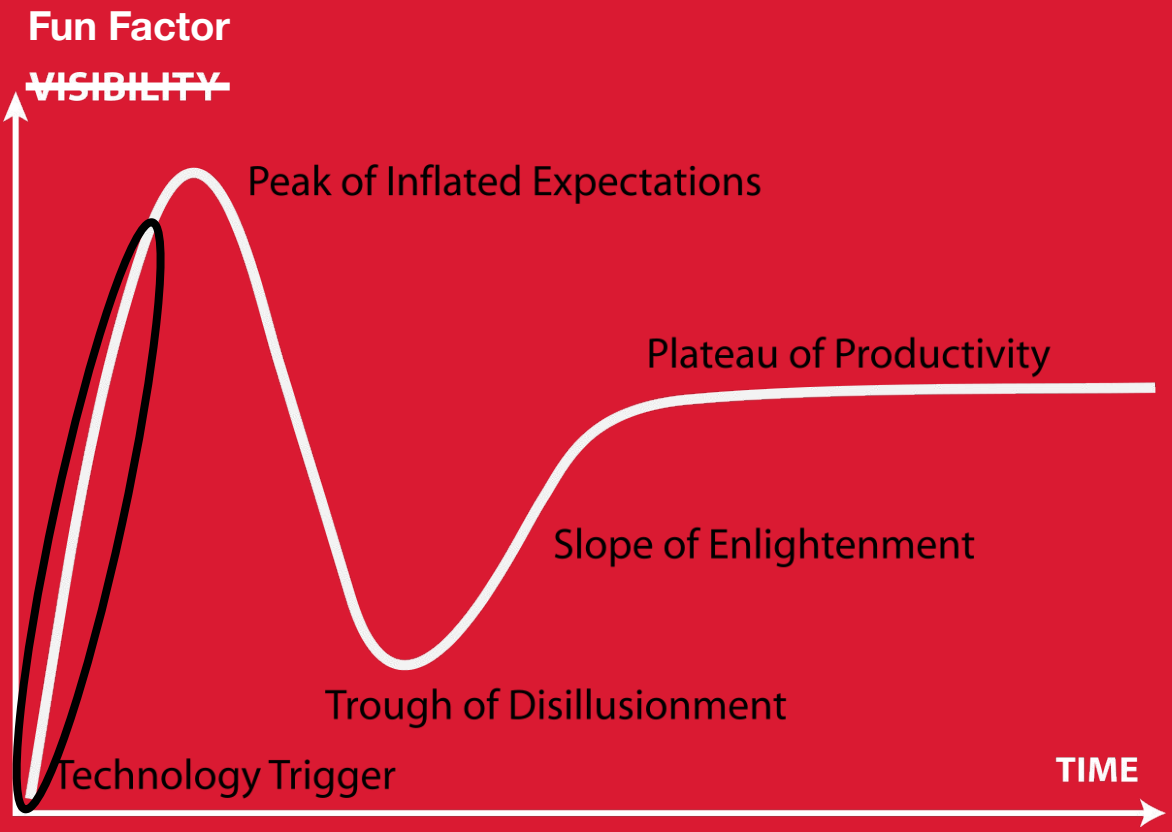
Childhood/ Adolescence



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Childhood- Stage of Life

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➡️ When tests need to happen and aren’t somewhat successful, the fun goes a little bit down

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Childhood-For an Open Source Project

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➡️ When tests need to happen and aren't somewhat successful, the fun goes a little bit down

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Childhood- As a Contributor to a new OSS Project

- Getting Started
- First Contribution
- Fun!
- Learning & Participating

- When tests need to happen and aren't somewhat successful, the fun goes a little bit down

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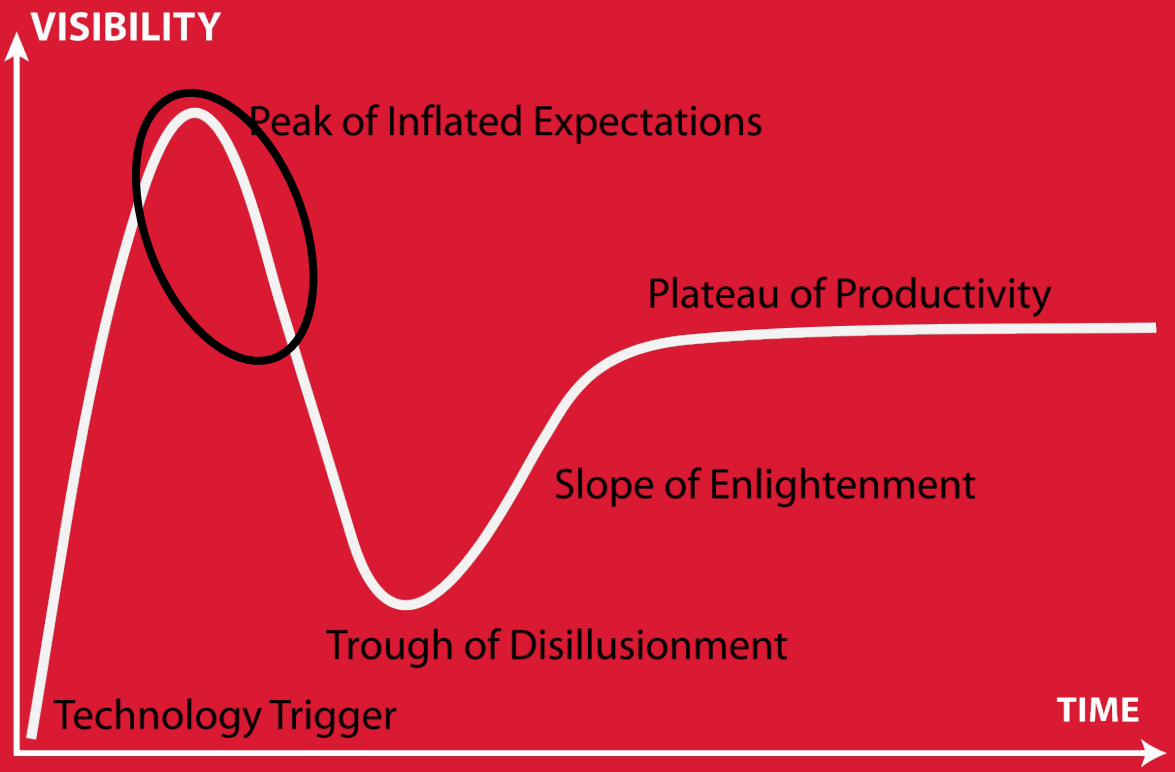
Adolescence And Early Adulthood



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Adulthood- Stage of Life

- Less focus on Fun
- Daily Life
- Independence
- Growth
- Career
- Expectations & Goals

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Adulthood- As a Contributor to a growing Open Source Project

- Overwhelmed
- Friends
- Growth in Community Roles
- Responsibilities

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Adulthood- For an Open Source Project

- Events
- Simplification
- Resource Delegation & Strategizing
- Investing in the Community
- Redefining & Clarifying the Mission

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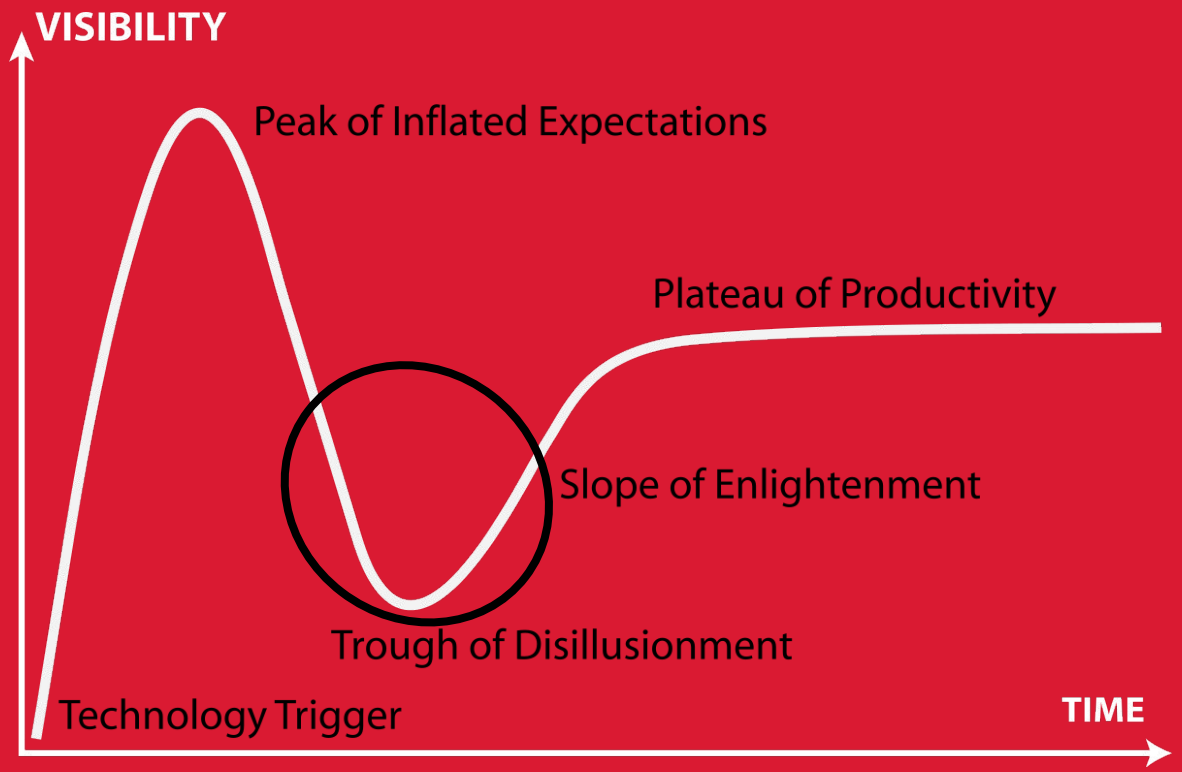
Mid Life Crisis



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Mid Life Crisis- Stage of Life

- Uncertainties
- Change course?
- New shiny things?
- Keep the good things constant: Friends/Family/Fun

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Mid Life Crisis- For an Open Source Project

- ➡️ Uncertainties
- ➡️ Change course?
  - A scope re-calibrated to expectations
- ➡️ New shiny things?
- ➡️ Keep the good things constant: Friends/Family/Fun

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Mid Life Crisis- As a Contributor to an established Open Source Project

- Uncertainties
- Change course?
- New shiny things?
- Keep the good things constant: Friends/Family/Fun

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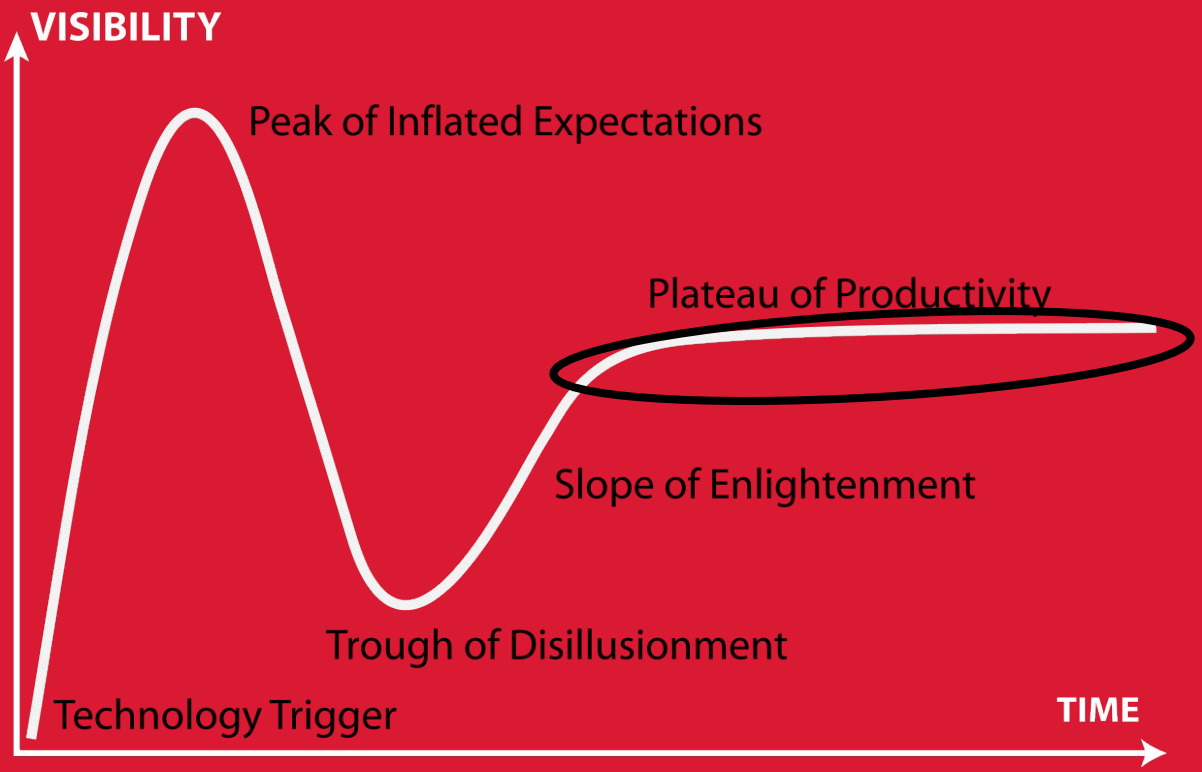
Maturity & Retirement



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Retirement- Stage of Life

- Relaxed
- Stable
- Self Driven

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Retirement- As a Contributor to a stable Open Source Project

- ➡️ New Connections
- ➡️ New Friends!
- ➡️ Old Friends!

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Retirement- For an Open Source Project

- Outreach
- Clarity
- Focus
- Stability

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Final words

➡️ Fun factor is not constant over time, and it's normal.
Try to **calibrate** fun and less fun, **and make things fun** where you can!

➡️ Any **investment** in lowering tech debt, simplifying processes, have easy onboarding, and early contributions are **good**

➡️ Have a clear focus, but don't hesitate to **adapt your focus** based on the world's needs.
It's not only you and your friends like you. It's **for** you, your friends, and **your future new friends**.

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Thanks!

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