

**What is the
Code of Conduct Committee
&
What are we working on?**



kubernetes



Name: Aeva Black
Pronouns: they/them
Role: OSS Technical PM
Company: Microsoft



Name: Karen Chu
Pronouns: she/her
Role: OSS Community PM
Company: Microsoft



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What's on the agenda?



- Current Committee Members
- Purpose of CoCC
- Scope of CoCC
- Committee Relationships
- Fostering an inclusive & welcoming environment
- Providing restorative support for our community and focusing on harm reduction
- Creating Transparent Processes
- Where to find us
- How do you get engaged?

Current Committee Members

Name: Aeva Black
Pronouns: they/them
Company: Microsoft

Name: Karen Chu
Pronouns: she/her
Company: Microsoft

Name: Tasha Drew
Pronouns: she/her
Company: VMware

Name: Tim Pepper
Pronouns: they/them
Company: VMware

Name: Celeste Hogan
Pronouns: she/her
Company: CNCF

Code of
Conduct
Committee

Steering
Committee



kubernetes

Purpose of CoCC

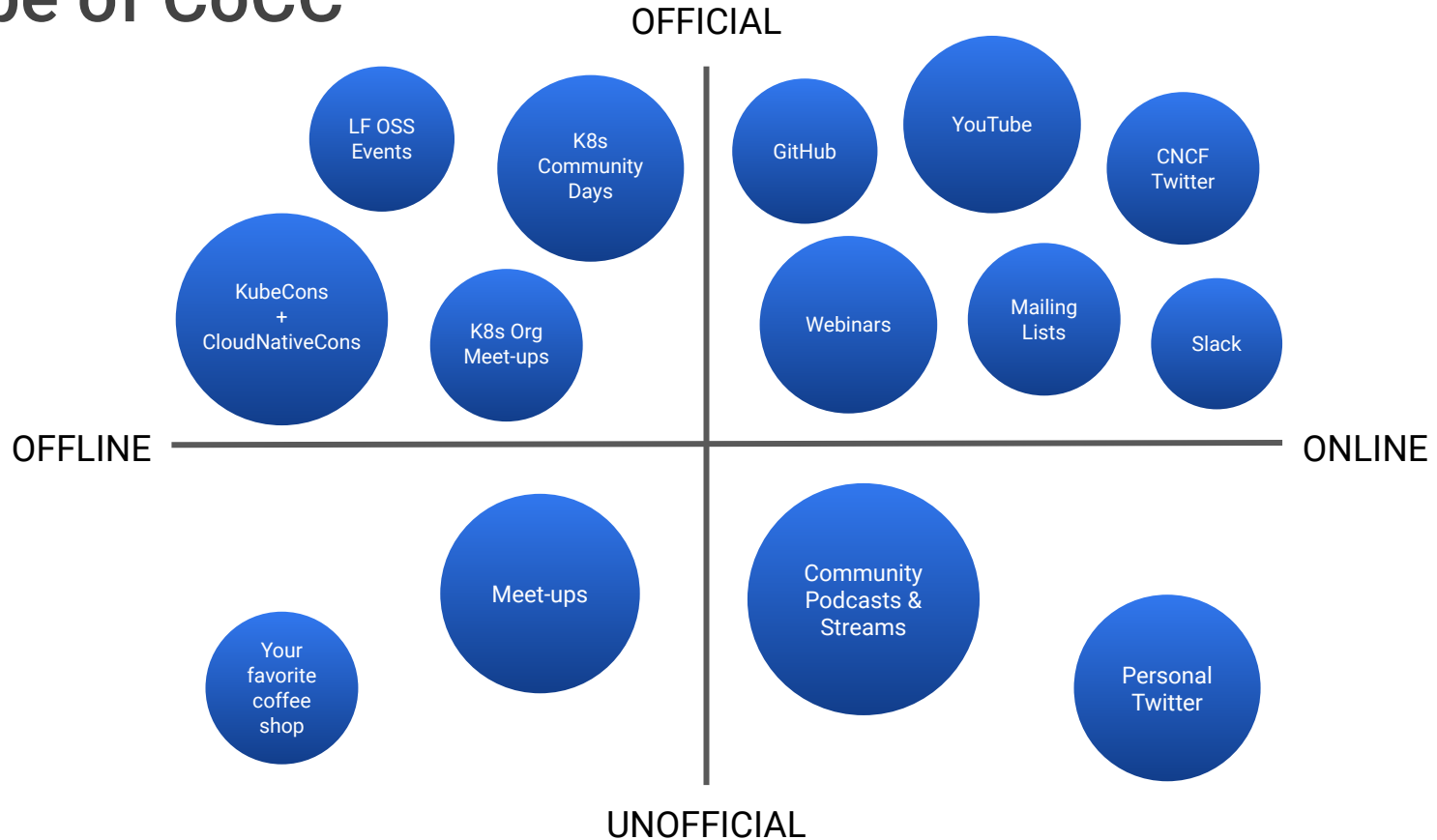
Our role is to provide, support, and enforce a well-considered viewpoint on what constitutes acceptable behavior within our community.

To do this, we focus on a restorative model that believes in the inherent good intent of all members of our community.

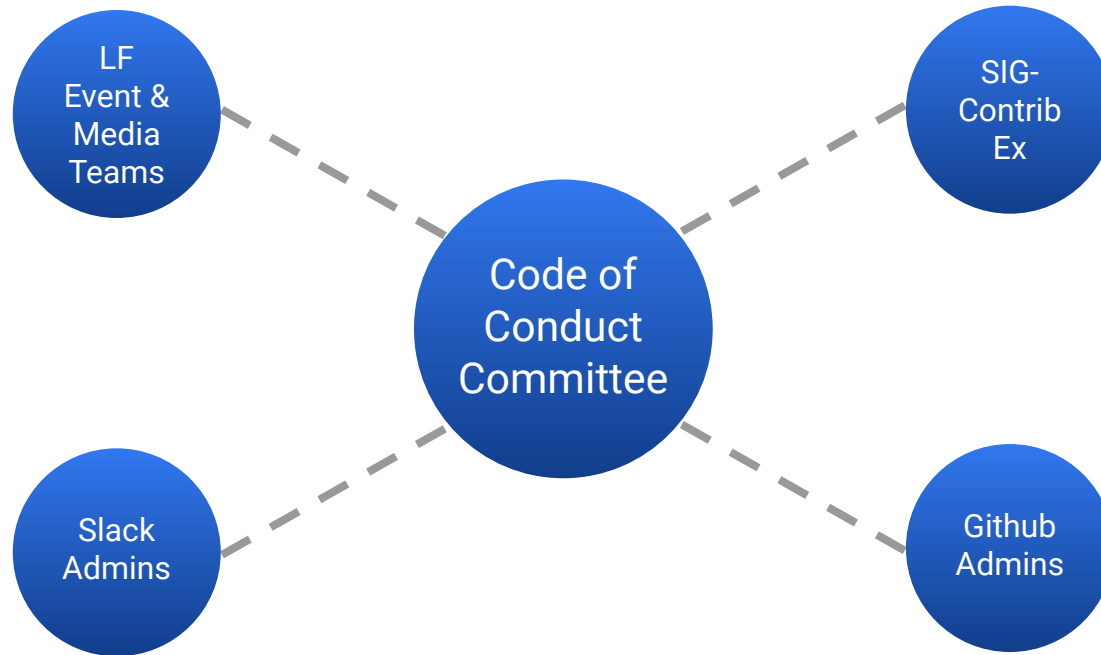
We believe that Codes of Conduct do not need to be punitive to be effective.



Scope of CoCC



Committee Relationships



Fostering an inclusive & welcoming environment

- When should you reach out to us *directly*?
 - If you're a lead & would like support related to culture
 - i. Doesn't have to be related to an incident!
 - ii. We're here to help in building an inclusive & welcoming culture 😊
 - When an incident happens

This is subjective! If you feel like something's "gone wrong", we're here to help.

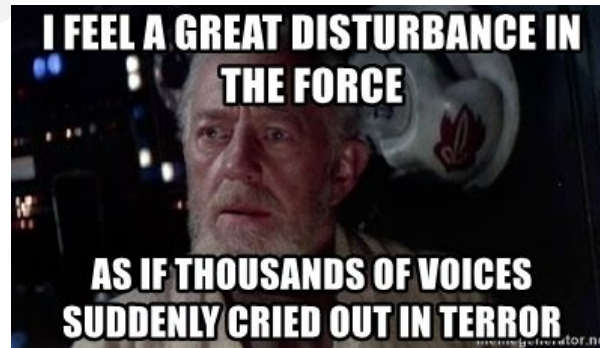
- How can you reach out to us?
 - DM committee members on Slack
 - Email to conduct@kubernetes.io



When non-inclusive behavior happens...

Are both parties members
of the community?

What's the larger context?



What's the impact if
we do something?

... or if we do *nothing*?

Is someone in threatened,
hurt, or in danger?



Providing restorative support for our community and focusing on harm reduction

- What happens if you contact us?
 - All communications are strictly confidential
 - We'll try to respond within 24 hours
 - We'll start a dialogue with you, and possibly others
 - And find a path towards community healing & individual growth

Punishment is literally our last resort.



Creating Transparent Processes

- Improve Documentation Regarding:
 - Our team's incident-response SLA
 - Report-receiving & triage procedures
 - Recusal Procedures
 - Reaching Consensus & Incident Response Process
 - Confidentiality Process
 - Member Onboarding & Offboarding
 - Educational Resources
 - Transparency Reports
- Document and formalize expectations and communication channels with:
 - Steering Committee
 - SIG-ContribEx
 - LF Events and Social Media teams
 - GitHub and Slack Admins



Where to find us

- How to reach us
 - conduct@kubernetes.io
 - DMs on the Kubernetes Slack
- Committee Members Slack Handles
 - @aeva
 - @Celeste Horgan
 - @karenhchu
 - @tasha
 - @tpepper



How do you get engaged?

Even with good intention, conflicts can occur.

We want you all to know that the CoC Committee is here to help the community heal, grow, and restore trust when bonds between community members are stressed or broken.

We want everyone to feel safe bringing their authentic self to Kubernetes! 💜💙💚💛❤️

You may not see our work ... but we're here for you if you need us.



Questions?



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