SUSTAINING FOSS PROJECTS

BY DEMOCRATIZING

THE SPONSORSHIP PROCESS

Duane O'Brien, indeed.com

He/Him : @DuaneOBrien : duaneo@indeed.com

Permissions Granted : 📸 📹 📰 📪 🧿

ABOUT ME

- Past Lives :

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  - 🧙‍♂️ DevsOps-ish Perl Guy

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- Next Life : 🤹‍♀️+ 🧛‍♀️ + 🧙‍♂️ + 🤖 = ?

STORY TIME

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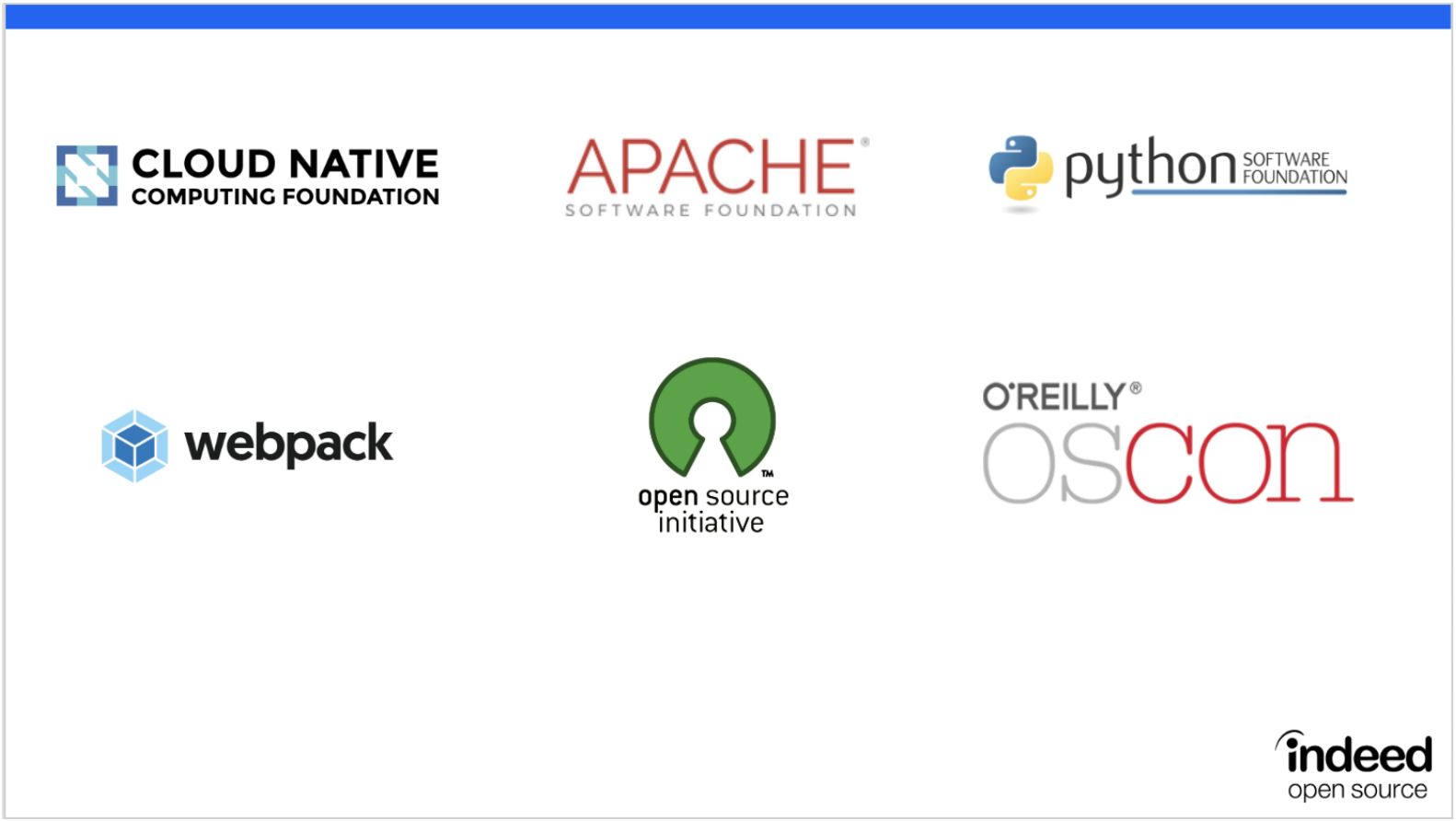
CLOUD NATIVE
COMPUTING FOUNDATION
APACHE
SOFTWARE FOUNDATION
python SOFTWARE FOUNDATION
webpack
open source
initiative
O'REILLY
OSCON
indeed
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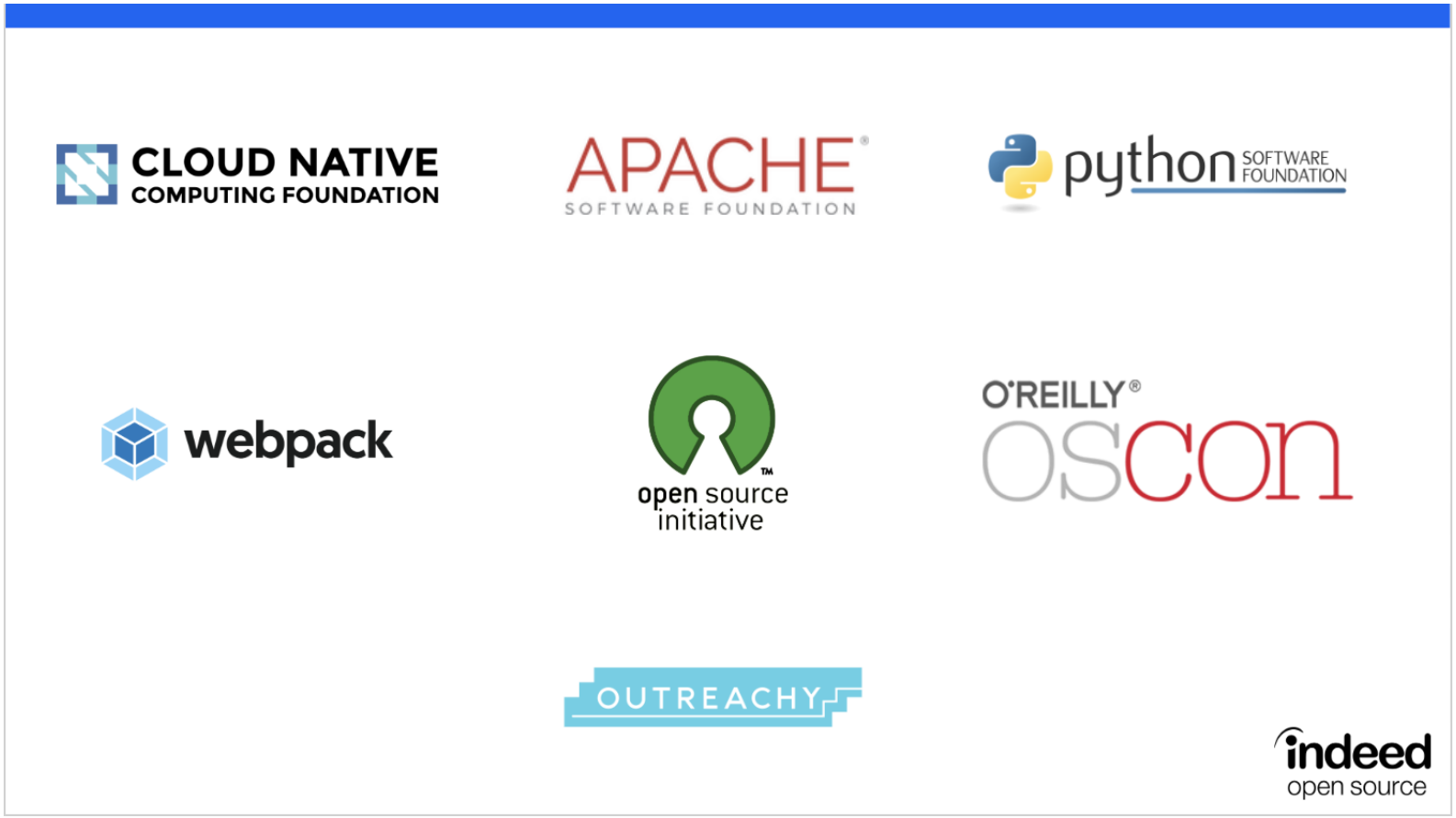
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WHY DID WE SPONSOR WEBPACK?

👩 "We should give money to Webpack."

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HOW IT SUPPOSEDLY WORKS

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Program Head Defines A Budget

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Program Head Selects Strategic Sponsorships

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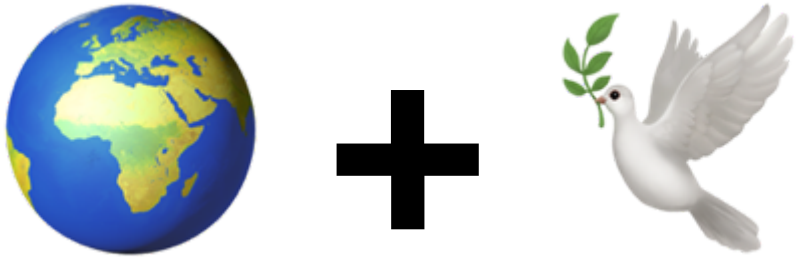
Program Head Defines A Budget

Program Head Selects Strategic Sponsorships

Sponsorships Signed Quarterly

WORLD PEACE



HOW IT ACTUALLY WORKS

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Program Head Requests Budget

HOW IT ACTUALLY WORKS

Program Head Requests Budget

Program Head Receives Adjusted Budget

HOW IT ACTUALLY WORKS

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Program Head Receives Adjusted Budget

Program Head Earmarks Sponsorships

JANUARY 1

HOW IT ACTUALLY WORKS

Several New Opportunities Arise 🤔 💡 💡 💡

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Senior Folks Make Recommendations 👴 👩‍💼 🧟‍♂️

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Reasonable Disagreements 😠 😈 😡 🤬 😾

COMPROMISE

THIS IS FINE EXCEPT...

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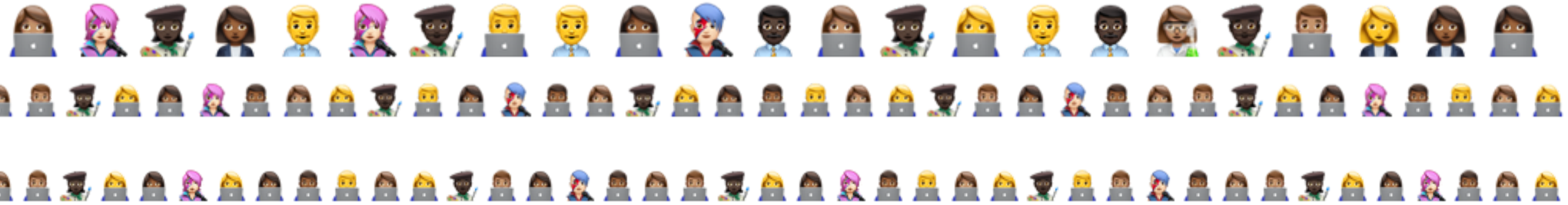
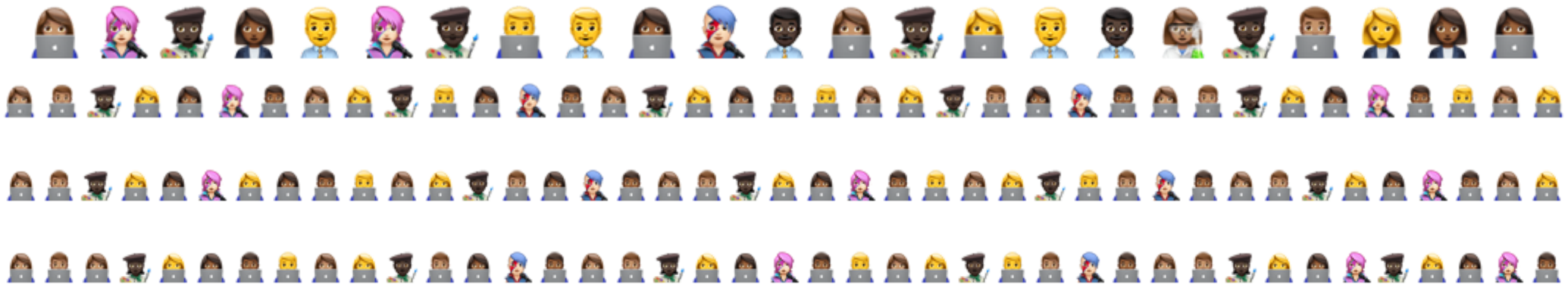
High Level Discussions Are Exclusive





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High Level Discussions Are Seldom Transparent

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Teams And Individuals Must Escalate Requests

FOSS
Contributor Fund

FOSS CONTRIBUTOR FUND

Dedicated Budget Unrelated To Orgs/Confs

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Projects Are Nominated By Employees

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Projects Must Meet Selection Criteria

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FOSS CONTRIBUTOR FUND

Dedicated Budget Unrelated To Orgs/Confs

Projects Are Nominated By Employees

Projects Must Meet Selection Criteria

Contributors Vote On Allocation : $10,000 /

PROJECT SELECTION CRITERIA

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✅ Must Use An OSI-Approved License

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✅ Must Have A Way To Receive Funds

PROJECT SELECTION CRITERIA

✅ Must Use An OSI-Approved License

✅ Must Be Used By Indeed

✅ Must Have A Way To Receive Funds

✅ Must Not Be Employee Owned

GOALS OF THE INITIATIVE

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🥅 Drive Open Source Participation Within Indeed

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- 🥅 Highlight Projects Important To Everyone

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- Support And Sustain Our Dependencies

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- Drive Open Source Participation Within Indeed
- Highlight Projects Important To Everyone
- Support And Sustain Our Dependencies
- Try Something New In The Sustainability Space

WHAT COULD POSSIBLY GO WRONG?

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🚫 Money Might Be Wrong For The Project

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Voting Might Select A Problematic Project

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🚨 Our Process Might Break Down

WHAT COULD POSSIBLY GO WRONG?

🚫 Money Might Be Wrong For The Project

🧟‍♂️ Voting Might Select A Problematic Project

🚨 Our Process Might Break Down

👮‍♀️ We Might Need To Curate Nominations

HOW DID WE GET EXECUTIVE BUY-IN?

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👨‍🔧 "TL;DR - $120k for a Sustainability Fund?"

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ALWAYS ASK

WHAT HAVE WE LEARNED SO FAR?

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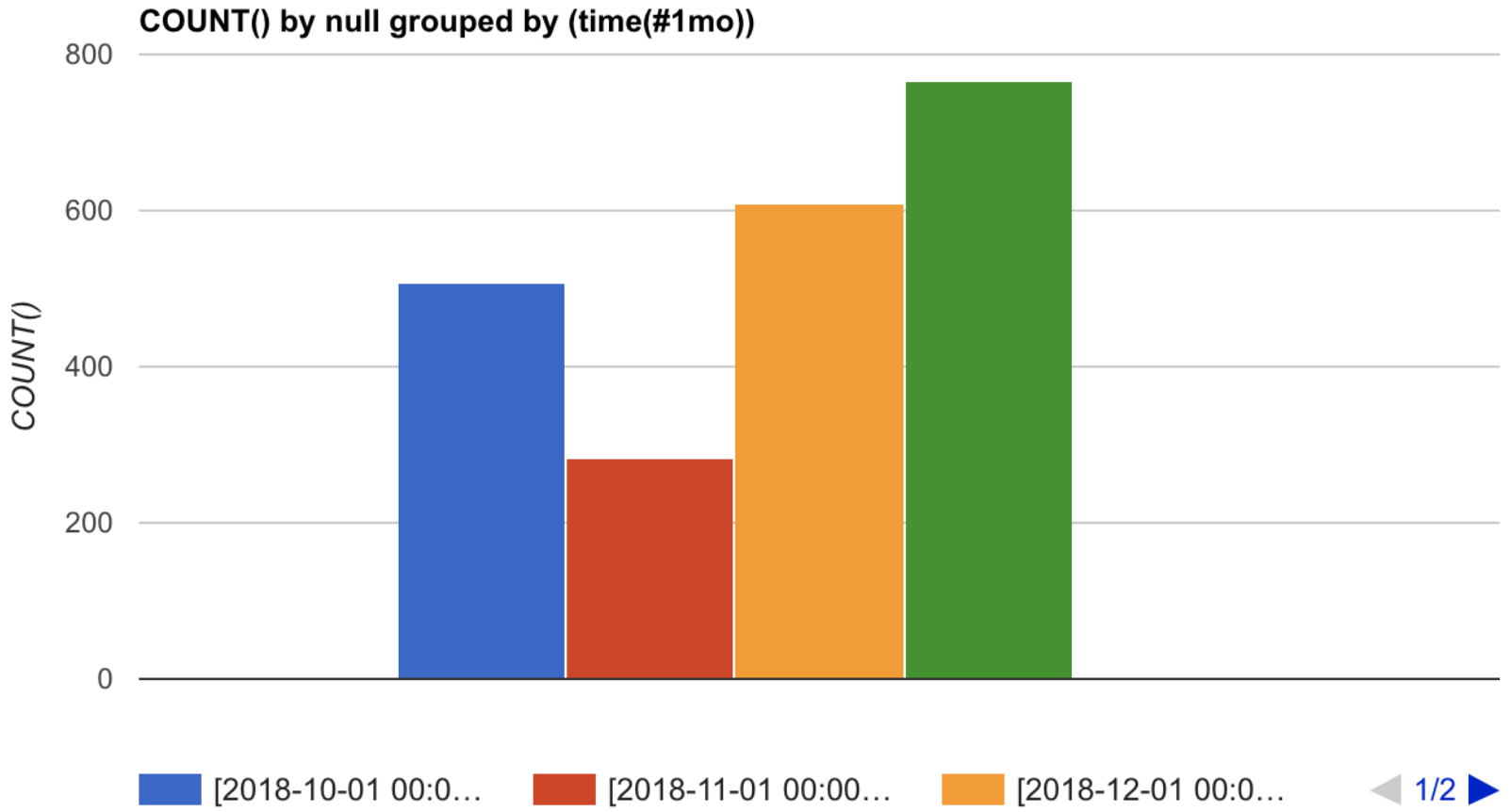
January Contributions:

WHAT HAVE WE LEARNED SO FAR?

January Contributions: Went Up! 📈

Employee Contributions - By Month

```
FROM ossContributions 2018-10-01 today GROUP BY time(#1mo) /* time …
```



WHAT HAVE WE LEARNED SO FAR?

January Contributions: Went Up! 📈

Nominated Projects:

WHAT HAVE WE LEARNED SO FAR?

January Contributions: Went Up! 📈

Nominated Projects: 20 Total

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Participation:

WHAT HAVE WE LEARNED SO FAR?

January Contributions: Went Up! 📈

Nominated Projects: 20 Total - 5 Unknown 🕵️‍♀️

Participation: TBD 🤷‍♂️ 🐥

WHAT CAN YOU DO?

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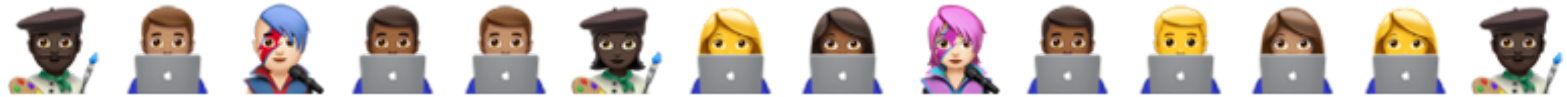
Always Ask : 

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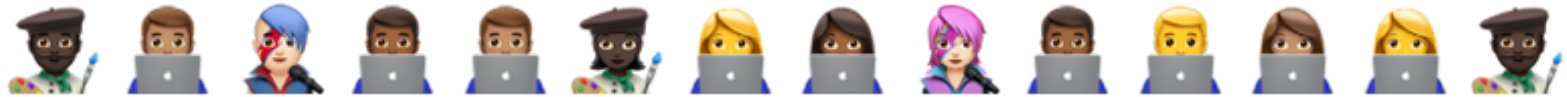
Always Ask : 

Start Now : opencollective.com/gift-cards

QUESTIONS?

THANK YOU