SUSTAINING FOSS PROJECTS
BY DEMOCRATIZING
THE SPONSORSHIP PROCESS

Duane O'Brien, indeed.com

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Permissions Granted : 🌟 📚 🎨 🎨 🎨 🎨
ABOUT ME

• Past Lives:
ABOUT ME

• Past Lives:
  ○ 💪♂ DevsOps-ish Perl Guy
ABOUT ME

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  ○ 🐒♂ DevsOps-ish Perl Guy
  ○ 🐒♂ Javascript Ruiner
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  - Agile Facilitator
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  - 🧙‍♂️ Open Source Enabler
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• Current Life : 🧑 Head Of Open Source at Indeed
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• Current Life : 👨‍💼 Head Of Open Source at Indeed

• Next Life : 👨‍👩‍👦‍👦 + 👩‍👩‍👧‍👦 + 👨‍👦 + 👤 = ?
STORY TIME
STORY TIME
STORY TIME
WHY DID WE SPONSOR WEBPACK?

👋 "We should give money to Webpack."
WHY DID WE SPONSOR WEBPACK?

"We should give money to Webpack."

"I think this is a fantastic idea."
WHY DID WE SPONSOR WEBPACK?

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"Awesome."
HOW IT SUPPOSEDLY WORKS
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Program Head Defines A Budget
HOW IT SUPPOSEDLY WORKS

Program Head Defines A Budget

Program Head Selects Strategic Sponsorships
HOW IT SUPPOSEDLY WORKS

Program Head Defines A Budget

Program Head Selects **Strategic** Sponsorships

Sponsorships Signed **Quarterly**
WORLD PEACE
HOW IT ACTUALLY WORKS
HOW IT ACTUALLY WORKS

Program Head Requests Budget
HOW IT ACTUALLY WORKS

Program Head Requests Budget

Program Head Receives Adjusted Budget
HOW IT ACTUALLY WORKS

Program Head Requests Budget

Program Head Receives Adjusted Budget

Program Head Earmarks Sponsorships
JANUARY 1
HOW IT ACTUALLY WORKS

Several New Opportunities Arise 😐💡💡💡
HOW IT ACTUALLY WORKS

Several New Opportunities Arise 🤔💡💡💡

Senior Folks Make Recommendations 🤔👩‍💼👨‍💼
HOW IT ACTUALLY WORKS

Several New Opportunities Arise 😐💡💡💡

Senior Folks Make Recommendations 👧🏻👨‍💼ätzlich️

High Level Discussions 🤓🧙‍♂️🧟‍♀️🧧❤️🧟‍♂️
HOW IT ACTUALLY WORKS

Several New Opportunities Arise 🤔💡💡💡

Senior Folks Make Recommendations 👧🏻♂️เกินไป

High Level Discussions 🤷🏼♂️🧙‍♂️👩🏼♂️👩🏼♂️

Reasonable Disagreements 😠😈😡😡😡
COMPROMISE
THIS IS FINE EXCEPT...
THIS IS FINE EXCEPT...

High Level Discussions Are Exclusive
THIS IS FINE EXCEPT...

High Level Discussions Are Exclusive

High Level Discussions Are Seldom Transparent
THIS IS FINE EXCEPT...

High Level Discussions Are Exclusive

High Level Discussions Are Seldom Transparent

Teams And Individuals Must Escalate Requests
FOSS CONTRIBUTOR FUND

Dedicated Budget Unrelated To Orgs/Confs
FOSS CONTRIBUTOR FUND

Dedicated Budget Unrelated To Orgs/Confs

Projects Are Nominated By Employees
FOSS CONTRIBUTOR FUND

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Projects Must Meet Selection Criteria
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Contributors Vote On Allocation
FOSS CONTRIBUTOR FUND

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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
PROJECT SELECTION CRITERIA

✅ Must Use An OSI-Approved License

✅ Must Be Used By Indeed
PROJECT SELECTION CRITERIA

✅ Must Use An OSI-Approved License

✅ Must Be Used By Indeed

✅ 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
GOALS OF THE INITIATIVE

- Drive Open Source Participation Within Indeed
- Highlight Projects Important To Everyone
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- Drive Open Source Participation Within Indeed
- Highlight Projects Important To Everyone
- Support And Sustain Our Dependencies
GOALS OF THE INITIATIVE

- 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?
WHAT COULD POSSIBLY GO WRONG?

Money Might Be **Wrong** For The Project
WHAT COULD POSSIBLY GO WRONG?

_money might be wrong for the project_

_voting might select a problematic project_
WHAT COULD POSSIBLY GO WRONG?

Money Might Be Wrong For The Project

Voting Might Select A Problematic Project

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?"
HOW DID WE GET EXECUTIVE BUY-IN?

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

"I think this is a fantastic idea." 👴‍♂️
HOW DID WE GET EXECUTIVE BUY-IN?

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

"I think this is a fantastic idea." 🧼♂

"... "
WHY DID WE SPONSOR WEBPACK?

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ALWAYS ASK
WHAT HAVE WE LEARNED SO FAR?
WHAT HAVE WE LEARNED SO FAR?

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
WHAT HAVE WE LEARNED SO FAR?

January Contributions: Went Up! 📈

Nominated Projects: 20 Total - 5 Unknown ♂️
WHAT HAVE WE LEARNED SO FAR?

January Contributions: Went Up! 📈

Nominated Projects: 20 Total - 5 Unknown 🧐♀

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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Get In Touch: opensource@indeed.com
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Advocate For Projects : 🗣️🗣️🗣️🗣️🗣️🗣️🗣️🗣️
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Always Ask : 🧙‍♂️👩‍💻🧛‍♀️👨‍💻👨‍💻👨‍💻👨‍💻👩‍💻👨‍💻👨‍💻👨‍💻
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Always Ask: 🧑‍💻🧑‍💻🧑‍💻🧑‍💻🧑‍💻🧑‍💻🧑‍💻🧑‍💻🧑‍💻

Start Now: opencollective.com/gift-cards
QUESTIONS?
THANK YOU