Are we being inclusive with our recognitions?

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My open source communities journey

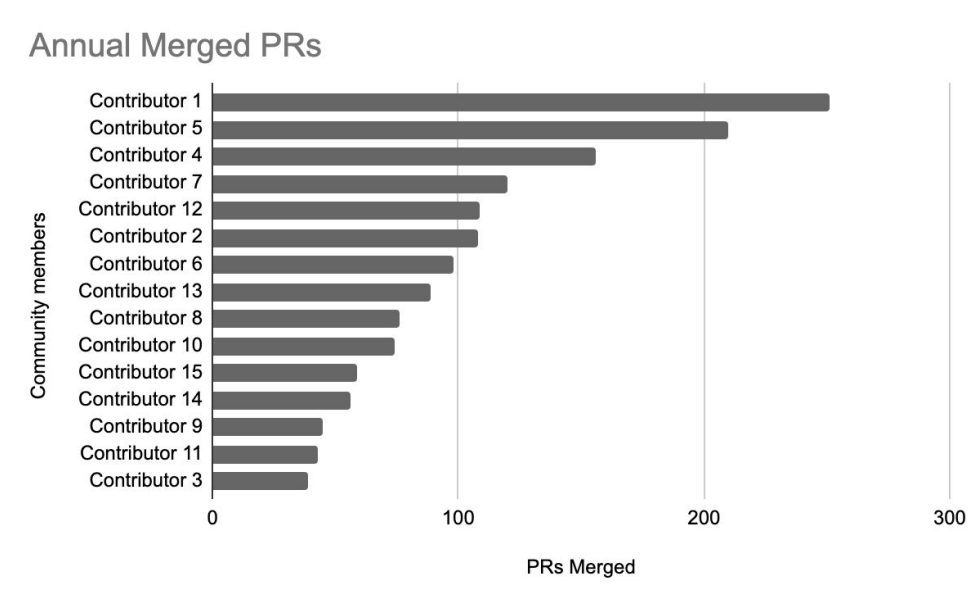
https://cube.dev/

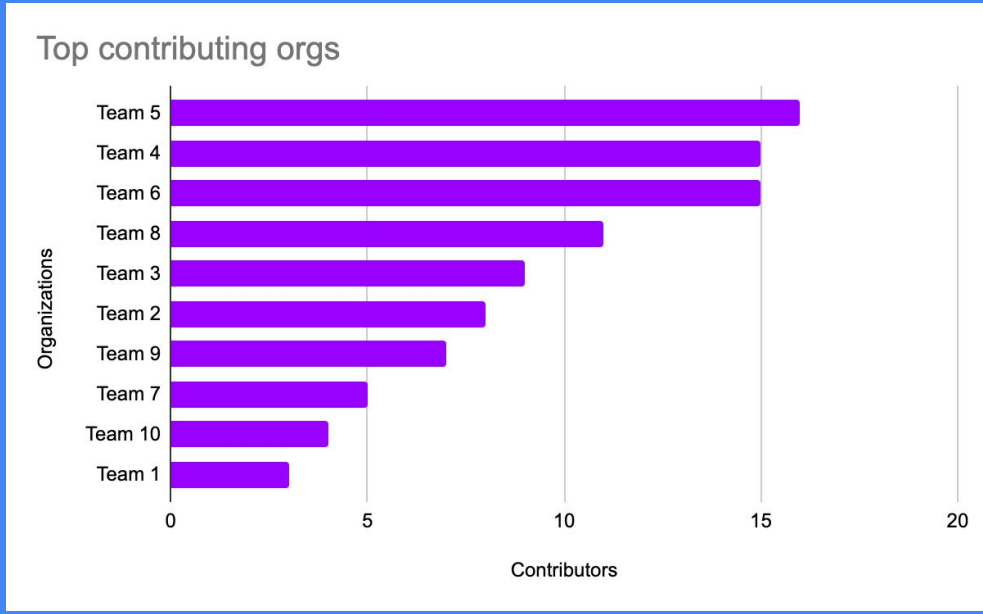
What we'll discuss today

- Why recognitions are important
- Some of the more typical recognitions
- Challenges
- So how can we be more inclusive?
- Q&A

Why is community recognition important?

What we see often…





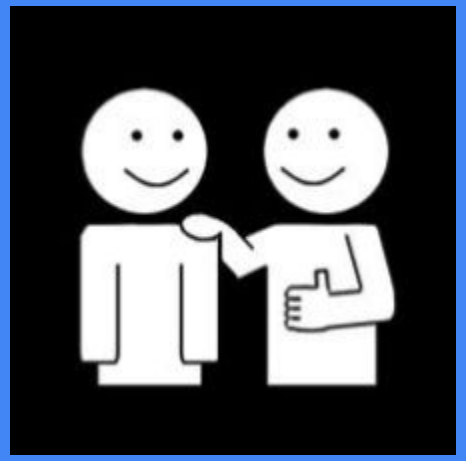
Issues:

- Tendency to focus on code
- Too much emphasis on metrics (or thing that can easily be quantified)

But what about….

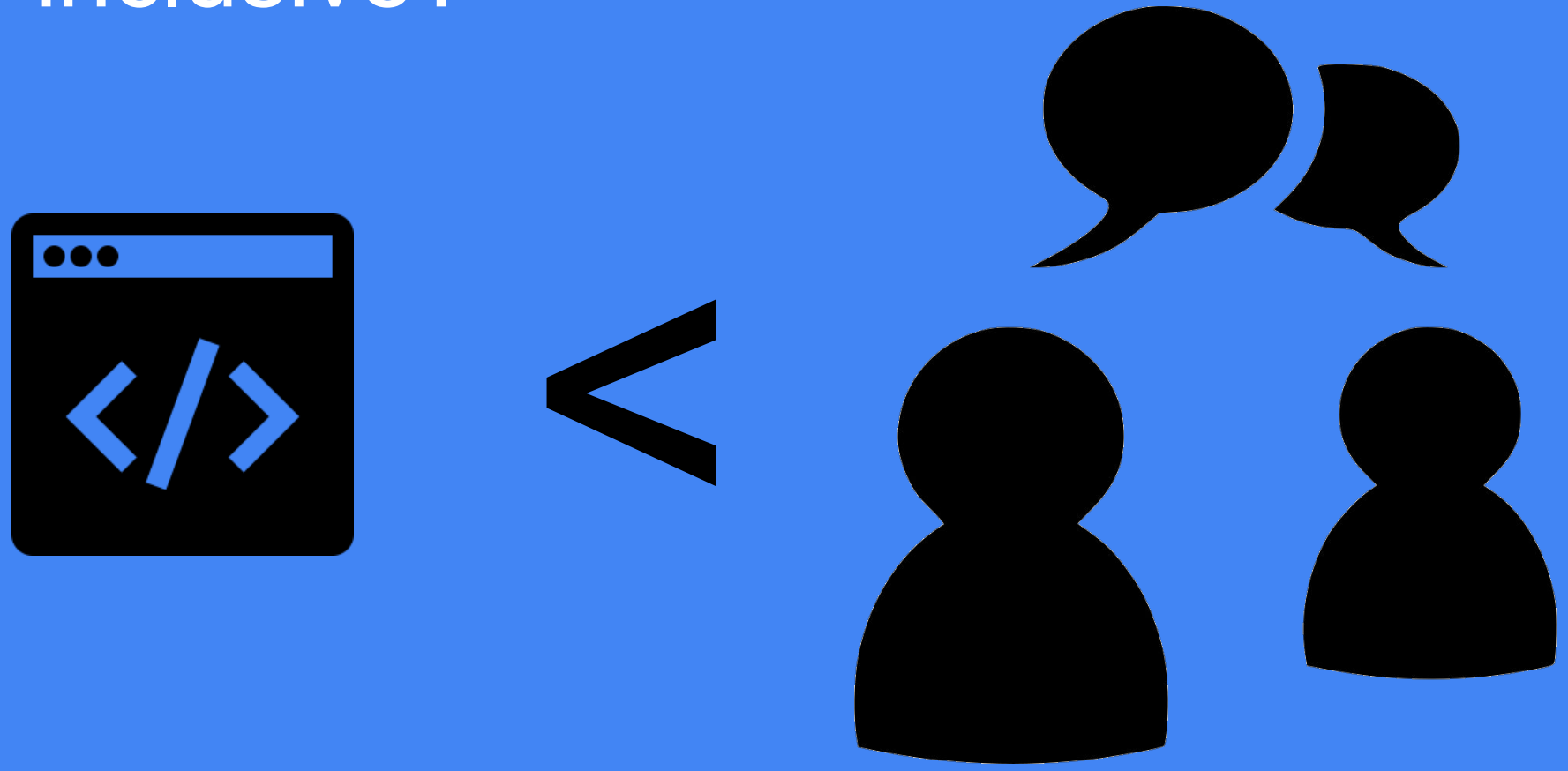
Not everyone is comfortable with public recognitions

vs.



- Is the recognition for the individual or to show off how great your community is?
- Is everyone comfortable with titles like Ambassadors, Heroes, Top Contributors, etc.?
- Some are motivated by the process of contributing to the community (rather than individual accomplishments).

So, what can we do to make recognitions more inclusive?



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So, what can we do to make recognitions more inclusive?

- Be timely with recognitions.
  - Even if it's a simple "thank you".
- It's not always about the merchandise.
- Let community members participate in the process.
  - e.g. through nomination forms, voting, etc.
- Avoid "ranking" contributions/contributors.
- Try to ensure that the merchandise is appropriate for different people.

Wrapping up…

- The main purpose of the recognition should be to ***Thank community members***.
- Look for who's participating in your community and how they're participating/contributing.
- Find ways to use recognitions to provide opportunities for relationship building & community celebration.

THANK
YOU
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