

# RESOURCES

## Phase II: Diversification



### Activity: Expanding Your Contributor Community

#### Goals

1. Understand the range of various contribution methods and support systems and how they function
2. Understand what adopting different contribution methods or support systems could mean for your own program
3. Identify one or two new contribution methods or support systems for your program to pilot

#### Prerequisites

None

#### Who Should Participate?

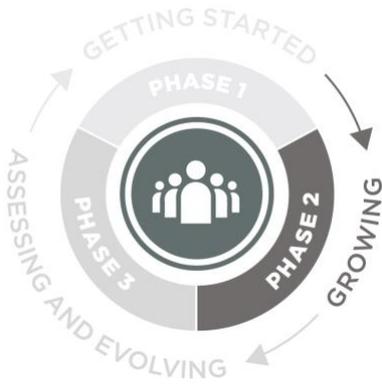
Program leadership (strategic thinkers), Program management (tactical thinkers)

#### Length

X minutes

#### Activity Instructions

1. Start with 5-10 minutes of silent reflection to read through the list of typical community contribution methods below and choose 3-5 that your program is not currently doing, and that you think have the most potential to expand your contributor community. Feel free to add new items to the list, and/or cross off those items that your program is already doing.
2. On a physical or virtual whiteboard, hold a sticker vote to identify those community contribution methods the group would like to discuss further.
  - o In a sticker vote, each participant is assigned a number of stickers - these can be physical stickers in an in-person event or a specified piece of text (e.g., +1) in a virtual environment. Participants place their stickers or text alongside the options they're voting for, according to the parameters of the exercise (e.g., most important, most likely, most interesting, etc.).
3. Take the top three-five vote getters and discuss the benefits and limitations of each, and how they may or may not work for your program. Suggested discussion prompts:
  - a. What options hold the highest likelihood of success?
  - b. What would we enjoy doing?
  - c. How would any of these methods change what we do?
  - d. What is most in keeping with our mission?
  - e. Who will be responsible for managing the work this method requires? Will it change their roles and responsibilities?
4. What direct and indirect costs would be required to support this method (e.g., direct payments, staff time, hardware purchases, etc.). Do the potential benefits outweigh the costs?
5. As a group, determine the top two new contribution types from your list that you would like to consider for your program.
  - o The Gradients of Agreement chart below may help identify which methods are on and/or off the table. Instructions for the Gradients of Agreement are provided with the chart.



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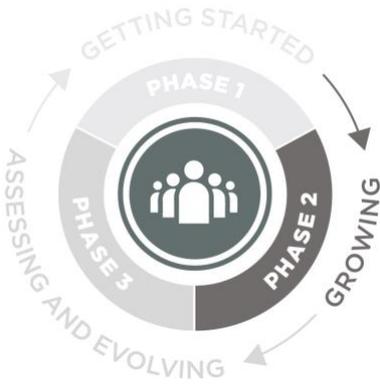
### Activity: Expanding Your Contributor Community

6. Move to your program or home organization's piloting process or workflow. If you do not have a standard piloting process or workflow, you can view and edit a sample pilot project plan [here](#).

#### Community Contribution Types

Source: <https://chaoss.community/metric-types-of-contributions/>

- Bug Triaging
- Community Building and Management
- Documentation Authorship
- Event Organization
- Financial Management
- Legal Counsel
- Localization/L10N and Translation
- Marketing and Campaign Advocacy
- Public Relations - Interviews with Technical Press
- Quality Assurance and Testing
- Reviewing Code
- Security-Related Activities
- Social Media Management
- Speaking at Events
- Teaching and Tutorial Building
- Troubleshooting and Support
- User Interface, User Experience, and Accessibility
- User Support and Answering Questions
- Website Development
- Writing Articles
- Writing Code



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#### GRADIENTS OF AGREEMENT

1	<b>Endorsement</b>	<input type="text"/>
2	<b>Endorsement with minor point of contention</b>	<input type="text"/>
3	<b>Agreement with reservations</b>	<input type="text"/>
4	<b>Abstain</b>	<input type="text"/>
5	<b>Stand aside</b>	<input type="text"/>
6	<b>Formal disagreement, willing to go with majority</b>	<input type="text"/>
7	<b>Formal disagreement, desolved of responsibility</b>	<input type="text"/>
8	<b>Block/veto</b>	<input type="text"/>

Tally votes  
in each box

To use the Gradients of Agreement chart:

1. Record the proposal being used (e.g. on a flipchart or virtual whiteboard/document)
2. Confirm that everyone understands the proposal, and make any necessary changes
3. Read through the gradient definitions, from Endorsement to Veto
4. Poll the participants to see where everyone stands. Note that the results show the level of support for a proposal, final decisions will take the results into account but are not based solely on the poll