

# IMPLICIT NONE: intentional inclusion and diversity in the RSE movement

NL-RSE 2019-11-20

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 ixek

# About me



Developer advocate @ Microsoft – scientific computing  
and machine learning

RSE Society trustee

Editor for JOSS

Champion for open source in research and education

Champion for diversity, inclusion and accesible tech

PSF fellow

GDE for Tensorflow

# Outline

1

## The role of the RSE

A multi-hyphen role

2

## Intentional inclusion

Why we should care about it

3

## Community and culture change

Aiming for sustainability

# What is an RSE?

It depends who you ask

Researcher who codes

A developer who conducts research

A developer working on research software

Someone who studies research software

Someone who studies the impact of software in research

# The multi- hyphen RSE

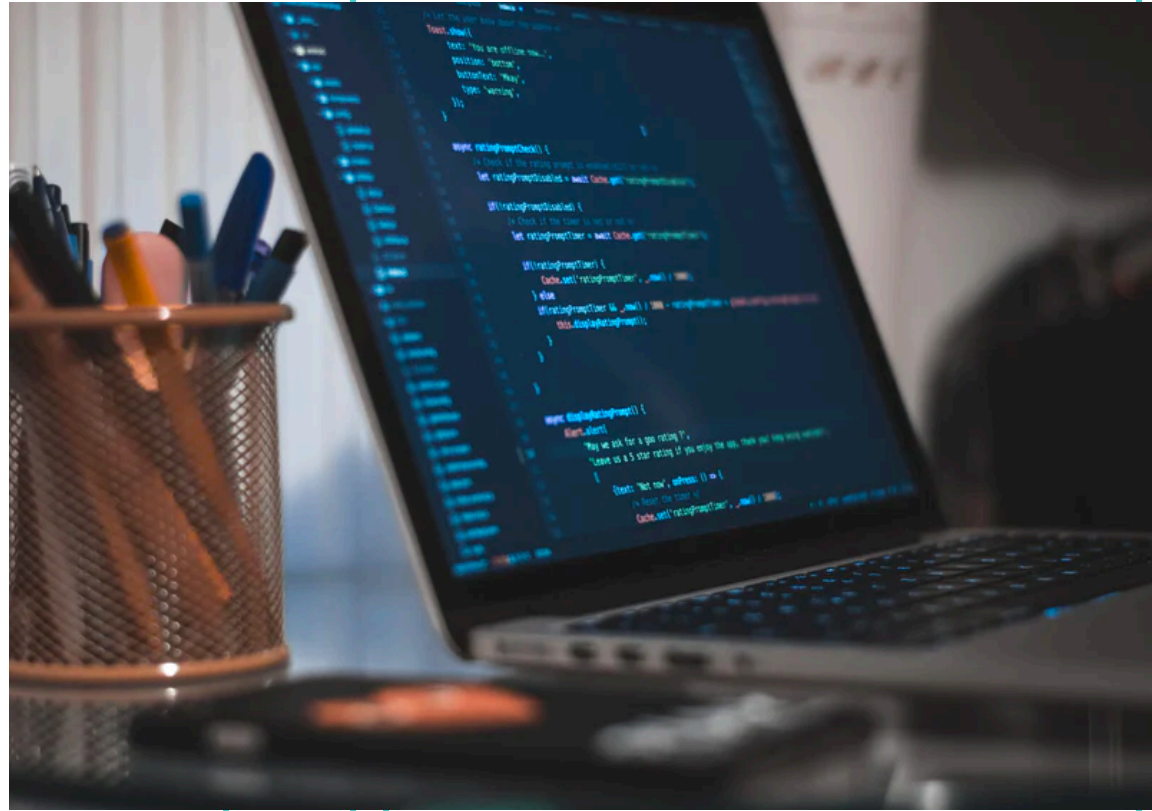
Emma Gannon defines a typical multi-hyphenate as someone who struggles to answer the question “what do you do?”.



What are RSEs if  
not multi-hyphen  
professionals?

# Developers

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# Community builders

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# Innovators

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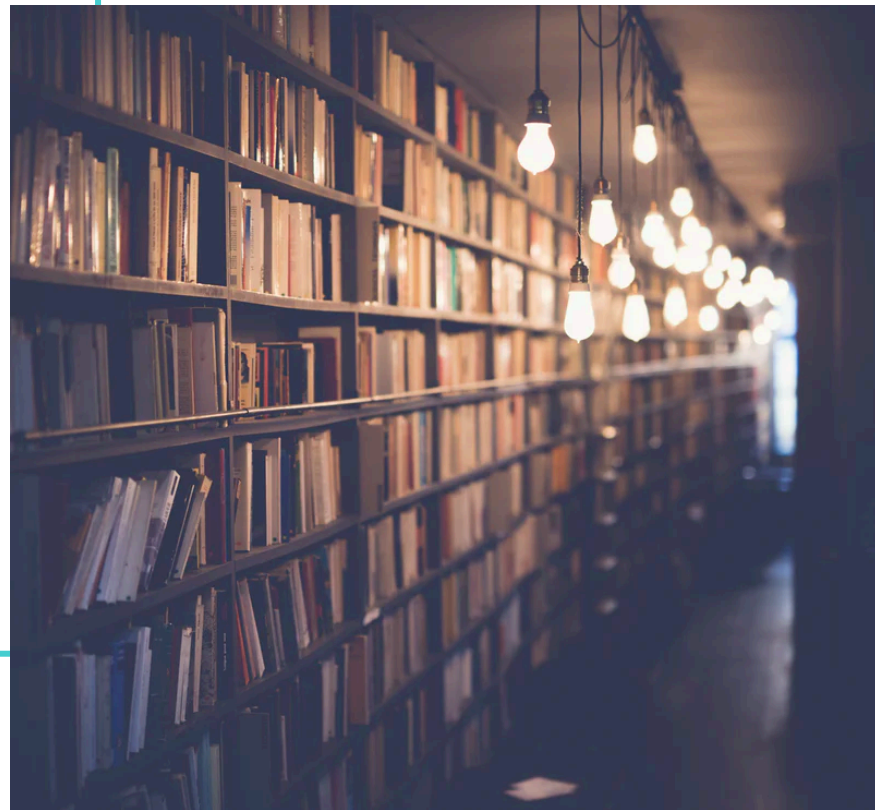
# Teachers and mentors

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# Archivists

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# Researchers

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# Activists

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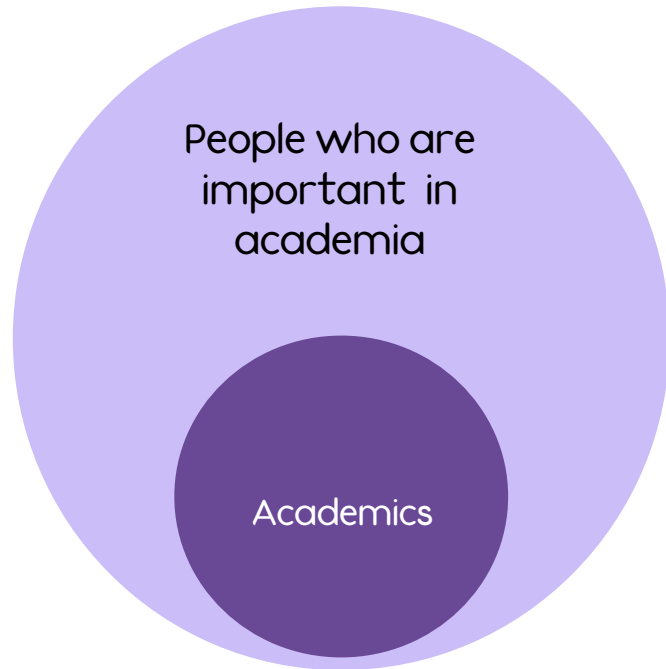
# Outcasts

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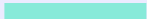
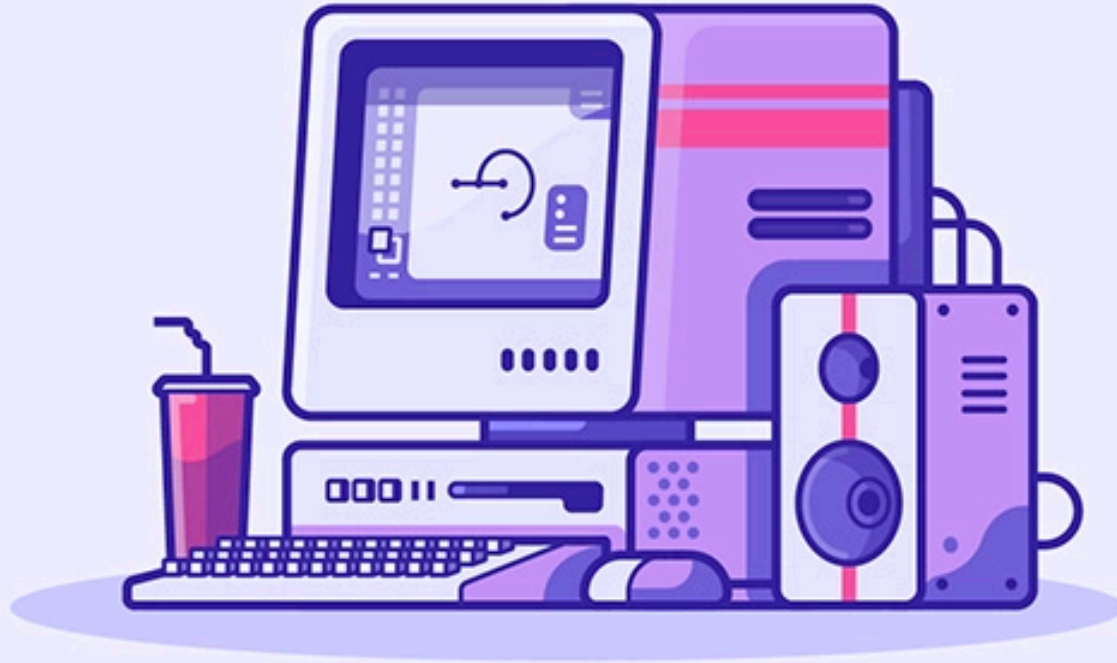


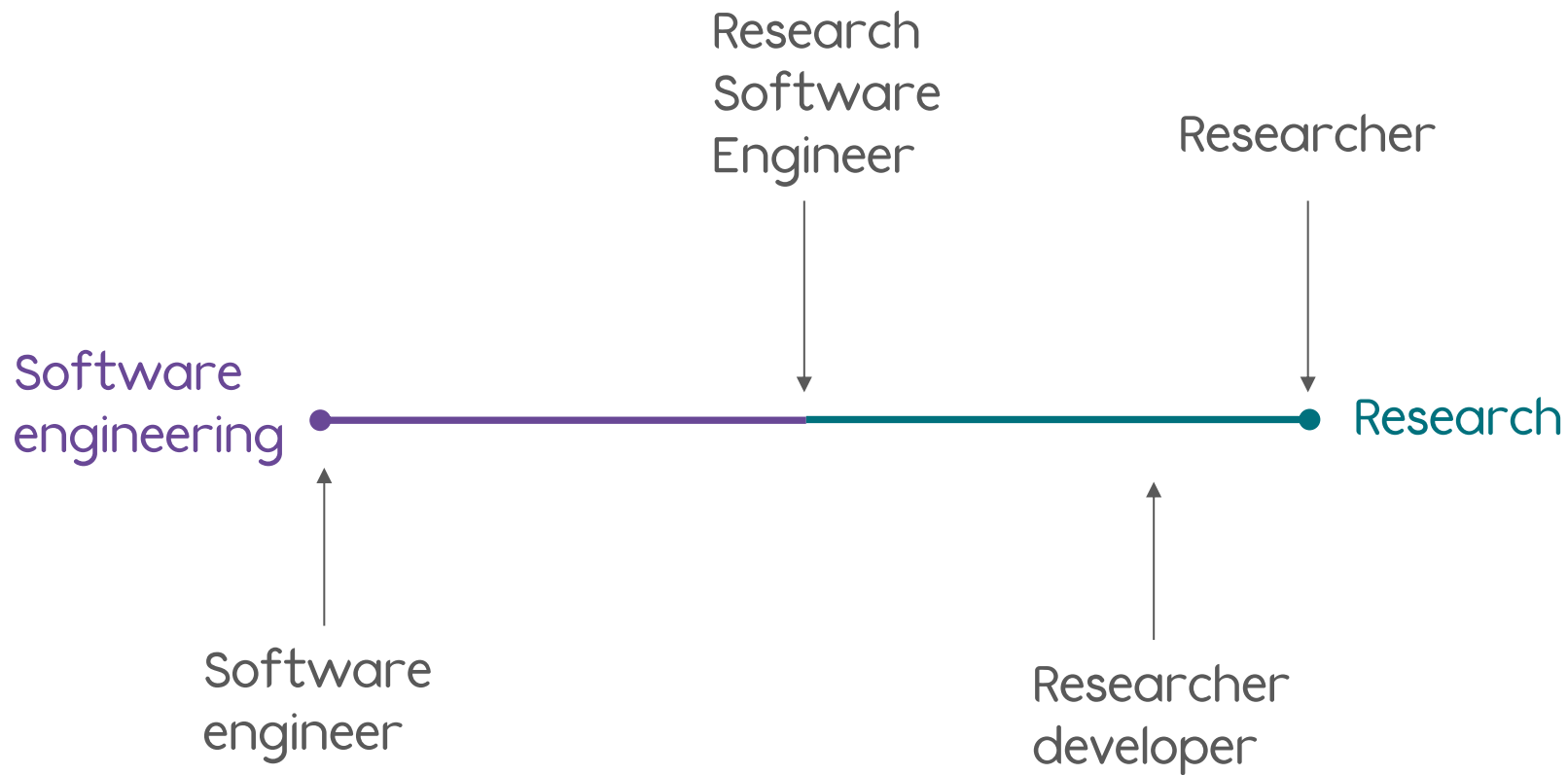
# The Venn of academic importance

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This has changed the  
world and research





Intentional inclusion



# The emergence of the RSE

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The rise of a  
community

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A blank, light brown, rectangular tag with a hole and a string. The tag is made of a textured material, possibly cardboard or heavy paper. It has a hole on the left side, through which a light-colored string is threaded. The string is knotted at both ends. The tag is positioned diagonally on a white background.

An opportunity to  
self-describe

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“Nothing is more powerful  
than an idea whose time has  
come.”

— Victor Hugo

# So what have we been doing since 2012?

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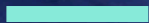
We have been finding our tribe, our  
family.... A place where we can  
self-identify.

We have ~~found~~ claimed our place



So, is that it?

# Delegates RSE con UK 2019



Google My Maps



Why should we invest in fostering inclusive communities?

# An inclusive community

- Values diversity.
- Respects all its citizens, gives them full access to resources, and promotes equal treatment and opportunities.
- Works to eliminate all forms of discrimination.
- Engages its members in decision-making processes that affect their lives.
- Responds quickly and effectively to impacting incidents.



Reference: The Community Tool Box, <https://ctb.ku.edu/en/table-of-contents/culture/cultural-competence/inclusive-communities/main>



Scriberia 

“ The work of building inclusive communities **takes time, patience, perseverance, and courage**, because this work is about **transforming attitudes, behaviors, and policies**.

It requires strategies that operate at multiple levels, including the individual, group, and institutional levels.”

Kien Lee, Contributor of ‘The  
Community Tool Box’



## ***Diversity & Inclusion (D&I) go hand in hand***

Diversity is the about “attracting different people”  
of diverse skills, backgrounds, and experiences to work together

Inclusion is about “empowering them” by providing an environment  
that brings the best of combined skills, backgrounds and experiences

# Inclusiveness is

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- Inclusion of individuals or groups who were previously excluded
- Measured in terms of eligibility, opportunities, and involvement  
in decision making and leadership
- Achieved when members share and not compete for resources

# Inclusion

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**Process** by which a community values , includes and involves diversity to improve its well-being

Aims towards **providing access** to community resources to achieve social equality

# Inclusiveness

**Outcomes** of inclusive policies and actions undertaken in a diverse community to improve its well-being

Aims towards **achiving diversity** in community leadership and decision making



Scriberia 

# We've come this far

Let's go even further...

## As a community



### **Survival**

The first years are about survival:  
finding others that can create a  
critical mass.

Creating momentum and an  
identity.



### **Consolidation**

We need to enter a consolidation  
phase: where inclusiveness is a  
priority.

Where we drive cultural change  
from within.

## What is next?

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### Search

Find and reach out to those previously excluded groups (i.e. language, geographical location, institutional policies, backgrounds)

### Empower

Onboard and empower those groups .

Help them self-define within the community.

### Drive

Drive the community – how can we better serve our local, regional and local community. Understand local and global challenges.

### Expand


Build stronger connections with intersectional communities.

August 27, 2019

Working paper

Open Access

# Raising the Profile of Research Software

 Akhmerov, Anton;  Cruz, Maria;  Drost, Niels;  Hof, Cees;  Knapen, Tomas;  Kuzak, Mateusz;  Martinez-Ortiz, Carlos;  Turkylmaz-van der Velden, Yasemin;  van Werkhoven, Ben

Research software is fundamental to contemporary research, yet it does not receive the recognition it rightfully deserves. This needs to change, particularly in the context of the discussions around open science and reproducibility. We argue that if open science is to truly lead towards better, more transparent, and reproducible research, then research software needs to be treated in equal footing to research data and publications at the policy level.

In this paper, we present a concrete followup to the DORA declaration in the form of recommendations for raising the profile of research software. We divide our recommendations into four categories: Software availability and quality, Software sustainability, Training, and Human capital.

These recommendations provide steps for achieving recognition for research software as a fundamental and vital component of research.

Preview



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**Communities:**

Netherlands eScience Center

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# Leaders...

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We are not the leaders of tomorrow...  
we are the leaders of today





PASSION LED US HERE

But our people will  
take us far far beyond

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# Thanks!

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