IMPLICIT NONE: intentional inclusion and diversity in the RSE movement

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10.6084/m9.figshare.10411349
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 accessible tech

PSF fellow
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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
Community builders
Project managers
Innovators
Teachers and mentors
Archivists
Researchers
Activists
Outcasts
The Venn of academic importance

People who are important in academia

Academics

Everyone else
This has changed the world and research
Researcher
Software engineer
Research
Software Engineer
Researcher developer
Research
Software engineering

https://slides.com/simonhettrick/why-recognising-scientific-software-experts-is-key-to-open-science
Intentional inclusion
The emergence of the RSE
The rise of a community
An opportunity to self-describe
“Nothing is more powerful than an idea whose time has come.”

— Victor Hugo
So what have we been doing since 2012?

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
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.

“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 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

- 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**

**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.

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**Inclusiveness**

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

Aims towards **achieving diversity** in community leadership and decision making.

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Ref: C. Talmage and R. C. Knopf, Springer International Publishing AG 2017, New Dimensions in Community Well-Being
TIME FOR A CULTURAL SHIFT...

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.
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.

What is next?
Raising the Profile of Research Software

Akhmerov, Anton; Cruz, Maria; Drost, Niels; Hof, Coes; Knappen, Tomas; Kuzak, Mateusz; Martinez-Ortiz, Carlos; Turkyilmaz-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.

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 Leaders...

 We are not the leaders of tomorrow...

 we are the leaders of today
But our people will take us far far beyond
Thanks!

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