

# Stay For The Community

Pacific Northwest Drupal Summit 2014

Greg Dunlap  
@heyrocker

# Seattle Drupal User's Group

**Note to my usual 4 readers:** This post is heavily nerdy and computery.

On Wednesday my co-worker [Gary Love](#) and I gave a presentation to the [Seattle Drupal User's Group](#). Drupal is an [open source content management system](#), which I have been working with for the last year or so. It is a pretty amazing piece of software. Any one of you could, with maybe half an hour of help, have a very functional website running for your organization using Drupal. This would include blogging and news items, photo upload and galleries, forums, user profiles, custom content types, page creation, etc etc etc. I am currently in the process of setting up a Drupal site for a pinball/video game show that was [fully functional](#) in a couple hours with no custom code written. It didn't look pretty (that still takes some time and effort) but it worked. This is, in my mind, pretty fucking amazing. It is just one more step to democratizing the internet, lowering the barrier to entry for non-profits and community organizations so they can get as much done as any larger player.



Gary is the senior producer for [NWsource.com](#) and he's pretty sort of amazing. He really "gets" the internet and the online space, especially as it relates to media. When he got hired we immediately hit it off. At one of our first meetings, we sat down on the couches in front of [this window](#) and he asked me to tell him about how our site is built on a day to day basis. I won't go into the details here, but Gary recognized that we needed an over-arching system to build our site with. He always talks about "the

## Expand options in the "Gender" profile field

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Posted by [webchick](#) on March 24, 2010 at 11:06pm

Some background reading for those who read this title and went "Huh?!": [http://en.wikipedia.org/wiki/Gender\\_identity](http://en.wikipedia.org/wiki/Gender_identity)

A few people have approached me and pointed out that there are people who identify as neither male nor female, and our current binary selection on the Drupal.org Gender profile field excludes them. Since it is quite literally impossible to create a drop-down that lists every possible value of gender identity, we kicked this around in IRC and came up with the following proposal:

- Male
- Female
- Transgender
- Other

Another idea that was kicked around was changing this field to free-tagging, but that strikes me as a data integrity nightmare given what the issue tag vocabulary looks like. :P So this solution feels like a pretty happy medium.

CiviCRM is one application that ships with Male / Female / Transgender, so there is precedent for this out there. And "Other" is a broad category that can encompass everything else. And "None of your damn business" folks can still leave the field blank.

I'd like to go ahead and make this change, but wanted to put it up for discussion first.

# Drupal™

Come for the software, stay for the community





# The TYRANNY of STRUCTURELESSNESS

by Joreen

**During** the years in which the women's liberation movement has been taking shape, a great emphasis has been placed on what are called leaderless, structureless groups as the main if not sole organizational form of the movement. The source of this idea was a natural reaction against the over-structured society in which most of us found ourselves, the inevitable control this gave others over our lives, and the continual elitism of the Left and similar groups among those who were supposedly fighting this overstructuredness.

The idea of structurelessness, however, has moved from a healthy counter to those tendencies to becoming a goddess in its own right. The idea is as little examined as the term is much used, but it has become an intrinsic and unquestioned part of women's liberation ideology. For the early development of the movement this did not much matter. It early defined its main goal, and its main method, as consciousness-raising, and the "structureless" rap group was an excellent means to this end. The looseness and informality of it encouraged participation in discussion, and its often supportive atmosphere elicited personal insight. If nothing more concrete than personal insight ever resulted from these groups, that did not much matter, because their purpose did not really extend beyond this.

The basic problems didn't appear until individual rap groups exhausted the virtues of consciousness-raising and decided they wanted to do something more specific. At this point they usually floundered, because most groups were unwilling to change their structure when they changed their tasks. Women had thoroughly accepted the idea of "structurelessness" without realizing the limitations of its uses. People would try to use the "structureless" group and the informal conference for purposes for which they were unsuitable out of a blind belief that no other means could possibly be anything but oppressive.

If the movement is to grow beyond these elementary stages of development, it will have to disabuse itself of some of its prejudices about organization and structure. There is nothing inherently bad about either of these. They can be and often are misused, but to reject them out of hand because they are misused is to deny ourselves the necessary tools to further development. We need to

## Formal and Informal Structures

Contrary to what we would like to believe, there is no such thing as a structureless group. Any group of people of whatever nature that comes together for any length of time for any purpose will inevitably structure itself in some fashion. The structure may be flexible; it may vary over time; it may evenly or unevenly distribute tasks, power, and resources over the members of the group. But it will be formed regardless of the abilities, personalities, or intentions of the people involved. The very fact that we are individuals, with different talents, predispositions, and backgrounds makes this inevitable. Only if we refused to relate or interact on any basis whatsoever could we approximate structurelessness—and that is not the nature of a human group.

This means that to strive for a structureless group is as useful, and as deceptive, as to aim at an "objective" news story, "value-free" social science, or a "free" economy. A "laissez faire" group is about as realistic as a "laissez faire" society; the idea becomes a smokescreen for the strong or the lucky to establish unquestioned hegemony over others. This hegemony can be so easily established because the idea of "structurelessness" does not prevent the formation of informal structures, only formal ones. Similarly "laissez faire" philosophy did not prevent the economically powerful from establishing control over wages, prices, and distribution of goods; it only prevented the government from doing so. Thus structurelessness becomes a way of masking power, and within the women's movement is usually most strongly advocated by those who are the most powerful (whether they are conscious of their power or not). As long as the structure of the group is informal, the rules of how decisions are made are known only to a few and awareness of power is limited to those who know the rules. Those who do not know the rules and are not chosen for initiation must remain in confusion, or suffer from paranoid delusions that something is happening of which they are not quite aware.

For everyone to have the opportunity to be involved in a given group and to participate in its activities the structure must be explicit, not implicit. The rules of decision-making must be open and available to everyone, and this can happen only if they are formalized. This is not to say that

“Because they talk to each other socially and consult with each other when common decisions have to be made, the people involved in these networks have more power in the group than those who don't. And it is a rare group that does not establish some informal networks of communication through the friends that are made in it.”



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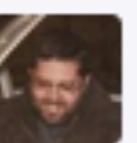


 @crell @wayneekaker @webchick No, that sentence \_excludes\_ initiative leads so that they are not in my poll of available auth.. architects.

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 **Pat Teglia** @CrashTest\_ · Sep 5  
@crell @wayneekaker @webchick As in, these people are busy enough already.

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 **David Hernandez** @davidnarrabilis · Sep 5  
@MarcDrummond You've never been to a DrupalCon? Not a NA one?  
Unacceptable. Contact me when LA starts up. We can do something about this.

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 **Marc Drummond** @MarcDrummond · Sep 5  
@davidnarrabilis We'll see. It just hasn't worked out in the past with having enough vacation time to go. Maybe next year will be different.

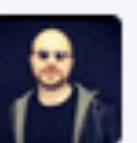
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 **Catherine Winters** @CatherineOmega · Sep 5  
@DamienMcKenna @webchick Seconding. Plus, as a site builder, the cost:benefit of fixing something in D7 contrib is way greater than D8 core.

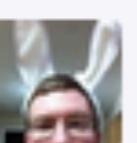
[Reply](#) [Retweet](#) [Favorite](#) [More](#)

 **Damien McKenna** @DamienMcKenna · Sep 5  
@CatherineOmega @webchick Plus we have SO's, babies, etc, there are only so many hours in the day, etc, etc.

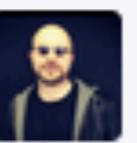
[Reply](#) [Retweet](#) [Favorite](#) [More](#)

 **chris hall** @cwork\_chris · Sep 5  
@webchick @geerlingguy the process I went through to get 1 d8 commit mention was so ++unfun, I stopped trying after that.

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 **Damien McKenna** @DamienMcKenna · Sep 5  
@CatherineOmega @webchick Also, +1 for the cost:benefit ratio right now.

[Reply](#) [Retweet](#) [Favorite](#) [More](#)

 **chris hall** @cwork\_chris · Sep 5  
@webchick @geerlingguy Also the irony that as a freelancer time spent on Drupal contributions means I can't afford to go to Drupalcon :(

Marginalized people in tech - women, people of color, people with disabilities, LGBTQ people, and others - have less free time for a few major reasons: dependent care, domestic work and errands, and pay inequity.

- Women are far more likely to be a primary caregiver of not only children, but other ailing and aging relatives. 59-75% of caregivers are women.<sup>1</sup>
- 52% of women caregivers with incomes at or below of the national median of \$35k spend 20+ hours each week providing care. The largest racial demographics in this group are black and hispanic<sup>2</sup>.
- Women perform more unpaid labor (most visible in domestics and child care) than men. On childcare alone, mothers spend more than twice as much time per day as fathers do. On average, working fathers spend only 10min more per day on child care when they are not working, whereas working mothers spend nearly twice as much when not working<sup>3</sup>.
- Due to additional pay inequity contributing to less access to paid childcare, women of color perform far more child care than white women.
- Those with medical conditions requiring that they regularly visit medical facilities or perform other health-related activities such as getting additional sleep, regularly exercising, doing physical therapy, being away from backlit screens, not sitting in a chair for an extended period of time, resting their hands, etc are all affected by what becomes an extended workday.
- Those with a longer commute have less free time. Those who make less money can't afford the same housing costs as those that make more and are able to live in a city, so they are negatively impacted here again.
- Women earn 76-89% of men's wages.<sup>6</sup>
- Women of color earn as little as 55% of white men's wages.<sup>7</sup>

Thankfully, we have a significant number of companies within the OSS community that encourage their employees to contribute to OSS during business hours as part of their day jobs. This should work to alleviate some of the above, but

### Drupal 8 core commit long tail



# HOW, WHEN, AND WHY BAD APPLES SPOIL THE BARREL: NEGATIVE GROUP MEMBERS AND DYSFUNCTIONAL GROUPS

Will Felps, Terence R. Mitchell and Eliza Byington

## ABSTRACT

*This paper presents a review and integrative model of how, when, and why the behaviors of one negative group member can have powerful, detrimental influence on teammates and groups. We define the negative group member as someone who persistently exhibits one or more of the following behaviors: withholding effort from the group, expressing negative affect, or violating important interpersonal norms. We then detail how these behaviors elicit psychological states in teammates (e.g. perceptions of inequity, negative feelings, reduced trust), how those psychological states lead to defensive behavioral reactions (e.g. outbursts, mood maintenance, withdrawal), and finally, how these various manifestations of defensiveness influence important group processes and dynamics (e.g. cooperation, creativity). Key mechanisms and moderators are discussed as well as actions that might reduce the impact of the bad apple. Implications for both practice and research are discussed.*

- Slackers: Take a "free ride" from the group
- Depressives: Constantly expressed pessimism and cynicism towards the task.
- Jerks: make mean remarks, curse at people, publicly embarrass participants.

- No community is truly structureless
- Drupal's structure is based on contribution aka time spent
- These things together work against the values that most of the community hold dear



# Drupal core mentoring

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This site is used to help track participant and mentor pairs, and is mainly a tool for mentors. We do ask participants to [please create an account](#) on [drupalmentoring.org](#) and also make sure they have a [drupal.org](#) account.

Join us for [Drupal core contribution mentoring](#), Tuesdays 02:00 - 04:00 UTC and Wednesdays 16:00 - 18:00 UTC in [#drupal IRC](#).

If you can't wait or can't make it until core mentoring, you can check out the [types of tasks](#) and documentation for working on those tasks.

Have any particular mentors really helped you contribute? Thank them by [listing them as your mentors](#) on your [Drupal.org](#) profile.



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## Ignite DrupalCon Chicago: Greg Dunlap - A Shot In The Arm



Gregory Heller

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Thanks

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Expand options in the "Gender" profile field

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Should Drupal.org participate in political issues?

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Structurelessness, feminism and open: what open advocates can learn from  
second wave feminists

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The Ethics Of Unpaid Labor And The OSS Community

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Drupalcores chart of Drupal 8 contributions

<http://ericduran.github.io/drupalcores/>

If you're a developer, and you aren't fixing #Drupal 8 critical bugs, care to share why?

<https://twitter.com/webchick/status/507919029034835968>

<https://twitter.com/webchick/status/507967218630803457>

How, when, and Why Bad Apples Spoil the Barrel

[http://openwetware.org/images/a/a5/Final\\_BA\\_ROB.pdf](http://openwetware.org/images/a/a5/Final_BA_ROB.pdf)

This American Life - Ruining It For The Rest Of Us

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<https://www.youtube.com/watch?v=JrUdolrGHkY>

You Matter More Than The Cause

<https://the-pastry-box-project.net/jeff-eaton/2014-january-26>

The Wire - Lester Freamon, A Wise Man

<https://www.youtube.com/watch?v=b54EEpdv9q8>

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Our Most Wicked Problem

<http://www.ashdryden.com/monitorama-tbd>