THE
APACHE®
SOFTWARE FOUNDATION
apache.org

Inclusion, Meritocracy and the Apache Way

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Introduction

Who am I?

https://www.linkedin.com/in/kmcgrail

INFRASHIELD

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VIRGINIA TECH™

Oddest Resume Entry: Professional Livestock Artist

Feb 1891 Ambassador Dodd refused to Paint the VT President's Cow

The Garden of Beasts by Erik Larson

Part 1: What is the ASF?

Who?

The Apache Software Foundation is a 501(c)(3) Charity often referred to as just Apache or the ASF.

501(c)(3) Charity not a 501(c)(6) Trade Organization

We’re known for the HTTP server and the Apache Software License.

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ASF Mission

To provide software for the public good.

We do this by providing
services and support for many
diverse software project
communities of individuals AT NO CHARGE.

The Apache License

The ASLv2 is known for its permissive, business-friendly stance with patent grants and without copyleft provisions.

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Powered by Apache

80% of the world's websites use our software

Every Smartphone in the world uses our software

Every plane in US airspace is tracked w/our software

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Projects.Apache.org & Apache.org/logos

There are currently 350+ open source initiatives at the ASF:

- 194 committees managing 319 projects
- 5 special committees*
- 53 incubating podlings

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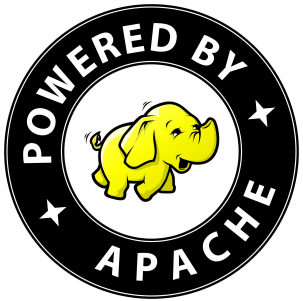
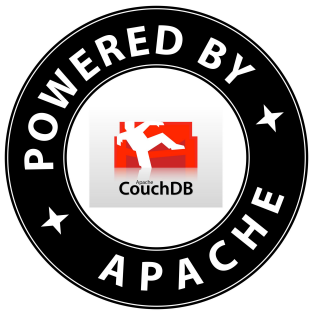
From A to Z

Apache ActiveMQ, Cloudstack, CouchDB, Fineract, Hadoop, HTTP, Kafka, Lucene, modperl, Solr, SpamAssassin, Spark, Tomcat, Xerces + a lot more!





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I Cheated with Xerces

Xerces = "Zerk-cees"

“It was chosen by looking up interesting words in the dictionary, and then running them through a name check...”

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Apache Zookeeper

Not really cheating!

“ZooKeeper is a centralized service for maintaining configuration information, naming, providing distributed synchronization, and providing group services.”

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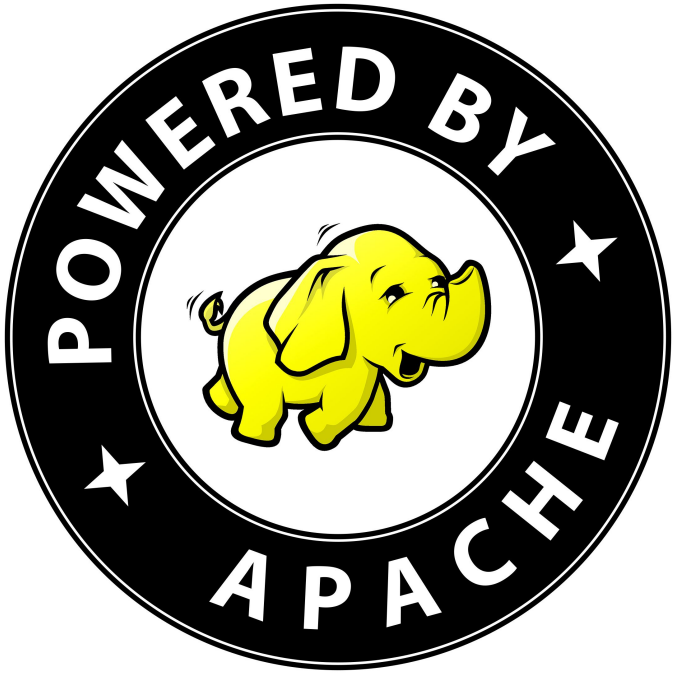
Apache Hadoop

Quiz: What's in a name?



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Big Data

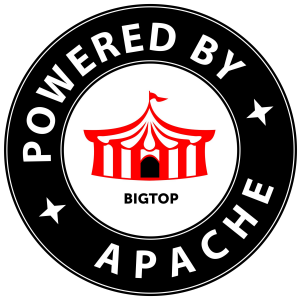
“Big data is data sets that are so voluminous and complex that traditional data-processing application software are inadequate to deal with them. “ Wikipedia

Apache has 48 projects under Big Data!

Quiz: Why did they really call it Big Data?

Apache Bigtop

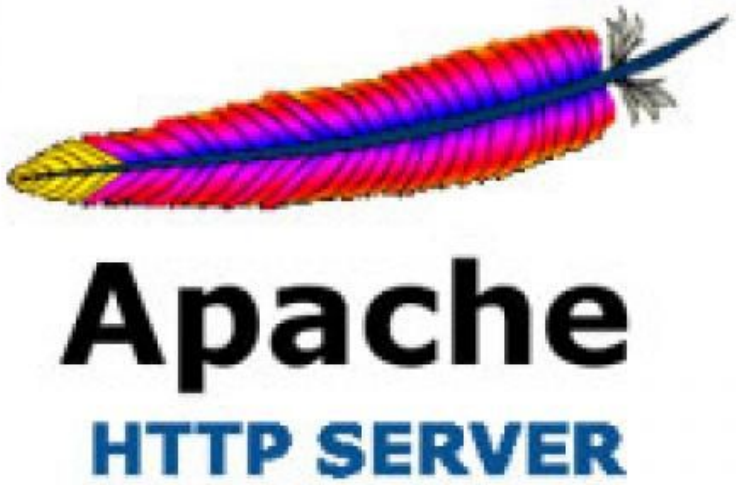
Bigtop is a project for the development of packaging and tests of the Apache Hadoop ecosystem.



When?

Incorporated

June 30, 1999



What are We?

Not a democracy - elitists w/no innate right to vote

Not capitalists - you cannot buy a seat on our board.

Not a monarchy - Kings and Pawns side by side

Meritocracy

What we are is a Meritocracy. To be able to have a say, you have to prove your worth in a system of merit **as judged by the community.**

Meritocracy is a key part of The Apache Way.

Why?

The Foundation supports the projects and the projects support the foundation...

#1 - Resources

#2 - Legal Protection

#3 - Recognition

#4 - Community

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Quiz Break

Quiz - Part A

*$s

Quiz - Part B

8-)}---o

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Quiz - Part C

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Part 2: The Apache Way

The Apache Way

People typically hate the Apache Way for a few years

No One Way is THE Apache Way - YATAWP

The Apache Way - Charity

The ASF is a decentralized organization that supports communities to produce software at no charge for the public good.

The Apache Way - Community

We value Communities over Code

Support minority voices by trying to build support rather than rule.

The Apache Way - Consensus

+1, 0, -1

Lazy Consensus

72-hour window

Consensus ≠ Unanimity

https://www.apache.org/foundation/voting.html

The Apache Way - Meritocracy

Power is earned through merit

The most merit is earned by people with ideas who also put those ideas into action

JFDI

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The Apache Way - Meritocracy

Everyone at Apache is an individual

With a meritocracy, the biggest risk is turning into a dictatorship but we like to think of ourselves as BDFL*

*We won't send fully a armed battalion to remind you of our love.

The Apache Way - Transparency

If it didn't happen on list...

Discussed, decided and ARCHIVED

Reversible baby steps

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Story Break

April Fool's Day

The Apache Way - Pragmatic

Visible & Reusable Code

Risk Mitigation

Control your Destiny - Never EOL

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The Apache Way - Pragmatic

No Copyleft Principle

ASLv2 is Pro-Business

“Start with the Apache License and if I ever feel bad about that, switch to GPLv3. The other way around would not be possible after thousands of idealist programmers committed their improvements.”
Dreas van Donselaar of SpamExperts

The Apache Way - Pragmatic

"If we ever have to go through an M&A process, the GPL license will turn up on a disclosure report. When it does, the potential acquirer will cite it as a significant risk. If we have to go back to the project owner and request documentation of permission at that time, they'll have us over a barrel."

Part 3: Inclusion

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Inclusion

Merit does NOT depend on Age, Sex, Religion, Ethnicity, Race, Country of Origin, Sexual Preference, Social Status, Income Level, Lineage, and/or Physical / Cultural Traits*.

* NOTE: We do take into serious account whether you are a Cat or Dog person.

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Inclusion is Important

Community Over Code

Fix Diversity with Inclusion

Filling the Pipeline is just a Start!

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Applied Behavior Analysis

DO NOT FEED

THE ENERGY CREATURE

Source: Tim Freeman, 28 May 1996

http://www.cryonet.org/cgi-bin/dsp.cgi?msg=6284

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Look for Common Ground

Venn Diagrams

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Talking Across Languages

Use a tool like Google Translate

Translate it into one language and then translate that into the next language

Progress through 4-5 languages.

Don’t translate back to your original language between other languages

Translate back to the original language.

If some of the text doesn’t make sense, it might cause confusion in some languages.

Talking Across Languages

English | Spanish | French | English - detected

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338/5000

English | Spanish | Danish | Translate

Use una herramienta como Google Translate
Traducirlo a un idioma y luego traducirlo al siguiente idioma
Progreso a través de 4-5 idiomas.
No traducir a su idioma original entre otros idiomas
Volver a traducir al idioma original.
Si parte del texto no tiene sentido, podría causar confusión en algunos idiomas.

Suggest an edit

Talking Across Languages

English | Spanish | French | Spanish - detected

Use una herramienta como Google Translate
Traducirlo a un idioma y luego traducirlo al siguiente idioma
Progreso a través de 4-5 idiomas.
No traducir a su idioma original entre otros idiomas
Volver a traducir al idioma original.
Si parte del texto no tiene sentido, podría causar confusión en algunos idiomas.

309/5000

Korean | Spanish | Chinese (Simplified) | Translate

使用Google翻译等工具
将其翻译成一种语言，然后将其翻译成下一种语言
通过4-5种语言取得进展。
不要在其他语言中翻译成您的原始语言
翻译回原始语言。
如果部分文本没有意义，可能会导致某些语言混淆。

Suggest an edit

Shǐyòng Google fānyì děng gōngjù

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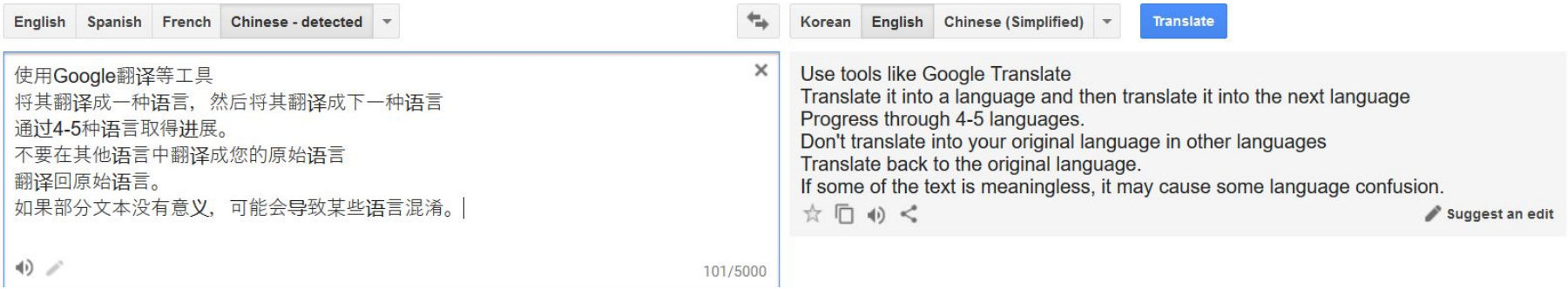
Talking Across Languages



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Gender Neutral (Nick)Names

Sam vs Samantha

Pros & Cons

Shannon Faulkner

Avoid Cultural Pitfalls

https://www.hofstede-insights.com/

Talk to Cultural Friendlies

Q&A, Feedback & Rotten Tomatoes

Communications is Key

Watch for regional confusions!

Example 1: Tabling items

Example 2: Whip Vote

Example 3: Endowment: what is it?

Example 4: Ich bin ein Berliner (Pfannkuchen?)

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Thank You!

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