

rOpenSci Community Call - Mentoring & training program for Scientific Open Source Champions

This doc - <https://bit.ly/ropensci-commcall-champions> - is a place for collaborative note-taking. It includes:

- Agenda
- [Attendees list](#). Please add yourself
- [Questions from attendees](#). All are encouraged to ask and answer in this doc.
- [Resources](#). Add your favorites.
- Transcript of the call will be added afterward.

Information on today's topic, with speaker bios:

<https://ropensci.org/commcalls/oct2022-champions/>

This **call will be recorded** and posted along with any other resources at

<https://ropensci.org/commcalls>.

Agenda

1. Welcome, Yani Bellini Saibene (2 min)
2. rOpenSci Champions Program, Yani Bellini Saibene (8 min)
3. Panel with Santosh Yadav and Emanuele Bartolesi on being a Community Champion (30 min).
4. Q & A moderated by Yani (19 min)
5. Wrap-up, Yani Bellini Saibene (1 min)

You all have expertise to share! Add your questions by typing them [below](#), and share your thoughts by answering others' questions. Together we can make this a rich resource for all of us.

In attendance (please add yourself here):

- *Name; Affiliation; Country*
- Alycia Crall; The Carpentries; USA
- Steffi LaZerte; rOpenSci, Manitoba, Canada
- Olivier Leroy, USA Ohio

- Ghozayel elotteebi, OSCSA, Saudi Arabia
- Beatriz Milz; Curso-R / University of Sao Paulo ; São Paulo - Brasil
- Annelisa Stephan; GitHub (Docs team); Los Angeles, USA
- Leticia Vega Alvarado; Universidad Nacional Autónoma de México, México
- David Martínez; CentroGeo; Mexico
- (Nayarett) Pilar González, PUC, Chile.
- Juan Cibantos; Betta Labs/Ministerio de Educación BA; Argentina
- Andree Valle Campos; LSHTM; Peru
- Russ Allen, Chicago, USA
- Adeyinka Oresanya, CHAOSSAfrica, Nigeria
- Ezekiel Adebayo Ogundepo; 54gene, Nigeria
- Matías Muñoz, Montevideo, Uruguay
- Javier Moreira, Clisco, Montevideo, Uruguay
- Victor Ordu, Abuja, Nigeria
- Rajesh, India
- Laura DeCicco, USGS, Madison, WI (having audio issues...)
- Javier Acevedo, IRC, Mexico
- Rony Rodriguez-Ramirez, The World Bank, USA/Nicaragua
- Ernesto Mirt. Ecuador / Venezuela
- Pao Corrales, Argentina
- Natalia Morandeira, Argentina
- Shamsuddeen Muhammad, Bayero University, Kano, Nigeria
- Carolina Aldana, Argentina

STEAM : Science, technology, engineering, and mathematics

GDE : Google Developer Experts

30 attendees at peak (including speakers)

Questions from attendees

Add your questions by typing them below, and share your thoughts by **answering others' questions**. Together we can make this a rich resource for all of us.

- For both: do you apply, do you were invited, or how do you become a champion?, how do you know about these possibilities?
 - (your name) your response
 - Ghozayel, I was invited and suggested to participate by OSCSA
 - I received an email - invitation from Yanina +1+1
 - ROpenSci Twitter
- For both: do you have any recommendation to apply to this kind of programs?

- Start to create content on what you love.
-
- Is working around, amplifying and improving already developed packages, or adapting to R functions from other platforms viable for the program?
 -
 - Curious why content creation is important to being an open source community leader?
 - Santosh: All these communities, e.g., MVP, GitHub Stars, the rOpenSci community, **we all need people who can teach other people. Helping other people learn something new matters to the community.** There are instances where even the product team doesn't know everything about the product they're building. There are 100–200 people working on Codespaces, and [none of them] know all the features. **They need people exploring the products and telling the world, “this is possible”** – the possibilities aren't known to the team, they're only known when someone explodes the product and writes about it, to teach people about it. That's why content creation matters for everyone. Angular: If I'm creating content on Angular, it is helping the core team of 35–40. They can't both push features and put out content. **Community leaders can come up with new possibilities.** That's the content the team wants, but can't do on their own. Community members creating the content are teaching something new. It grows the product as well.
 - Yanina: People follow you because they know you. And they know you because you create something useful for them. I want people to learn and use the technology. I love R and coding and that's why I started to share. As a consequence, some people really like what we do.
 - Emanuele: A friend said, “I'd like to start blogging but I don't have anything to share.” But **share your experience, share your journey. It's useful for other people to understand how to start.**
 - Yanina: When you start, you feel impostor syndrome. But we have a lot to share, whether it's 3 people or 1,000. You don't have to be a book to publish something. **What's going to make you a leader is your willingness to share.** [It could be] simple stuff.
 - Keep giving back to the community, and you will be amazed at the results you will see.
 - English is a huge barrier. I hope we have bilingual or trilingual champions to create content in the language of their country or region.

Comments from attendees

What things would you like us to clarify? Tell us and we'll reply here after the call.

What do you mean by “a solid idea for an R package”?

- You have an idea and the data, permission (if need it to create the package). It can be about your discipline. Or something in your institutions. You have an idea of what do you want the package do.

I have no experience on developing a package. Can I apply?

- You need to know how to code in R, how to create functions, know about the different type of data, the conditional functions (if, else, for loops, map). We will teach you how to create package but we will not teach R from scratch.

For Yani: can you talk more about being a mentor? I saw that today in the website. How many hours is expected to work as a mentor? // 2 hours/month

Resources

Add your favorites below

- rOpenSci Champions Program Web Page: <https://ropensci.org/champions/>
- rOpenSci Call for Champions Blog post:
 - Español: <https://ropensci.org/blog/2022/09/22/launch-champions-program-es/>
 - English: <https://ropensci.org/blog/2022/09/22/launch-champions-program/>
- rOpenSci Call for Mentors Blog post: <https://ropensci.org/blog/2022/10/20/mentors-champions-program/>
- Yani Slides for today: https://docs.google.com/presentation/d/1mqrBpLkHsczZqmphKQM7U56TNVqh_PhCGqVbX_zpIRA/edit?usp=sharing
- Next hours Social Coworking and Office Hours - **Champions Program Application Clinic**: <https://ropensci.org/events/coworking-2022-11/>

Want to get involved?

Join rOpenSci [social coworking and office hours](#) Social Coworking and Office Hours - Champions Program Application Clinic Tuesday, 01 November 2022 16:00 UTC.

Share your perspectives on the Community Calls we're planning

Ideas for upcoming Community Calls are shared as [issues in this public repository](#). Give a 👍 on a topic, share your perspective by commenting on a topic, or open a new issue if your idea doesn't fit in any others.

Transcript

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I'm Yani Bellini Saibene, rOpenSci's Community Manager and I welcome you to our community call on Mentoring & training program for Scientific Open Source Champions.

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rOpenSci is a non-profit initiative founded in 2011.

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We create technical and community infrastructure for open and reproducible research in the R language.

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This includes a curated collection of over 300 R

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packages, a software peer review system,

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the R-universe platform for building, testing, and publishing R packages, and documentation and community engagement programs to support scientific R developers.

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We have a Code of Conduct that applies to this Call.

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You can find it in the footer of our website at ropensci.org along with guidelines for reporting and enforcement.

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So as I say, this session is being recorded and the video and any other resources will be posted at ropensci.org/commcalls

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We'll tweet from rOpenSci when

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when all these materials are up. Today we'll be using a shared

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google doc for collaborative note-taking. My colleague Steffi. will place the link on the zoom chat.

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So please go inside the document, add your name and affiliation to the attendee list, and we invite you to take your own notes on the docs. If you have any questions to add there, so we can share them with our guesses.

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It is my pleasure to introduce our presenters. Today we have Santosh Yadav. Santosh works as Senior Software Engineer at Celonis,

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He is a GDE for Angular, GitHub Star.

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and an Auth0 Ambassador(I hope that I pronounce right that last one.)

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he loves contributing to Angular, NgRx and Nx.

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for This is Learning where we run free publication and the This

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is Tech Talks show, and Emanuel Bartolesi.

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Emanuele Bartolesi. Emanuele is a Microsoft 365 Architect and it is passionate about frontend technologies and everything related to the cloud, especially Microsoft Azure. Currently live in Zurich and actively participate in local and international community activities and events.

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Emanuele became Twitch Affiliate as a live coder. Since 2014 is a Microsoft MVP

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In developing technologies. in the Developer Technologies category and also is a GitHub Star since 2022. We are going to do a brief introduction to our Champions Program.

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and then Santosh and Emanuele will share with us their experience on being a community champion.

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We will speak for about 40 minutes and the rest of the hour will be for questions, answers, and discussion.

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If you have any questions, allow, please use the chat, or raise your hands.

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And we can address it. Yeah, So I'm going to share my screen from this moment.

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So I tell you about the champion program of rOpenSci, and then we will go back to see our faces and chat together.

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So let's see if I can share. After 3 years of the pandemic I still don't know if I choose the right screen, let me know if you are seeing my slide deck. Yes, Okay, awesome.

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I see you nodding. Thank you. So much.

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Okay, we are really really excited at rOpenSci launching this champion program.

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This is a mentoring and training program for scientific Open source champions. The idea of these champions programs, in general, is to identify, recognize and reward leaders in a community.

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So we are looking for people who are active in our community and want to go through this program with some specific goals.

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We are looking for people who work in STEAM fields from anywhere in the world, and who already have some development knowledge with the R language.

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And have a solid idea for an R package they want to develop, or they already have another package and want to have it peer-reviewed through

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rOpenSci process or they want to become a reviewer for rOpenSci.

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With these three goals, if you like these ideas, then you can apply. For this first group.

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We need that you have some basic English communication skills (written and verbal). But come on, I'm here speaking with you in English,

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as most people will comply with this last point; and if you have any doubts you can contact me, and we can chat about the program.

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we are going to select between 6 and 9 people for this first group, and these selected champions will participate in training a cohort base training of 6 weeks.

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long. We are going to teach you how to plan and facilitate, engaging, and inclusive workshops.

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knowledge on different ways and paths, and channel through, you can engage and collaborate with rOpenSci and R projects, in general.

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Technical skills in software development, and code review.

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And the idea is that you also will have some meetings with mentors.

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We are going to pair you with a mentor, and quarterly cohort calls with the entire groups of champion.

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Yes, we estimate that you will need an average of 10 h a month for the program, and we'll we offer you a small stipend of \$1,000

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for your participation in the program. After the training, you are going to develop one of those projects: create the new package that you always dream to create.

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Go through the review process with your package or become a reviewer in our peer

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review system, and we also give you the chance and the opportunity to choose between other kinds of activities like giving talks participating in these kinds of calls, writing some blog posts, or teach to other people in your community about everything you learn here.

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So some important dates: in November one, we are going to have a co

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working hours, so you can attend there, and we are going to give you help and advice on your application, and November 7 is the last day to send the application for the champions program.

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We also open the call for mentors. So if you feel that you already know how to develop a package or how to do peer review and you will like to help some of the people,

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some of the selected champions for rOpenSci, for our community, please also join to apply as a mentor

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Finally, here are my contacts, and how you can, different ways

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you can contact me to make questions, or make proposals, and or get some answers that you want, for the champions program. So this is my email, my calendly and the twitter and email, and the forum of discussion of rOpenSci. This slide are on our shared doc, so you can find the link.

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to these resources, and that's it from me. I go to stop sharing and

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we are going to start the chat with Emmanuel and Santosh, which I will ask him to, I already did a brief introduction, but I would like you to tell me about what you do, and how you become champions in these several communities you are part of. So which one wants to start?

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Santhos, I think you can go. I mean, I'm in a hotel room, so probably my voice is not great. Go ahead.

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Good. I start. Okay, So I'm Emmanuel, as Yanina mentioned in the beginning.

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I'm a 365 architect. But let's see, for 5 or 6 h during the day

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I write code because it's what I like to do.

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And this is what I love to do, but I'm an architect as well. So it's just an A

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but first of all, I'm a developer. Okay?

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And yeah, but I develop some products for my Microsoft 365 system, because I don't Let's say, during the day

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I didn't do any, let's say, consultancy activities for customers, but just writing products.

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it seems more or less five years right now before I created it a product

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call it Easy Life 365. But I left the company one year ago, and then I created two products.

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Software One and one is call it "red origin". But it's not the let's say the official name is the internal name, and is the web application.

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for your governance. Okay, so this is what I do during the day, more or less, And in the meantime I use my free time, that I don't have, to collaborate on open-source projects and create code for the community. So this is my main activities during the day and of course, it's

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not easy to find free time to create

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let's say content for free. So as you can imagine.

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But I don't know if you want to switch to Santosh

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Yanina, or

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Yeah, ok. Santosh if you want to. I will take some of the things you said Emanuele to rephrase some questions. So, hi everyone. Thanks so much Yanina for this this call.

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I mean, I I'm on road from last 20 days, so I've been traveling, and this was the ...Okay, in my hotel room and

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I said, Yes, let's do it, because this is what excites me speaking to communities and becoming part of different communities.

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inspiring other people to become part of our joint communities.

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Because this is what I think communities have played a lot they are a big part in my career

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so far, so heads off to you to actually start this community and start this initiative.

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So I'll introduce myself. My name is Santhosh, and I am basic,

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currently I'm in Germany. So I moved at the start of this year to Germany to work here.

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I work as a senior software engineer at a company called Celonis.

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Apart from that, of course, a Google developer expert, GitStar. and an Aouth0 Ambassador as well, And I am a speaker.

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So I keep giving talks at different conferences.

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That's where I was in US last week, and now flying or traveling to Poland tomorrow.

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So in case anyone is in Poland, please feel free to just send me a DM and

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we can meet, yeah, and I've been contributing to Angular from a long time now, so I started like in 2019. So I'll just tell you the story of how I became part of this GDE Program and GitHub start program. So I started

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contributing in 2019, so I worked for 11 years in tech, and then I was not satisfied with my career, was like Why, I'm just writing code for some companies, which and they are making

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money, but I have a lot of things to give to the community.

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So I started. Started that, started with that, and then started with the open source, started contributing to a project called Ngx, which is still one of my favorite projects.

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Whenever I get time I contribute to it. As Emanuele said, right,

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It's really hard when you do so many things to actually continue doing that, or even contributing to open source.

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So and then, I started, contributing to Angular, and I was enjoying that phase right, I mean, there are times in your career.

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you will, you love doing something like it comes from your heart. That

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okay, this is what I want you to do for a long time.

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So I kept doing that. I kept contributing to Angular, and I was approached by Google, So he said, he sent me a message on LinkedIn Hey just let's catch up.

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There is a program called GDE. And I was like, Okay, what is this?

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And then we spoke about it. I was like, okay. He approached me for machine learning.

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I was like. No, I don't do machine learning. I do

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Angular, and he said, Yes, there is a program for Angular as well, and then that's how it started.

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So I was like. It was not too far, I mean, I was like started contributing 6 months, 7 months, and I got approval for this GDE

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Program. And then I applied. I became GDE in 2019, and I kept doing this, so I kept contributing.

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I kept giving remote talks because, of course, you know right?

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So 2020 came up with the bad news. Believe me, I mean, I gave a talk, and after 2 days everything was closed on flights canceled that can pre lock. Like okay. I was lucky to at least give a one.

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Talk in 2020, and that was the last in person

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conference I spoke to, and now I spoke after three years in US last week.

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So yeah, my second, which was in person.

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And so I kept like, okay after everything closed down, I started giving remote talks.

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I kept contributing, and around the same time, I think it was March 2020, when the GitHub Stars program was launched, and so many people, I mean, so I think the initial phase was where they hand-picked a few of the stars.

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So they were like amazing people from the community. And then they started promoting the program, and this is where I came to know about it.

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And I was like, okay. So I shared it in my network, as said, Okay, if you think I think there are a lot of developers in India who are doing so much amazing work in open source, so nominate, nominate the 2 developers you know it, I was not expecting that I will be

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nominated, and then I'll receive a mail after a few months

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That, okay, you have been nominated for Github Star programmers like, Okay?

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And then because it's it's a, I mean, when I see the people like Emanuele, even Daniel, you, as, I'm like, okay, how how I can be, I mean, how I'm part of this, right?, I mean, it's so huge. so many amazing

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people you admire, and you like your fan of them, right?

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so I was like, Okay, let's, let's apply. Let's give it a chance.

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And then, somehow, I was the first Indian to become a GitHub star, which I still it's like a proud moment for me, because something from India, I mean, which has like probably millions of developers, most developers in the world. I would

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say, and becoming the first one to become a GitHub Star is really a huge post for anyone, right?

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And then I never stopped. I think it's it's been 3 years now, more than 3 years I've been just giving back to the community because the community, whatever I am right now, or today, is because of the communities like it GDE programs or GitHub Stars program they they they actually. How you can said?

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They just support you in a better way, so you can actually keep focus focus on your work.

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For example, I mean, I'll give you some examples of perks which you get So let's say GDE program.

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So GDE programs allows you to actually probably give you some money to travel, for example, if I'm I'm going to Poland tomorrow

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so it's like I don't have to pay everything from my own pocket.

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I'm getting sponsored by Google for traveling to the conferences, speaking at conferences.

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And this is what communities enable you to do. Right.

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I mean, of course not everyone's so rich, I mean, I am not so rich that I can travel to any part of the world and give talk.

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I'm not so. So. This is where communities comes into the picture.

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They they invest in you. Of course you are. You are also playing your part in enabling next probably 1,000 or 10,000 developers, because you are reaching out to them, and you're talking about some technology for example let's say if I go to, or Yanina goes to, or Emmanuel goes to any conferences they will tell

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you that? Okay. They are a GitHub Stars, and then people will think, Okay, what is GitHub Stars, right?

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And you are promoting them. You're talking about GitHub.

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Similarly, if you, if you say are an MVP or GDE.

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People get interested in this by listening to and by seeing you on the stage as a community contributor.

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Okay, this guy is here because of these programs or he contributed.

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And he became this so more and more people will become part of the community, And this is what we need right?

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More people into the community, contributing or giving back to the community.

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Okay, Yanina that is my story. Thank you both. I will go with you Emanuele with one question.

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You both talk about what you do for living then you talk about your work on the community Santosh says it is a way to give back, but it's also a way to for new

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new people to get some resources to do what he likes, to help other people in the community.

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You feel proud also to be recognized, and you also help the community when everywhere you go, you talk about this.

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And you, Emanuele, said something that was pretty interesting that you say I create content for free, so people can use it. And sometime.

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It's not so easy to find that time. So, Do you want to talk a little more about about that?

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About why you want to give this to the community to share your knowledge, and how these programs can help you with this, when I can do this?

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Yeah, of course. Yes. I started let's say, to create contents like blog posts, or I don't know, sessions at events.

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Because I like to share my knowledge. No, not my knowledge

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My experience. Is different. Because I don't have too much knowledge to share.

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I think in 5 min I'm not, but but alright, See, I like to to share my experience during my, the same, because during the day I did a lot of stuff, I do a lot of stuff

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and when I find during the day something that is, that I think it's interesting

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I open my Notion, because I use Notion as a second brain, and I put the ideas on Notion, and then I will come back to the Notion after

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maybe 2 weeks, and then Yeah, this is how I started more or less to share my experience to other people.

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Because yeah, in 2022 or 10 years ago, the is not.

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It's not possible to work like in the nineties, in a dark room.

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only with your PC, and your, yeah, let's see, your own knowledge and nothing else.

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You have to share this experience. You have to listening to others.

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This is another importance thing. You have to

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Let's say.

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Is it. To learn to listen other stories and get, I say, everything from the others.

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This is another important stuff. And yes, so this is why I started more or less.

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This is the main reason. And then, of course, a little part is also, let's say, and because I like, say, to be on stage.

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of course, we are not hidden figures, because it's also a kind of. When you started

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When you start first is not easy to say. Okay, now I stopped to do some public session or suffer that, and because of imposters syndrome, of course, as a maybe Santosh or other, GDEs or MVPs and it's not easy to say okay, now, this is my last session in

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the world, because every time you are invited to events, or to write a blog post in, let's say, an important website or stuff like that, it is not easy to say no every time.

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So. So. But yeah. Of course, this is more or less the let's see. The main reason is to share the experience.

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Okay, yes, You both mentioned this. This increase on your contact network, and this chance to be in the same place with people we admire.

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Yes, the main reason is to share the Spd experience honestly.

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Oh, this is rather important thing, because for instance, today I had an issue at work, and I spent or I wasted, this better, maybe 2 h to try to solve by myself.

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I and I wrote on Skype to a friend of mine.

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He is an MVP as well. And I said, Hey, I have this problem.

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Do you know how to solve it? He call it me after 2 min, and in 10 min we solved

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everything. So this is another important stuff, networking not only with, MVP

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Or GDE, but also with other people, of course, but, as an MVP

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The other have a lot of knowledge. So, and and it's good to be a part of this community.

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And can we be on whatever community. Can be GitHub Start. Just It's a the first important thing to, let's see, to learn, if you are, let's say, I don't know how to explain this, It's better to

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have friends with a lot of knowledge and you are the person who know less in the room because you learn a lot of stuff

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I have one professor here and he alway say: the important thing is not only to know, but also have the phone of the people who know.

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So, sometimes when you are on this networks you can get this help.

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Yeah, exactly, okay.

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Or the email of the people that know.

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Yeah, yes, yes. Exactly. Okay, So we are open to questions or opinions, and are coming from the the attendees.

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So

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So if any one of you wants to ask any questions or do any comments, or have any doubt about rOpenSci, the champions program or about the experience of Emanuele and Santosh, please this just share it, raise your hand, and

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Hey, Can I answer a question from. Yes, from the google doc, yes please.

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They say. Do you have any recommendations to apply to these kinds of programs?

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I think your first goal is not to apply to one of these programs, but start to do

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what do you love to do, like sharing posts and big videos?

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I don't know. Instagram. I don't know, Tiktok, or whatever.

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And then you can apply, but not because you can't, because, first of all, you have to.

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Let's see. You have to start with this content creation.

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and activities, because you want to do, and not because you want to become an MVP

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or Github Star, or a and Ambassador, because this is the most important to think, because, say time to time, you don't have the motivation to create a blog post for a month.

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for instance, so it's not easy. Let's see.

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Yo have always a motivation. But if you find your motivation in the let's say in do what you love is more easy.

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Of course, so start with what you love to do.

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This is my only recommendation honestly, and then you can apply to the program like become a GitHub Star, honestly, from my experience becoming a MVP, is more easy that to become a GDE.

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For instance, because we are more people,

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we are more, like 4,000 for what I remember, and but it is a little bit more easier than

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the GDE program, for instance, GitHub Star is, I'll say, it's more, almost impossible because we are, and correct me

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If I'm wrong, we are 100 in this moment.

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But when I join the program, in February we were a and 80, if I remember more or less 75, so.

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But yeah, it's always. It was a surprise for me, because I never apply it for a GitHub Star.

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But other people apply me and I ask you to the people that are responsible of the, for the program

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I say, hey? Why I am I GitHub Start now?

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Because I don't have any. Let's see, famous repository or stuff like that.

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but it's because I started to talk about GitHub Code Spaces, one year and a half ago more or less, and they told me, Hey, you spoke more than us, about GitHub code spaces

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so, this is why you are a GitHub Star, and I have also maybe 2 or 3 sessions until the end of the year.

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about code spaces as well, because now I'm a kind of expert over GitHub codespaces, so, everyone call me. Oh,

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Cool.

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Yeah, you know GitHub codespaces. Well, come on, you have to talk about it in my event.

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Okay, Santosh related with this question, that Emanuele take there is another one.

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He's saying. Curious why content creation is important to be an open source community leader.

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yeah, that's yes, sure. Sure. That's a very good question.

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I mean, why right? I mean, why should you create the content and why it is so important?

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So all these communities which are out there. For example, if I talk about MVP, GDE

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Or GitHub Stars, or even this community, right? What we need is, we need someone who can teach other

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people, that's how you grow the community, right? I mean, if you know, and then you create your content, which actually helps other 10 people to actually learn something new

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That's what that's is what matter

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That's what matters to the community. As Emanuele mentioned, he was recognized as Github Star because he was already creating content around GitHub Code spaces.

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There are instances where even the core team doesn't know much about the product they are building, or because, like, if there's a product like Code spaces, right?

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Which is very, of course, very, I would say amazing product, right?

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I mean, you can just click a dot, I mean, and then you will just have your self-hosted code instance, and you are working on. It There are like probably 100 or 200 people team which is working on this and all those 100 people don't know all the features.

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So community members like Emanuele, who is actually exploring new features and telling the world that

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this is also possible, this is also possible, because those possibilities is actually not known to the team.

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It only is known when someone like Emanuele goes ahead, explores the product and writes about it, and then, he creates those extra quality content which is like teaching other 100 people about that product.

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So that's why content creation matters to everyone, even if you go to Google for GDE program, they have GDE program for all the technologies, almost all the technologies which exist within Google they have the GDE program, So why they are recognizing people right?

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Because let's talk about Angular. For example, for instance, if I'm creating some content on Angular, there are, it is helping the team, because the team, the core team, which is not a very big team, it's around 35, 40 people, if you don't know, the entire Angular team is like not even 40

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people, which includes developers, and dev advocates as well.

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So probably, developers are like 30. Those 30 developers cannot just keep pushing the features as well as the content out.

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That's where the community members come into the picture. The GDE

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is come into the picture. So they are actually going. They're going ahead exploring the features, or let's say, take any Ps.

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Which is like introducing a new feature, come up with the new possibilities.

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Those are the contents which actually team wants right, but they can not do it by their own.

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So all the community members actually creating those content are teaching something new to probably thousands of other people. So, that is why content creation is so important, because it is helping to that product aspect.

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Yeah, I will. I will add there that some of these programs you can't apply actually, other people has to propose you. For example, GitHub Stars is like that I joined this year, too, and why people

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will propose you?, because they know you from somewhere, how they know you, because you create content that is useful for them, and why you should do that? I never create content with my goal to be a GitHub Star, Emanuele say it,

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you don't start this with that goal in mind.

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I did it because I want people can learn and use this technology.

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So, and I love R, and I love coding, and I love, so

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that is why I started to share this to share you to learn, and as a consequence, some people really like what we do and propose us there, and some other people think that is okay, Yeah, this is good content and they should be.

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champions or stars, or ambassadors from this program.

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So it's kind of that. That is what I say at the beginning

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That the goal of this champions program is identifying and reward leaders of the community.

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It is a way to support all the effort that you already do for free in your free time. And so, it's a way to recognize, to take that, and I give an organization space, and some resources so you can do it, and you can learn more in the.

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path of doing that.

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And in addition, a lot of friends of mine told me, Hey, I would like to start with blogging or share something, but I don't have anything to share, because I'm a beginner because I don't know.

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I don't have, let's say, a lot of knowledge, but you have to share your experience, especially if you start, for instance, to study, React, Okay, start to share your journey, starting React, because it's useful for other people to understand how to start for instance, and not only how to use it in a super project

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without. I don't know. But it's also important to share your journey.

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Your experience, not the, let's say, the truth about React, because no one knows

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the truth about React, about Angular, about something else, but the journey is important.

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Oh, oh, let's say: how I become a speaker in 2022.

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I don't know something like that, let's see. I'm writing a blog post,

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I think I will post the next. Let's see.

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The next week, because this week I don't have time, and I have another post, right? and the the title is

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How I prepare my session for the event.

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Okay, and it's How I prepare the session.

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Maybe it's not. Let's say, useful to the 90% of the people, but because I haven't, like my own meetup

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But maybe for someone is useful, because to say, it is the first time they try to prepare a session, and I would like to share my experience. Another post

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Another post is, How do I use my widescreen as a developer?

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Okay, because I use a widescreen, no three monitors like the real hackers

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Ok, I use a wide monitor. And I also, let's say, share my experience about using a fancy zone with power tools and stuff like that.

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So you can share whatever you want. Not only again the truth about the technology or the smartest blog post in the world.

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Sometimes I spend, maybe, let's see, 50 min to write a post, and sometimes I spend one our and a half.

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It depends, on the blog post. For instance, yesterday I wrote the blog post, about how to generate random numbers with .36.

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It's very easy. Okay, fine line of code.

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But just today, I did maybe 1,000 views, because, hey, it very , says useful, and it is not the common.

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Let's say, way to. Let's say, to create random numbers.

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But just with the crypto stuff. But I spent 50 min I copy and paste my code from my project

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in the blog post and share,

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Okay, this is the new way to create random numbers, so it is not important to create a blog post in 3 h of work or again, the about the truth behind react or ... this just starting with the what do you love, honestly and

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Oh, it's a very, it's a very good advice Emanuele, about this, because some of us, especially when we start and you feel this imposter syndrome, you mention, of this idea of

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What I have to share? Actually, we have a lot to share, and the thing is to take the step to show that to the world, sometimes they wordl is going to be 3 people.

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Cool.

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Sometimes going to be 1,000 view. We don't know but it is still perhaps this idea that we don't have to do a book.

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Okay.

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You don't have to have a book before to publish something, and some of simple things that you do are also useful for many people, and what is going to make you a leader

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Or someone that people will look at in the community is actually your willingness to share simple stuff.

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Or how do you do these things that perhaps there is not technical, but it's pretty good.

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You also know, Okay, how How do you handle your desktop, or how do you organize some stuff.

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Yeah.

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So Thank you. Thank you. Thank you so much for that. But I think it is important to encourage us to share what we do, and that we don't have to do really complex stuff to share with the world.

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I see other questions on the shared document. Some people ask for recommendations on how do you know about these possibilities?

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How do you know about this program of this chance? Do someone invite you?

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Do you read it be in some places? Do you follow some people?

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How do you know about these chances?

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I can answer, Santosh, from my experience.

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about, I discovered MVP program maybe 10 years ago, more or less participating at events, and I see a lot of speakers that's told, hey

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I'm a Microsoft MVP. I say, Okay, what is a Microsoft MVP?

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Then you'd search with Google, oh sorry, I should say, I search with Bing

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And what is it this MVP, and I just discovered what is

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a to be an MVP, and okay. Now, maybe I'd like to become an MVP as well, and It took me maybe 2 years.

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I and have an MVP, but also that at the moment was a kind of surprise for me, because again, at the beginning, I start to share my knowledge about Windows phone. I've developed app at Windows phone and ... call it's because it is too much recent.

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it's recent. And yeah, my first session in public was in, 10 years ago, exactly 10 years ago in December, about SQL Lite and the speed of ... and the I don't know anything else about SQL Lite but a friend of mine calling me on skype

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and asking me, Hey, do you want to deliver a session about

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SQL Lite? Do you know what is SQL Lite?

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No; but I can study in one month, and and after one month, I did even a session about SQL Lite and ... Yeah, so this is my first experience, and and I started with the small meetups at the beginning, like 10 to 20, people maybe in my own town in Tuscani in Italy in

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and then, after one year, I spoke. In one of the important, most important events in

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Italy, call it BPC. And I don't remember if I were, if it was an MVP or not, the first time, maybe not.

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But after 2014 I was, let's say, awarded as an MVP.

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After two years of public speaking, blog posting, and stuff like that.

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So yeah, if you want to do some

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public speaking, start to meet the small meetups because it's not easy to speak in front of

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speak in front of lots of people. It is not really really easy, but if you start with these small meetups, that's, of course, it's a kind of gym, you know.

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You have to train. You have to train your speaking

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You have to train in your skills about public speaking; because if I try to watch, one of my old session

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Maybe I stopped the video after two minutes thinking this speaker is a he's not good [laught] oh, well, it's me [laught]. But yeah.

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Because also now I'm not the best speaker in the world, but people don't know that [laught]

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But yeah, start with the smaller meetups.

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Local meetups or so. And then, after a while, you start to be invited to other events.

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For sure, because they say, ok you did maybe 4 meetups at your local meetups, they will say.

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do you want to become a speaker at our event of 100 people

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and you can deliver a good session. Santosh anything you want to add?

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that's true. I mean, so the recommendation also applies to programs. Right?

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So I think this goes both ways I'm pretty sure that

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okay, the programs also have to recognize the people. Right? So it's not like you are the one who is taking the first step.

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I think programs also should come to you in case you are doing much work trying to recognize you. For example, in my case, when I became a GDE I was not aware of the GDE program, right? I was just doing, must have, and then they figured out, Okay, this person.

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is actually doing this, so let's reach out to him.

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But the important factor here is to keep doing the stuff you love. I mean, don't do it just because you want to become a GitHub Star or you want to be an MVP.

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Or you want to become a GDE. That should not be your goal, right?

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I mean that it's okay. It's good to have, what you can say,

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It's good so to have some ambitions. So this can be your ambition that becoming an MVP

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or GDE. But that should not be your goal. Your goal should be like, okay, I want to give back to the community.

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And if you do that, I'm sure you will be part of hundreds of programs like this.

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People will reach out to you and say, Please join our community, and let's grow together, so you don't have to make effort in case that's not your goal. That is the ambition part. Give back to the community and you will be amazing for the result you will see.

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Okay, thank you. I have some questions about the rOpenSci Champions Program.

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one of the questions says is working around amplifying and improving an already developed.

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package or adapting to our functions from other platforms viable for the program?

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Well, you need to choose one of the three options to develop a new package, to go through the review process with one package.

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you already have, or to be, a reviewer. The part of working around amplifying and improving is one of the things that you can do for the next.

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For the next group, for the next call, for the next year, we are going to add the option to take

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the maintenance, or to become part of one of the maintainer's groups of other packages.

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But we don't have this year, because we need to create which package we need maintainers, or which package the maintainers want to help with, and we need to create a list of that and see

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how we onboarding you as a new maintainer.

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So for this year we have these 3 options, but the idea of adapting to our functions for another platform that could be a new package, so that can be part of the point number

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one. So if you already have an idea, this function for my discipline, for what I do are useful, are only on Python, and I want to create this package to do that, do this Python stuff, then you can propose for the first option of project to develop

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a new package and that helps me to answer the other question, which says, what is a "solid idea"?

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Thank you. Please define "solid idea", Yani.

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The thing is that you at least need to have an idea of what the package should do.

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If this is part of data from an institution, you need to have or work for that institution, or to have permission to use that data to access those data and to have an idea of what the package will do with those data, so what are, at least, what are the functions, and what is the goal of the

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package. You don't need to have anything right yet.

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You can start. That's why the program is one year; you're going to have one year to develop this with mentorship and with training to

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Because we want you are successful in your project.

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but if you write an application, say, I really like to build a package, but I don't know what. That is

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not a solid idea. But if you say you know what, Yani, I would really like to write a package to access this census data on my country that today doesn't exist.

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And I want to that package also have some functions to deliver the basic stats and to export this data to different formats.

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And I have already talk with my official institution of the census, and they say, yes, you can do it. That is a solid idea for a package.

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So anything. If you have something that you start for your PhD.

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for your for master, for your work, and that can be open and put on a package

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that is also a solid idea. If you have some processes that you need and say, okay, this can be useful for other people.

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well, and I have several functions around an R project, and I want to create a package with that.

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That's that is a solid idea for a package. But your need to have this.

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we can't, at least for this group, provide with package idea.

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We can try to survey some package idea for the next one, so we can put together people who need someone who develops a package and people who wants to develop a package together, but for this time you need to provide the idea, and you need to have, if it is data from our official institution, you

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need a list to have the permission, or if it is already open data, and you say, okay, I will use this.

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we create a wrapper for this API, so you can download and process the data.

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That is a solid idea for a package, too. And it is the kind of package that we have at rOpenSci, too.

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I see some people doing this (nodding). So, perhaps I answer, but please let me know if I don't answer

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or you need more details.

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and I have another another good, let's say, point to become part of the programs, because I stopped to buy T-shirts.

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And goodies for years, or 5 years ago, because I have a lot of free T-shirts.

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[laughs]

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I know this [laughs]. But like this T-shirt: Yeah, Yeah. My T-shirt says Hacktoberfest.

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So I can maybe, what I have to do, and what I have to buy is just something for the legs, because for

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t-shirt you are done, but and also for a ads point of view.

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I love this stuff.

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Your, You have a lot of stuff, and the gadgets as well.

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I have a lot of visual studio code logos, just for free.

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so, this is another important thing [laught]

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That's cool, that's cool Emanuele. I think that for or the rOpenSci champions program and completely biased here

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of what I'm going to say, but we want to support groups that are usually excluded from the open-source movement.

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so we are going to focus this in place from Latin America, from Africa, from Asia, for people who usually aren't part of this and one of the things that I think that many people from this vision can

give back after the program is to create content in their languages, so we know that English is a huge

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barrier. So I really hope we have bilingual or trilingual champions, and then can create content to be consumed in the language of the people of their country or their region.

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So, that is something that I hope we can achieve with this champion program

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and have some cohorts in other languages than English, that we can do

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the training and the mentoring, and the creation of the content

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in our languages, from our country and our places, so that is also I hope that we can achieve this, so that that is also a way to low this barrier, to entry to to the world of the open source community into the R community and to be a developer of the technology and not

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only users. We can do it. There is a lot of talent around there, and we want to provide the scaffolding

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the training and the space to do it. Not alone, as Emanuele and Santosh already say, but with other people who know, I can go with you and learn with you and teach you to to create these tools.

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Okay for Yani, say, can you talk more about being a mentor?

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yes, the ... we are looking for mentors. So Mentor has to be people who already know how to develop a package or how to be a reviewer.

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so if you go through with some roles through the review process of rOpenSci, it is a plus because you already know how how to do this with us.

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And the idea of the mentors is people who are going to help the champions.

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You are going to help us to select the champions.

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You are going to review and evaluate the applications and say, Okay, this is a good idea.

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We are committed to give feedback to every single one of the people who apply.

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So we are going to tell the people, why yes, why not.

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So you know how to improve for the next call, in case you are not chosen.

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We are going to try to offer also some kind of training, and I'm thinking about that and trying to figure out how what we can offer to every one of the people who apply that is useful for everyone, and then the mentor will connect, give feedback, and with their many and you can choose what kind

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of project. You can be a mentor. So, for example, you say, Okay, I feel comfortable

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If I will mentor someone who will be a reviewer, but not if someone will develop a new package, so you can choose all the projects or the one you feel more comfortable, or you can help more.

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We think that you will need an average of 2 hours a month to be a mentor.

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So we ask you to meet with your mentee at least one time a month by 30 min.

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We are going to train you. We are going to provide training about the logic of the program and about how to be a mentor,

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How that is different of to be a tutor, or a boss, or a professor because it is different.

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So we are going to provide that. And then the benefits of the mentor, the prime benefits, is to give back, actually to help someone to become an active contributor.

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But then you are going to have the chance to be with other mentors, to learn how to be a mentor, to increase your contact network, not only with mentors, but also with the champions community, and to participate in this other space.

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So I hope that also many people want to become mentors of our champions. Champions and mentors

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will have my support during the full program. So I'm going to be there bugging you

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and helping you. I hope I'm sharing with you some time, so you can do the best of your role, too.

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So Yes, you can apply for any of the roles. Mentors

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we already ... there are people who know how to develop a package and how to do a review, a peer review

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Okay, we are almost there. Okay, time flies. I want to

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thanks a lot to Emanuel and Santosh for being here so late, to share you insights and your experience. Thank you.

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Thank you very much. As a GitHub star buddy, I really appreciate you saying yes when I propose these, and thank you so much to everyone who is here for your questions for your comments.

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I hope you apply to the champion program.

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You have my contact, and you have my calendly.

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If any one of you needs one of one chat, any one of you needs feedback

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We have co-working session. November.

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one, so you can show up there for 2 hours. We are going to be working on applications for mentors or champions, and if you need any other feedback or you have some questions if you want to chat

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about the community, please book a meeting with me and we are going to try to help you to do the best application

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you can do so you can be part of the champion program. Yes, Thank you very much for invited me. Thank you Yanina, I love to do stuff with the community, I always in for anything like this.

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Awesome awesome. Thank you so much. Okay, we are going to publish the video and the document.

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The document will be open for a few more days. So you want to edit the comment, to add some resources to do some more question.

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We are going to answer anything that was left, and we are going to tweet when everything's ready on on the web page, so you can

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access, after this time. Thank you so much one more time. Thank you, this was my first community

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call as a community manager. So was awesome, too, so Thank you.

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Thank you so much to all of you for being here.