Volunteer Info & Welcome
Diverse Speaker Training Group #WPDiversity

Introduction

Thank you for your interest in joining this WordPress Community team's working group, The Diverse Speaker Training Group (#WPDiversity)! Here you will find information to help you decide if you would like to join our team and help you get started.

About Us: Background, Programs, Expectations, How You Can Help

☐ [Our post from July 2021](#) when we first launched the new programs and had a call-out for volunteers contains a detailed description of the work the WPDiversity working group does. Here is a brief summary of the three main components of the #WPDiversity Working group and how volunteers can help:

- **Diverse Speaker Workshops:** Diverse Speaker workshops encourage and teach those from underrepresented groups (women, LGBTQIA+ individuals (which include non-binary, trans and genderqueer folk), people of color, people of different physical abilities, neurodivergent people, people who are older, etc.) how to overcome impostor syndrome and help them find topics that people want to hear at WordPress Meetups and WordCamps, as well as affirming that our community is a richer, better place when events feature a diverse speaker lineup.

- **Diverse Speaker Support:** Even if one feels comfortable applying for or speaking at events, sometimes it's hard to keep track of speaking opportunities or find a supportive person to give feedback on talks. The Diverse Speaker Support program is a new Slack channel that allows for open conversation with those who have completed the Diverse Speaker Workshop as they continue on their public speaking journey.

- **Inclusion Program:** The WPDiversity working group launched a new Inclusion program, created to teach, inspire, and challenge WordPress meetup and WordCamp organizers to organize diverse and inclusive

events that welcome folks from all backgrounds and experiences.

- **How can you help?** Our working group has all kinds of roles, from helping us develop the new programs to maintaining our current program. Workshop trainers, mentors, translations, marketing, behind-the-scenes admin, and more. Specific roles come up organically as we move forward, and you are also welcome to suggest creating a new role that inspires you and will assist the team in our mission. You can participate as much or as little as you would like.

- **Meetings:** We hold meetings in WordPress Slack on the 2nd and 4th Wednesdays of the month at:

  17:00 UTC (from March 12, 2023 to November 4, 2023)
  18:00 UTC (from November 5th 2023 to March 10, 2024)

  (Not required, but very valued)

- **You're a good fit if:** You have a strong desire to bring more diverse voices into WordPress events, and you want to help shape how that happens. You do not need to have any prior experience, but a willingness to share ideas, collaborate, and help define and tackle tasks is amazing.

- **Expectations:** Our working group needs volunteers to help move this important initiative forward. If you have signed up for something, we are relying on you! We understand that things do come up, so if you commit to a task and are unable to complete it or fulfill your role, please tell us as early as possible. The sooner you tell us, the easier it is to find someone to cover your item.

Quick Start — To do now

To express your interest and help us get to know you, please:

- ☐ Fill out this [Welcome Form](#)
- ☐ [@jillbinder](#) will then send you an invitation to our working group's private Slack workspace.

Get Started — To do at your own pace

Below are some requirements and some suggested steps:

- ☐ Join the following Slack channels (**encouraged**, not required):
    - ☐ #community-team: Here we hold our meetings and communicate with the broader Community Team to which this working group belongs.
    - ☐ #diverse-speaker-support: Here we provide networking, mentorship, and support for people who have participated in our workshops.
    - ☐ #community-events: Here we have discussions about the content of the Inclusion program
- ☐ If you have a specific interest or idea of how you would like to help, please let Jill know in your Slack conversation. Otherwise, as a meeting participant you will have the opportunity to volunteer for a particular task or role as the need arises.
- ☐ Attend a WPDiversity team meeting on WordPress Slack #community-team if you can:
    - ● Second and fourth Wednesdays of the month at 5pm–6pm UTC
    - ● Encouraged but not required
- ☐ **Required: Attend an Organizing Diverse & Inclusive WordPress Events workshop**
    - ● We would like everyone in the group to know how to be effective allies in the context of WordPress events. Even if you think you know, it's valuable to directly experience our curriculum.
    - ● The workshops are held quarterly. They are announced in our meetings and on the Community Team blog.
    - ● You also have the option to watch the workshop on your own time: Part 1, Part 2
- ☐ **Required: Attend one of our Diverse Speaker workshops**
    - ● This is our core initiative. We want everyone in the group to be familiar with it in order to contribute as effectively as possible.
    - ● These workshops are held approximately monthly. You can find them here: Community Team blog #wpdiversityworkshops.
    - ● You also have the option to watch the workshop on your own time: The material we teach monthly: Part 1
    - ● Encouraged, not required: The additional material we occasionally also teach: Part 2, Part 3, Part 4

Profile Badges

- You can earn a Community Contributor badge on your [WordPress.org profile page](#) if you:
    - Have contributed to our group (doing any kinds of tasks/roles for the group on top of attending meetings) for at least one month
    - We know that you will continue to be active long-term
- We review who has earned a badge once every 6 months

Reference Material and Bonus Reading Material

Useful Links and Resources

- We post all of our group's activity on the [Community Team blog with tag #WPDiversity](#)
- [Our page in the Community Team's handbook](#)
- [Every WordPress Diversity initiative](#) including various resources that our team has created:
    - [WordCamp Speaker Selection](#)
    - [Building a diverse speaker roster](#)
    - [Inclusive and Welcoming Events](#)
- Other resources we have created:
    - [Supporting Black Voices in WordPress](#)
    - [Tuesday Training: Why is diversity important — To WordPress and YOUR local community?](#)
- [Our workshop videos on Learn WordPress](#)

- Our Diverse Speaker workshop has been translated into: [Japanese](#), [Spanish (Latin American)](#), [Portuguese BR (Brazil) lesson plan](#), [Italian lesson plan](#)

Good Resources from other parties

- [Community Inclusion Initiatives](#)
- [Calling In - Angela Jin](#)
- [Venue Accessibility Checklist](#)
- [Encouraging Diversity in Meetups and WordCamps panel](#)
- Code of Conduct (for [in-person events](#) and [for virtual events](#))

Marketing

The #marketing team promotes our workshops in these places using hashtag #WPDiversity:

- [Twitter](#)
- [Facebook](#)
- [Instagram](#)
- [Linkedin](#)
- [YouTube](#)
- [Pinterest](#)

Our History

- [Video: 2-minute history: What is the Diverse Speaker workshop?](#)
- [Link to first post 2017, when we started with a focus on women](#)
- Year end reports:
  - [Diversity Speaker Outreach Training Group Onboarding / Summary 2018](#)
  - [Question for the community: Diverse Speaker Training Group (#wpdiversity) 2019 Year-End Report](#)
  - [Diverse Speaker Training Group (#wpdiversity) 2020 Year-End Report](#)
  - [Diverse Speaker Training Group (#WPDiversity) 2021 Year-End Report](#)
  - [Diverse Speaker Training Group (#WPDiversity) 2022 Year-End Report](#)