

**The code of conduct  
has been broken.**

**Now what?**

Some things I've learned from  
being a community organizer

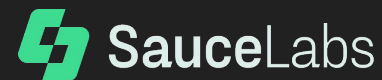


Paloma Oliveira

co-organizer  
PyLadies Berlin

mentor  
FrauenLoop

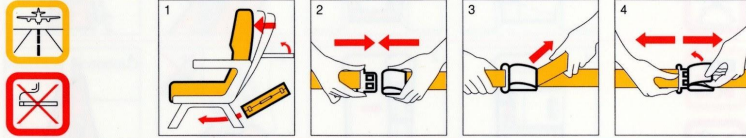
developer relations



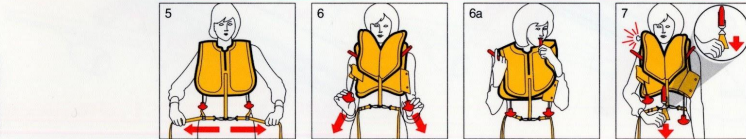
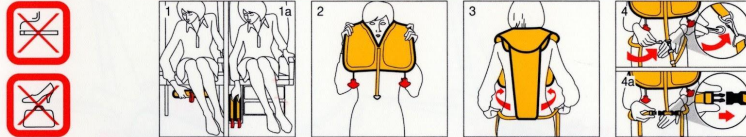
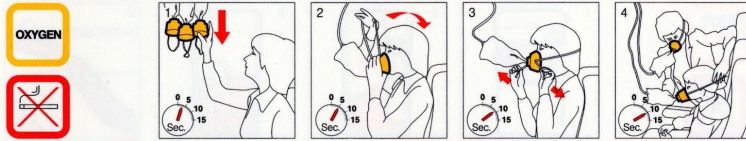
@discombobulateme @fosstodon.org

Für Ihre Sicherheit  
For your safety

# A380-800



Bitte halten Sie während des Sitzens den Sicherheitsgurt geschlossen.  
Please fasten seatbelts while seated.



A380-800

Bitte Sicherheitsanweisungen nicht von Bord nehmen/Please do not remove this card from the aircraft

Safeguard welfare.

Coraline Ada Ehmke,  
creator of the

Contributor Covenant



# The Contributor Covenant:

*As a leader you are responsible for the safe, fair, and transparent enforcement of your community's code of conduct*

1. **Responsibility** is  
not yours alone, but of  
the **community** .



2. Having a **clear process**  
for dealing with the  
situation, including  
having a **committee** .

Emma Irwin article about  
Mozilla's Community  
Participation Guidelines



3. Build together a code that serves your community .





4. **Seek help** from people with different perspectives, more experience or more capable of dealing with such issues.

[Elliot Vahey](#)

**ALWAYS respect anonymity** of those involved.

5. Consider approaches to **restorative justice** as opposed to traditional punitive justice.

1. **Responsibility is of the community**
2. **Transparent process**
3. **Build together**
4. **Seek help , respect the anonymity**
5. **Assume the best of people,  
protect those who feel hurt**

## Restorative Justice Involves Three Parties



the  
**victim**  
or the individual harmed



the  
**offender**  
or the individual who  
caused the harm



the  
**community**  
the place where the  
harm was committed

Restorative Justice  
approach to dealing  
with conflicts  
**emphasizes**  
**accountability and**  
**reconciliation of**  
the offender with the  
larger community.

## Traditional Justice

What law was  
broken?

Who broke it?

What  
punishment is  
deserved?

## Restorative Justice

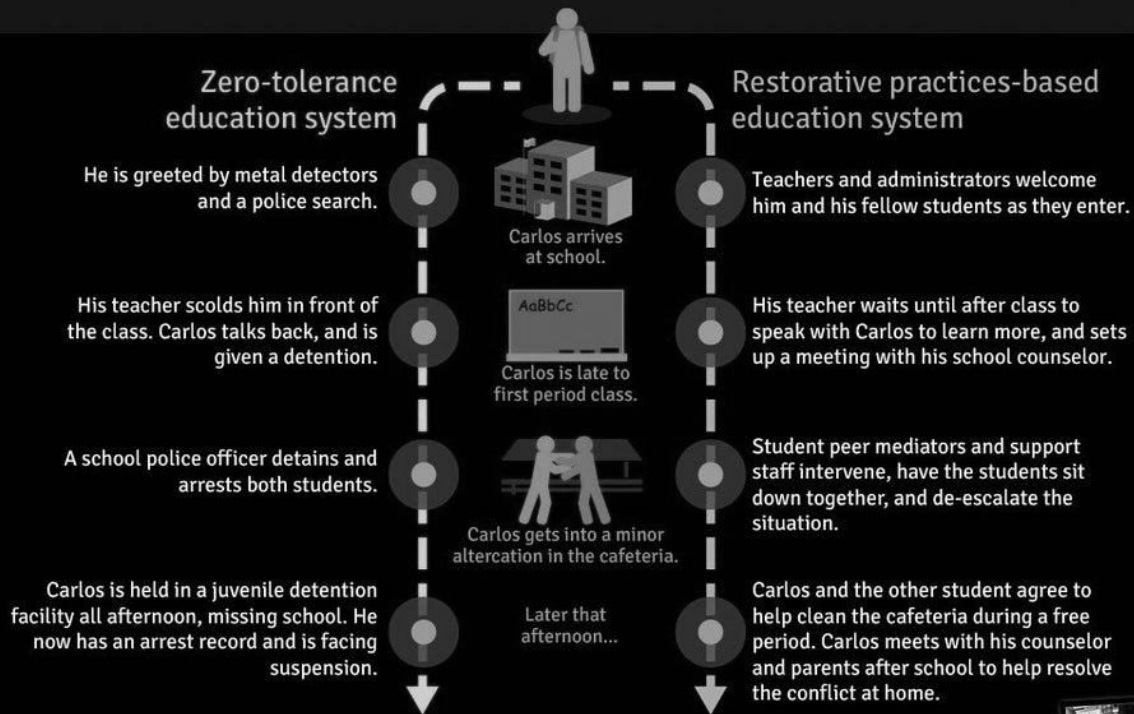
What harm was  
done?

What are the  
needs of those  
involved?

How can the  
harm be  
repaired?

# A Tale of Two Schools

Carlos had a heated argument with his parents before leaving for school, so he's running late.  
Let's see the difference that restorative policies and practices can make.



Learn more about restorative practices:  
[www.otlcampaign.org/restorative-practices](http://www.otlcampaign.org/restorative-practices)



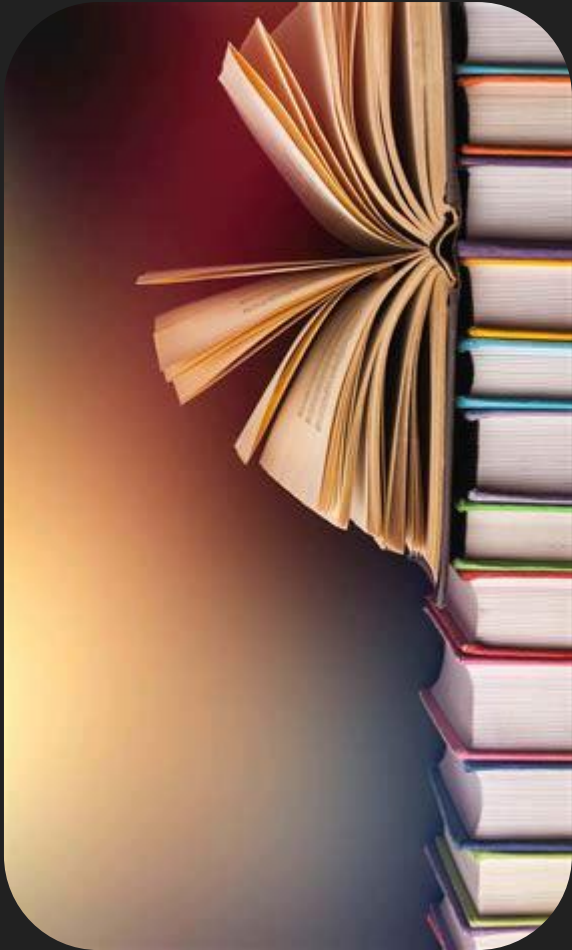


- Assume people's best intentions
- Privilege how the victim felt, explain why this hurts the code of conduct
- Leave space for a reply , but also ask for time to heal
- Offer self-education material

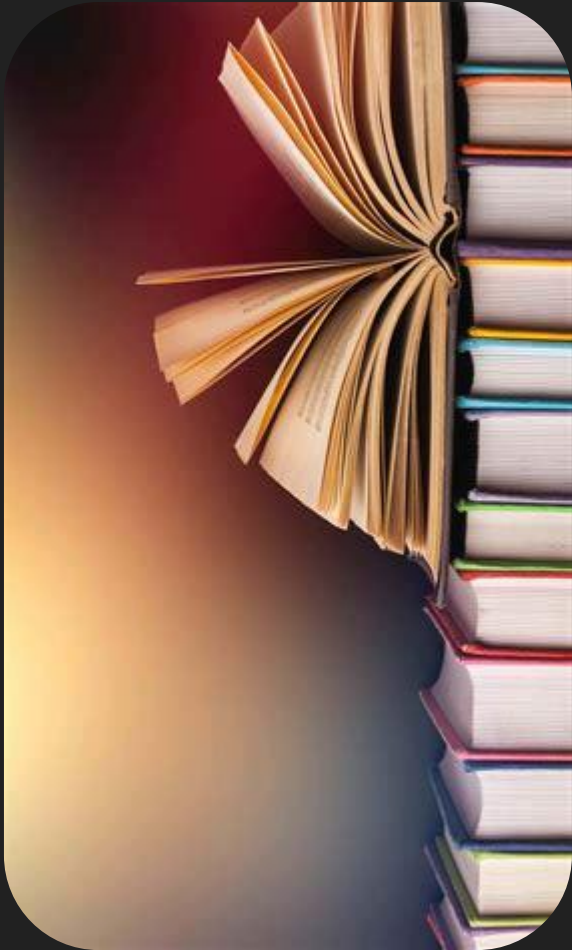
How to apply that  
knowledge to our  
communities...  
**realistically ?**







1. Michel Foucault,  
Discipline and Punish:  
The Birth of the Prison
2. Kimberlé Crenshaw,  
On Intersectionality:  
Essential Writings
3. Michelle Maiese,  
Restorative Justice



4. Barnard Center for Research  
on Women,

Introduction to Restorative  
Justice

What is Transformative  
Justice?

Modern Roots of Transformative  
Justice

5. Ann Russo,

10 Strategies for Cultivating  
Community Accountability



# THANK YOU

<https://tinyurl.com/broken-coc>



@discombobulateme@fosstodon.org

discombobulate-dev@proton.me