

# How to Be a Good Corporate Citizen in Open Source

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**Open Source at VMware** [@vmwopensource](https://vmwopensource.com)  
[blogs.vmware.com/opensource](https://blogs.vmware.com/opensource)



# Agenda

- Dynamics of collaboration: individuals, companies, and communities.
- Contribution Strategy and Plans
- Tips for being a good corporate citizen in open source projects.
- Resources and Final Thoughts

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# whoami



Photos by Mom, Josh Bancroft, Don Park

- Geek, traveler, reader
- 20+ yr tech career focused on community & open source (Intel, Puppet, Scale Factory, ...)
- OpenUK Board
- CHAOSS Board and Maintainer
- CNCF TAG Contrib Strategy co-chair
- PhD from the University of Greenwich focused on Linux kernel collaboration





# Collaboration in OSS Projects: individuals, companies, and communities



# Individuals

Make contributions  
and earn  
leadership positions





# Companies

Employees contribute as  
individuals, but  
on their company's behalf





# Community = People

Community comes before company or individual needs



Kubernetes CNCF CC BY 4.0



# Balance

Your organization needs to  
balance individual, company,  
and community needs







# Contribution Strategy and Plans



# Contribution Strategy and Plans

Align with business  
goals to highlight  
importance and impact





# Which Projects?

Focus on strategic projects  
with the biggest impact  
to your company





# Staffing

Find or hire people  
who want to contribute



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# Guidelines

Guidelines and processes  
should make it easy to contribute





# Measure Success

Define success criteria  
and data required  
to measure it

<https://chaoss.community>





# Making Contributions as a Good Corporate Citizen in OSS



# Getting Started

Lurk and understand  
before starting with a  
small contribution

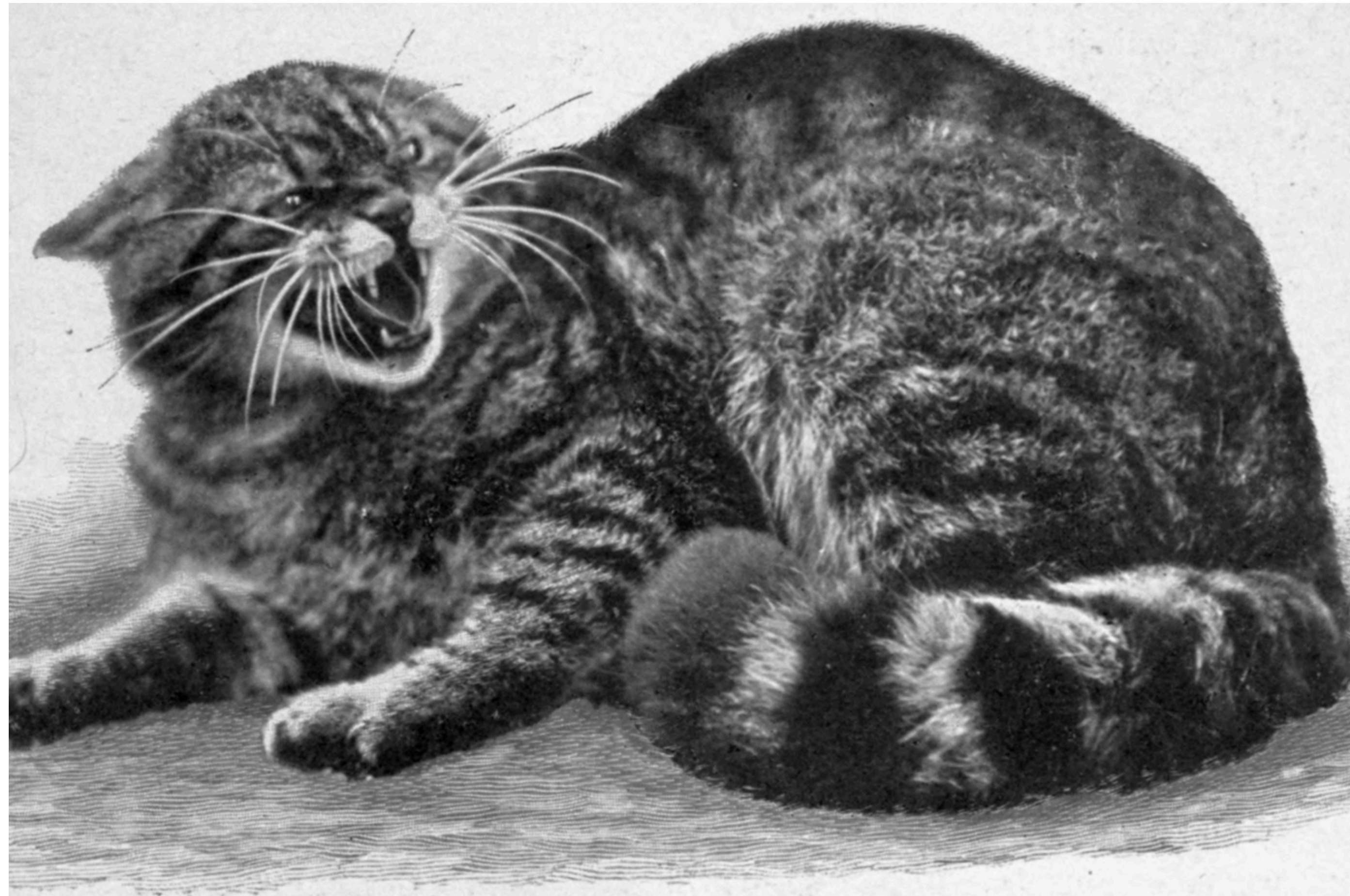


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# Learn from Feedback

Avoid getting defensive  
and prepare to iterate  
on feedback





# Work with the Community

Discuss changes first  
and break them into  
smaller contributions





# Relationships

Attend events and  
get to know people



Image by [The Linux Foundation](#) CC BY



# Upstream Your Patches

Reduces your work  
and benefits the  
community





# Maintenance Expectations

Don't expect someone  
else to maintain a  
large contribution





# Open Sourcing Your Software

Prepare to maintain it  
over the long-term  
and build community





# Resources

**Linux Foundation's TODO Group**

<https://todogroup.org/guides/>

**CNCF Contributor Strategy TAG Docs & Templates**

<https://contribute.cncf.io/maintainers/>

<https://github.com/cncf/project-template>

**The Open Source Way Guidebook**

<https://github.com/theopensourceway/guidebook/>



# Final Thoughts

Participation in OSS  
communities impacts  
your organization's brand.  
Strive to make it a  
positive impact.







# Thank You!

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