

Inclusion in the Fluid Community

Fluid and Inclusive Design

The goal of the Fluid community is to create resources, tools, and methods that support open, community-driven inclusive design. Inclusive design, here, is design that considers the full range of human diversity with respect to ability, language, culture, gender, age and other forms of human difference. We recognize that the open source movement has not always been welcoming to diversity, and so Fluid also strives to create new community supports, open governance and recognition systems, and collaboration techniques that help make our community more open and welcoming to all.

What is a Code of Conduct?

A code of conduct, for the Fluid Community, is:

- a living document, something that we can refine based on our experiences and learning over time
- a description of shared community responsibilities and a voicing of support
- a resource where people can find clear descriptions and examples of acceptable and unacceptable behaviour in our community, focusing on the kinds of behaviours that might put the community at risk
- inclusive of digital and in-person interactions
- inclusive of the many types of contributions we make to the community: discussions, designs, code comments and review
- inviting and supportive to those who have experienced marginalization or inequality in other technocentric communities
- part of a larger movement among open source communities that clearly affirms inclusive values
- supportive of open conversation discussion, including space for mistakes, cultural differences, perspective mismatches, and different levels of familiarity with the issues of inclusion
- not intended to discourage debate, discussion, or differences of opinion and perspective, even when it's messy
- a reminder to contributors that consistently aggressive or harassing behaviour is not welcome in our community, and that we share a collective responsibility to address unacceptable behaviour
- supported by a confidential working group of advocates who reflect the diversity of our community

Advocacy Working Group

A working group of advocates who will respond to conduct issues and determine an appropriate resolution based on the inclusive values and mandate of the community, and taking into account the points above. This working group will be formed by three participants in the community who reflect our diversity, and who will be openly nominated using Fluid's standard governance process (on list, lazy consensus). Working group members need not be committers or otherwise have special status within the community. A private, working group-only mailing list, fluid-advocacy@lists.inclusivedesign.ca, is available as a confidential way for community members to reach out for help regarding conduct issues they've experienced in the community. Working group members have the responsibility to be responsive and to participate in discussions and issues that arise. When a working group member feels they can no longer sufficiently participate, the community will nominate a replacement.

Code of Conduct

The Fluid community has adopted the [Contributor Covenant 1.4](#), a code of conduct that is [used by many open source communities](#). The text of this code is listed below and available at [CODE_OF_CONDUCT.md](#).

Contributor Covenant Code of Conduct

Our Pledge

In the interest of fostering an open and welcoming environment, we as contributors and maintainers pledge to making participation in our project and our community a harassment-free experience for everyone, regardless of age, body size, disability, ethnicity, gender identity and expression, level of experience, nationality, personal appearance, race, religion, or sexual identity and orientation.

Our Standards

Examples of behavior that contributes to creating a positive environment include:

- Using welcoming and inclusive language
- Being respectful of differing viewpoints and experiences
- Gracefully accepting constructive criticism
- Focusing on what is best for the community
- Showing empathy towards other community members

Examples of unacceptable behavior by participants include:

- The use of sexualized language or imagery and unwelcome sexual attention or advances
- Trolling, insulting/derogatory comments, and personal or political attacks
- Public or private harassment
- Publishing others' private information, such as a physical or electronic address, without explicit permission
- Other conduct which could reasonably be considered inappropriate in a professional setting

Our Responsibilities

Project maintainers are responsible for clarifying the standards of acceptable behavior and are expected to take appropriate and fair corrective action in response to any instances of unacceptable behavior.

Project maintainers have the right and responsibility to remove, edit, or reject comments, commits, code, wiki edits, issues, and other contributions that are not aligned to this Code of Conduct, or to ban temporarily or permanently any contributor for other behaviors that they deem inappropriate, threatening, offensive, or harmful.

Scope

This Code of Conduct applies both within project spaces and in public spaces when an individual is representing the project or its community. Examples of representing a project or community include using an official project e-mail address, posting via an official social media account, or acting as an appointed representative at an online or offline event. Representation of a project may be further defined and clarified by project maintainers.

Enforcement

Instances of abusive, harassing, or otherwise unacceptable behavior may be reported confidentially by contacting the advocacy working group at fluid-advocacy@lists.inclusivedesign.ca. All complaints will be reviewed and investigated and will result in a response that is deemed necessary and appropriate to the circumstances. The working group is obligated to maintain confidentiality with regard to the reporter of an incident. Further details of specific enforcement policies may be posted separately.

Project maintainers who do not follow or enforce the Code of Conduct in good faith may face temporary or permanent repercussions as determined by other members of the project's leadership.

Attribution

This Code of Conduct is adapted from the [Contributor Covenant](http://contributor-covenant.org/version/1/4), version 1.4, available at <http://contributor-covenant.org/version/1/4>.