Making Inclusion Happen Through Mentoring

MidCamp ● Palantir.net

Agenda

TOPICS

+ History of the Initiative
+ 2018 Inclusion Initiative Mentorship & Training Program
+ How we did it
+ Successes & Lessons Learned
+ Measuring success
+ What's next
+ It takes a village

History of the Initiative

Chris Rooney
MidCamp 2017
https://www.youtube.com/watch?v=V8lLDA1u9zA
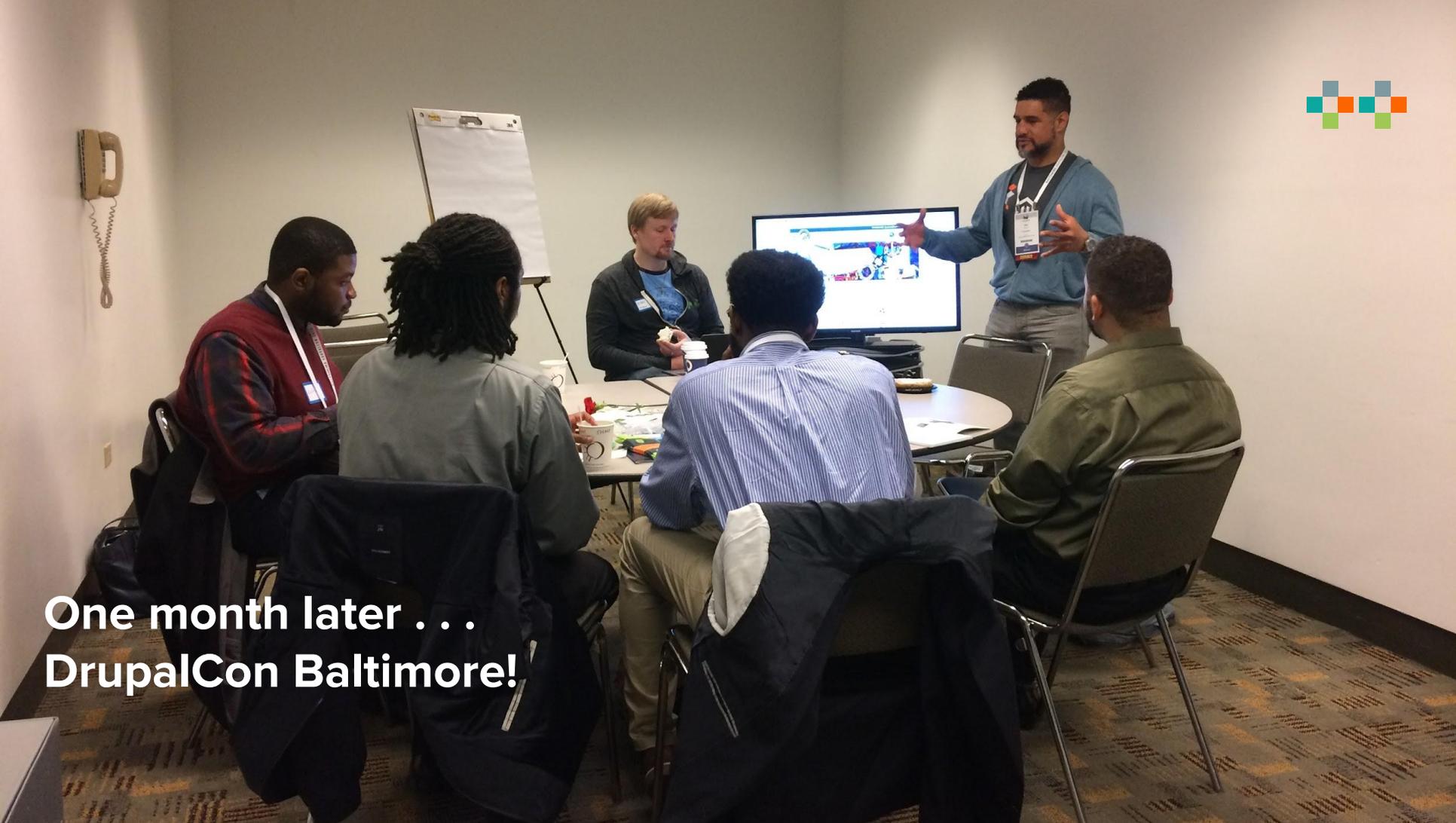
WHITEWASHED – Drupal's Diversity Problem and How To Solve It

One month later . . .
DrupalCon Baltimore!

Ad-hoc lunch with the community

2018 Inclusion Initiative Mentorship & Training Program

npower

GENESYS WORKS.

LOCATIONS

+ New York, NY
+ Jersey City, NJ
+ Dallas, TX
+ San Jose, CA
+ Baltimore, MD
+ Toronto, Canada
+ St. Louis, MO

LOCATIONS

+ Chicago, IL
+ Washington DC
+ San Francisco, CA
+ Houston, TX
+ Twin Cities, MN

The Goals

+ Provide students from underserved or underrepresented communities with Drupal training, networking and conference attendance opportunities.

+ Expand 2017 pilot to include more students: 10-12.

+ Develop a program that is scalable and usable by other companies.

+ Expand Palantir's support for underserved or underrepresented community access and inclusion within the Drupal community.

How we did it

Recruitment Strategy

+ How do we scale?
+ How many students?
+ No high school students
+ Must have some web experience
+ Ensuring continued student participation

Strategic Partnerships

+ Continuation of NPower partnership
+ New strategic partnership with Genesys Works, FigLeaf, Drupalize.me, among others
+ Providing mentorship by professionals throughout the community at-large

Implementation

+ Who will do the training?
+ Where will it be hosted?
+ How do address technology and hosting needs?
+ How will we get them to Chicago and Nashville?
+ Where will they stay?
+ Who will pay for travel, tickets and accomodations?
+ How will we get mentors and what are the expectations?
+ Who will review student work?

January 2018

Late January 2018

March 2018
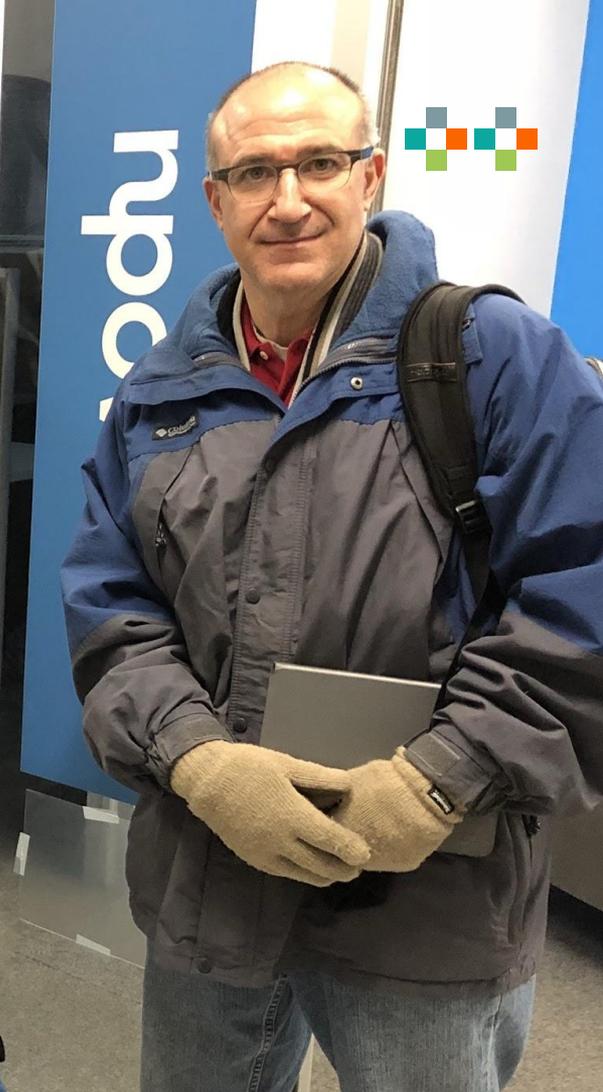
April 2018

Kick off

Classes begin

MidCamp

DrupalCon

+ Students receive refurbished laptops
+ Students paired with mentors

Chicago!

Baltimore!

January 2018

Kick off

+ Students receive refurbished laptops
+ Students paired with mentors

Late January 2018

Classes begin

March 2018

MidCamp

+ Students present work completed to date

April 2018

DrupalCon

+ Students present final work
+ Students apply for internships

Training topics covered to date: Site Goals, Analytics, Content modeling, Content Types and Fields, Information architecture, Menu and Blocks, Forms & Social Media. We're just halfway through the program.

Each student is building their personal project, many of which are for community groups they belong to – a mariachi band, a church, a music act, a recycling blog, a tech help blog, and more.

Successes & Lessons Learned

Hard w[ork] +
good choices +
wise Decisions
SUCCESS

"I'm really enjoying how flexible and simple it can be. Everyone is working on their own time but working the same goal. It is going to be nice to see the progress of where everyone is and how everyone is applying skills in different ways."

– **Baltimore participant**

Sustainability

Managing expectations

Scheduling

Balancing work, class and existing NPower/Genesys Works commitments

Funding acquisition

Delegation

Staying in touch outside of class

Participant attrition

Matching commitment with availability
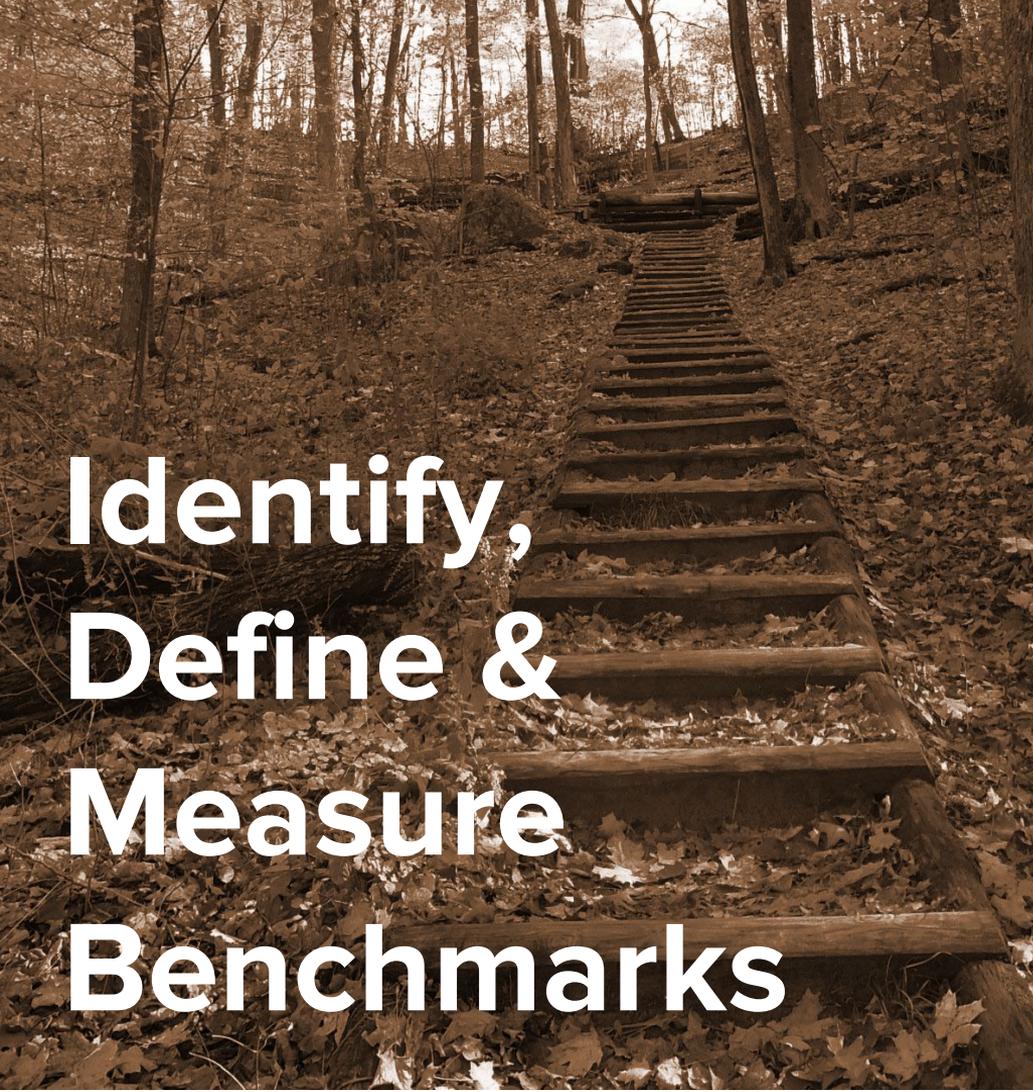
Logistics

Measuring student success in self-moderated remote environment

Limited time

Measuring success

Identify, Define & Measure Benchmarks

+ What do students know at the start of the program? What do we want them to learn? Why?

+ How do we measure their progress?

+ What do attendance and participation numbers look like?

+ Are students meeting curriculum milestones? What percentage?

+ Are students completing the deliverables?

+ Are students checking in with mentors? How often?

+ How do we adjust mid-program if necessary?

+ How will we engage with students after the program?
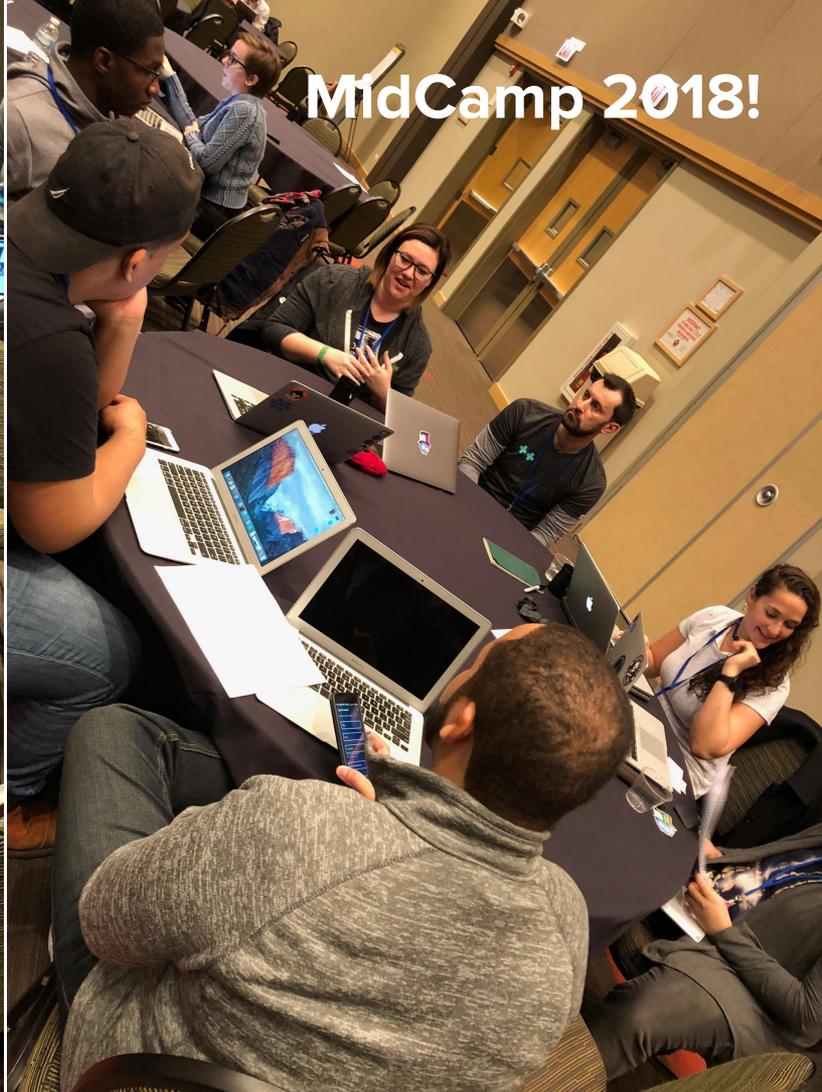
What's next?

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Implementation must-haves

+ Identify strategic partnerships

+ Crowdsource resources and talent

+ Tap into pre-vetted participant pools

+ Incorporate programming into existing program

+ Lesson learned: Create a plan upfront outlining resourcing and cost needs

Costs for 11 students

	In-Kind Hours/Donations	Hard Costs
Palantir	Time in mentoring and organizing Eleven refurbished laptops	$8,000 for mostly travel: 4 MidCamp plane tickets, 10 DrupalCon plane tickets, MidCamp hostel, Nashville hotel, food, transportation.
FigLeaf	Approx. $12,000 in classes	-
Drupalize.me / Acquia	Subscription and hosting fees	-
Community at-large	Mentoring: 1 hour/week/person	DrupalCon tickets, MidCamp tickets

It takes a village.

Join now.

Thank you for your support!

Mentors

- Damien McKenna: MediaCurrent
- Dave Terry: MediaCurrent
- Melissa Bent: MediaCurrent
- Chris Zeitlow: MindGrub
- Michelle Jackson: Palantir.net
- Ryan Price: Palantir.net
- Jess Constantine: Palantir.net
- Hannah Rosenburg: Digital Bridge
- Ryan Peters: Digital Bridge
- Tara King
- Sherry Sonnier-Johnson: Sealed Air
- Rob Powell: Mass.gov

Organizers

- Allison Manley: Palantir.net
- Michelle Jackson: Palantir.net
- Ryan Price: Palantir.net
- Megh Plunkett: Palantir.net
- Lauren Burroughs: Palantir.net
- Michael Dickey: Palantir.net
- April Peck: Palantir.net
- Colleen Carroll: Palantir.net
- George DeMet: Palantir.net
- Annie Schow: Palantir.net
- Chris Rooney: Digital Bridge
- Dave Gallerizzo: FigLeaf
- Julia Logan: GenesysWorks
- Cathy Morgan: NPower

Additional Support

- Drupalize.me
- MidCamp volunteers
- Drupal Association
- Steve Persch
- Dwayne McDaniel
- Pantheon
- Acquia
- PHP Storm
- Digital Bridge Solutions
- Amanda Gonser
- Tim Plunkett
- David Hwang
- Jason Yee
- Andrea Soper

YOU!

Get in touch

Michelle Jackson

Web Strategist

jackson@palantir.net

Allison Manley

Sales & Marketing Manager

manley@palantir.net

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