

WELCOME



**HELLO**  
my name is

*Gris Cuevas*







# Playing Fair in Open Source

Lessons learned in my open source journey





Google Cloud



Open Source  
Contributor







# About this Talk

Who I am

Google in the open source landscape

My Apache Beam story

What I learned

OS participation models

Recommendations to play fair

How we are building a good OS citizenship





Griselda Cuevas

Googler



Brodi

Doogler





# Google Cloud

Open Source Strategist

- Tech management (oil rigs → big data)
- Aspiring Data Scientist
- Online & volunteer communities

—





# Google

## In the Open Source Landscape



A close-up photograph of two hands, one from a lighter-skinned person and one from a darker-skinned person, reaching up to form a heart shape with their fingers. The background is a bright, hazy yellow and orange, suggesting a sunrise or sunset, with soft, out-of-focus light spots (bokeh) scattered across the frame. The overall mood is warm and hopeful.

**Open Source isn't free like sunshine**



Open Source is free like a puppy



Open source is more important  
now than ever.●

47k

GitHub repos  
with a  
recorded event  
by a Googler

+1B

GitHub pull  
requests and  
comments on  
issues by a  
Googler



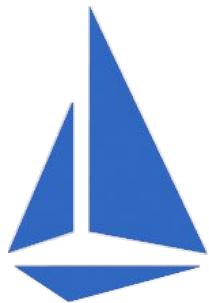
.94%

Of all GitHub  
pull requests  
were  
performed by  
Googlers

5546

Googlers  
performed  
actions on  
Github





Source



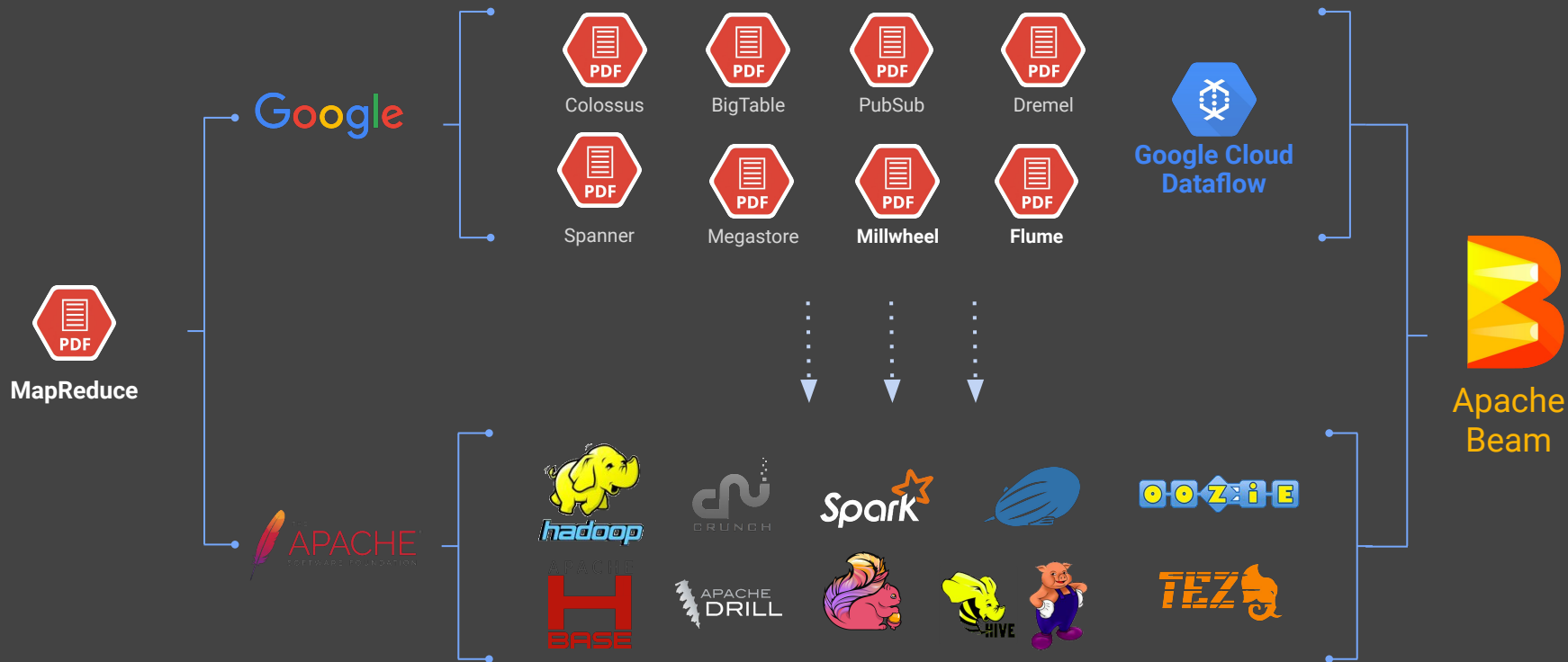
+20m lines of open source code



# My Apache Beam Story

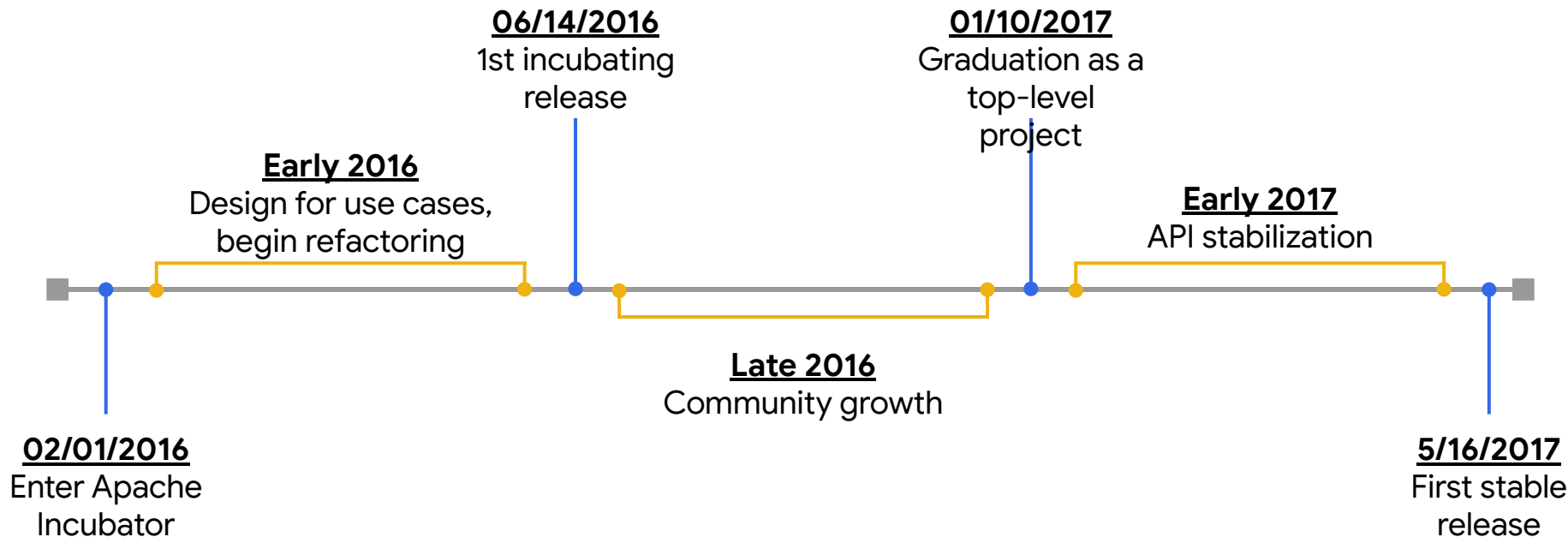


Apache Beam is  
a ***unified*** programming model  
designed to provide  
***efficient*** and ***portable***  
data processing pipelines





# In Pursuit of Project Growth





My goal was to help grow the community









What I learned...



**HELLO  
I AM...  
NEW**

Not everyone is open-source-ready



Tooling & dev practices impact  
velocity for everyone





Project > Company's Goals







Diversity in maintainer community is key



# Participation Models

From the perspective of a commercial vendor





Open-source software (OSS) is computer software with its source code made available with a license in which the copyright holder provides the rights to study, change, and distribute the software to anyone and for any purpose.

Open-source software may be developed in a collaborative public manner.

Open Source **Software**



Open Source **Project**

Open  
Source  
**Software**

+

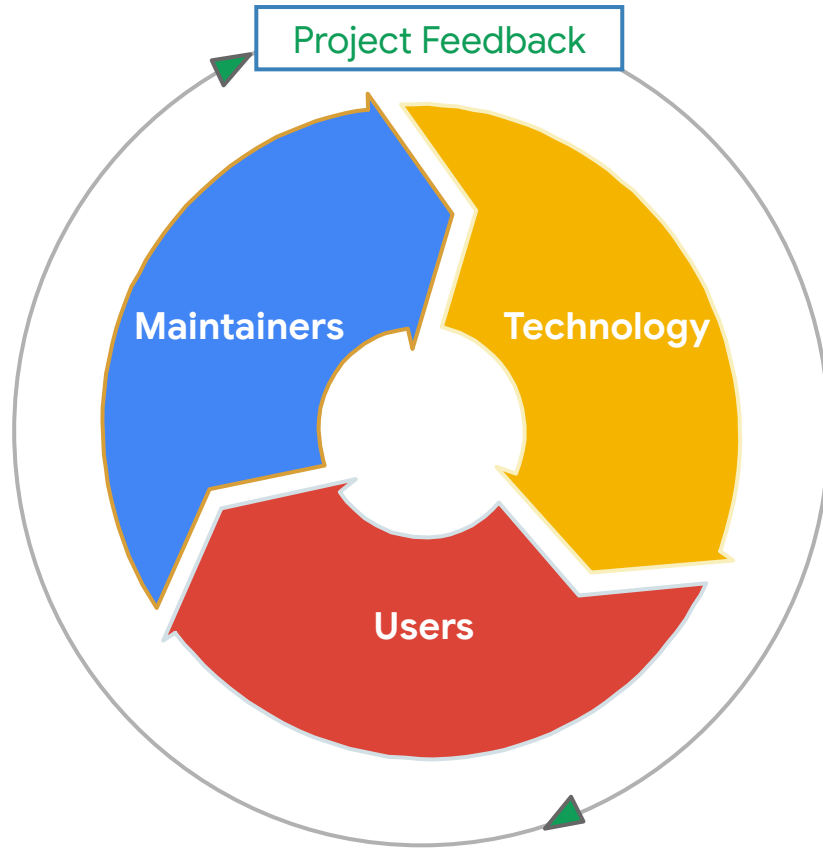
Collaborative  
Public Dev

=

Open  
Source  
**Project**



# Open Source Project



# Commercial-vendor participation models

Companies that *\*use\** open source software

Companies that *\*sponsor\** open source projects

Companies that *\*employ\** open source contributors



# Recommendations



For commercial vendors who  
**use open source**

Endorse the project by sharing your use case

Provide feedback, file bugs!

For commercial vendors who  
**sponsor** open source projects

Consider targeted donations

Explore opportunities to contribute upstream

For commercial vendors who  
**hire** maintainers

Integrate contributions in career development

Invest in compatible tooling & dev processes



A large background image showing a group of people's arms and hands reaching up and interlocking in a circle, symbolizing teamwork and unity. The background is slightly blurred, showing an office environment with a laptop and other people.

How we are building  
a good OS Citizenship

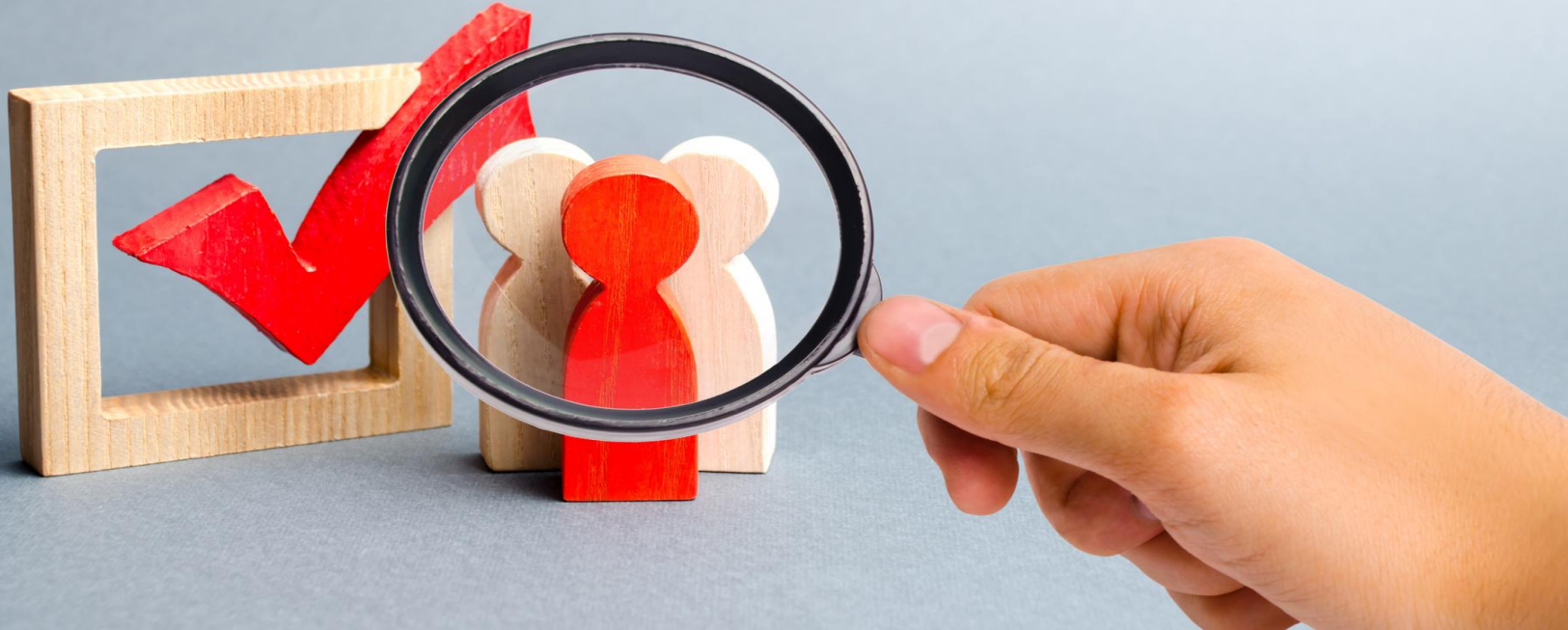


Identified sticking points





1. OS contributions in Performance reviews
2. Open source training
3. Compatible tooling





Launched the Apache@Google  
program



**WE  
CAN HELP**

Fostered an internal  
open source community



# Shout Outs

- Sarah Novotny
- Myrle Krantz
- Joana Carrasqueira
- Aizhamal Nurmamat kyzy
- Riona MacNamara
- Holden Karau
- The Apache Beam<sup>(TM)</sup> Community





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**Join the conversation!**

[illegible]

# Thank you!