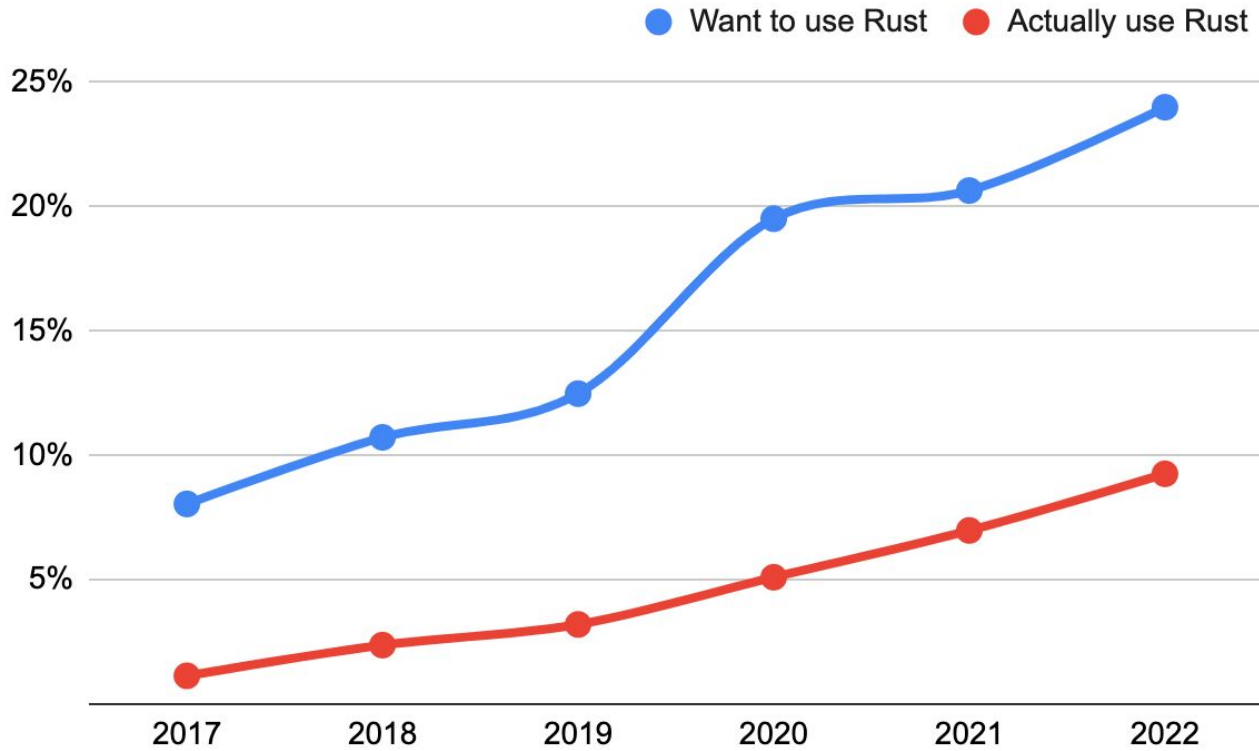

Sustaining Rust's Soul

Tyler Mandry

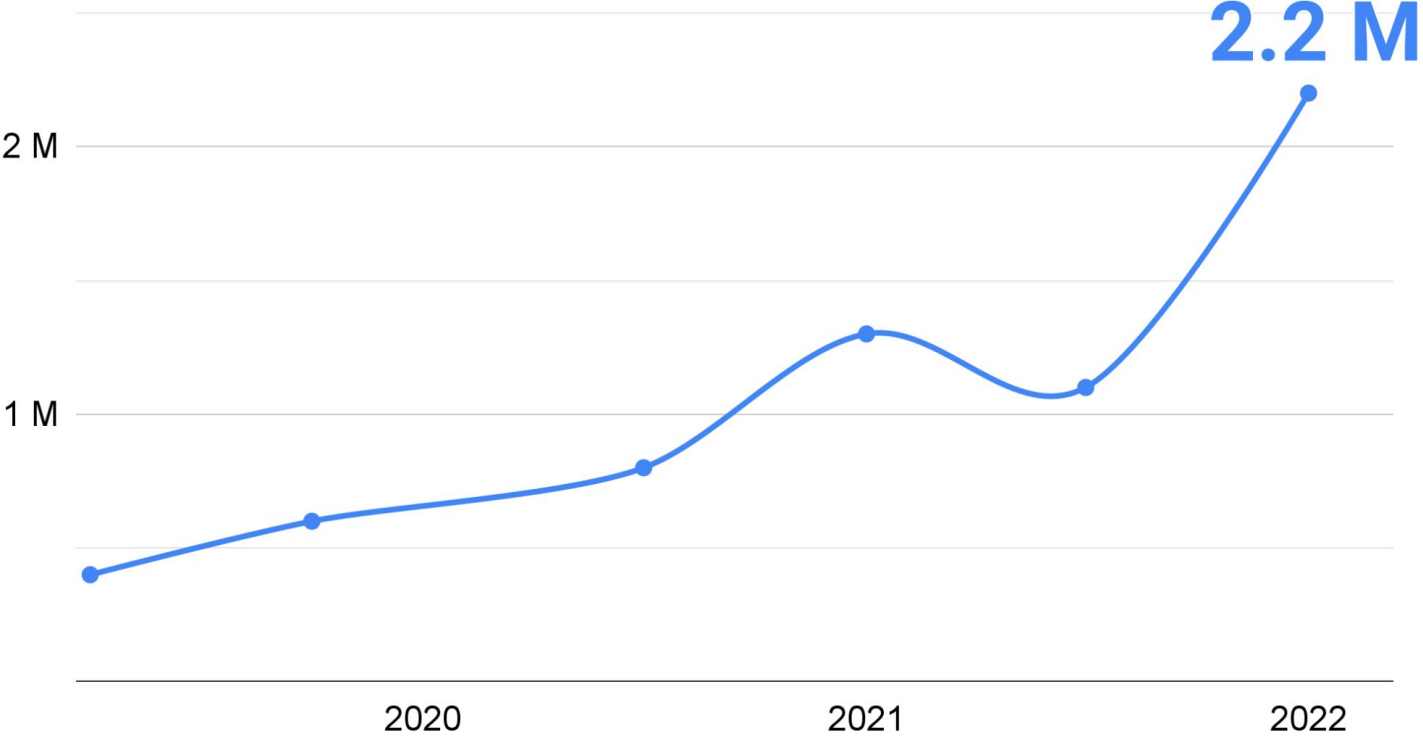
#1

StackOverflow
most wanted language



Source: StackOverflow

Rust Developers, Global



Source: SlashData



Joe Groff

@jckarter

i guess there are now three kinds of languages: the ones everyone complains about, the ones nobody uses, and Rust

Ingredients of Rust's success

How to scale them

How to embody them

If you want to go fast, go alone.
If you want to go far, go together.

2018
Rust
CONF



bit.ly/rustconf-2018

**Open Source is an
intricate system...
of People.**



4:03 / 53:12



HD



**openness (adj.):
receptiveness to new ideas or
perspectives**

Treasure dissent.



Stay curious.



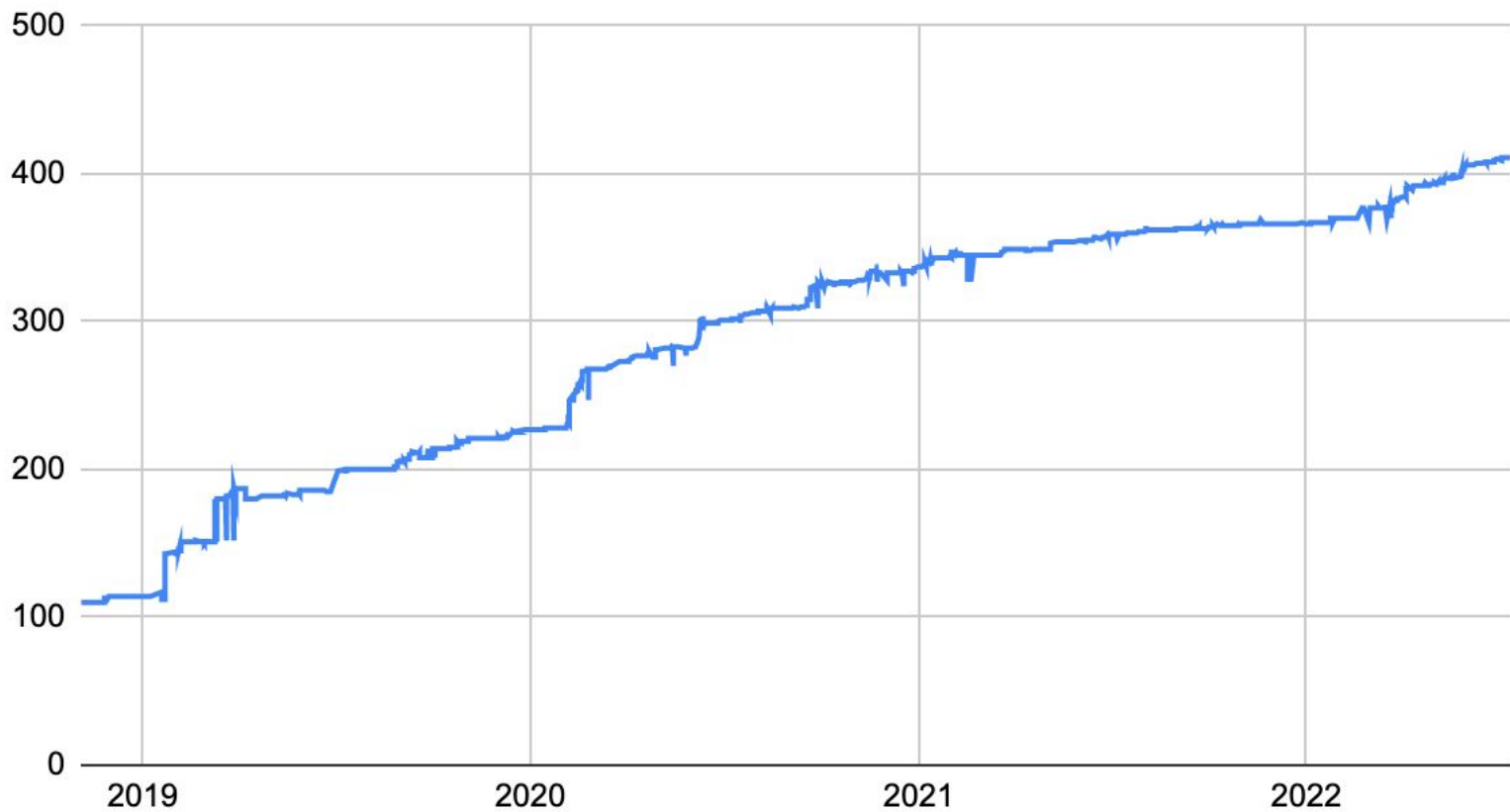
ViralHog

**openness (adj.):
receptiveness to new ideas or
perspectives**

**inclusion (n.):
seeking out different perspectives
and making space for them**

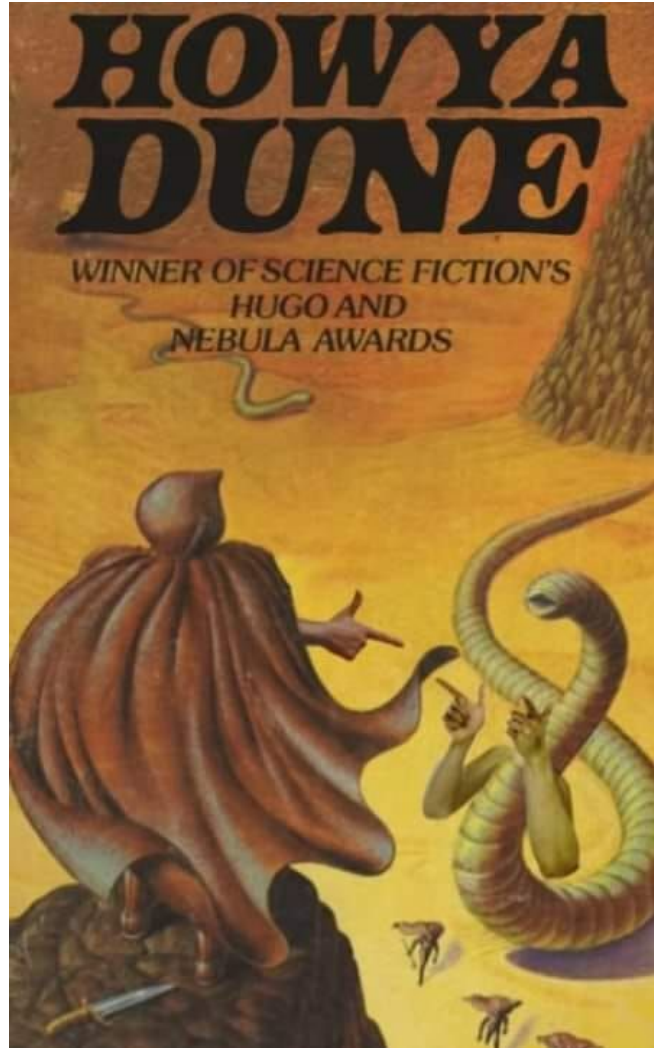
The soul of Rust
is a radical commitment
to openness and inclusion.

People in rust-lang/team



HOWYA DUNE

WINNER OF SCIENCE FICTION'S
HUGO AND
NEBULA AWARDS



“We document,
we mentor,
we tag issues”

“reviewers are very
kind and helpful”

“You can feel the good
intentions from a mile
away”

“slow-moving”

“This patch has been
sitting for 20 days with
no review”

“PRs are just forever
ignored”

30%

who attempt
to contribute to Rust
don't succeed

8%

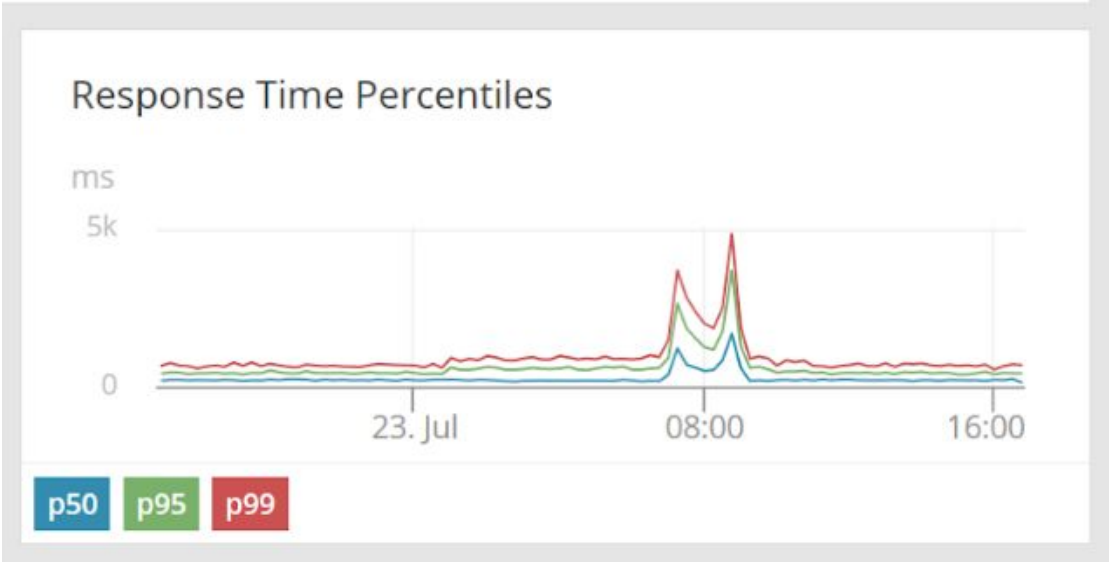
interested to participate
on rust-lang GitHub
report **never** feeling welcome

People Systems Programming

People Systems ~~Programming~~ Engineering



People Systems Engineering



People Systems Engineering

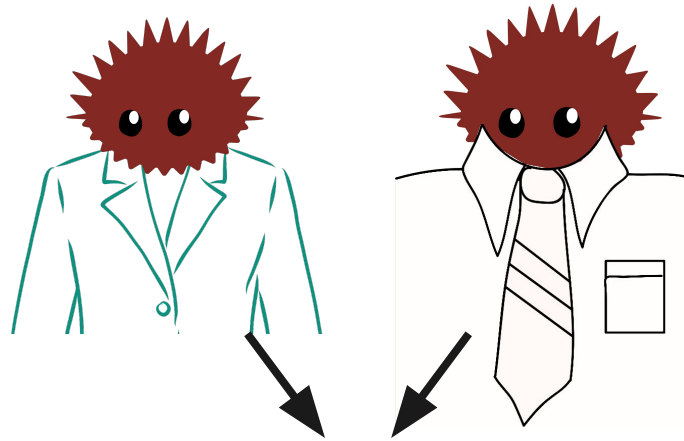
- Seek out underrepresented groups.
- Notice the people who *don't* come back.
- Practice openness and curiosity.

People Systems Engineering

- **Don't** let implicit power structures lie.
- **Don't** hide your progress and thinking.
- **Don't** prioritize only people you know.

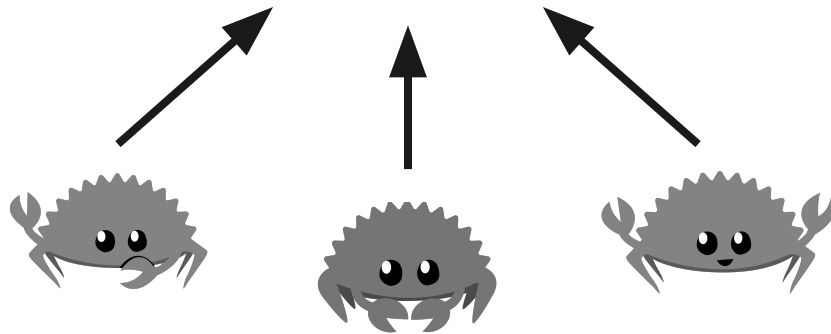
What to expect when you're expecting (to contribute to Rust)

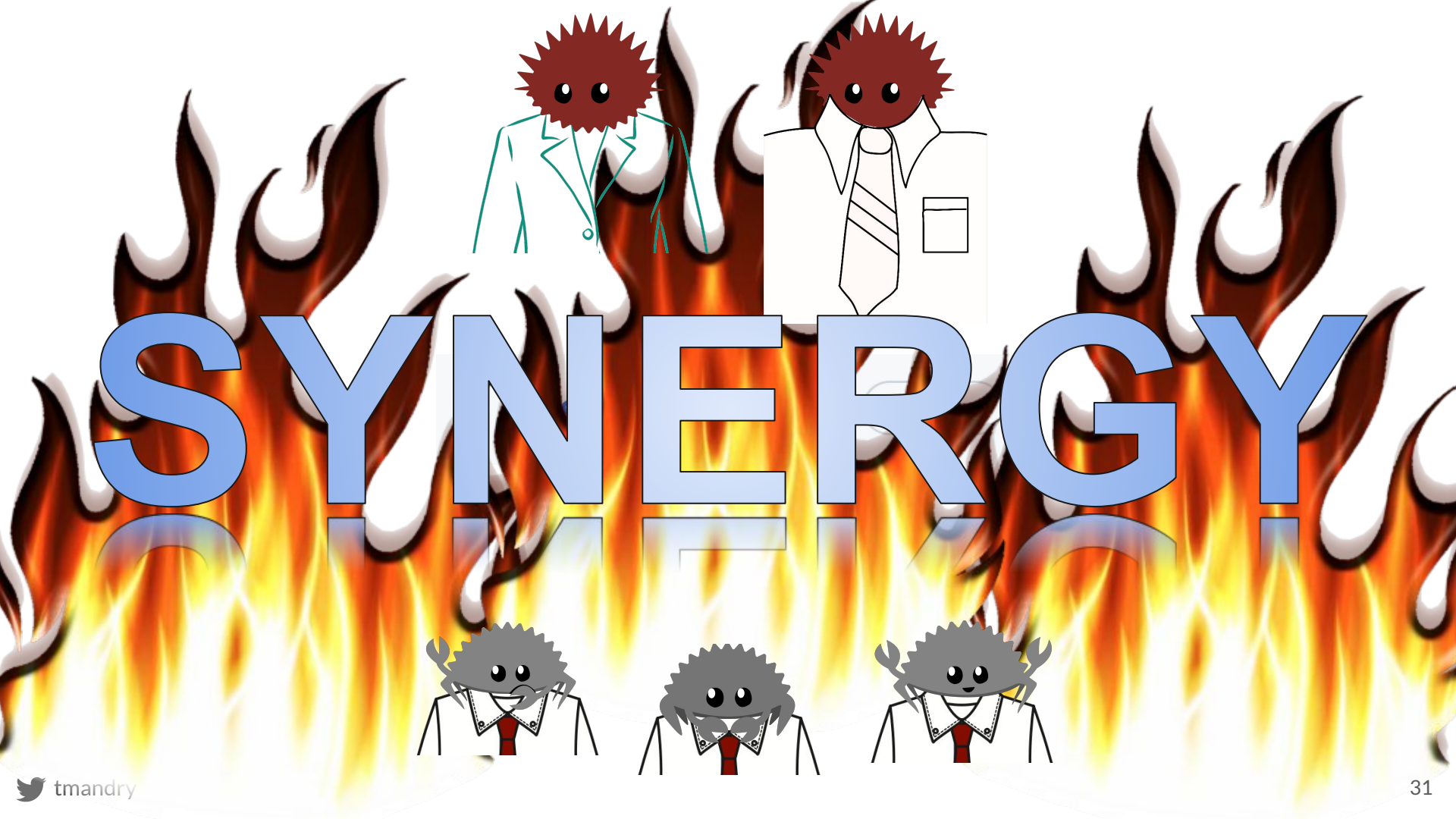




rust-lang / rust

Public



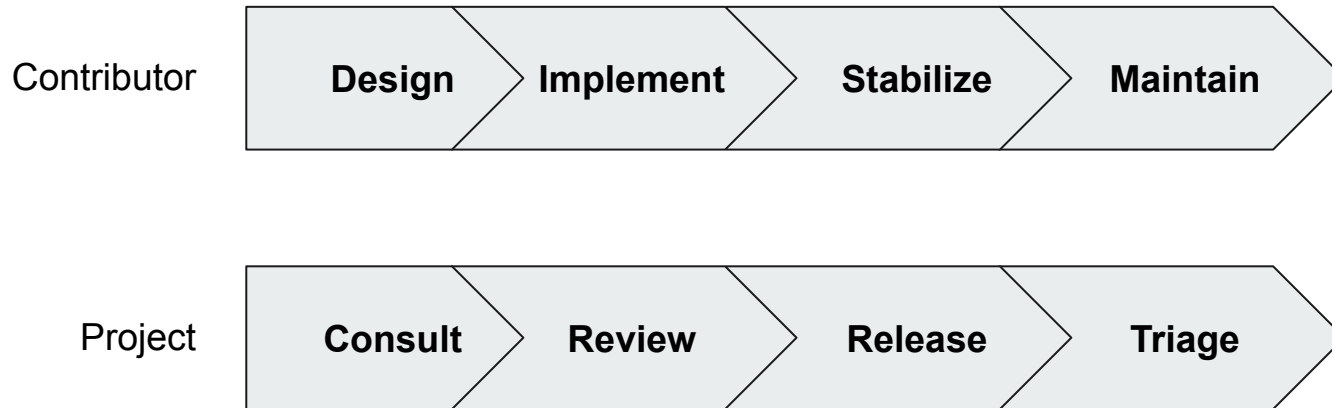


SYNERGY



Contributing as a Company

Contributing as a Company



Contributing as a Company

Contributing as a Company

As a fancy engineer at FancyTechCo, I can say

Contributing as a Company

As a fancy engineer at FancyTechCo, I can say
for a fact that you are wrong.

Contributing as a Company

As a fancy engineer at FancyTechCo, I can say **that we value A and B, and this leads me to prefer option Q.**

Contributing as a Company

As a fancy engineer at FancyTechCo, I can say that we value A and B, and this leads me to prefer option Q.

**It sounds like you also value A,
but you think C is more important.
Would something like R or S work for you?**

**OSS Collaboration
is a skill.**

Openness and inclusion are critical to Rust's success.

We need scalable structures that support these values.

You can help by affirming and sustaining them.

