

# Burning Down the Castle

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# Confessions

... of a kernel maintainer in recovery.

**Issues**

# Code of Conflict

Just the surface ...

# Abuse

Power  
+  
Controlling Behaviour

# Abuse

„Why does he do that?  
Inside the Minds of Angry and Controlling Men“  
by Lundy Bancroft

**„only technical“**

**make it personal**



**do not share power**

# Interactive Documentation

„Life is better with Rust's community automation“  
by Emily Dunham

„Have It Your Way: Maximizing Drive-Thru  
Contributions“ by VM Brasseur

**nice maintainers**

**„nice“ maintainers**

**Allies, Not**

**apologists**

**lost contributors**

**burned out maintainers**



**(dri-devel)**

**mere contributors**

# **Allies, Maybe**

sandwiched maintainers?

# Learning

- CLS @vmbrasseur @jonobacon at OSCON, LCA, ...
- maintainerati @jessfraz
- community tracks in general
- change management, e.g. John Kotter

**Status Quo**

**spectator sport**

**scar(r)ed**

**job security**



**LF**

# Governance

conflicts of interests will happen

# **Status Quo**

maintainers benefit

**Quo vadis?**

# **contributors**

do not get stuck

**DO. NOT. GET. STUCK.**

# **maintainers**

share power, drop privileges  
document&automate  
care about the people

# **maintainers**

„Maintainers Don't Scale“, LCA 2017

**Be a Steward  
Not a Lord**



# Be a Steward

Q&A

**But ...**

technical excellence!

**But ...**

The success! And still growing!

**But ...**

How to fix this?