

Building a Community: The R-Ladies Story



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What is R-Ladies?



[#rdoggladies](#)



Worldwide organization that promotes **diversity** in the **#rstats** community via meetups and mentorship in a **friendly** and **safe** environment



When R-Ladies was born?

#rchickenladies

San Francisco, CA

October 2012



2012

2013

2014

2015

2016

**San
Francisco**
(USA)

R-Ladies was born

Taipei
(Taiwan)

**Twin
Cities**
(USA)

London
(UK)

October 2012

August 2014

April 2015

March 2016



June 2016 - useR!



San Francisco and **London**
meet and get together to
create ...

The R-Ladies Global!

#rdoggladies



August, 2016

.@RConsortium @linuxfoundation FUNDS @RLadiesLondon
@RLadiesSF!! Retweet ur support! #rstats j.mp/2bdg6on
pic.twitter.com/Tq48PGYud6

♡ 49 4:15 AM - Aug 30, 2016



R-Ladies is awarded
\$10,000
to establish additional
R-Ladies groups
worldwide





DREAM
BIG.

Main Goals

- R-Ladies brand development
- Centralized community infrastructure
- Expand to 5-10 cities within the next year

@RLadiesGlobal

Home Moments Search Twitter Have an account? Log in

Tweets 1,363 Following 1,647 Followers 2,256 Likes 1,607 Lists 3 Follow

R-Ladies Global
@RLadiesGlobal
Promoting gender diversity in the #rstats community via meetups, mentorship & global collaboration! 40+ groups worldwide. #RLadies

Tweets Tweets & replies Media

Pinned Tweet
R-Ladies Global @RLadiesGlobal · 30 Aug 2016
Interested in starting an #RLadies meetup in your city? We'd love to help! Send us an email at info@rladies.org to get in touch. #rstats
4 64 73

New to Twitter?
Sign up now to get your own personalized timeline!
Sign up

R-Ladies Code of Conduct

CODE OF CONDUCT

R-Ladies is dedicated to providing a harassment-free experience for everyone. We do not tolerate harassment of participants in any form.

This code of conduct applies to all R-Ladies spaces, including meetups, Twitter, Slack, mailing lists, both online and offline. Anyone who violates this code of conduct may be sanctioned or expelled from these spaces at the discretion of the Founding Members.

Some R-Ladies spaces may have additional rules in place, which will be made clearly available to participants. Participants are responsible for knowing and abiding by these rules.

Harassment includes:

- Offensive comments related to gender, gender identity and expression, sexual orientation, disability, mental illness, neuro(a)typicality, physical appearance, body size, age, race, or religion.
- Unwelcome comments regarding a person's lifestyle choices and practices, including those related to food, health, parenting, drugs, and employment.
- Deliberate misgendering or use of 'dead' or rejected names.
- Gratuitous or off-topic sexual images or behaviour in spaces where they're not appropriate.
- Physical contact and simulated physical contact (eg, textual descriptions like "hug" or "backrub") without consent or after a request to stop.
- Threats of violence.

<https://rladies.org/code-of-conduct/>

EN/ES/PT

R-Ladies Github

R-Ladies Global
R-Ladies is a world-wide organization to promote gender diversity in the R community
Worldwide <http://rladies.org>

Repositories 112 | People 105 | Teams 68 | Projects 2 | Settings

Pinned repositories

- starter-kit**
Guidelines for starting up a local R-Ladies chapter
R ★ 82 🍴 55
- global**
R-Ladies Global Strategic, Governance and Financial doc
★ 4 🍴 1
- resources**
R-Ladies Resources : Various resources for R-Ladies Global and to be shared across chapters
HTML ★ 16 🍴 11
- meetupr**
R interface to the meetup.com API
R ★ 32 🍴 8
- rladies_global_presentations**
R-Ladies Global presentations
JavaScript ★ 5
- rshinylady**
R-Ladies shiny dashboard
R ★ 8 🍴 2

meetup-presentations_lausanne
R-Ladies Lausanne meetup presentations
r rstats rladies r-ladies rladies-presentations
R ★ 2 Updated 2 days ago

meetup-presentations_philadelphia
R-Ladies Philadelphia meetup presentations
rstats rladies r-ladies rladies-presentations
HTML ★ 1 🍴 3 Updated 3 days ago

meetup-presentations_buenosaires
R-Ladies Buenos Aires recursos
r rstats espanol rladies r-ladies rladies-presentations
HTML ★ 8 🍴 5 Updated 3 days ago

meetup-presentations_london
R-Ladies London presentations and code snippets demonstrated during meetups
r rstats rladies r-ladies rladies-presentations rladies-london
HTML ★ 29 🍴 11 GPL-3.0 Updated 3 days ago

R-Ladies Growth

(2016 - Aug 2017)

2016

4 groups

end of 2016

21 new groups
(total: 25 chapters)

Aug. 2017

31 new groups
(total: 56 chapters)

Q4 of 2017

R-Ladies makes a new proposal for funding

Item	2018 (65 chapters)	2019 (100 chapters)	2020 (130 chapters)
TOTAL	15,823	23,873	30,773

R-Ladies becomes top level

R Consortium welcomes R-Ladies as a top level project

By John Mertic | March 27, 2018 | Announcement, Blog, News, R Consortium Project



In 2016, R-Ladies started their effort for a global expansion, with the [help from the R Consortium](#). Back then there were only 4 active chapters (San Francisco, Taipei, Twin Cities and London) and the goal was to expand to 5-10 cities within the next year. The enthusiasm within the R community for local R-Ladies chapters far exceeded any possible expectations! As of March 2018, the organization has over 90 chapters and almost 19,000 members.

There are [R-Ladies chapters in 45 countries around the globe](#), with many chapters hosting monthly events.

With this fast growth, it became apparent to the R Consortium ISC that this project needs long term investment for success. The diversified voice of R-Ladies, speaking not only as a group representing gender minorities in tech but also a group attracting new R users, aligned with the R Consortium's defined [Code of Conduct](#) and its desires

for building a more diverse and inclusive R community.

R Consortium ISC is pleased to announce and welcome [R-Ladies as a top level project](#). R-Ladies has shown a big commitment within the R community and [becoming a top level project](#) will provide them a longer term budget cycle (3 years instead of 1 year) to support their community. R-Ladies will also have a voting seat on the ISC (represented by [Gabriela de Queiroz](#)).

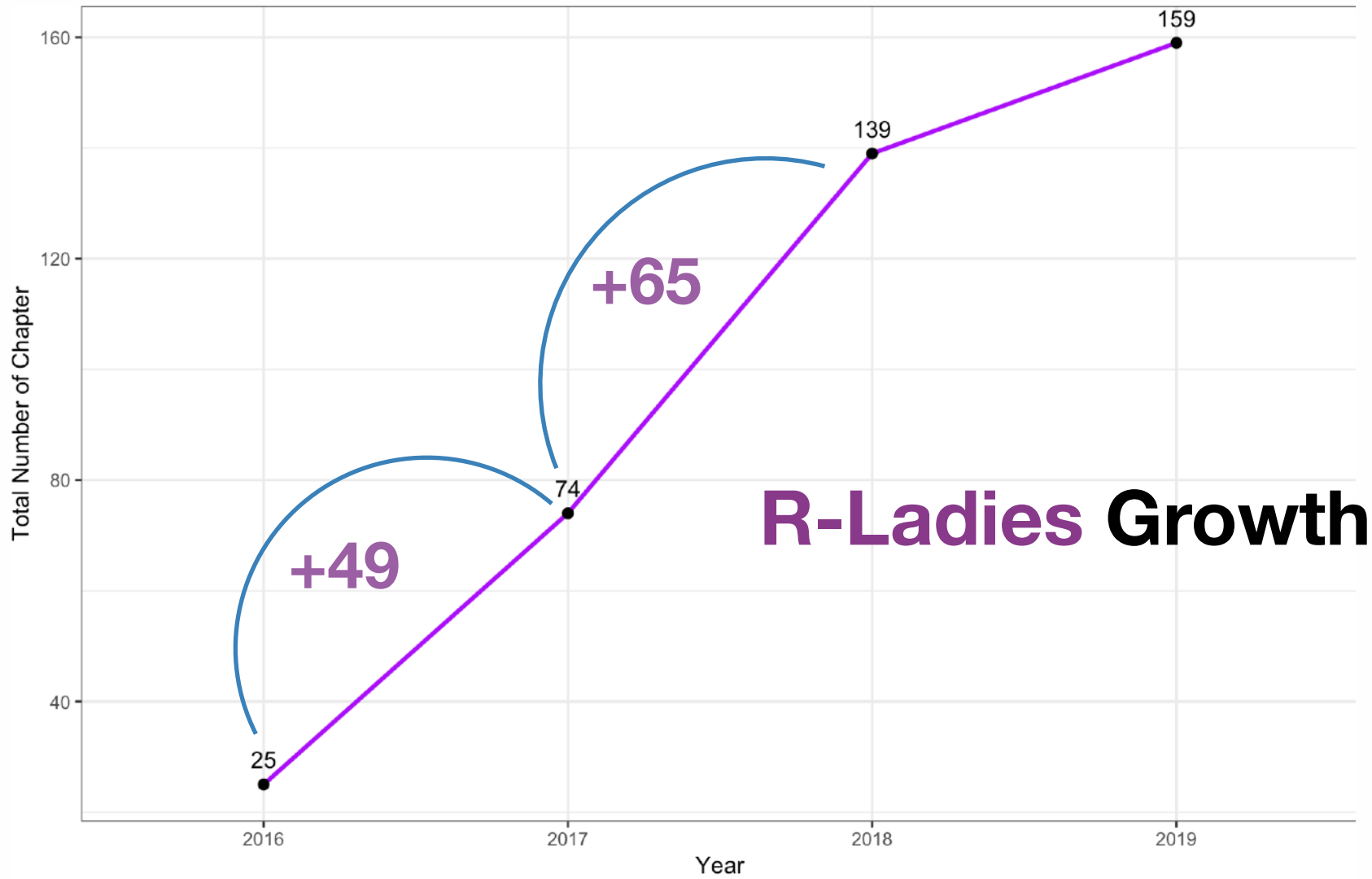
We invite all in the R community to congratulate R-Ladies on this milestone, and look forward to ensuring they have the infrastructure and funding to bring more diversity to the R community.

March, 2018

R-Ladies gets long term support (3 years)



consortium





R-Ladies Growth

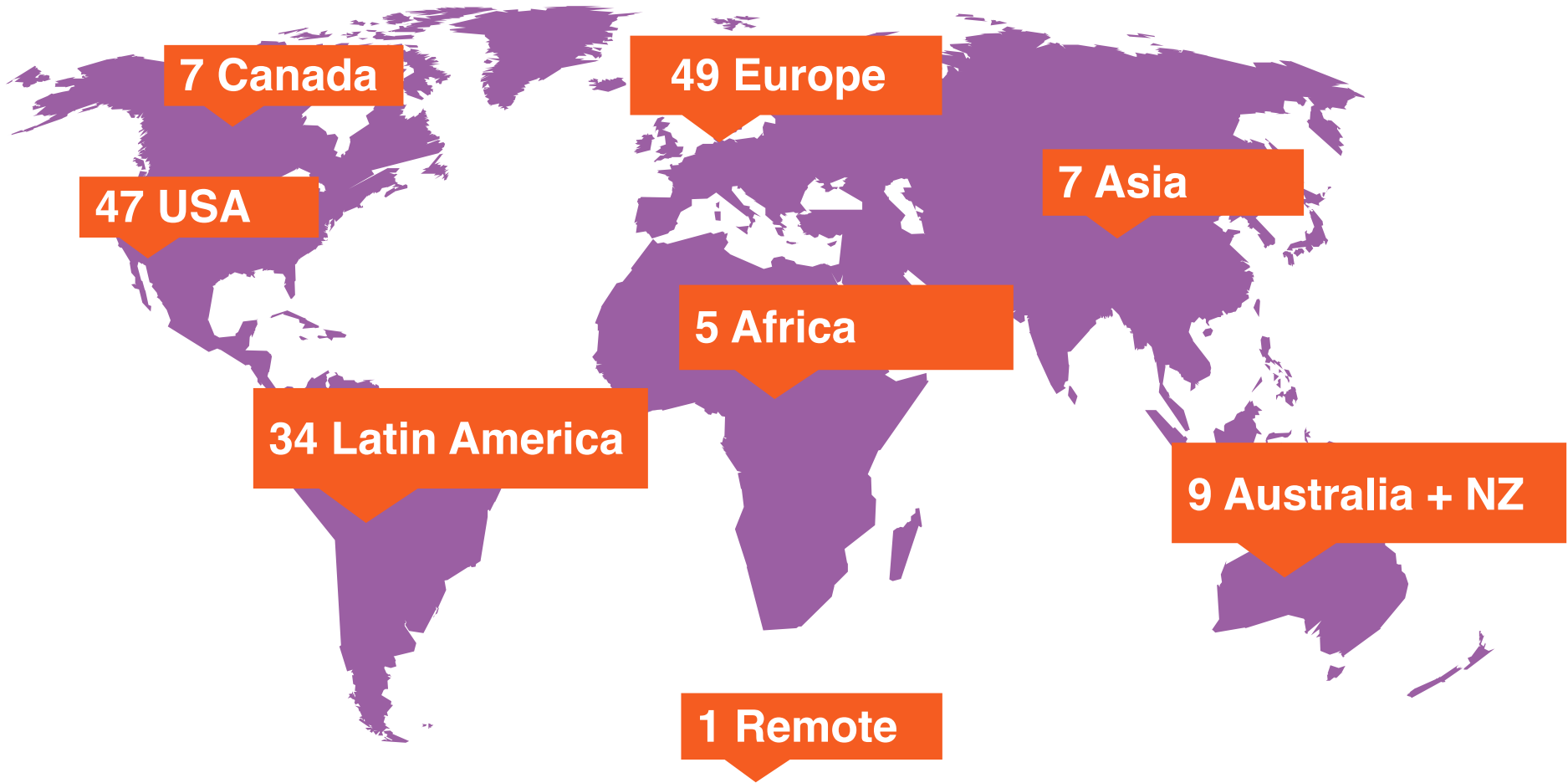
(May 2019)

**47
countries**

159 cities

**47,000+
members**

**1500+
events**



How the organization
changed the landscape of the
R project?



rstudio::conf 2018

rstudio::conf 2019





LatinR



More info: <https://journal.r-project.org/archive/2018-2/latinR.pdf>

S[∞]ΣR

SER - Brazil



R-LADIES NYC 2017



R-LADIES NYC 2018



R-LADIES NYC 2019



Washington R Conf



WSDS



satRday Paris



CascadiaRConf



satRday Joburg



EARL



Datanauts



Are you looking to attend an all-male conference in #DataScience?

#rfinance2018 has got you covered! 🧑



100% male committee, 100% male speakers, no Code of Conduct. Yes, this is 2018! 📅 MAR 21 rfinance.com

#BinderFullofMen 🧑🧑



12:07 PM - 1 Jun 2018

2018



2019

R-Ladies Global @RLadiesGlobal · May 22

The change that can happen when the organising committee is more diverse itself, actively tries to find more diverse speakers, and implements a code of conduct! Many thanks to @SK_convergence and the other organisers for an improved #rfinance! Hoping to see this work continued! 🙏



Soumya Kalra @SK_convergence

Getting a group photo for all #rstats allies, #rladies
#rfinance

Show this thread



R-Ladies Global

@RLadiesGlobal

Following



We are very disappointed by the way @DataCamp handled the sexual assault of an employee by a C-level executive. We strongly support the target who is a member of our community and condemn DataCamp for their lack of accountability and transparency around this issue.

R-Ladies Global's disapproval of DataCamp

R-Ladies Global's disapproval of DataCamp's handling of sexual assault

community

Don't Take My DataCamp Course, There Must be Consequences for Sexual Assault

R community blasts DataCamp response to exec's 'inappropriate behavior'



RStudio

@rstudio

Following



In light of the recently disclosed incident of sexual harassment at DataCamp and their response to it, including the attempt to conceal their public acknowledgement from search engines, we want to share the steps that we have taken:

1:37 PM - 15 Apr 2019

1,317 Retweets 4,429 Likes



TECH

A Multimillion-Dollar Startup Hid A Sexual Harassment Incident By Its CEO — Then A Community of Outsiders Dragged It Into the Light

"Sexual misconduct happens everywhere. But DataCamp was dealing with a community with abnormally high standards and support for each other."

R Community Diversity and Inclusion Working Group



<https://github.com/RConsortium/RCDI-WG>

A group broadly consider how the R Consortium can best encourage and support diverse and inclusion in the R Community

R Community Diversity and Inclusion Working Group

Goal

The goal of the R Community Diversity and Inclusion Working Group (RCDI-WG) is to broadly consider how the R Consortium can best encourage and support diverse and inclusion. The short-term priority is to define and publicise on best practices for R community events, and ensure that events funded by the R consortium adhere to those guidelines. In the long term, the RCDI-WG will think about how diversity and inclusion can we woven throughout all R consortium activities.

CHALLENGES

1) Keep the initial excitement



**~80 groups/organizers got in touch but
never setup the chapter**

**Some chapters were active for a while
but not anymore**

3) How do you manage
and fundraise money?



Meetup Fees

~\$30,000/year
(\$2,400/month)



1) "Buddy System"

R-Ladies: chapter mentoring

Some R-Ladies chapters are struggling to get started. For some it is difficult to find a suitable venue, other have no sponsors, or simply they have never organised events before and don't know where to start. Here we call on all the organisers that have run a few events, can you spare some time to mentor a less experienced organiser?



**2) Ask specific people
to help with tasks**

Donate* to R-Ladies!
(info@rladies.org)



3) Become a non-profit

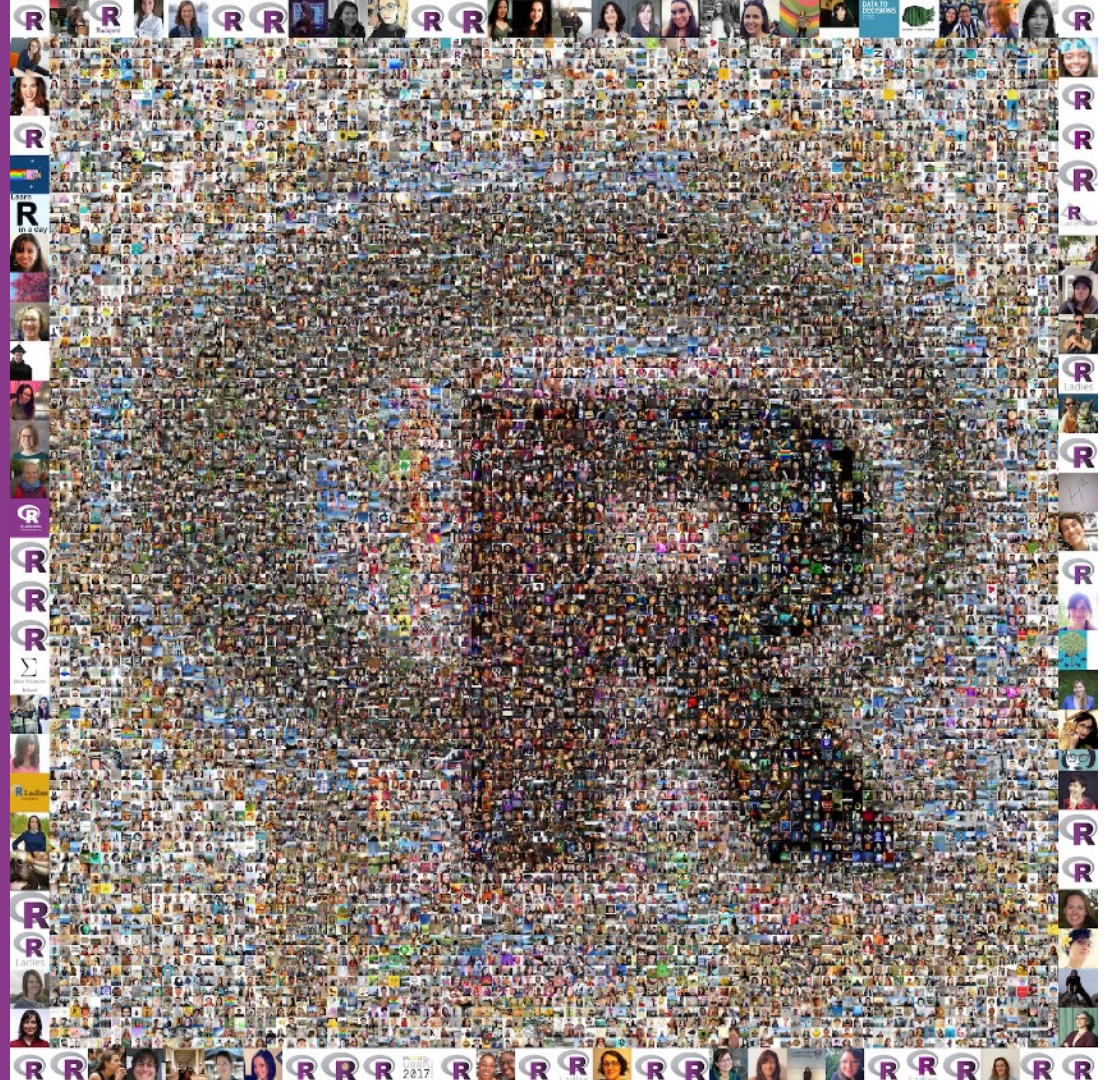
*An official announcement will come soon



**If you have
ideas,
suggestions or
want to help,
please get in
touch:
info@rladies.org**



**This community is only possible
because of YOU!**



THANK YOU!



Website: rladies.org
Twitter: @RLadiesGlobal
Email: info@rladies.org

All dog pictures are from Barkhaus: <https://www.thebarkhaus.com/>