How to raise Open Source awareness throughout a company

Jan Altenberg

Open Source Automation Development Lab (OSADL) eG

COMPACT OSADL ONLINE LECTURES

How to raise Open Source awareness throughout a company
COOL – January 2022
Open Source Automation Development Lab (OSADL), Heidelberg

Agenda

- What is awareness
- Why Open Source awareness is needed
- What to be aware of
- Who needs Open Source awareness
- Open Source awareness trainings
- Establishing an Open Source culture
- Best practices on Open Source awareness in a company

Let's dive into the topic

Open Source awareness

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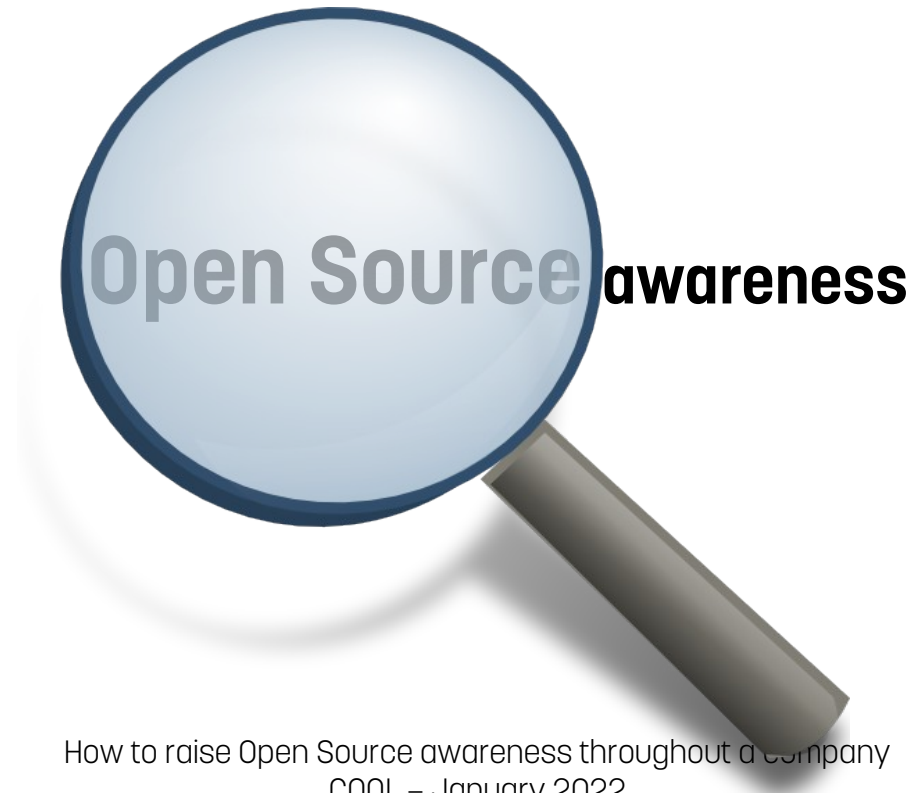
Open Source awareness

Open Source

The decisive point of the definition of Open Source is that the **software license** allows the comprehensive, free use of the program, i.e. it grants comprehensive simple rights of use to the software without providing any restriction of the licensee or areas of use, that is, it can be used by anyone for any purpose.

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Legal aspects

Let's dive into the topic

Open Source **awareness**

What is awareness?

Being conscious of <u>something</u>

What is awareness?

State of an environment

Being conscious of <u>something</u>

What is awareness?

State of an environment

Situation

Being conscious of <u>something</u>

What is awareness?

State of an environment

Situation

Environments and situations change continuously!

What is awareness?

Awareness is NO one-time effort!

Why do we need Open Source awareness?

- Comply with legal obligations

Why do we need Open Source awareness?

• Comply with legal obligations

Do not just focus on whats is needed!

Why do we need Open Source awareness?

• Comply with legal obligations

Get the best benefit out of it:

• Comply with standards

• Proper planning (timing, budget, risk management)

Open Source has to go both ways

- The **whole** company has to be aware that Open Source Software is being used!
- Compliance-Processes are needed
- Open Source awareness is an important aspect!
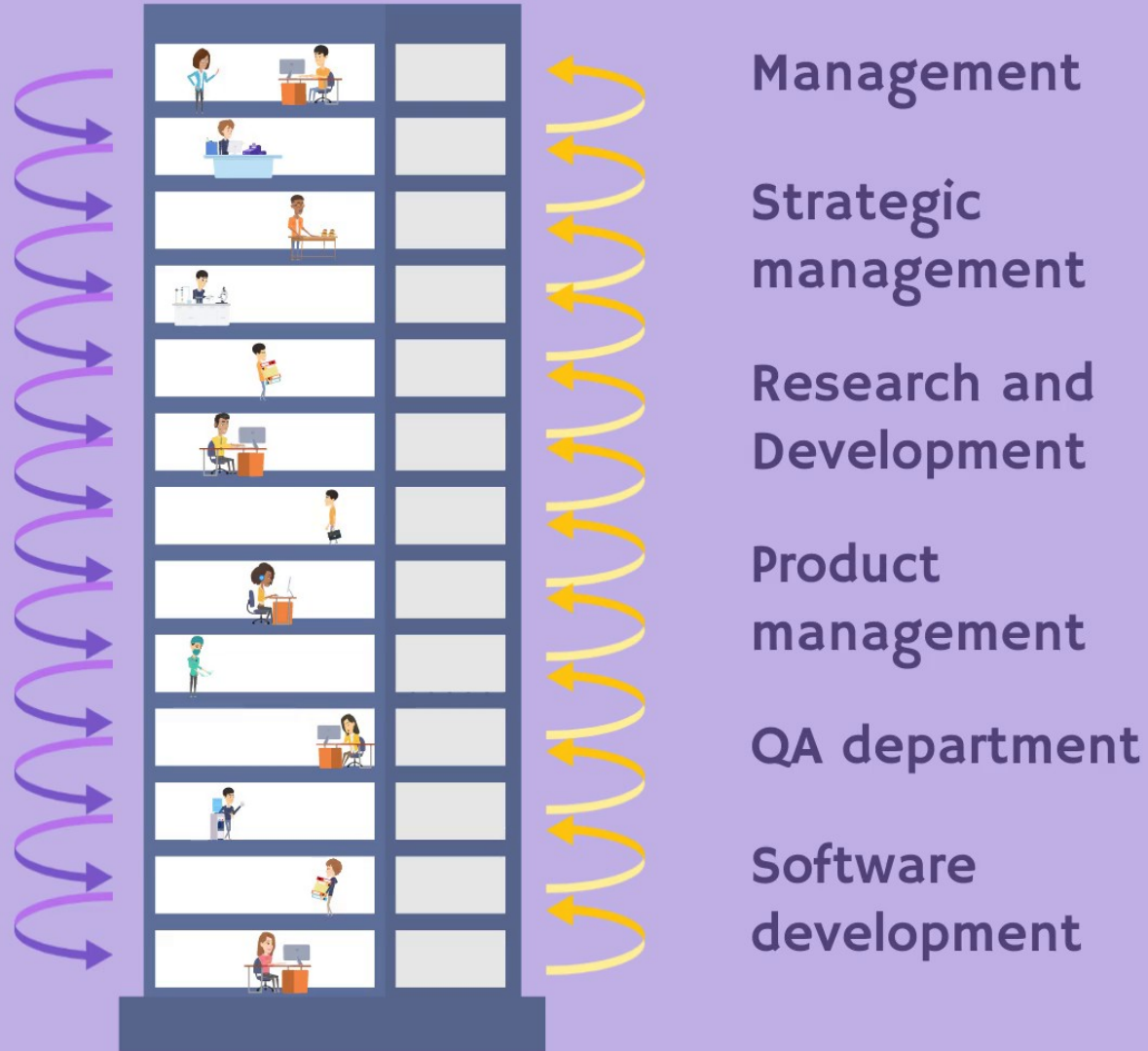
Management

Strategic management

Research and Development

Product management

QA department

Software development

OSADL Open Source Policy Template

More specifically, the goal of this FOSS policy is to

- create sustainable knowledge about FOSS related processes in our company
- avoid copyright infringement
- provide control about the licensing of our company's intellectual property
- meet customer requirements
- meet the OpenChain[1] specification

OSADL Open Source Policy Template

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OpenChain

1.0 Program Foundation

1.1 Policy

A written Open Source policy exists that governs Open Source license compliance of the Supplied Software. The policy must be internally communicated.

Verification Material(s):

☐ 1.1.1 A documented Open Source policy.

☐ 1.1.2 A documented procedure that makes Software Staff aware of the existence of the Open Source policy (*e.g.*, via training, internal wiki, or other practical communication method).

OpenChain

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OpenChain

1.3   Awareness

The organization shall ensure that Program participants are aware of:
- a) The Open Source policy;
- b) Relevant Open Source objectives;
- c) Their contribution to the effectiveness of the Program; and
- d) The implications of not following the Program's requirements.

Propper planning

- Open Source related processes (e.g. reviews or clearing processes) need time and budget.

- Reviews are needed in early phases of a project.

- This has to be planned accordingly (for the time-line and the project budget).

Of what people should be aware of

- Open Source policy
- Copyright law
- Processes
- Existing trainings and training material
- OSS related activities throughout the company
- Memberships (Linux Foundation, OSADL, ...)

Who has to be aware?

Technical people

Who has to be aware?

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Legal department

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Sales department

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Who has to be aware?

- Remember:
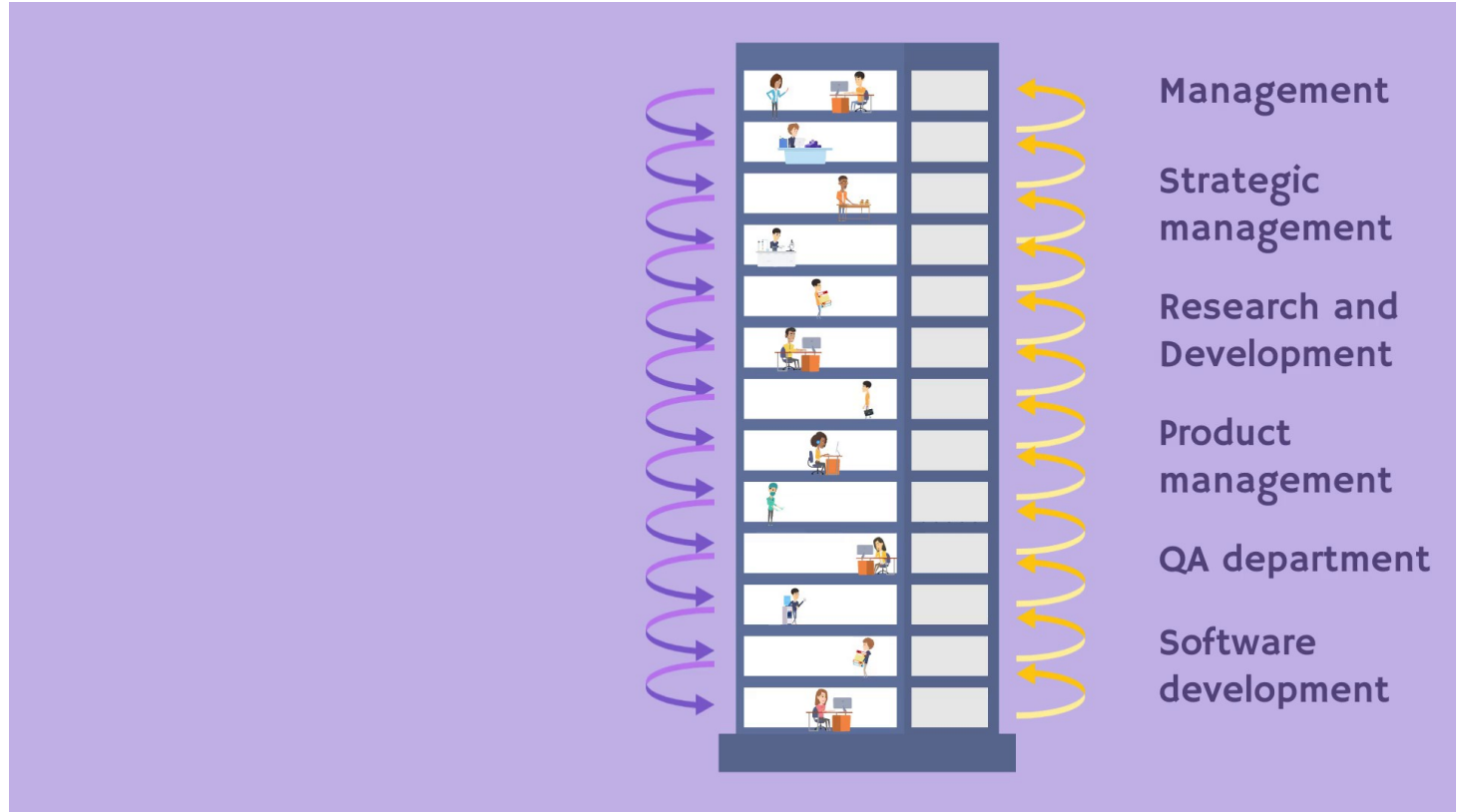
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The importance of awareness

- Raising awareness is <u>always</u> the first step
- With very low effort you can reach a lot just by...
  - ...letting people know there are rules to follow
  - ...letting people know about the responsibilities

First step: Awareness training

- Not more than ~90 minutes
- Just cover the important aspects, not the details.
- Ideally for ALL employees
- If possible, re-use existing training infrastructure.

Awareness training: What to mention

- Basics of Copyright law
- History and underlying ideas of Open Source
- The value and the importance of Open Source
- Basic aspects of Open Source licensing
- Overview on the Open Source Policy, processes and responsibilities within the company
- Overview on available resources within the company

Establish an Open Source culture

- Apply the key principles of Open Source:
  - Work together
  - Share knowledge

Create communities

- Bring people together

- Moderated community

- A community can be used:
  - to exchange information
  - to work on processes
  - to work on trainings
  - to maintain documents and training material

Create communities

- Bring people together
- Moderate~~d~~
- A c~~o~~

  - to exch~~ange~~
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  - to work on tr~~ain~~ings
  - to **maintain** documents and training material
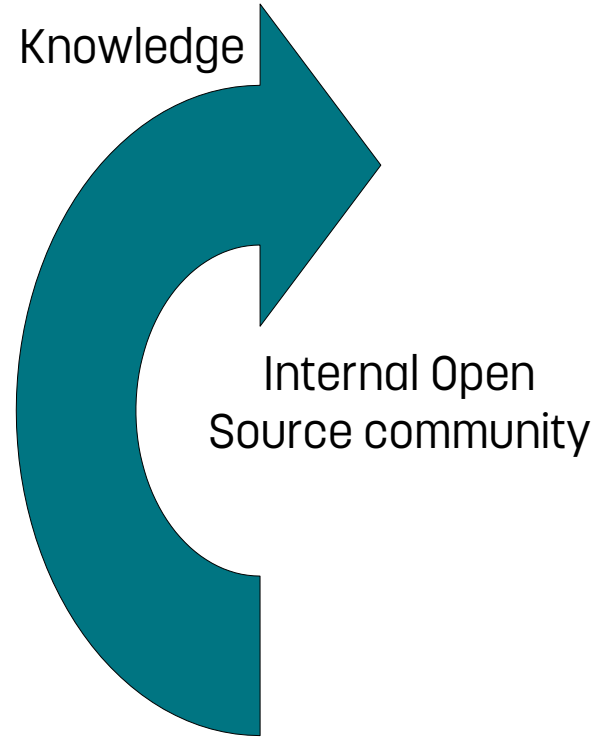
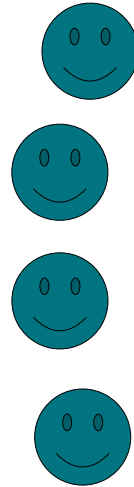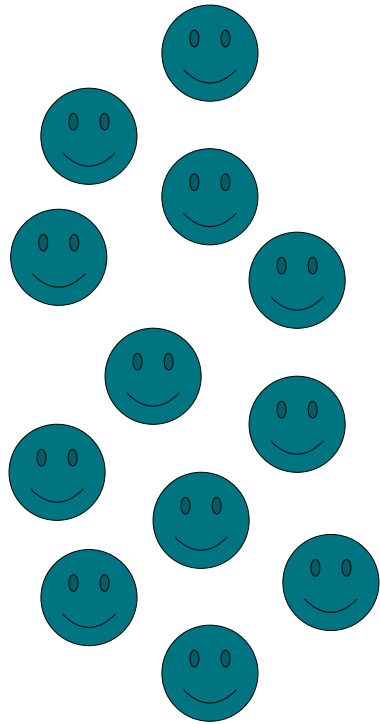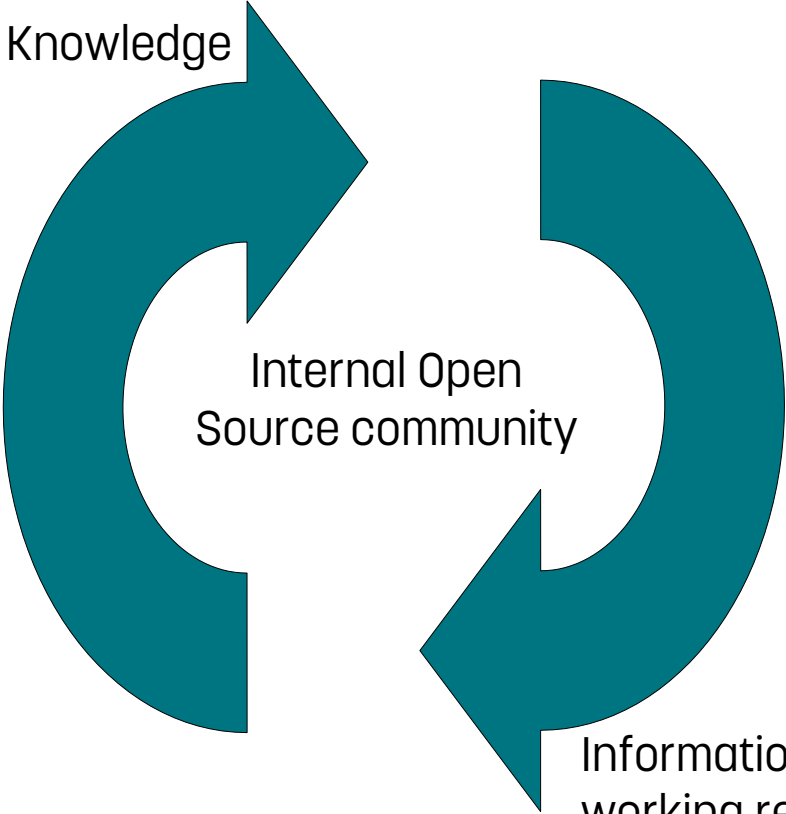**Remember: Awareness is NO one-time effort!**

Feedback loop
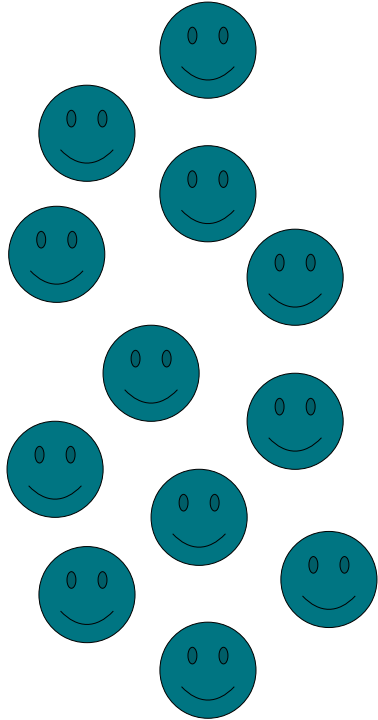
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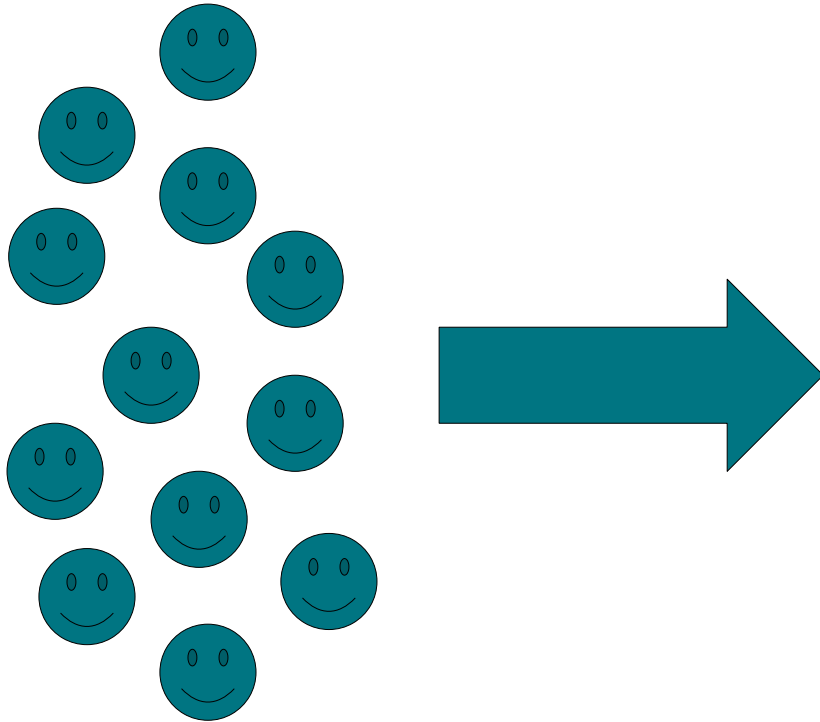
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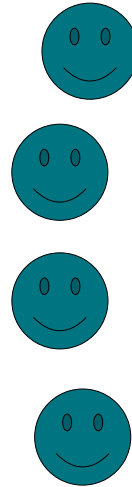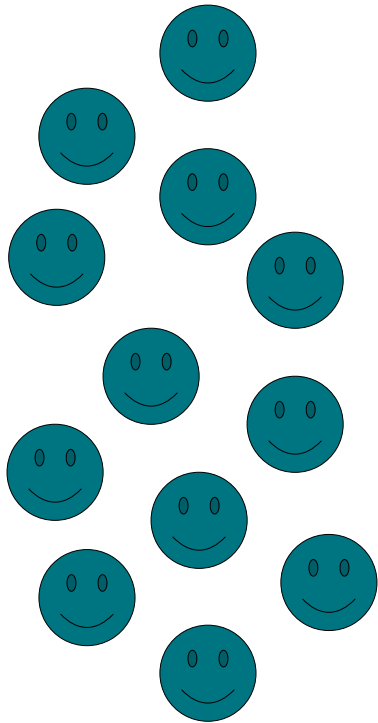
Internal Open
Source community

Feedback loop

Knowledge

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Internal Open Source community

Information, working results

Feedback loop

Knowledge
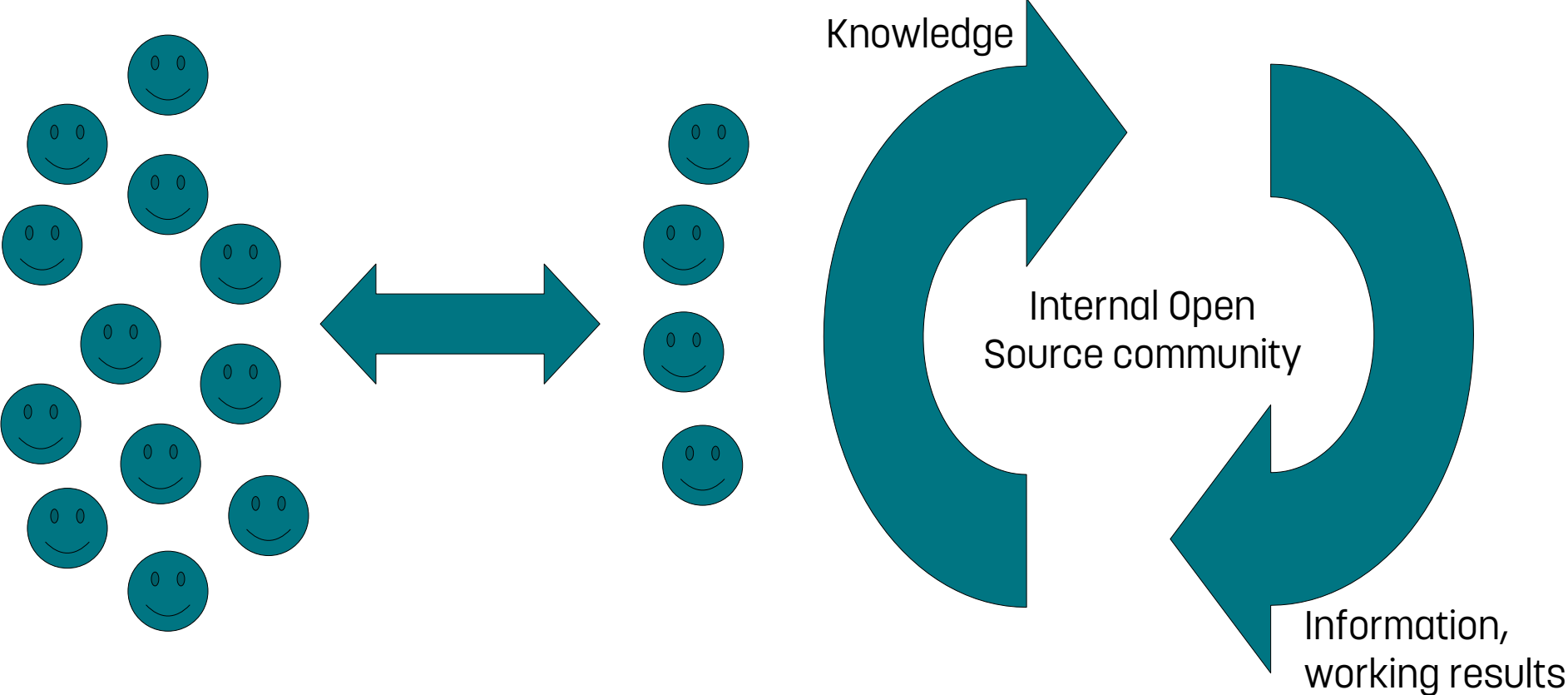
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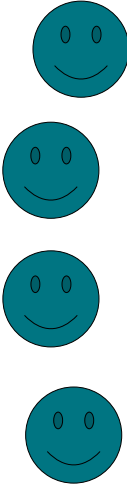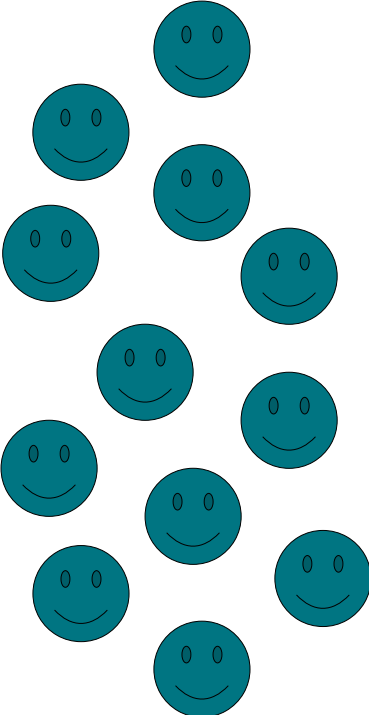
Just a sidenote...

- From our experience: Every company that uses Open Source will sooner or later contribute to the Open Source ecosystem.

- By creating communities and establishing an Open Source culture your employees are prepared for this step.

Inner Source

- Talking about communities...
- Use the principals of Open Source also for software development within your own company.
- You can share source code and ideas!
- https://en.wikipedia.org/wiki/Inner_source

What else can you do?

- Host an internal Open Source portal.

- Send out a regular newsletter to inform your employees on Open Source related activities.

- Participation in Open Source related conferences and events

- Depending on the size of your company: Run your own Open Source related events.

Summary

- Fulfill legal obligations

- Comply with standards

- Do not just focus on what's legally required

- Try to get the best benefit for your company and your employees

- Awareness is no one-time effort

- Apply the key principles of Open Source