The Turing Way Community

Project: _The Turing Way_ is an open source, open collaboration and community-driven handbook on data science. The project involves and supports a diverse community of researchers who share practices for open, reproducible, collaborative and ethical research with data science. Since being launched in 2019, _The Turing Way_ (TTW) has been used worldwide and informed practices at national and international research organisations including government, funders, policy and healthcare sectors.

Community: Developed and maintained openly on GitHub, community management is crucial for the co-creation and adoption of practices shared in TTW. The project has so far involved 400+ diverse international contributors who have co-written 300+ chapters across guides for research reproducibility, project design, communication, collaboration and ethics. Research Community Manager (RCM) Anne Lee Steele is central to the community engagement, communications and collaboration activities.

How is community management accelerating research and collaboration?

- **Transparent reporting:** The RCM led an ethnographic research to build a holistic understanding of TTW and its role in the open ecosystem. Through interviews with 50+ researchers from 30+ organisations, she mapped the project and community practices. Research outcomes were shared in reports, 6 conference talks, and a NeurIPS paper in collaboration with Mozilla and HuggingFace, enhancing transparency about how TTW operates and where we can improve our governance.
- **Respectful co-creation:** The RCM works closely with community members to understand and support projects they lead in TTW that address specific needs in the community and broader research landscape. Drawing from the Book Dash and the Translation and Localisation teams, she has informed the formalisation of community working groups such as for infrastructure and digital accessibility. She has also collaborated to present their work at 5 international conferences, providing more pathways to take visible roles and giving open recognition as fairly as possible.
- **Convening capability:** The Book Dash and TTW Fireside Chat series has become key convening events for the wider open science network. The RCM has led a series of Fireside Chat events working with over 50 individuals across 45 organisations and delivered high quality public engagement activities on diverse topics like open practices, infrastructure and sustainability. This has allowed TTW to bring together different groups and facilitate knowledge exchange in the open.

How is the RCM embedding open practices in the Turing projects?

- **Collaborative practices**: TTW is championing Equity, Diversity and Inclusion in open source communities. By hosting inclusive events like the Collaboration Café and Book Dash, and sharing practices in the book, TTW has provided working examples for how to equitably collaborate in distributed teams. The RCM maintains these events and resources, and has helped other projects in adopting them, such as the Turing's Data Safe Haven, AIM-RSF, and JupyterHub externally.
- **Open infrastructure**: The RCM maintains community infrastructure such as the GitHub, Slack and social media channels. Drawing from her work, she has provided consultation on open source maintenance and sustainability to projects that include the Data Safe Haven team and SATRE project at the Turing, and 10+ external open source and civic technology groups.
- **Building skills for the future:** The RCM gave 4 keynotes internationally and presentations in 20 conferences, of which 15 co-delivered with community members. She also facilitated the collaborative and iterative development of training materials delivered through workshops to diverse audiences including early career researchers. At the Turing, RCM has worked with Research Engineering, Data Wranglers, Research Application Management, and RCM teams to share practices from their work, for example, in TTW chapters such as on Research Roles.

"I have witnessed the importance of community management in The Turing Way. **Anne brings care and enthusiasm in community interactions, crucial for making everyone feel heard and valued**, and encouraging them to interact, collaborate and connect within the community."

Alexandra Araujo Alvarez, Research Community Manager; joined the Turing and TTW in February 2023

"**Anne is a skilful interviewer and ethnographer, which has been key to understanding the needs of The Turing Way community.** She has a remarkable talent for identifying and fostering connections between people who share common interests and point them to relevant [Open Source] resources."

Esther Plomp, Data Steward, Delft University of Technology; Core Contributor of TTW since 2020