



THE
CARPENTRIES

2022 ANNUAL REPORT



Image credit: *The Gender Spectrum* (CC BY-NC-ND 4.0)



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LETTER FROM THE EXECUTIVE COUNCIL AND THE EXECUTIVE DIRECTOR

2022: The year of **Accessibility**.

Among our 2022 accomplishments, our Accessibility Fund was launched to provide services to our community members to participate in Carpentries programs and activities. We exceeded our fundraising goal for this fund and provided live closed captioning, sign-language interpreters, caregiver services, and other support for community members to attend CarpentryCon 2022.



Executive Director, Kari L. Jordan, PhD

We released an [Accessibility Statement and accommodations form](#) and have improved our workflows to respond to the accessibility needs of our global community.

In 2022, The Carpentries also returned to in-person workshops while supporting virtual workshops. Supporting both modes of instruction reflects our community values of putting **People First** and providing **Access for All**. The Carpentries Executive Council is extremely grateful for the efforts of our Executive Director, Dr. Kari L. Jordan, the Core Team, and all community members for their role in making virtual workshops permanent and working to support the continued growth of The Carpentries regional and local communities.

The Carpentries community continues to grow in both numbers of community members and support for activities that serve our mission. Other highlights from this year include increasing our support for lesson development and maintenance by piloting new training opportunities and overhauling our lesson infrastructure.

The Executive Council and Executive Director will continue to collaborate on improving our governing structure and efficacy as we work to support the organisation. This year we met with and received guidance on our governing model from a non-profit consulting firm. What we learned will guide our decision to transition from fiscal sponsorship and make The Carpentries an independent, tax-exempt organisation.

In 2022 we embodied our value **Access for All.**


Thank you for trusting us and each other.

Kari L. Jordan, Ph.D.



Executive Director

Sarah Stevens, Ph.D.



2022 Executive Council Chair



LETTER FROM THE EXECUTIVE COUNCIL
AND THE EXECUTIVE DIRECTOR



Members of the Executive Council, pictured left to right and top to bottom: Michael Smith, Yanina Bellini Saibene, Sarah Stevens, Nisha Ghatak, Annajiat Alim Rasel, John Chodacki, Konrad Förstner, Jannetta Steyn, and Abdulai Imoro.



WHO WE ARE

The Carpentries is a non-profit, community-centered project that teaches foundational coding and data science skills. Our vision is to be the leading inclusive community teaching data and coding skills.

MISSION

The Carpentries builds global capacity in **essential data and computational skills** for conducting **efficient, open, and reproducible research**. We train and foster an active, inclusive, diverse community of learners and instructors that promotes and models the importance of software and data in research. We collaboratively develop openly-available lessons and deliver these lessons using **evidence-based teaching** practices. We **focus on people** conducting and supporting research.

VALUES

- Act Openly
- Empower One Another
- Value All Contributions
- Always Learning
- Inclusive Of All
- People First
- Access For All
- Community Collaboration
- Strength Through Diversity



TRAINED BIPOC RESEARCHERS

The Carpentries received funding from the Alfred P. Sloan Foundation to [train researchers](#) in the United States who identify as Black, Latinx, and/or Indigenous. We offered Carpentries workshops to 73 researchers affiliated with six U.S.-based professional organisations: the National Association of Multicultural Engineering Program Advocates (NAMEPA), the National Society of Black Engineers (NSBE), the National GEM Consortium, the Society for Advancement of Chicanos/Hispanics and Native Americans in Science (SACNAS), the National Action Council for Minorities in Engineering (NACME), and Black Women in Data (BWD).

MADE ONLINE WORKSHOPS OFFICIAL OFFERING

In 2020, The Carpentries introduced online workshops to continue supporting our community in light of the COVID-19 pandemic. Based on copious feedback that virtual workshops improve accessibility, in 2022 we decided to [permanently support online workshops](#). We now offer both in-person and online workshops to support our community's needs.

UPDATED INSTRUCTOR CERTIFICATION REQUIREMENTS

The process of becoming certified as a Carpentries Instructor has been unchanged for many years. In 2022 we gathered feedback and suggestions for improving this process. Updated requirements will lower barriers for new Instructors to become certified, and diversify the pathways by which new Instructors can become involved in the community. We will begin introducing these changes in 2023.



LAUNCHED THE COMMUNITY DEVELOPMENT PROGRAM

The Community Development Program was initiated in 2022 to support community building and management of The Carpentries subcommunities. Since its launch, we have set up communication channels and hosted quarterly meetings for subcommunity leaders to network and share ideas. A GitHub [repository of relevant resources](#) is now available and includes our new community glossary. We will be releasing a subcommunity registry in 2023.



Image credit: Mapbox Uncharted ERG (CC-BY 3.0 US)

HOSTED CARPENTRYCON 2022

The virtual event, themed “Expanding Data Frontiers”, was held from 1-12 August 2022 with 319 participants. The program consisted of 71 sessions with topics ranging from tips and tricks for teaching workshops to improving accessibility of international events. [Session recordings](#) and a detailed [evaluation report](#) from the event are available.

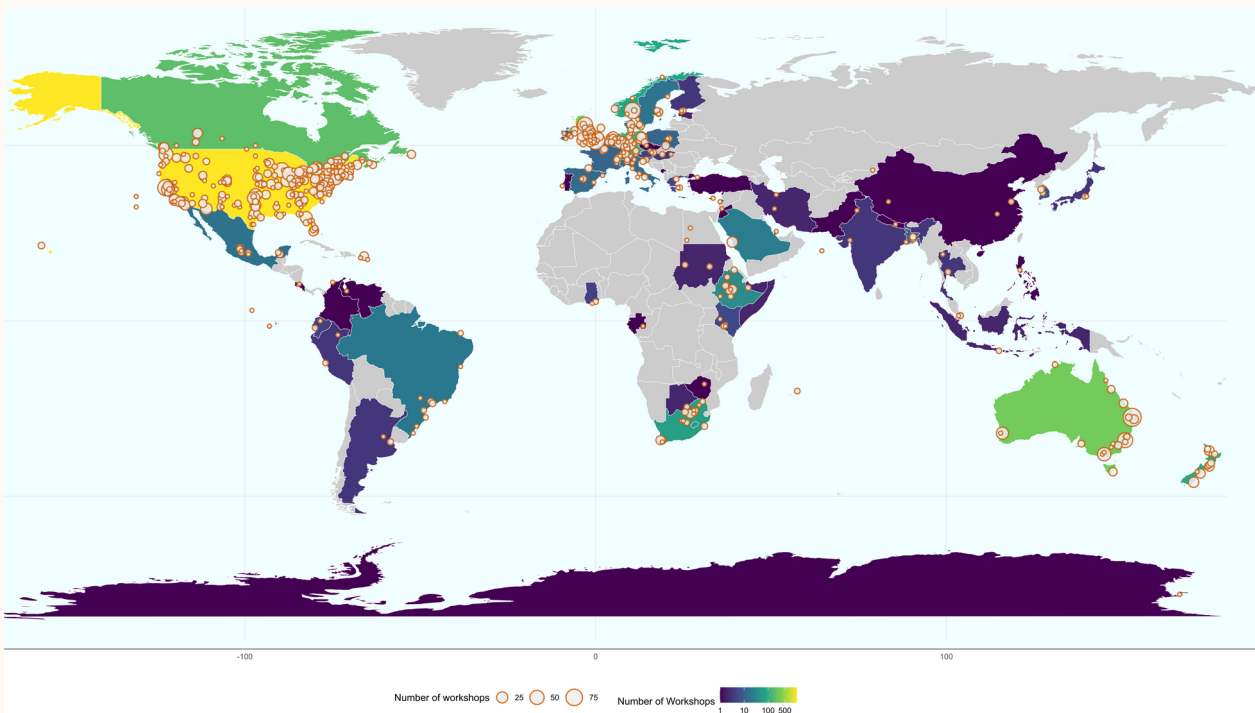
RELAUNCHED CURRICULUM ADVISORY COMMITTEES



Curriculum Advisory Committees play an essential role in guiding the development of our curricula. They help [ensure that lessons are responsive](#) to the latest advances in a given domain, and they support Lesson Maintainers in making decisions about changes to the curriculum. In 2022, Curriculum Advisors were onboarded from the community, allowing committees to be established to oversee all of The Carpentries official curricula.

IMPROVED ACCESSIBILITY OF OUR LESSONS

Alternative text provides a written description of an image displayed on a webpage so as to meaningfully communicate the image content to anyone unable to view the image itself (e.g. someone with a visual impairment visiting a website using a screen reader). Furthering our commitment to champion **Access for All**, the Curriculum Team [led a community effort](#) to add informative alternative text to images across our official lessons.



Carpentries at a Glance: The spread of The Carpentries workshops around the world



4,000+

Total Workshops since 2012 in

65

Countries

4,287

Certified Instructors

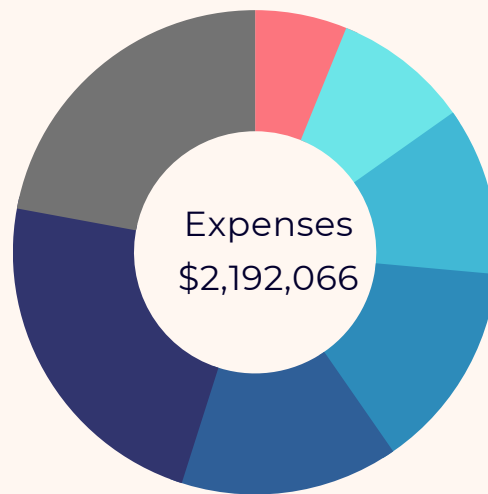
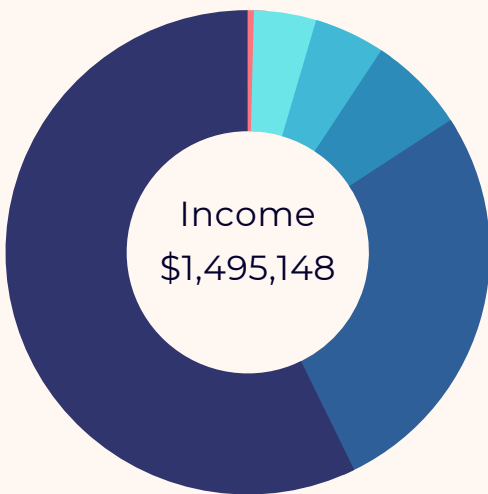
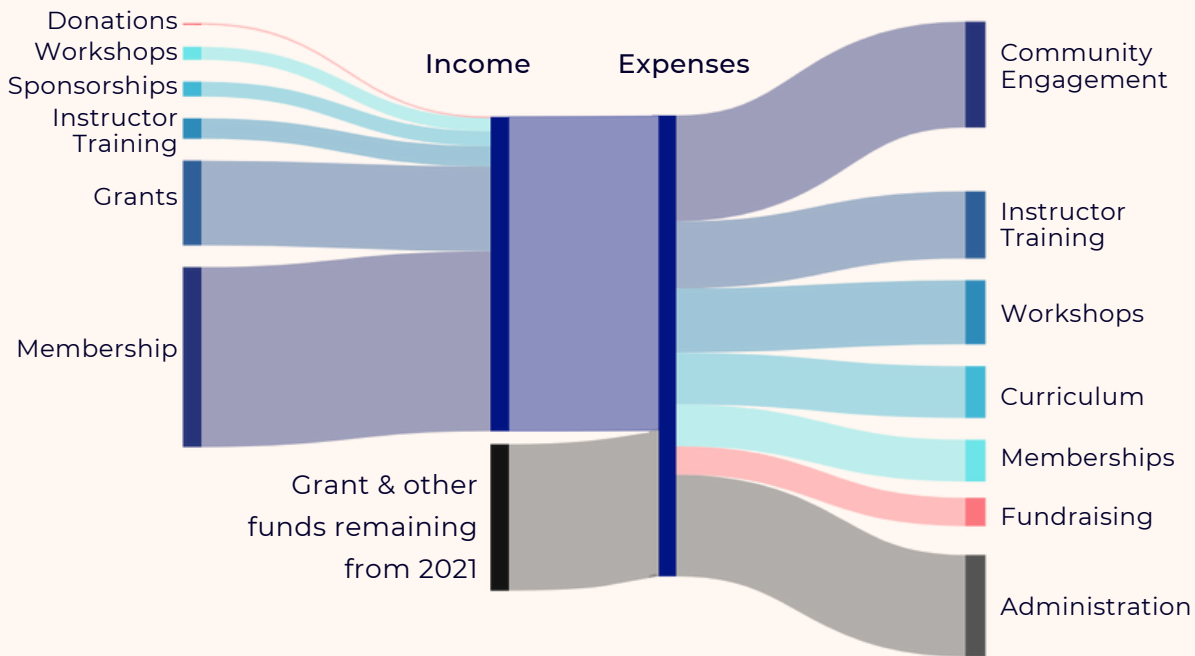
105

Members

450+

Workshops in 2022

Since 2012 and as of the end of 2022, we have supported over 4000 workshops in 65 countries and trained 4,287 volunteer instructors to deliver our 45 collaboratively developed, open lessons to about 100,000 novice learners at our 105 member sites and beyond.



● Donations	0.4%	● Fundraising	6%
● Workshops	4.2%	● Memberships	9%
● Sponsorships	4.7%	● Curriculum	11%
● Instructor Training	6.5%	● Workshops	14%
● Grants	27.0%	● Instructor Training	15%
● Membership	57.2%	● Community Engagement	23%
		● Administration	22%

For our full Financial Report, visit:
carpentries.org/files/reports/FinancialReport2022.pdf



2023: WHAT'S AHEAD?

It has been wonderful to reflect on what we accomplished in 2022, your shared feedback, and the priorities our Core Team identified while serving and working with our various community segments. Our organisational priority for the year 2023 is **Community Health**. We will make a concerted effort to recognize, empower, and motivate community members through new programs and initiatives, all with our values in mind.

The Curriculum Team will scale up and formalise our new Collaborative Lesson Development Training program to be ready for offering in 2024.

The Membership Program will focus on improving reporting and documentation for our Member Organisations, and planning to add Collaborative Lesson Development Training as a membership option.

The Instructor Training Team will reassess our use of feedback and assessment mechanisms for the Instructor Training program.

The Workshop Administration Team will be developing a strategy for Instructors to identify their teaching status and identifying additional ways to thank our online Instructors for their time.

And finally, the Community Development Team will be focusing on the development and implementation of a community development strategic plan that will standardise our approach to community management across all teams and community roles.

Stay active on our communications channels to stay up to date with and take advantage of what will come!



Image credit: *WOCInTech Chat* (CC-BY)

THANK YOU AND CONGRATULATIONS
TO THE CARPENTRIES COMMUNITY FOR ALL
THE IMPACTFUL AND INSPIRING WAYS
THAT YOU CONTRIBUTE!



Alfred P. Sloan Foundation
Carpentries Core Team
CarpentryCon Task Force
Chan Zuckerberg Initiative
Community Initiatives
Code for Science & Society
Code Of Conduct Committee
Curriculum Advisors
Executive Council
Gordon and Betty Moore Foundation
Independent Contractors
Instructor Development Committee
Instructor Trainers
Lesson Maintainers
Lesson Program Governance Committees
Member Organisations
Regional Coordinators
Trainer Leadership Committee
Workshop Hosts, Instructors, Supporting Instructors,
Helpers, and Learners

ACKNOWLEDGMENTS