Quansight Labs

ANNUAL
Report
2022

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Letter From Our Directors

We are very excited to share our first annual impact report with you. Since day one, Quansight Labs has identified itself as an organization focused on empowering and supporting our employees and the open source scientific ecosystem. Together, we build and nurture many things, from tools and infrastructure to collaborative initiatives and communities. All of which are essential to generating and sharing knowledge, making the world a better place, and challenging the status quo of open source development, maintenance, and consumption.

This past year was one for calibration, consolidation, and strategic planning for Quansight Labs amidst so much uncertainty, ambiguity, and complexity in the technology industry. It has allowed us to reflect on our vision and the structures and processes needed to complete this vision. We also built new and strengthened existing partnerships with organizations and individuals working towards a healthier, more inclusive, more sustainable, and united open source scientific computing ecosystem.

As we reflect on another year of growth, innovation, learning, and knowledge sharing at Quansight Labs, we can also appreciate the immense care, passion, thoughtfulness, courage, and commitment of every Labs' member in everything we do. All that care combined with the fact that all of our members, and us as leaders, are deeply embedded within open source communities and have spent years, or even decades, listening to what the community needs, earning their trust, and delivering support in a kind and respectful way, is what makes our model effective. And at the same time, it gives us hope and confidence that we are in the right place to fulfil our mission.

We are incredibly proud to share this year's progress, highlights, and learnings within Quansight Labs and towards sustaining community-driven open source projects. From work focused on improving the tools and infrastructure for our fellow open source maintainers to developing an access-centered practice within scientific computing to better serve and include disabled students, researchers, and developers.

We hope you will join us on our journey in 2023 as we continue to shape and improve our vision, processes, and strategy towards building an inclusive and sustainable open source ecosystem.

Tania Allard & Ralf Gommers
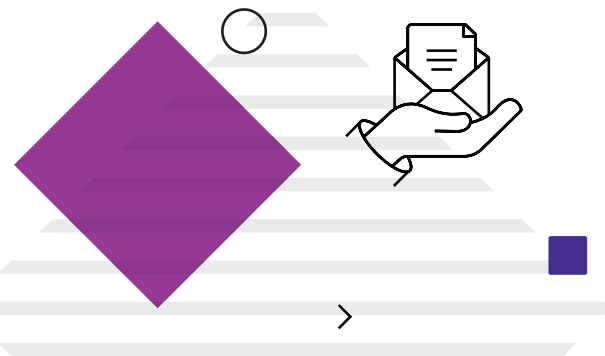
About us
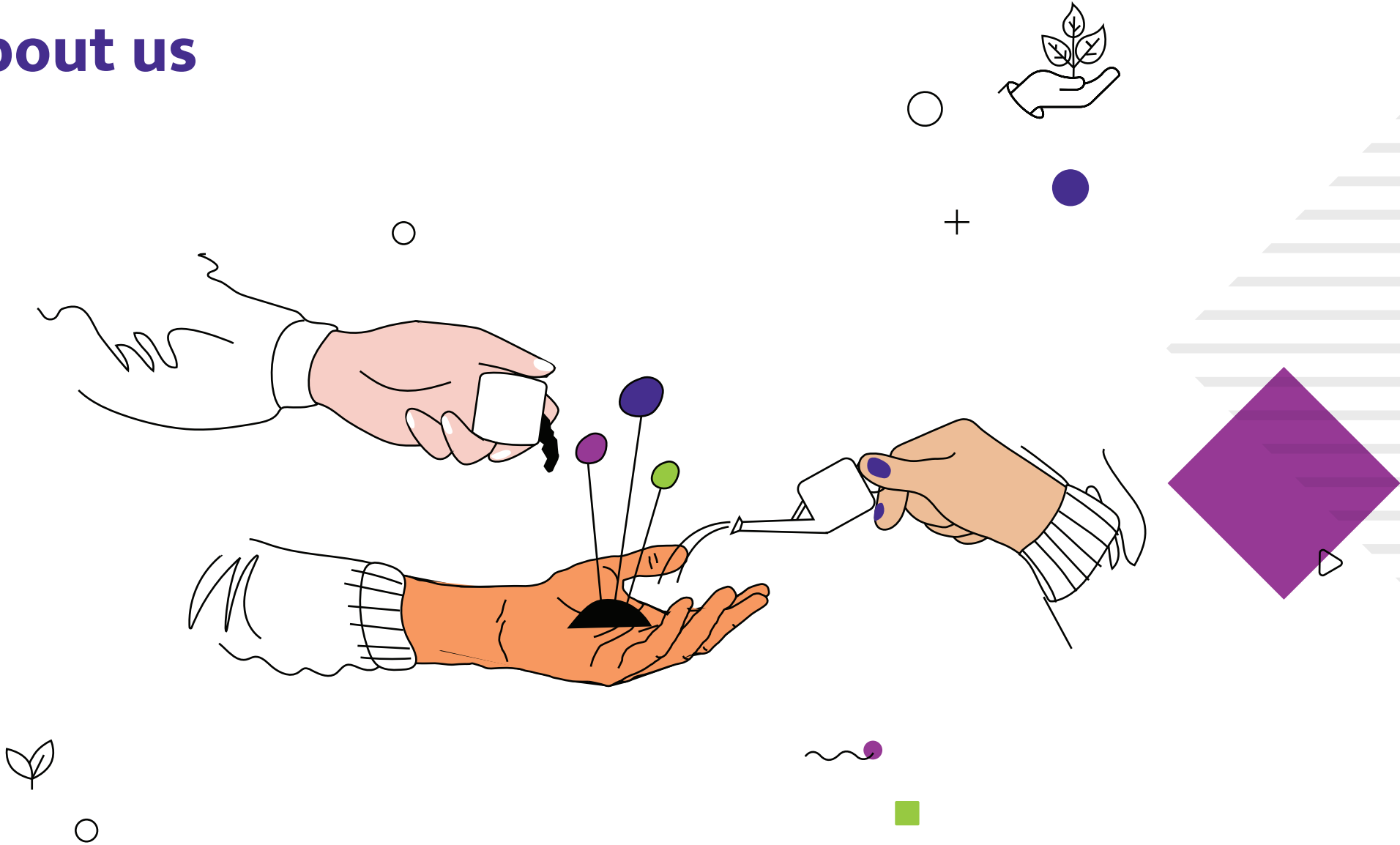
Our Mission

The mission of Quansight Labs is to sustain and grow community-driven open source projects and ecosystems, focusing on the core of the PyData stack and tools and digital infrastructure for data science, Machine Learning (ML) and Artificial Intelligence (AI), and scientific computing.

Open source has become an integral part of our daily lives. Millions of people worldwide use open source software and infrastructure day in and day out.

We fulfil our mission through these activities:

1. Quansight Labs facilitates advances and innovations in science, research, education, government, and industry.

- Our team comprises individuals with diverse backgrounds and skills, including developers, community leaders, designers, accessibility experts, and technical writers. Together, we support the scientific computing ecosystem and its ever-growing community.
- We develop and maintain open source software for ML/AI, data science, scientific research and technical communication. Through this, we foster the creation and dissemination of knowledge.
- We contribute to many community-driven open source projects and support organizations like NumFOCUS to support the long-term sustainability of the ecosystem.

2. Quansight Labs empowers the people who make up the open-source community and fosters growth and inclusion.

- We run an annual 3-month-long open source internship program for individuals from historically underrepresented groups interested in contributing to and participating in open source.
- Quansight Labs members are actively involved in community building through organizing community calls, contribution sprints, mentoring individuals, organizing community events, and helping coordinate resources and initiatives within the open source ecosystem.
- Quansight Labs has built an access-centered practice to help make scientific computing tools accessible to a broader range of individuals, particularly those with disabilities.
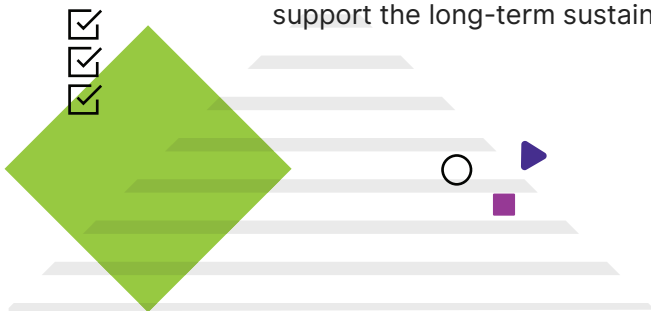
Our Model

A core focus of Quansight Labs is to develop innovative yet sustainable funding mechanisms to live up to our mission - sustaining community-driven open source projects. As such, we have spent the last four years developing and improving our funding and operational models.

Through these, we ensure open source maintainers and community leaders have a significant amount of time dedicated to working on community-driven open source projects, while also spending part of their time on consulting projects with Quansight's commercial clients. Such a model includes benefits such as learning and upskilling opportunities for our team, bringing back concrete feedback and needs from users and ideas to open source projects. It also gives us the flexibility to quickly scale up our contributions to the open source projects we support when we receive direct financial support for them.

Our Purpose

The majority of our efforts are aimed at maintaining and evolving existing open source projects that are critical to the PyData stack, including NumPy, Jupyter, Dask, SciPy, pandas, and conda-forge, among many others. We aim to give talented maintainers time for essential day-to-day maintenance and tackling complex problems that require weeks or months of dedicated time. Additionally, we complement this maintenance work with innovation activities to identify and fill critical gaps in the PyData and broader scientific computing ecosystems.

In doing so, we acknowledge that for open source projects and communities to be successful and sustainable, many skills and perspectives are required beyond software development. Expertise in community building, technical writing, graphic design, UI/UX design, marketing, accessibility, fundraising, and project management, among others, are essential to open source. Yet, many of these are often underrepresented or nonexistent in community-driven open source projects. At Quansight Labs, we hire designers, community managers, developer experience engineers, and many others interested in open source to grow the diversity of skills in open source communities and support the projects' growth, sustainability, and maturity. And at the same time, we spearhead and support grassroots and advocacy initiatives aimed at formalizing and recognizing the fundamental role these activities play in our ecosystem.

"I wanted to make a difference. To work on something bigger than just a single project or a single company. I believe I have more of an impact because of what I do daily in my work [at Quansight]."

– Pamphile Roy

"Reproducibility in science is something I have cared about for some time now. Quansight Labs actively supports packaging, a key area for reproducible science, and I'm proud to be a part of these efforts."

– Jaime Rodríguez-Guerra

"I chose to work here because I love the number of projects we touch and work on and that we invest in new projects and interesting experimental work."
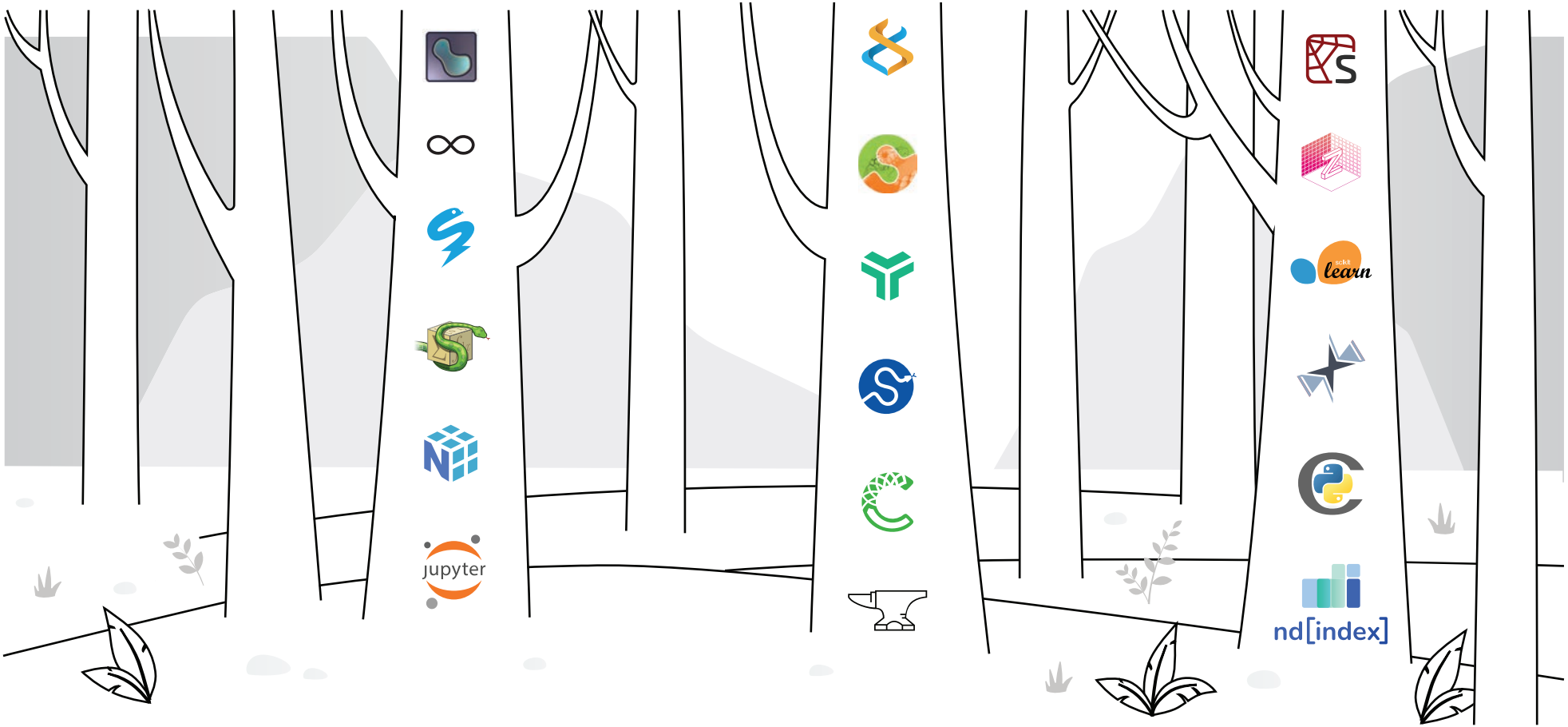
– Pavithra Eswaramoorthy

# We Are Labs

Sustainable Ecosystem

OSS Projects We Contribute To

Our Quansight Labs team actively maintains and contributes to several fundamental projects in the PyData ecosystem and beyond, including the Python programming language itself.

Last year, we continued contributing to the libraries at the core of the PyData ecosystem, including NumPy, pandas, Matplotlib, scikit-learn, SciPy, and JupyterHub, to name but a few. As well as high-performance computing and visualization projects like Numba, Dask, and napari.

We also invested significant efforts in supporting the conda-forge and meson-python projects to improve the end-user and maintainer's experience and workflows by focusing on the tooling for packaging and distributing scientific software.

Various team members served on the NumFOCUS DISC committee, an initiative to make the PyData projects, events, and overall initiatives more welcoming, safe, and accessible to historically underrepresented and underserved communities in our ecosystem.
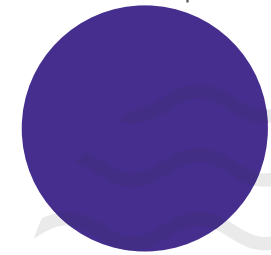
OSS Projects We Contribute To

In 2022, we contributed to **30+** open-source projects.

We spent **12,500+** hours working on these projects.

230+ hours were spent hosting community meetings, including accessibility workshops, new contributor meetings, developer meetings, and more.
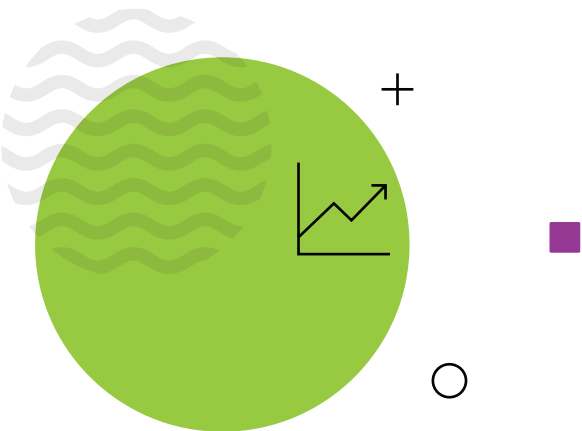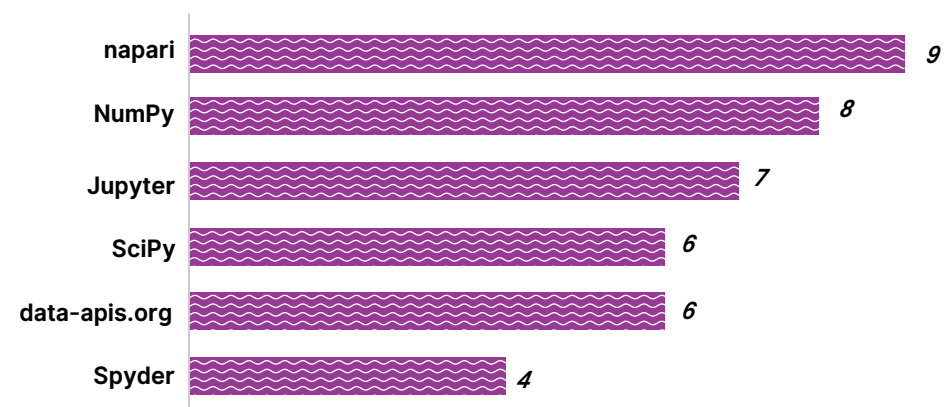
38 unique contributors from Quansight Labs contributed to these projects, where many worked on multiple projects.

Hours spent on OSS projects

2022 — *12,600 hours*

2021 — *7,800 hours*
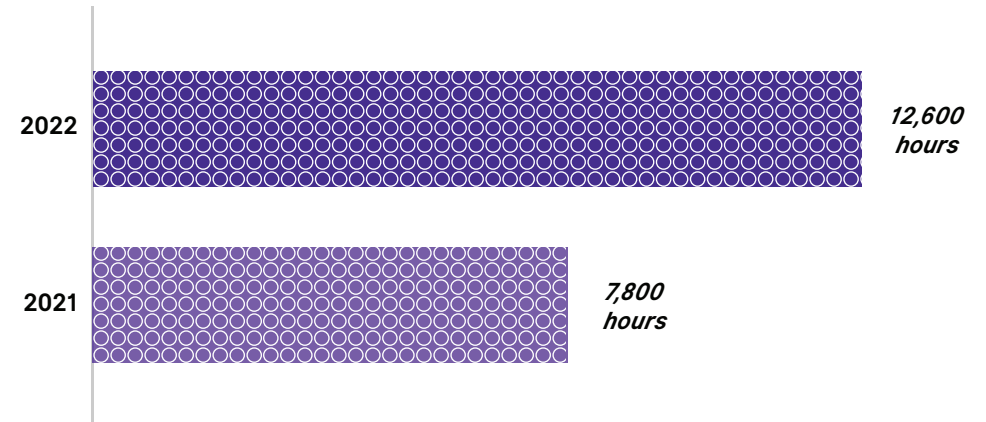
No of contributors at Quansight

Project	Count
napari	9
NumPy	8
Jupyter	7
SciPy	6
data-apis.org	6
Spyder	4

OSS Projects We Contribute To

The projects we contribute to reach over **20 Million** worldwide and are used across the industry, government, non-profit, and academic landscape.

Open source maintainers and contributors at Labs spend a portion of their time on Quansight's consulting client projects. These projects are directly or indirectly related to the open source software ecosystem, which creates pathways for improving the upstream open-source libraries through dedicated financial support. In 2022, as a part of consulting projects, the Labs team contributed to several open source projects, including conda, PyTorch, Ray, Heavy.ai, and Flax.

Keeping with our mission to build a sustainable open source ecosystem, two company-backed projects at Quansight: Nebari and conda-store, graduated from our Quansight internal incubation program and are in the process of joining the Quansight Labs umbrella. After a couple of years of fast iteration and development led by Quansight, we realized the projects had reached a significant level of maturity, and it was time to make these community-driven open source projects. As such, we worked on adopting a community-first governance policy and processes to include and empower a diverse range of stakeholders, contributors, and users. We will continue to work towards making Nebari and conda-store community-driven in their development and maintenance in the coming year.

360k+
social media followers

18k+
dev community members

PyTorch Nebari CONDA

conda-store RAY HEAVY.AI
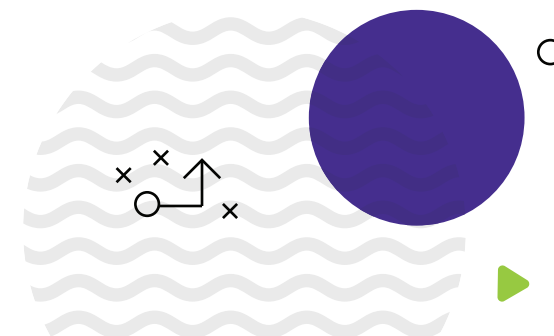
Leadership Roles in OSS Projects

As mentioned elsewhere, all of our Labs members are deeply involved in the open source ecosystem, both at a regional and global level. We are incredibly proud to see our employees' work and passion recognized by the many communities they are contributing to. In 2022, the following projects selected Quansight's personnel for new roles in their communities:

Melissa Weber Mendonça's long-standing contribution to the Scientific Python Community was recognized by two awards this year: the NumFOCUS's project sustainability award and Python Brazil's Dorneles Treméa and Jean Ferri award given to those dedicated to support the Brazil Python community.

In addition, Noa Tamir joined the NumFOCUS Board, taking a leadership role in an organization essential to advancing open source scientific software.
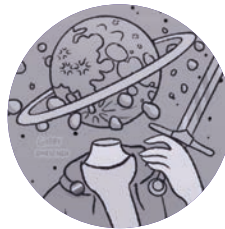We are incredibly proud to be a part of everyone's career and impact.

New conda maintainer and conda community Steering Council:
Jaime Rodríguez-Guerra

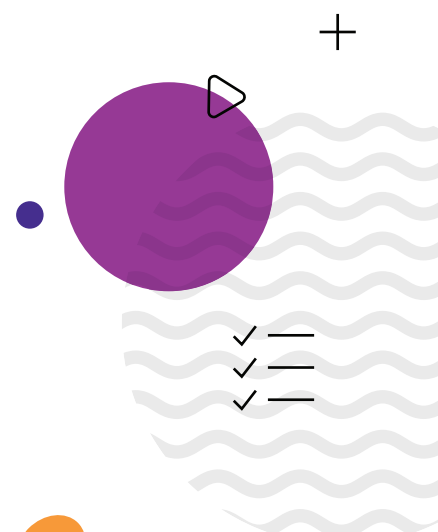**New Numba maintainer:**
Guilherme Leobas

New CPython maintainer:
Filipe Laíns

New SciPy maintainer:
Melissa Weber Mendonça

New Jupyter software Steering Council:
Isabela Presedo-Floyd

New scikit-learn maintainer:
Meekail Zain

Projects Highlights

A lot of the impact of our work comes from the breadth and depth of our contributions to community-driven open source projects, as highlighted on the preceding pages. It is also worth celebrating individual project highlights that Labs team members were responsible for or made significant contributions to this year:

▶ [A new API for pandas dataframe output](#) from **scikit-learn's** transformers in the 1.2 release.

▶ Conda gained a plugin architecture and a fast solver with [conda-libmamba-solver](#).

▶ We implemented support for runtime exceptions and compile-time isinstance checks in **Numba**.

▶ The C API layer for low level numerics and element-wise iteration in **stdlib.js** was significantly expanded, leading to a 10x-20x performance improvement for certain math operations.

▶ We created and matured **meson-python** migration of **SciPy** and **NumPy**

▶ **PyTorch Ignite**
significant improvements, including an interrupt-continue AP

▶ The **Consortium for Python Data API Standards** released the first and second version of its [array API standard](#), as well as a matching test suite and a compatibility layer for NumP CuP

▶ A major documentation overhaul was completed for **SymPy**.

▶ The [first prototype GPU CI jobs](#) in **conda-forge** passed, unlocking the ability to build GPU packages within the conda-forge infrastructure.

▶ **Spyder** gained an improved standalone installation tool, a new plugin to manage Python environments, and updated notebook, line-profiler and Vim plugins for Spyder 5.

▶ Datetime functionality in **pandas** received major improvements, including [non-nanosecond support](#) and [consistent datetime parsing](#).

▶ Among the many packaging activities, upgrading PyQt to version 5.15 in **conda-forge** and packaging 5 OpenBLAS releases for use in **NumPy** and **SciPy** wheels stood out as significant efforts.

▶

installers for **napari** was revamped, and the documentatio

Community Highlights

- ▶ **Jupyter** Accessibility was formally recognized as a softw project with voting rights in the Jupyter organization. team hosted three [Jupyter accessibility workshops](#),

- ▶ **pandas** now has regular community sprints, new for new contributors, and saw

- ▶ **stdlib.js** adopted a consensus-seeking governance mo

- ▶ **Conda** became a **NumFOCUS** sponsored project,

- ▶ Monthly **Jupyter** community calls w the year and [published to YouTube](#)

- ▶ **Conda-forge** all-time downloads - and is sustaining that volume of grow

- ▶ **Spyder** now has [a public roadmap](#) and a w

- ▶

  (alt text) for more than 400 images w projects in the P

"Quansight Labs and NumFOCUS share a passion for the support and long-term sustainability of the open source scientific community. NumFOCUS's mission to serve the projects at the center of this ecosystem is driven by that passion. We are grateful for the collaboration and work of Quansight Labs in supporting our efforts. The dedicated time they provide contributors to work on critical maintenance and development directly impacts the growth and stability of many NumFOCUS projects."

- *Leah Silen, Executive Director NumFOCUS*
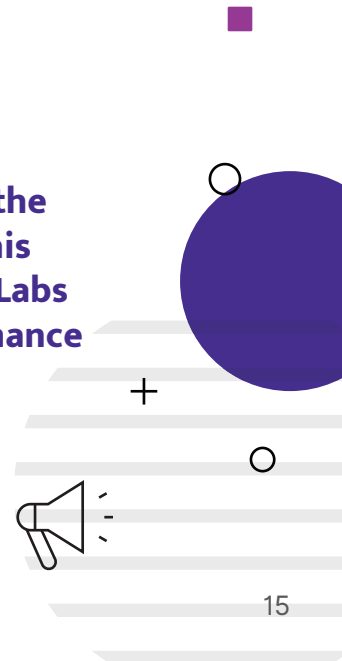
Internship Program

Equity, diversity, inclusion, and accessibility are at the heart of Labs. In 2021, we established our Labs' open source internship program as part of our investment and commitment to inclusion and sustainability. With Melissa Weber Mendonça as our internship program lead, it seeks to invest in and empower future generations of open source contributors worldwide.

This year, we at Labs were delighted to welcome six new interns for the second year of our internship program. The interns worked with Labs' mentors for three months, contributing to open source projects like pandas, conda-forge, JupyterLab, and PyTorch-Ignite. We also welcomed our second design intern, who worked on design systems for accessible data visualizations for mixed media. You can read more about the work of our interns in our Quansight Labs blog.

In addition to the Labs internship program, we're glad to have mentored 18 new contributors to projects including SymPy, LFortran, and JupyterHub through external open source outreach programs: Google Summer of Code, Google Season of Docs, and Outreachy. These programs are valuable to our projects because they collectively reach a broader group of people and create spaces for contributors across different projects to share ideas.
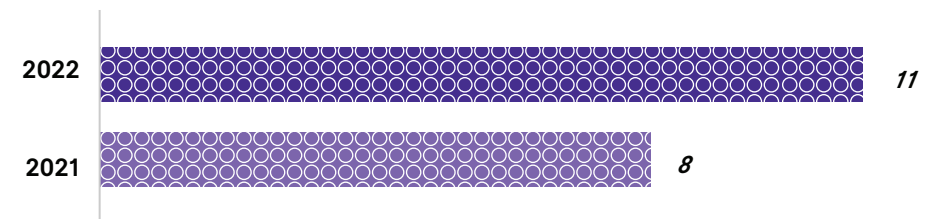
No of applicants

2022 — 265
2021 — 100

No of interns

2022 — 6
2021 — 7

No of mentors

2022 — 11
2021 — 8

16
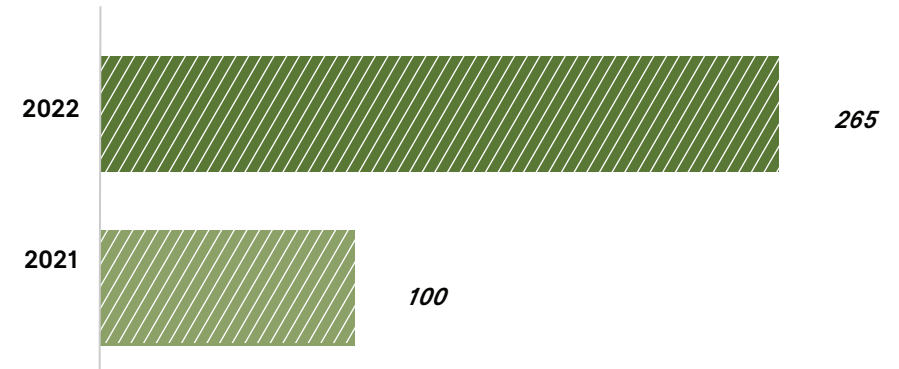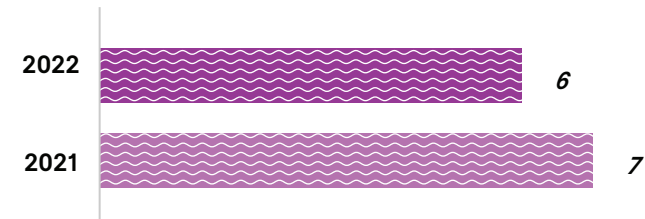
Funding

We run Quansight Labs as a public benefit organization - we don't intend to make a profit, but rather work at cost on community-driven projects and on topics we think the community will benefit from. We aim to support our work through a diverse set of income streams. In 2022 our revenue grew slightly, to almost $3,500,000. This income came from three types of sources, in roughly equal amounts: community work orders, grants, and consulting activities.

Our revenue and net income

- **2022**: $3,480,000
- **-$25,000**
- **2021**: $2,930,000
- **$53,000**

Legend: Total revenue | Net income
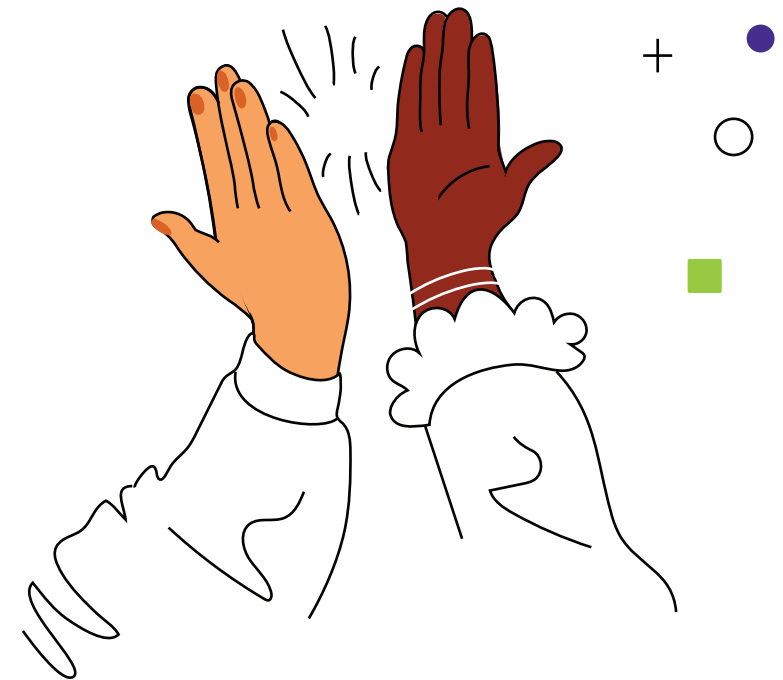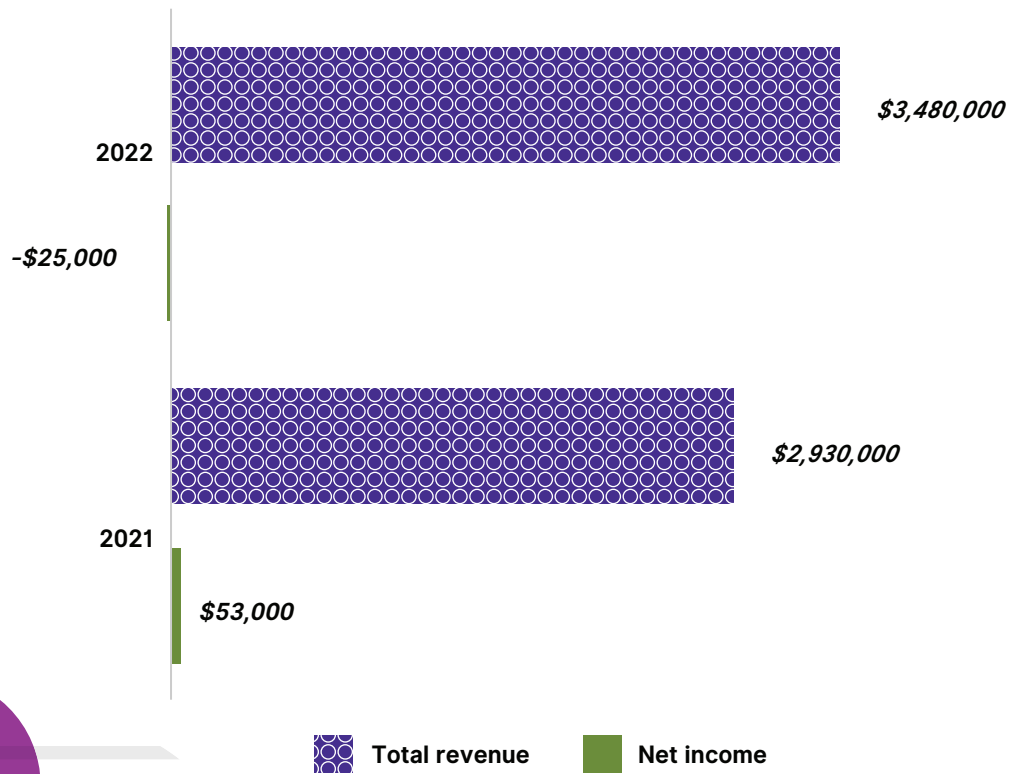
Funding

This year our grant-supported activities grew significantly. We were awarded three grants by the Chan Zuckerberg Initiative (CZI) and were part of a fourth invited grant in collaboration with the Scientific Python project. We're delighted by CZI's ongoing support of the open source scientific computing ecosystem, as these new grants enable us to continue our work on impactful and critical infrastructure for science:

1. SciPy's Fundamental Tools for Biomedical Research.
2. Transparent, open & sustainable infrastructure for conda-forge and bioconda.
3. Enhancing High-Level Scientific Computing Support in CuPy.
4. Improve communications infrastructure & accessibility with the Scientific Python project.

The scope of the first three grants is described in detail in this blog post.

The NASA ROSES E7 grant is another significant milestone in funding for core PyData projects. This grant awarded to Labs will support a 3-year project focused on improvements to NumPy, SciPy, pandas, and scikit-learn. We are delighted to have received a grant that promotes cross-project collaboration in a way that will leverage common interests toward improving the entire ecosystem. If interested in learning more about this, keep an eye out for an upcoming blog post.

"**Quansight Labs provides integral support to many core scientific Python libraries, including NumPy, SciPy, and pandas. They also have made meaningful progress on some hard problems that affect the entire ecosystem, such as accessibility, packaging, API standardization, and financial governance. With significant synergy between the work done by Scientific Python and Quansight Labs, we look forward especially to improving community and communications infrastructure in a joint grant over the next two years.**"

- *Stefan van der Walt, UC Berkeley & the Scientific Python project*
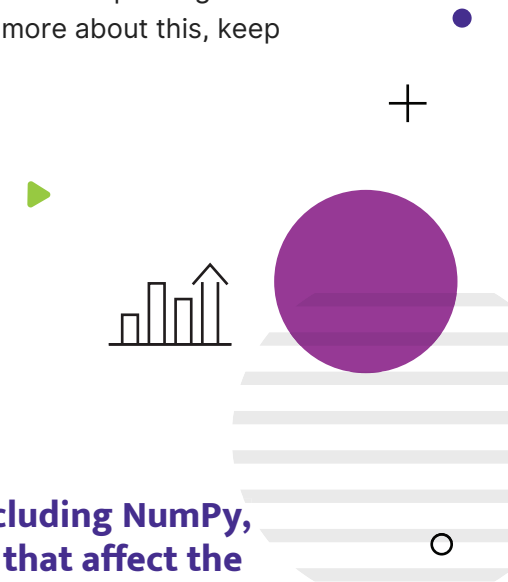
Supporting NumFOCUS

NumFOCUS holds a special place and has an important role to play in the scientific and data science open source ecosystem. NumFOCUS is a nonprofit organization providing support services for a large majority of the key PyData projects and other key projects outside of PyData.

Since its origins, Labs has had a very close relationship with NumFOCUS. For example, Travis, Ralf and Noa are ex or current NumFOCUS Board members; Melissa, Tania and Noa are Diversity & Inclusion in Scientific Computing (DISC) Steering Committee members, and Pamphile is a Small Development Grants Committee member. We consider it important that NumFOCUS can operate sustainably and therefore sponsor NumFOCUS financially.

To provide that sponsorship, we needed a sustainable mechanism that would generate meaningful amounts for NumFOCUS and that would, at the same time, scale with the amount of energy and effort we put into the ecosystem ourselves. Our approach to sponsorship is as follows: for every hour any Labs team member spends on a NumFOCUS-supported open source project, we contribute a percentage of the cost of that hour to NumFOCUS in unrestricted sponsorship. 5% for fiscally sponsored projects and 2% for affiliated projects.

We started this sponsorship mechanism in Q3 2020. That first quarter we were able to send $3,800 to NumFOCUS. And as Labs has grown, so have our sponsorship amounts. In 2022, we could send more than $30,000 to NumFOCUS. This is something we are incredibly proud of. We consider supporting NumFOCUS as an integral part of our activities and furthering the mission of Labs. And we'd be delighted to see other companies take a similar approach.

Donations to NumFOCUS

Q4 2021 – Q3 2022: $34,130

Q4 2020 – Q3 2021: $24,570
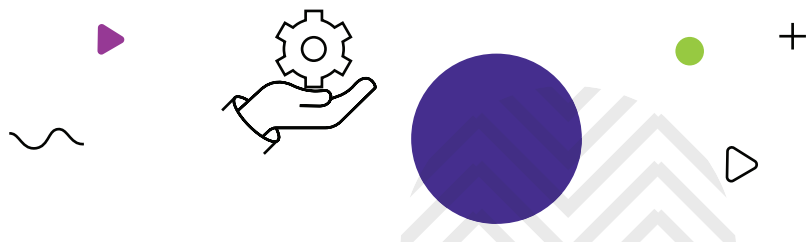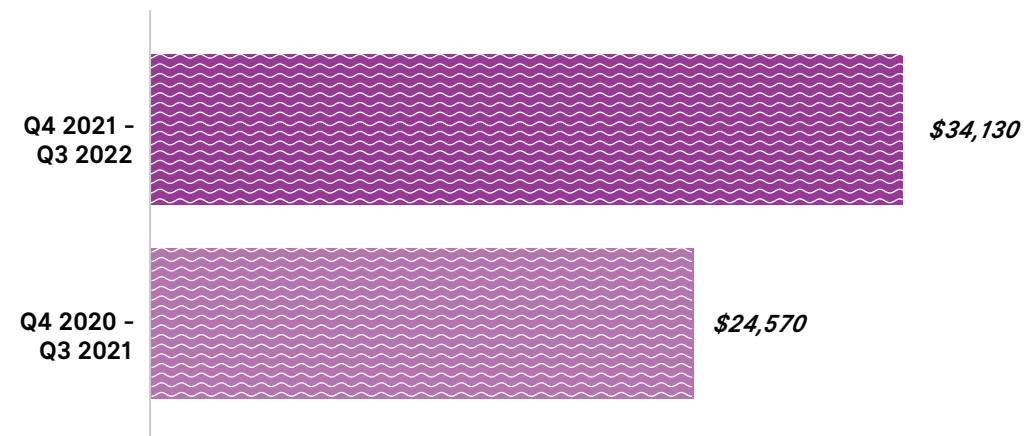
Labs processes

Governance

Good governance, transparency, and accountability are paramount to Quansight Labs. These principles guide all our internal processes and interactions with the broader open source ecosystem. By adopting these principles, we ensure we conduct business in a way that matches our organization's and community's values.

From a governance perspective, Labs has adopted a feminist co-leadership approach[1] as per this definition:

"Feminist co-leadership is a structure of two or more identified leaders that is based on a feminist perspective and vision for social justice. Individually and collectively, these leaders are transforming themselves and their organizations or collectives, to use their power, resources and skills, in non-oppressive, inclusive practices and processes to mobilise others around a shared agenda of social, cultural, economic, and political transformation. Feminist co-leaders take shared accountability for living up to these values and working together to divide responsibilities and tasks to deliver on a group's shared goals."

- *Srilatha Batliwala[2]*

For the last two years, Tania Allard and Ralf Gommers have served as Labs' directors, sharing equal responsibility and accountability for the core functions of the organization's strategic, financial, and organizational direction. Additionally, each of them oversees different portfolios in terms of technical areas, programs, and advocacy. Such an approach has proved extremely effective for Labs operations and growth, looking after our leadership's mental well-being, modeling and strengthening our collaborative culture, and supporting collective leadership to emerge at various levels within the organization. As such, we have integrated an intermediate leadership layer formed by Athan Reines and Melissa Weber Mendonça.

Adopting a co-leadership structure was almost a natural fit for Labs, since it draws great parallels with organizational and leadership structures in open source, usually centered around collaborative cultures, and democratic principles of inclusiveness, participation, and empowerment.

In addition to our Director-level leadership, we also have quarterly meetings with our board formed by Travis Oliphant (Quansight & OpenTeams), Carol Willing (Noteable), and Lalitha Krishnamoorthy (OpenTeams Global). Having a board serves to build accountability across the organization and among each other, provide guidance and support or challenge decisions as needed.

[1] First documented in Co-leaders: The power of Great partnerships by Davin Heenan and Warren Bennis (1999).
[2] Feminist Leadership for social transformation: Clearing the Conceptual Cloud

Company Handbook

In 2022, we adopted a handbook-first approach to documenting all things at Quansight and Quansight Labs to have a single source of truth across the organization and improve our employees' experience. This handbook is a living document that includes everything from working policies & benefits and company OKRs to communication etiquette and generally helpful resources, like how to provide feedback effectively and prevent burnout.

Adopting a company handbook has helped us establish clear guidelines and foster transparency within our organization. It has significantly streamlined our onboarding processes and allowed employees to have all the information they need whenever they need it.

Having explicit guidelines removes ambiguity in what to expect in day-to-day interactions and everyday situations. This is especially important for Quansight, a global and fully remote company that works closely with open source communities, as different cultures and communities have various social practices. We want Quansight to be a place where everyone feels welcome and comfortable bringing their whole selves to work.
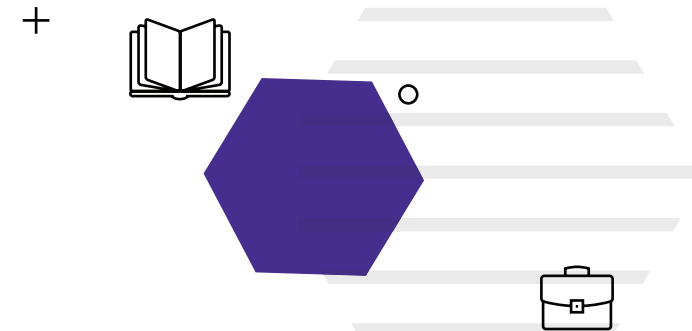
Career Progression Framework

Quansight Labs and Quansight have seen significant growth over the last few years. To continue supporting this growth, we focused on improving our processes and approach to management.

In 2022, we rolled out a company-wide career progression framework, for individual contributors and people managers, across different verticals such as software engineering, data science, design, developer experience, and developer advocacy. This framework states the core responsibilities, skills and competencies, and expectations for all Quansight employees. It gives everyone a clear path to grow and makes our processes more transparent, which helps remove biases during hiring, evaluation, and promotion.

Website Redesign

The quansight.com and the labs.quansight.org websites were entirely re-designed this year! The websites are now built with modern frameworks and do a better job of communicating our mission, focus areas, and approach to hiring. This was a joint effort with Naturaily and many people at Quansight and OpenTeams.
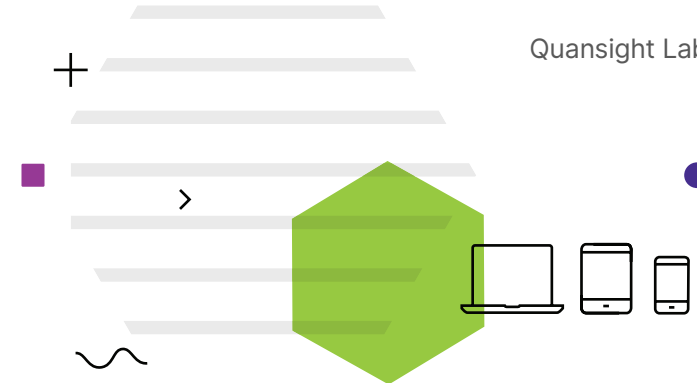
Remote Culture

As a remote-first company, we continually look for new ways to connect socially, build a sense of belonging, and get to know our colleagues better. In addition to qshare, our tradition of a weekly demo and knowledge sharing, we started an initiative called qAdventure time. In this program, we create social spaces where small groups in similar time zones can get together to do fun activities unrelated to work. Over the past year, 9 teams met to chat, play games, and hangout.

This year, we managed to do two continent-wide in-person meetups in Austin (US) and Italy.

"I love open source, and there is a great company culture here (at Quansight). I am working with great people, great engineers and fantastic personalities."

- *Pierre-Olivier Simonard*
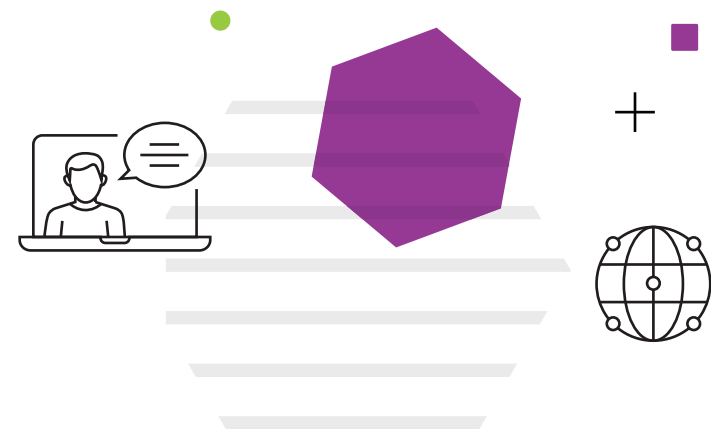
Labs Inclusive Practices

Building An Inclusive Organization

Equity, diversity, and inclusion are some of our core values at Quansight Labs and are fundamental to our success. Our team is globally distributed and has a range of identities and cultures.

We want to ensure everyone feels welcome and supported, gets their voices heard, and feels empowered to bring their authentic selves to work daily. We are consistently making efforts to foster an environment where everyone can thrive. Some ways in which we work towards our equity, diversity, and inclusion goals include:

- We intentionally build and institutionalize an inclusive culture that supports all employees equally in their professional goals.
- We favor asynchronous work and communication. This enables employees across different time zones and those who structure their day around pressing commitments at home to be present, considered, and included at work.

- Continuously review and improve our policies and processes to better support our employees and prospective hires, and to ensure these reflect our values as an organization.
- Adopt clear and explicit social rules and maintain a Code of Conduct with clear enforcement procedures.
- Conduct voluntary internal demographic surveys and track voluntarily provided demographic information through our hiring process to inform our processes and policies.

"We believe in asynchronous communication; we allow flexible work hours. Quansight Labs team members are encouraged to work when and where they are most comfortable."

- *from the Quansight Labs internal Handbook*
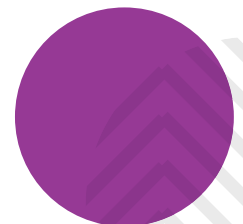
Demographics Survey Results

As Labs continued to grow, so did our diversity representation. As a group, employees belonging to a marginalized group in tech and open source increased by 8%+ (compared to the previous year).[3]

Our overall representation of women and other gender minorities grew by 4%+ over the previous year.

We use our internal demographics data as well as other industry and community-wide sources to inform our internal Equity, Diversity, Inclusion, and Accessibility (EDIA) strategy.

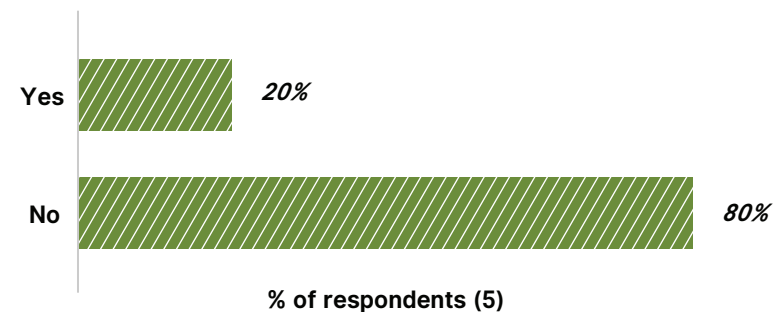This includes informing ourselves of and implementing:
- LGBTQAI+,
- disability,
- neurodiversity,
- gender, and
- intersectionality

-inclusive policies, structures, and processes.

Gender identity

Other — 11.5%
Woman — 15%
Man — 73%

% of respondents (5)
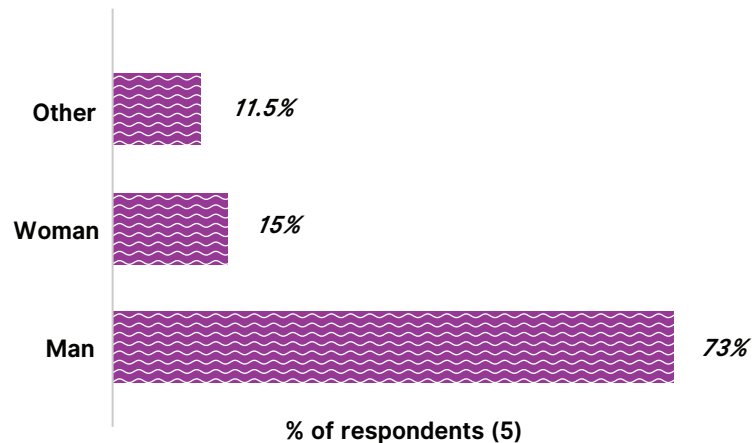
LGBTQAI+ self-identification

Yes — 20%
No — 80%

% of respondents (5)

[3] This data reflects the state of Quansight Labs as of December 6th, 2022. The data was collected through an internal voluntary survey with a participation rate of 92%.

[4] The gender data includes employees who have self-identified as a man or a woman. Those who self-identified outside the gender binary (man/woman) are counted in the Other category to avoid individual identification as we honor their choice not to be restricted by a binary system.
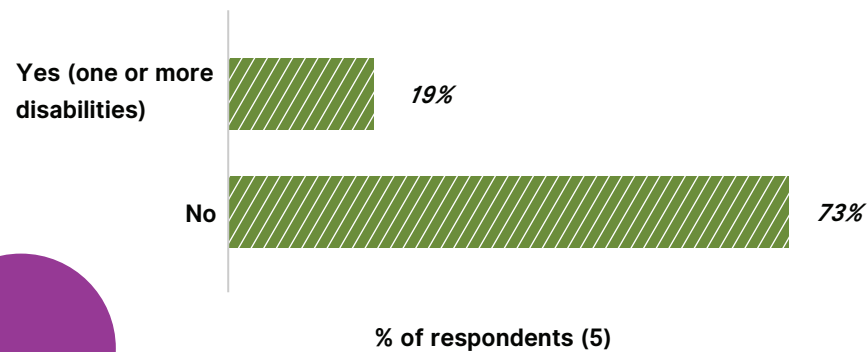
27
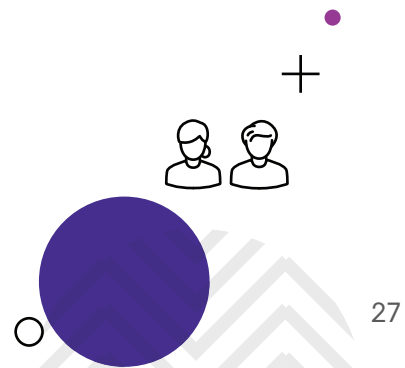
Demographics Survey Results

With accessibility being one of Labs' priority areas, we also track the percentage of employees with disabilities and any accommodations needed to help them succeed.
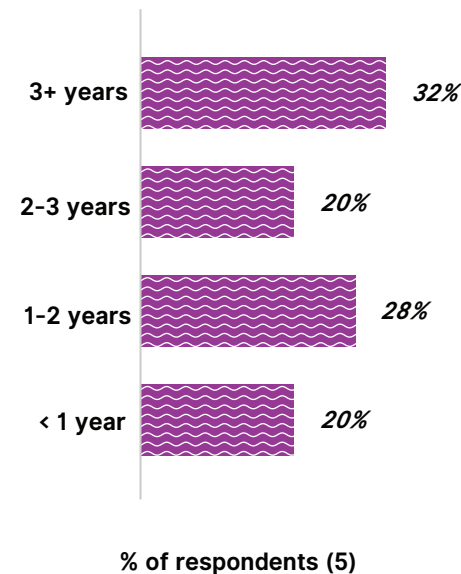
Our turnover rate for this year was 2.3% with nearly 50% of our employees having been part of Quansight Labs for 2 or more years.

Overall, we have seen improvements in representation across multiple dimensions of diversity. And while these achievements allow us to reflect on our progress, we also acknowledge that there is room for growth, and we are already working on our EDIA strategy for the upcoming year.

Disability status

Yes (one or more disabilities) — *19%*

No — *73%*

% of respondents (5)

Time working at Labs

3+ years — *32%*

2-3 years — *20%*

1-2 years — *28%*

< 1 year — *20%*

% of respondents (5)

(5) These plots represent the percentage of respondents to the internal Quansight survey described in (3)

Organization Policies

Over the past year, we updated all our organization policy documents to use more inclusive, gender-neutral language and explicitly state some situations encountered by historically marginalized people.

All the benefits and policies at Quansight Labs, including the parental and sick leave policies stated below, are also available to part-time employees, prorated, corresponding to their working hours.

Parental Leave policy
We understand that welcoming a new child into a family requires time for bonding with that child. To better support Quansight employees at this stage of their lives, we updated our global parental leave policy for both birthing and non-birthing parents for up to 16 and 4 weeks, respectively, with additional, optional, partial and unpaid leave. Our parental policy extends to parents who choose to foster and adopt.

Sick leave policy
As part of our broader effort to be more inclusive and explicit in our policies, we adjusted our sick leave policy and wording to provide crucial support to colleagues of all genders and circumstances going through health-related life events:

"recovery from sudden illness and wider health-related events such as cancer treatment or gender reassignment surgery, accidents or injuries, to receive mental or psychological care or counselling or for the care of a sick child, spouse, domestic partner or parent, pregnancy loss (including miscarriage, ectopic pregnancy, molar pregnancy and abortion and will apply to the individual that was pregnant, to those whose partner was pregnant), menopause (to support all individuals who are going through the menopause, recognizing that it is not just cisgender women) or to receive fertility treatment."

We understand loss and grief takes time to process, so we also included a flexible bereavement policy that employees and their people manager can tailor per their needs.
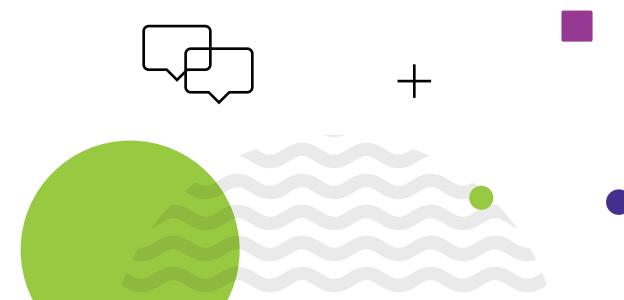
Code of Conduct Update

We reviewed and updated our internal Code of Conduct to better outline what is expected of all who work at Quansight and Quansight Labs in whatever capacity, from our Directors and full-time employees to our interns and contractors. We also expanded our section on unacceptable behaviors and streamlined and better documented our Response protocol and process to report a Code of Conduct violation.

We believe that a Code of Conduct is only as good as its enforcement and reporting procedures, so we wanted to make these more transparent and straightforward to ensure employees can report any Code of Conduct incidents safely and timely.
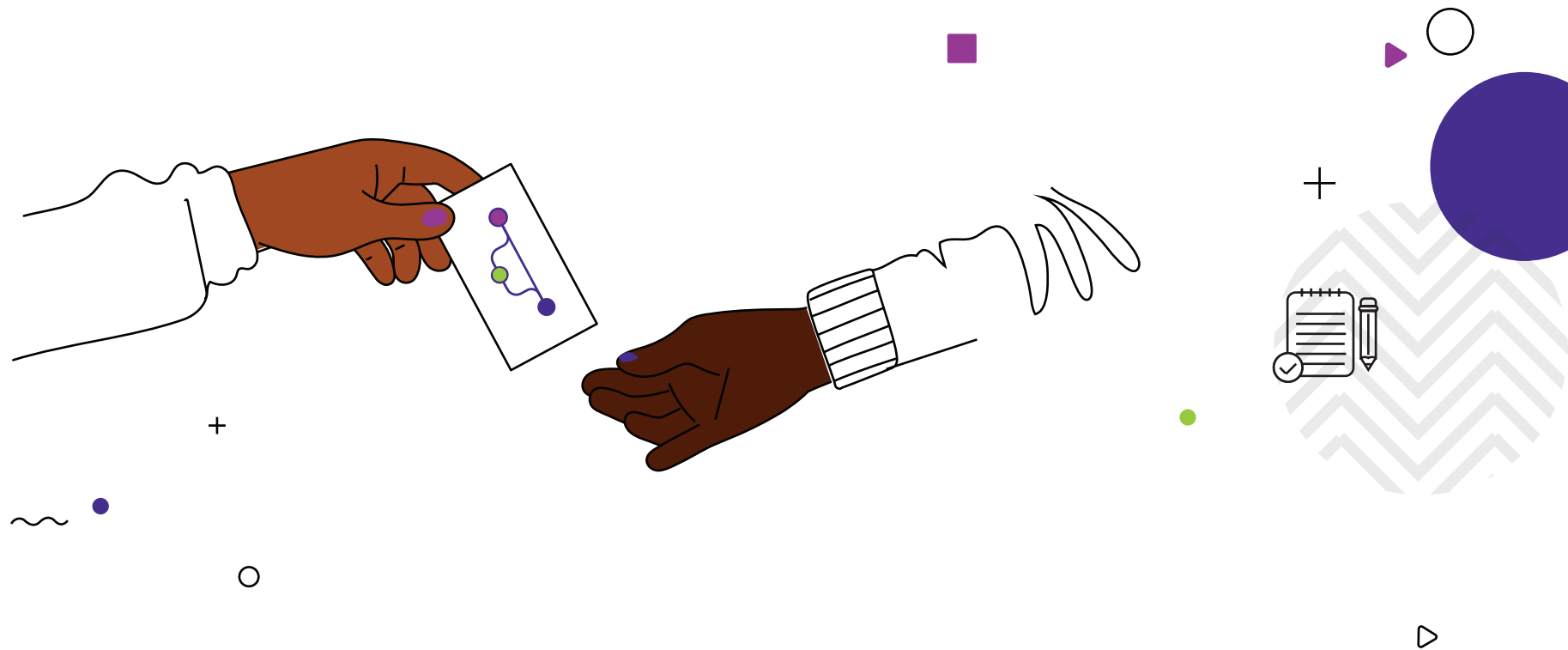
Future Plans
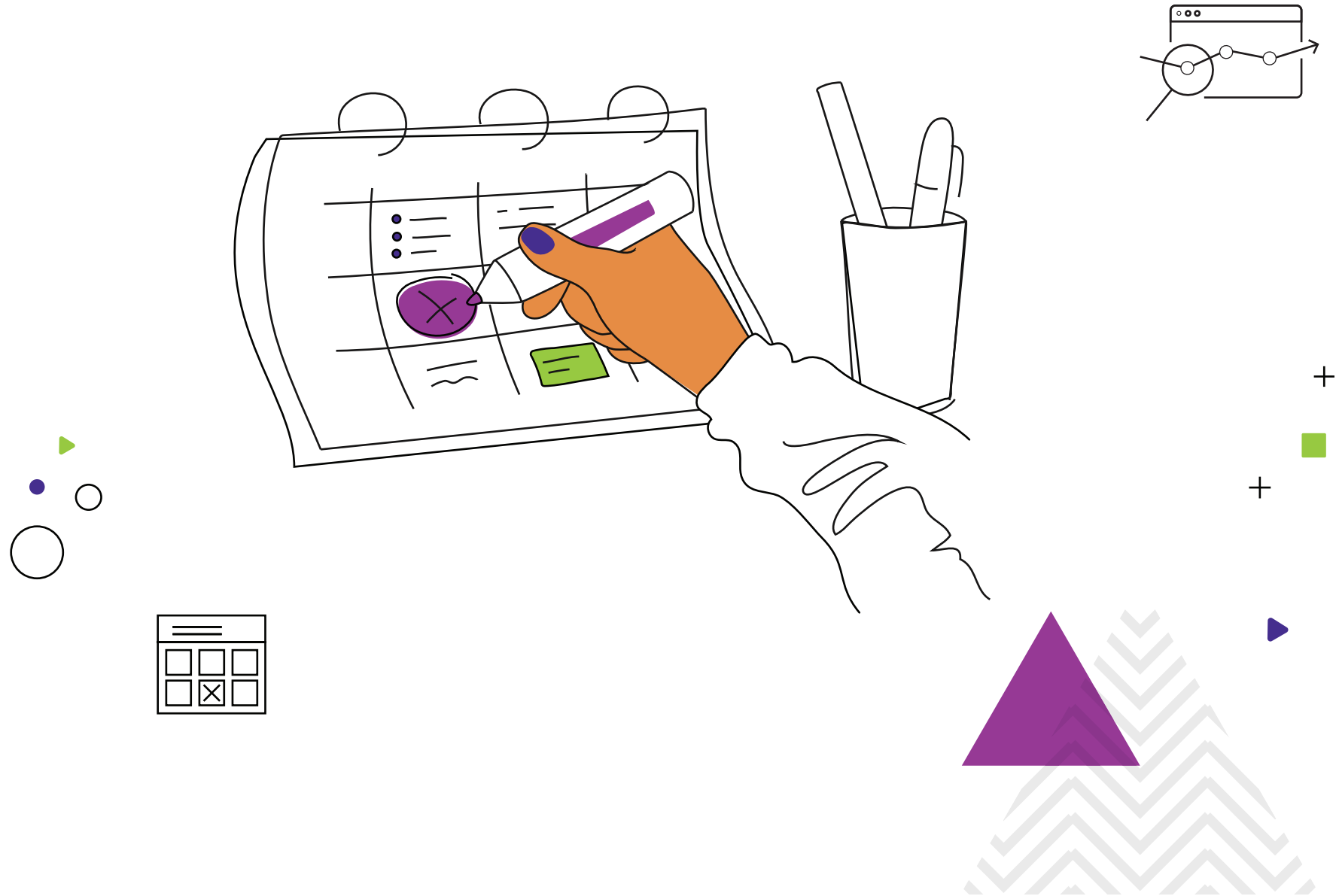
Looking Ahead

We have had quite a journey in 2022, and this annual report captures some highlights of that journey. We're looking forward to 2023 with excitement, though - there will be new challenges to overcome, existing and new communities to support, strengthen and create, and new initiatives to work on that are possibly even more exciting than those of last year.

We will continue creating an environment where all voices are heard and are comfortable speaking, and with equitable access to opportunities. One of our priorities is to further improve the sense of belonging and cooperation within Labs. We have a team full of amazing human beings, and forging more connections is always a priority. As a fully remote organization, this requires continuous and deliberate attention.

For the economy as a whole, the outlook for 2023 is mixed at best - there are some clouds on the horizon (or hanging over our heads), especially in the tech industry. On the other hand, it has been very encouraging to see more institutional funders in the US and Europe recognize the value of open source to science, education, and society. And most importantly, acting on that. We will continue to explore funding models as we strive for a diverse funding stream, with a healthy mix of direct industry funding, grants, and self-funding key activities through Labs members doing consulting work for part of their time. We are still optimistic about the overall funding environment, and expect to grow by a modest amount while keeping our commitment to openness, transparency, collaboration, and inclusiveness.

Perhaps most importantly: what will we work on, and where will we make an impact? An important part of our philosophy is supporting key existing projects and communities, in ways that reinforce the directions they are already traveling, the community needs, and without becoming dominant in any one of them. That will not change.

There are some key topics and events we will focus on. Accessibility is one of these - the Labs team is leading a comprehensive effort to improve the state of our ecosystem for disabled users and contributors. NumPy 2.0 is in the making - the first major release in over 16 years! The Labs team will provide support for or drive a significant fraction of the 2.0 roadmap items. The Consortium for Python Data API Standards, co-created and stewarded by Labs, will focus on wider adoption of the array API standard and on finalizing a first dataframe API standard. It will be a busy year in the Python build & packaging area - we will continue to develop meson-python and support the whole ecosystem as it moves away from distutils which is disappearing with Python 3.12. In addition, we anticipate more effort to improve both the PyPI and conda-forge based user and packager experience. Finally, we will see Nebari and conda-store finish their move into Labs and transition from company-backed to community-driven open source.
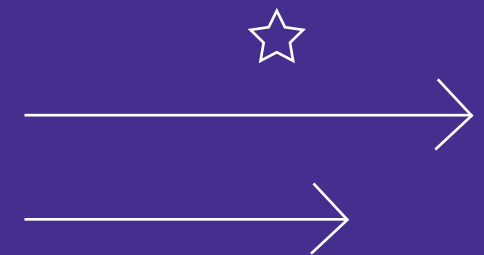
There will be lots more happening - stay tuned!
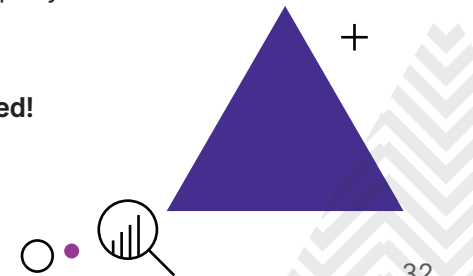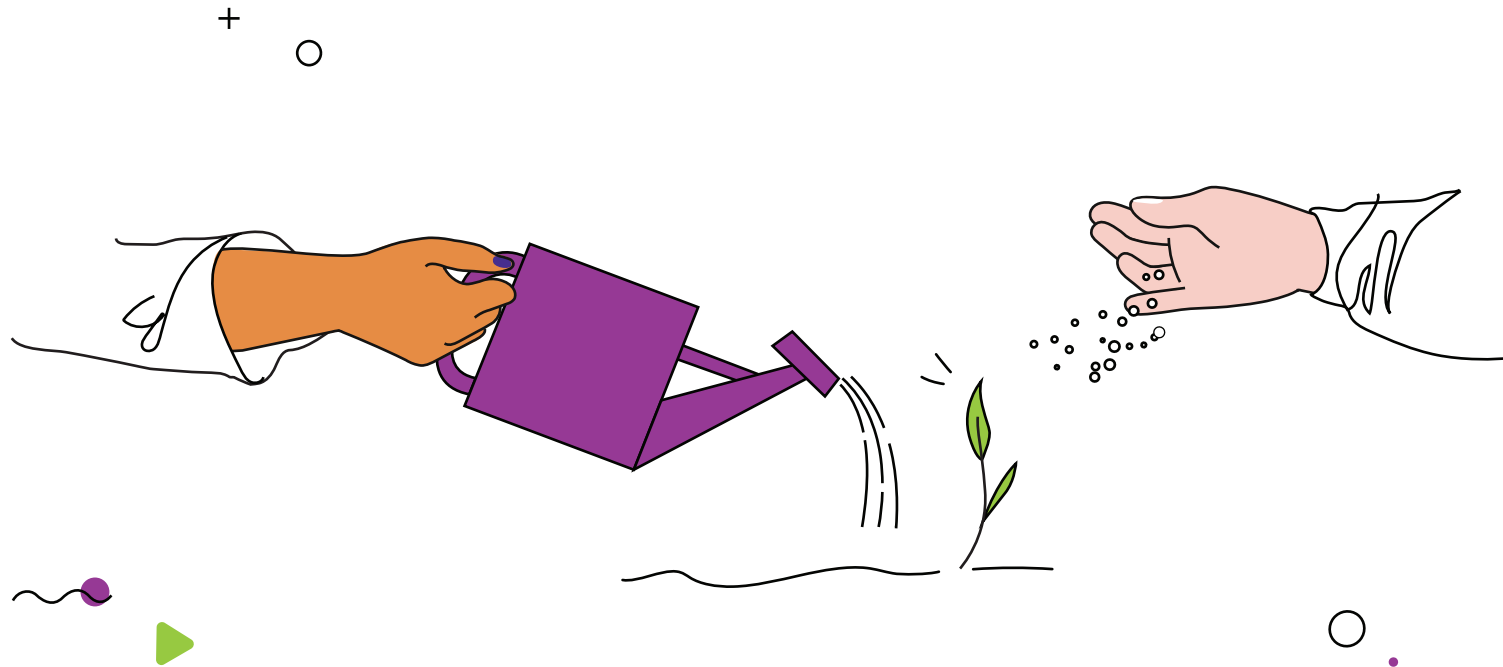
Acknowledgements

2022

See you next year!

Visit labs.quansight.org to learn more about us, and reach out to us at connect@quansight.com