

Inclusion & Diversity in Open Source Projects

opensourcediversity.org

@osdiversity #opensourcediversity

1 – 11 %

GitHub Open Source Survey

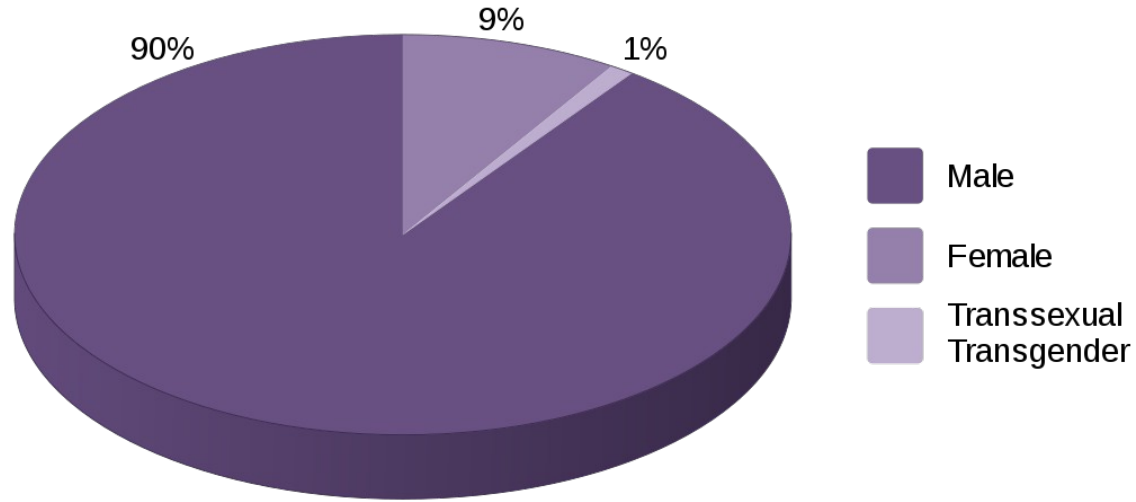
95% of respondents are men
just 3% are women

Half of contributors say that their open source work was somewhat or very important in getting their current role. Open source work helps people build their professional reputation.

Improving contributor representation can help create a more representative tech sector overall.

Wikipedia

Wikipedia editors are predominantly male



Wikipedia: Gender bias on Wikipedia

Wikipedia content suffers from the bias of its editors: **mainly technically inclined, English-speaking, white-collar men living in majority-Christian, developed countries in the Northern hemisphere.**

Gender identity

Sexual orientation

Ethnicity

Ability

Age

Even skill level or technical affinity



Diverse teams work better

How we can improve

Rudeness

45% witnessed, 16% experienced

Name calling

20% witnessed, 5% experienced

Unwelcoming language or content

women 25%, men 15%

21% of people
who experienced negative behavior
stopped contributing to the project



Code of Conduct

Contributor Covenant

Feedback Guidelines

- **Ask, Don't Tell**
- **Be Specific**
- **Explain Yourself**
- **Offer Solutions**
- **Avoid Hyperbole**
- **Use Emojis!**

"Why did you decide to...?"

"When you are calling the..."

"Check out this blog post"

"Maybe try..."

"Never" "No" & "Don't"



85%

of females contributed to projects
with a website / documentation / demo

100%

of projects with > 1 female contributor
had a website / documentation / demo

Una Kravets at CascadiaFest

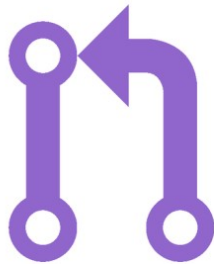


*Documentation
Increases
Diversity
Increases
Documentation*



Una Kravets at CascadiaFest

good first issue



Women are more likely to **seek out help directly** (29% vs 13%)
from people they already know well (22% vs 6%),
rather than ask for help from strangers in a public forum.



Open Source Ladies

(we also do Free Software :)



Next Meetup

26
JUN.

Tuesday, 26 June 2018, 7:00 pm

Open Source Diversity Berlin - monthly meetup 🤖



Hosted by samu and Charlie K.

Have you always wanted to contribute to Free and Open Source Software but don't know where to start? Are you a member of an underrepresented group in open source? Mentors from all kinds of Free and Open Source Projects are here to help you get started with contributing. Also feel free to just exchange ideas about Free and Open Source Software, the community and future projects. Our mentors include people from projects like: Firefox,



4 going



Open Source Diversity

For more diversity & inclusion in free & open source software communities :)

Attend



WikiBär

Gartenstr. 92 · 10115 Berlin



DIVERSIFYING OPEN SOURCE

Tweets
28

Following
22

Followers
83

Likes
13

Following

Diversifying Open Source

@diversifyfoss Follows you

We help, encourage and celebrate underrepresented people to contribute in open source projects and speak at conferences!

📍 Bangalore, India

🔗 diversifyingopensource.github.io

📅 Joined December 2017

Tweets

Tweets & replies

Media

↻ Diversifying Open Source Retweeted



Women In Tech Fund @womenintechfund · Apr 15

We aim to change and balance the ratio of women attending and speaking in tech conferences by providing assistance with entry tickets to conferences. We offer tickets for more than a dozen conferences so far! Apply here: womenintechfund.org
#ChangeTheRatio #WomenInTech

April 2018

Channel Partners. Conference & Expo 2018
Apr 17, 2018 – Apr 20, 2018

Argentina Campus Party 2018
Apr 25, 2018 – Apr 28, 2018

June 2018

BSDCan 2018, The Technical BSD Conference
Jun 8, 2018 – Jun 9, 2018

REcon Montreal 2018
Jun 15, 2018 – Jun 17, 2018

BSides Asheville 2018

September 2018

Ekoparty 2018
Sep 26, 2018 – Sep 28, 2018

October 2018

Hack.Lu 2018

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Women in Computing @... ×

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HackBMU @hackbmu ×

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Urvika Gola @UrvikaGola ×

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D&I in Open Source Community Calls

Future Calls

Would you like to nominate, or self-nominate a speaker for this call? [Please use this form](#), or email [eirwin](#) at [mozilla dot com](#)

- June 6th [We See you! Inclusive Communities & Events](#) [m](#)
- June 27th 'Open Governance' - governance topics with a lens on inclusion by [Open Source Archetype](#);
- July 14th (Time & Speaker TBA) talk streamed from Mozilla Portland office, to coincide with the [Community Leadership Summit](#).

Past Calls

- May 2nd, "All Things 'Code of Conduct' [m](#)"
- April 4th, 9AM PDT ([Covert to local time](#)) "Diversity & Inclusion in Open Source (all topics)", [Etherpad](#) [Agenda](#), [Streaming Link](#), [Live Captioning](#)
- February 28th, 9AM PST ([Convert to local time](#)) [Agenda](#) [Etherpad](#), [Streaming Link](#), [Live Captioning](#)

wiki.mozilla.org/Diversity_and_Inclusion_for_Communities_and_Contributors



Rails Girls
Summer of Code

OUTREACHY 



Diversity Tickets



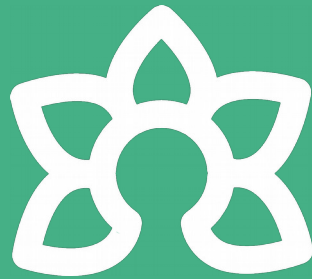
Open Source Diversity

For more diversity & inclusion in free & open source software communities ☺

Basics

First steps to help make your open source project more friendly and inclusive





Thank you
& join the community!

opensourcediversity.org

@osdiversity #opensourcediversity