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D&I Working Group TAC Update
October 18, 2023

D&I Working Group Focus Areas

Increase ASWF Diversity & Representation

Ensure there is diverse leadership and membership across the Academy Software Foundation and its projects.

External Outreach & Education

Encourage high school and college students to pursue technical careers in the motion picture and media industries and provide them with opportunities to participate in open source projects and learn from experienced software engineers.

Member Guidance

Provide guidance and resources for Foundation members to educate their colleagues on open source and D&I topics.

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For today's update…

What did we do?

How did we do?

What are our plans?

What input do you have?

ASWF D&I Working Group 2023 Plans

What did we do?

Q1 - Jan

D&I Landing Page Redo [Guidance]
Rollout

Summer Learning Programming [Outreach]
Planning

Application Rollout

Q2 - Apr

Summer Learning Program Organization [Outreach]
Application Review

Kickoff

Dev Day [Diversity]
Planning with TAC

D&I Working Group Town Hall
Planning

Q3- Jul

Summer Learning Program Execution [Outreach]
Let's finish this!

Dev Day [Diversity]
Let's do this!

Global "Beers of a Feather" Meetups [Outreach]
Building community

D&I Working Group Town Hall
Execute

Q4 - Oct

Discovery: Open Source D&I Framework [Guidance]
Publish a list of resources

Investigate what a project might look like and pull together a proposal

2024 Planning
What to undertake in 2024?

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ASWF D&I Working Group 2023 Actuals

What did we do?

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Application Rollout

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Let's finish this!

~~**Dev Day [Diversity]**~~
~~Let's do this!~~

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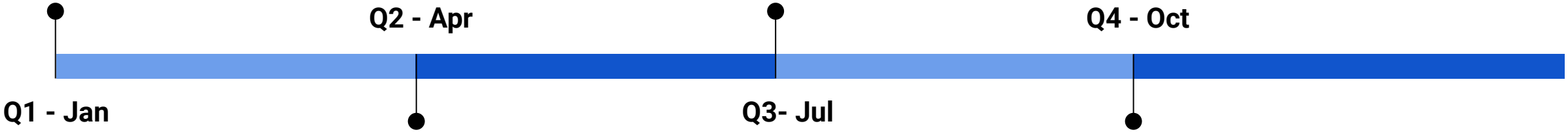

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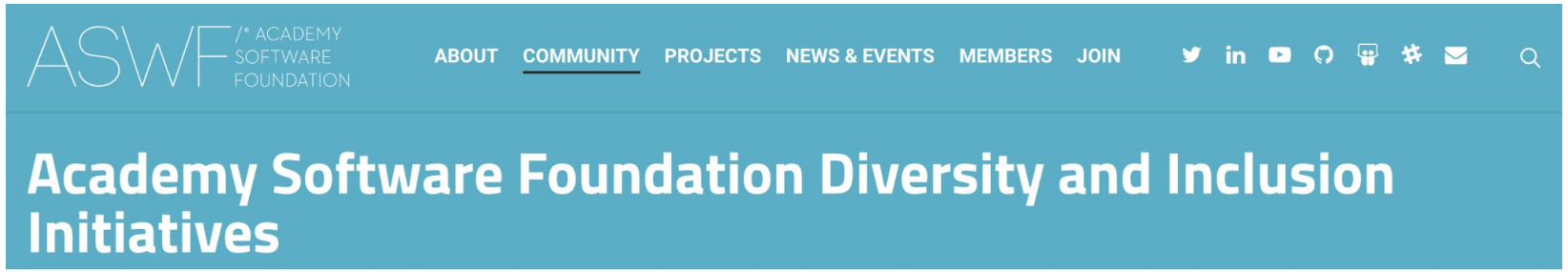
ASWF D&I Landing Page

What did we do?

Action: Guidance for Members



The Academy Software Foundation (ASWF) is a collaborative effort to advance open source software development in the motion picture and media industries. The goals of the Diversity and Inclusion Initiatives aim to forge more diversity across the open source software ecosystem for vfx and animation.

About the D&I Working Group

The purpose of this Working Group is to create a cross-industry effort to encourage diversity and inclusion across the open source software ecosystem for vfx and animation. The WG brings together software engineers/developers, marketing/communications professionals, HR, and anyone else passionate about D&I within vfx and animation.

Events

Careers in Film and Technology Webinar Series

This free webinar series developed by the Academy Software Foundation (ASWF) provides students interested in film and technology with an inside look at careers in visual effects and animation. Enroll today.

Connect with ASWF

- D&I Mailing List
- Slack Channel

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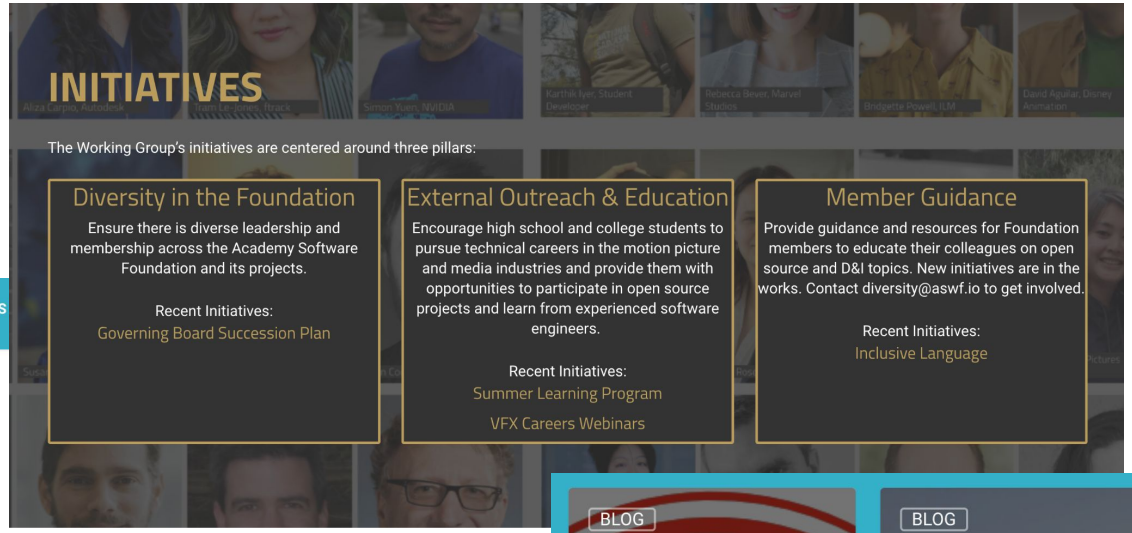
ASWF D&I Landing Page

What did we do?

Action: Guidance for Members



ASWF /* ACADEMY SOFTWARE FOUNDATION ABOUT COMMUNITY PROJECTS NEWS & EVENTS

DIVERSITY & INCLUSION

Established in 2020, the Diversity & Inclusion Working Group at the Academy Software Foundation breaks down barriers to access and increases connections among participants in the Foundation's projects, the larger community, and the VFX & Animation industry. The working group brings together software engineers/developers, marketing/communication professionals, students & educators, and anyone else passionate about Diversity & Inclusion.

No software or open source experience is necessary to participate in the working group – just an open mind and willingness to learn. If you're a student, check out our Summer Learning Program or VFX Careers Webinars! If you're a professional, check out our Academy Software Foundation initiatives and drop by a meeting to learn more.

Slack

Share information, ask questions and discuss pressing topics on our #diversity channel with a diverse community of professionals, students and professors.

Mailing Lists

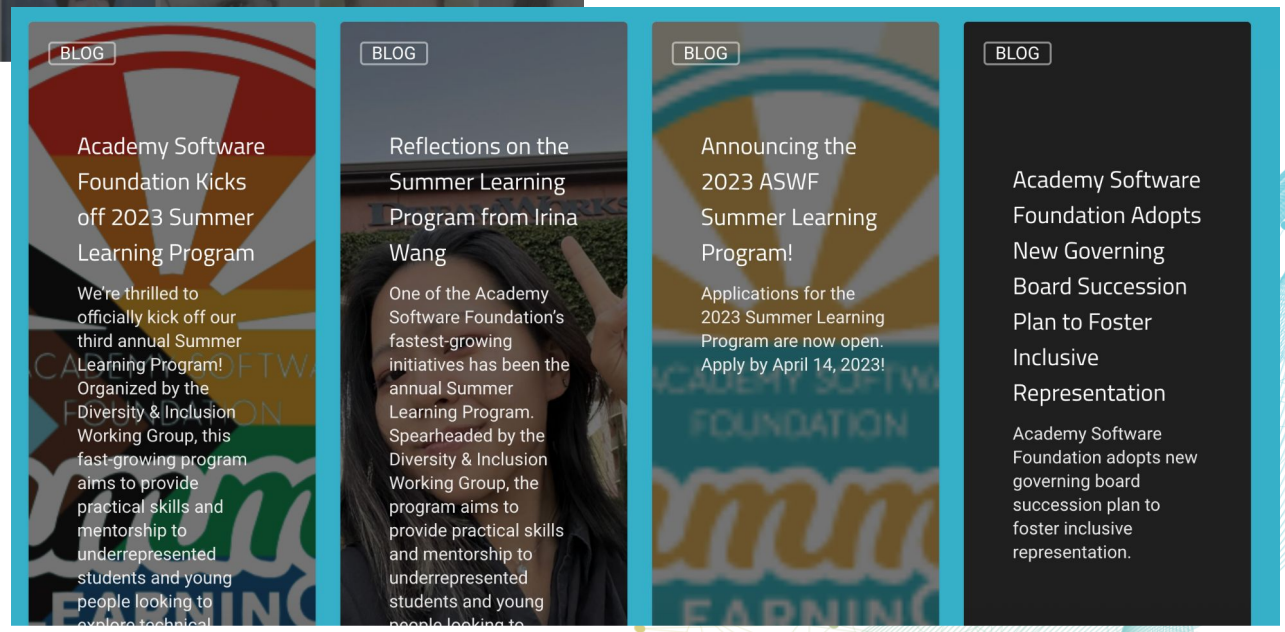
Sign up for the Diversity & Inclusion mailing list to be notified about upcoming meetings and other items of interest.

Meeting Calendar

Join the Diversity & Inclusion Working Group meeting on the first Wednesday of every month at 12:00 pm PT.

Wiki

Explore the latest updates on Diversity & Inclusion working group initiatives, read past meeting minutes and explore the Summer Learning Program.



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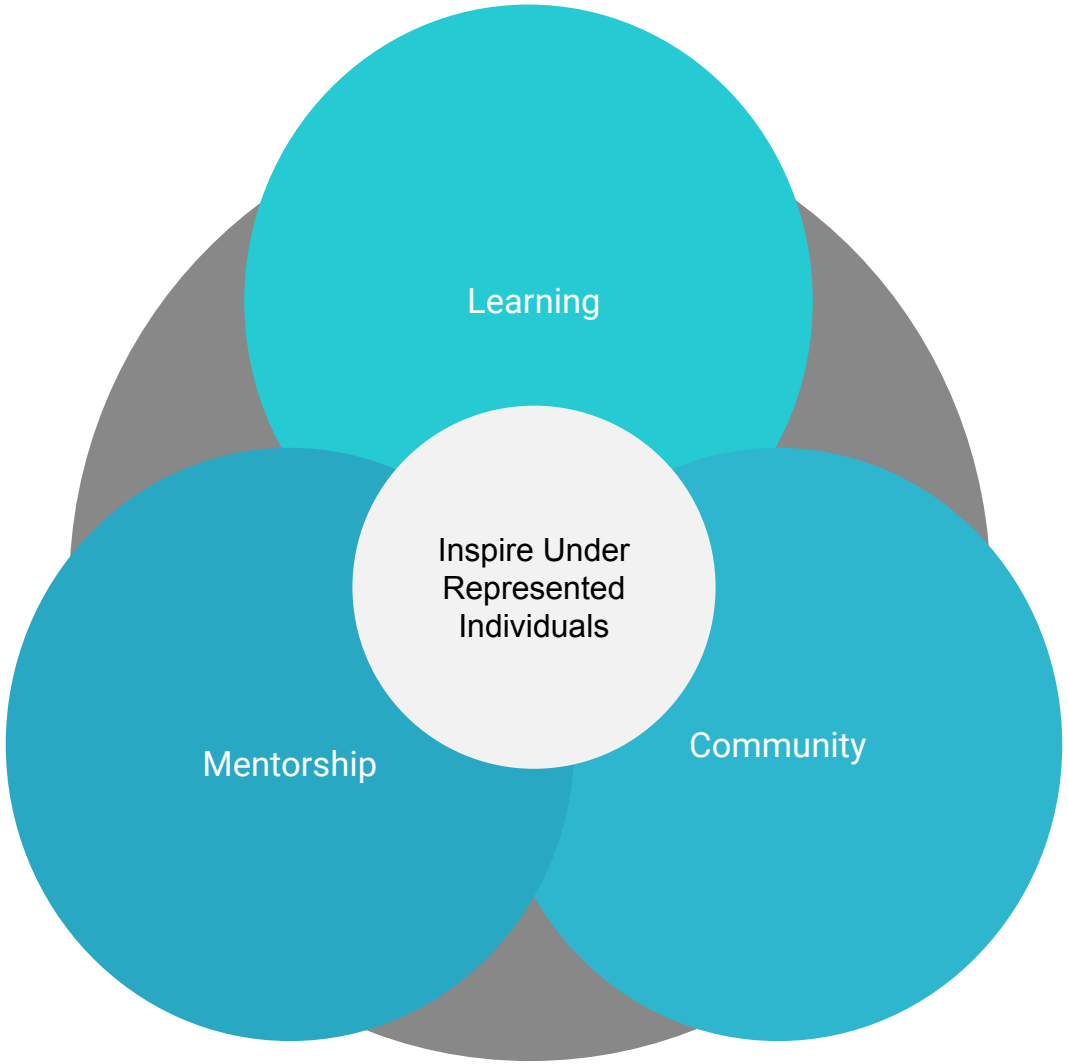
Summer Learning Program

Action: Student Education

Summer 2023:

- Focus: LGBTQIA+
- 20 Learners
- Industry Webinars
- Structured Group Learning Time
- Combo of FxPHD & Udemy



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Summer Learning Program

Action: Student Education

Big Wins:

- Karen & Kaitlin as co-chairs of the SLP
- Team of ~5 leaders helping
- Able to organize more structured learning events
  - Group study sessions
  - Industry talks
- Continues to be more and more organized, scalable, and sustainable

Dev Days 2023

Action: ASWF Diversity

Great first event!

- Good cooperation between D&I WG & TAC
- Great initiative from a diversity perspective, participants from all over the world & many different backgrounds
- More stats in Dev Days presentation

Organizational Wins!

How did we do?

- We reminded everyone of our goals!
- More working group member engagement!
- We planned well!

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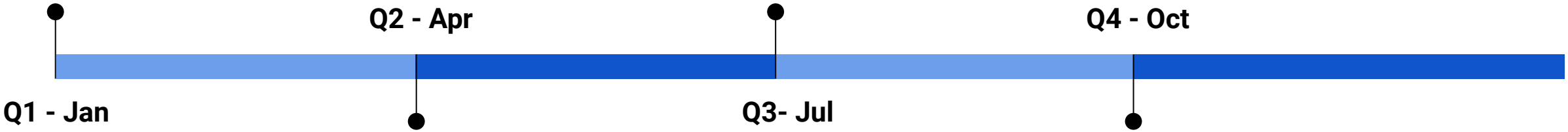
ASWF D&I Working Group 2023 Actuals

How did we do?



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ASWF D&I Working Group 2022 Actuals

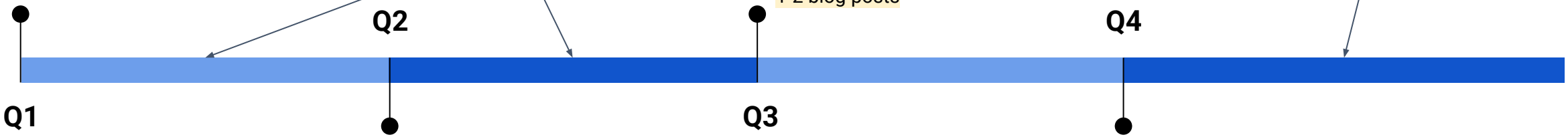
How did we do?

Google Summer of Code Application
- Carol as administrator
- Deadline February 21st

Ambassador Program
- Lean on Sergio and JT to define
- Rachel organize TSC meetings

Blog
- Barathy takes the lead
- 1 post (Inclusive Meetings?)

Governing Board Succession Plan



~~**Google Summer of Code Execution**~~
- ~~Let's do this!~~

Summer Learning Program Execution
- Let's do this!

Webinar Repackaging & Overall Branding
- New intro (5m) video
- Package YouTube playlist for schools & orgs
- Live Q&A session(s)

Blog
- 1-2 blog posts

Science Fair

Hackathon

~~**Google Summer of Code Organization**~~
- ~~Need D&I volunteers for project interaction~~
- ~~Need volunteers from project TSCs~~

Summer Learning Program Organization
- Karen leading
- Need volunteer team to help
- Need to finalize focus ASAP

D&I Landing Page Redo
- Update info + current & future initiatives

Blog
- 1-2 blog posts

~~**Open Source D&I Framework**~~
- ~~Need volunteer lead~~
- ~~Identify organization(s) to seed~~
- ~~Propose repository to TAC~~

~~**Blog**~~
- ~~2 blog posts~~

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Up Next: Initiatives

What are our plans?

- SLP 2024
- D&I Framework Initiative
- Dev Days 2.0
- National Science Fair Discovery?

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Up Next: Function

What are our plans?

- Development of key volunteers in the group
- Formation of something like a “TSC”
- Clear initiative leadership
- Leadership transition

TAC Feedback

What input do you have?

- Are we focused in the correct areas?
- Where could we help your projects succeed?

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Thank you!