



BOSS Initiative

More women contributing to FOSS



Problem





10,3%



of developers are women

according to StackOverflow^[1]



3,6%

The infographic consists of three concentric circles. The outermost circle is light purple, the middle one is light pink, and the innermost one is light yellow. The percentage '3,6%' is written in a large, bold, purple font in the center of the yellow circle.

are black developers



0,9%

The infographic consists of three concentric circles. The outermost circle is light purple, the middle one is light pink, and the innermost one is light yellow. The percentage '0,9%' is written in a large, bold, purple font in the center of the yellow circle.

are trans people

according to StackOverflow^{[2][3]}

BOSS



Community engagement challenge



[Link to first phase winners](#)

#alternativeText: icon. Trophy for the phase one winners of the community engagement challenge

BOSS - Big Open Source Sister

BOSS aims to reach underrepresented groups in tech who want to be mentored and assisted in learning how to work on open source projects.



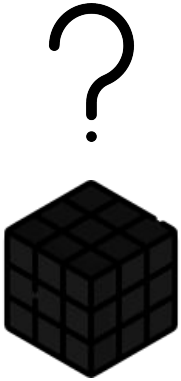
Open Source



Free open source software



#alternativeText: icon of a Rubik's cube



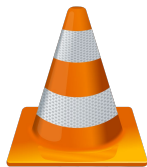
Proprietary software

#alternativeText: silhouette icon of the Rubik's cube



Firefox

Firefox



VLC player



Gnome



Linux



Blender



Libreflix



Audacity



OBS studio



Barriers

Members non-conforming to stereotypes are submitted to stricter standards^[4]

Women have higher incidence of underdog syndrome when talking about software engineering abilities^[5]

Micro-aggressions against women in FOSS communities^[6]



Project



The project

#alternativeText: icons representing plants phases. Plant seeds, protecting seedlings, growth, and fruits.



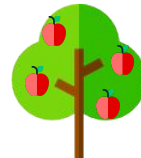
Learn about
technologies and
communities



Contributing to Rasa
boilerplate



Learn about Rasa
boilerplate and build their
own bots



Autonomy to contribute to
other FOSS

Structure



Weekly content presentation



Video content



Weekly mentorship



Practices



Pair programming

[Link for video presentations](#)

[Link slide presentations](#)

#alternativeText: icons representing the structure of the program. A blackboard, a camera, a pair of people talking to each other, a laptop, and two people with arrows going back and forth.



1st milestone of the project

Open source concepts

Git and Gitflow

Issue communications

Software engineer concepts

Open source tools





2nd milestone of the project

Concepts involved in chatbot

Technologies involved in chatbot

Project architecture

Project exploring and discovery

Finding improvements





3rd milestone of the project

Practice

Writing good issues

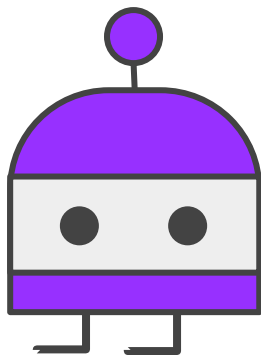
Contributing with issues

Reviewing other contributors code

Revisando o código de outros contribuidores



Technologies



Chatbot



Tecnologias

#alternativeText: icons of: kibana, elasticsearch, TensorFlow, RocketChat, Keras, RASA, API, Python, spaCy e telegram.

Skills

Remote work

Collaboration

Asynchronous work

Collective

Transparency

Communication

Decentralized development

Versioning

Talk like a boss



Interviews

Trabalhando com Software Livre

26/08/2020 | 19H30



CLARISSA
LIMA



LUDMILA
BELACRUZ

Minhas participações em maratonas de programação

10/09/2020 | 14H00



GIOVANNA
KOBUS

Documentação, escrita técnica e Outreachy

12/09/2020 | 15H30



ANNA E SÓ

Carreira, Mentorias e Tech Leading

23/09/2020 | 19H30



CAMILLA
MACIEL



RENATA
SOARES

Síndrome do impostor: O que a psicologia explica?

07/10/2020 | 19H30



JULIANA
AGUIAR

Cibersegurança

28/10/2020 | 19H30



PRISCILA KIN
JORANHENSON

[Link for interview playlist](#)

#alternativeText: divulgation images. Working with FOSS: Clarissa Lima e Ludimila Belacruz. Participating in coding contests: Giovanna Kobus. Documentation, technical writing, and Outreachy: Anna e só. Tech Lead, mentoring and career: Camilla Maciel e Renata Soares. Impostor syndrome: Juliana Aguiar. Cybersecurity: Priscila Joranhenson.

Interview series

Professionals of different areas

Community suggested themes

Community questions

Talk like a boss

Not only technical talks

Participants writing scripts for the interview

Participants doing interviews

Organization





0st milestone of the project

Mentoring training

Good practices

Overview of the program



The project

#AlternativeText icons. Three people connected for meetings. Written page and a pencil for issue description. Pencil and ruler for content presentation. Two people talking for mentorship feedback.



Organization meetings



Issue description



Content presentation



Mentorship feedback



End of the program



Celebration

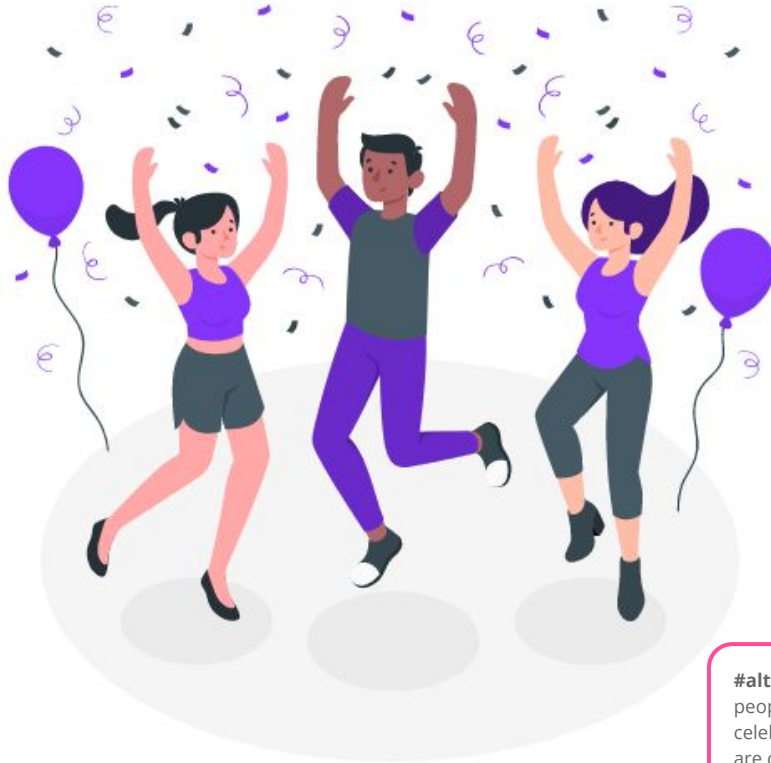
Gather participants

Present contributions

Celebrate journey

Play

Eat



#alternativeText: Illustration. Three people jumping with hands in the air celebrating. In the background there are confetti and balloons.

Thanks

Everyone who believed, helped and learned in this journey.



bigopensourcesister@gmail.com



<https://github.com/orgs/BOSS-BigOpenSourceSister>



#alternativeText: Illustration. Five people connected. In the background, the world is spinning.



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References

- [1]: <https://insights.stackoverflow.com/survey/2020#developer-profile-gender-gender-minorities-by-country>
- [2]: <https://insights.stackoverflow.com/survey/2020#developer-profile-race-and-ethnicity>
- [3]: <https://insights.stackoverflow.com/survey/2020#developer-profile-transgender>
- [4]: <https://dl.acm.org/doi/10.1109/ICSE.2019.00078>
- [5]: <https://dl.acm.org/doi/10.1109/GE.2019.00008>
- [6]: <https://dl.acm.org/doi/10.1109/ICSE.2019.00077>





More references

Illustrations: <https://stories.freepik.com/>

Gnome engagement challenge: <https://www.gnome.org/challenge/>

BOSS on youtube:

https://www.youtube.com/channel/UCQxKAvq-QLq57dqGYI_TuFw

