



# BOSS Initiative

More women contributing to FOSS



# Problem





# 10,3%



of developers are women

according to StackOverflow<sup>[1]</sup>



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<sup>[2][3]</sup>

**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



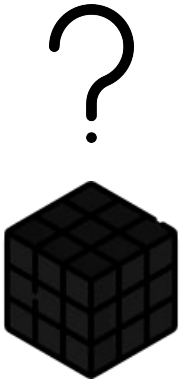




# Open Source



#praTodosVerem: ícon of a Rubik's cube



# Not Open Source

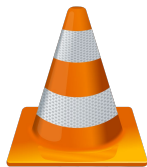
#praTodosVerem: silhoutte icon of the Rubik's cube





**Firefox**

Firefox



VLC player



Telegram



Linux



Blender



**TensorFlow**

Tensor Flow



Audacity



OBS studio



**android**

android



# Barriers

Members non-conforming to stereotypes are submitted to stricter standards<sup>[4]</sup>

Women have higher incidence of underdog syndrome when talking about software engineering abilities<sup>[5]</sup>

Micro-aggressions against women in FOSS communities<sup>[6]</sup>



# Project



# The project

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



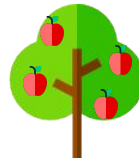
Learn about  
technologies and  
communities



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](#)

**#praTodosVerem:** 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.



# 1<sup>st</sup> phase of the project

Open source concepts

Git and Gitflow

Issue communications

Software engineer concepts

Open source tools





# 2<sup>nd</sup> phase of the project

Concepts involved in chatbot

Technologies involved in chatbot

Project architecture

Project exploring and discovery

Finding improvements







# 3<sup>rd</sup> phase of the project

Practice

Writing good issues

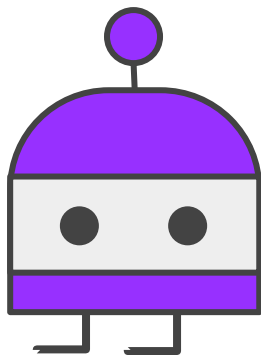
Contributing with issues

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. Cibersecurity: 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



# The project

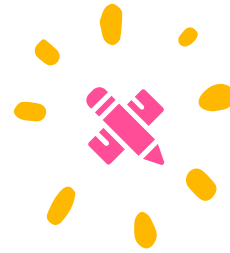
#AlternativeText icons. Three people connected for meetings. Written page and a pencil for issue description. Pencil and ruler for content presentation. Two people talking for mentorship feedback.



Organization meetings



Issue description



Content presentation



Mentorship feedback



Já tá  
traduzido

**End of the program**



# Celebration

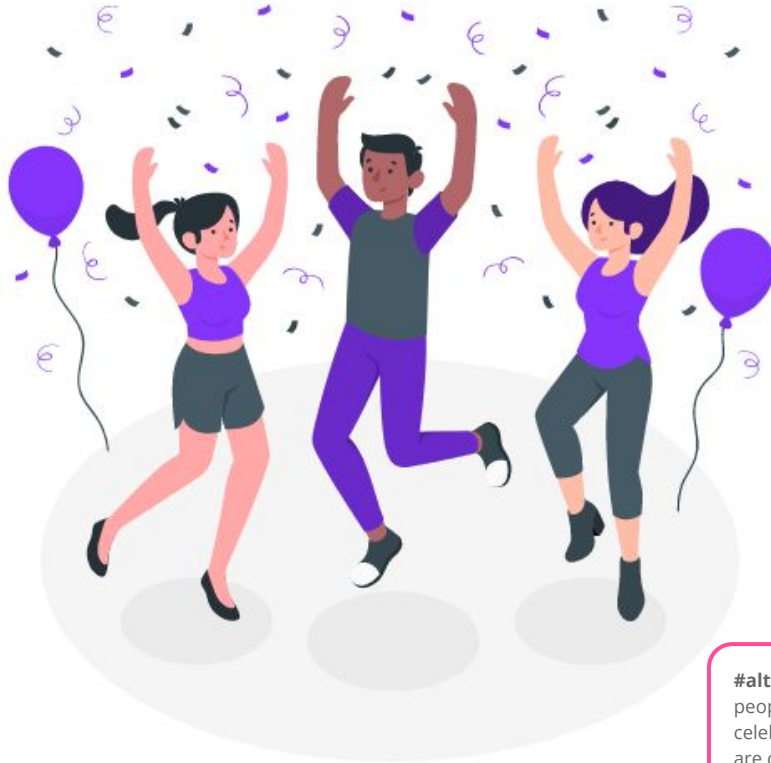
Gather participants

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.



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



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



# License

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# 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](https://www.youtube.com/channel/UCQxKAvq-QLq57dqGYI_TuFw)

