

# Inclusion & Diversity in Open Source Projects

[opensourcediversity.org](https://opensourcediversity.org)

@osdiversity #opensourcediversity

1 – 11 %

Gender identity

Sexual orientation

Skin color

Ability

Age

**Even skill level or technical affinity**



# Diverse teams work better

Harvard Business Review   McKinsey   Stanford Business   Inc.com

## 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**

# ***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"*



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.





Diversity Tickets



# Open Source Diversity

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

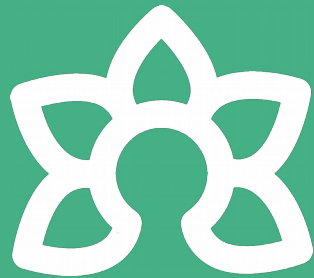
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## Basics

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





Thank you  
& join the community!

[opensourcediversity.org](https://opensourcediversity.org)

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