

Travis Foundation
Annual Report
2013–2017

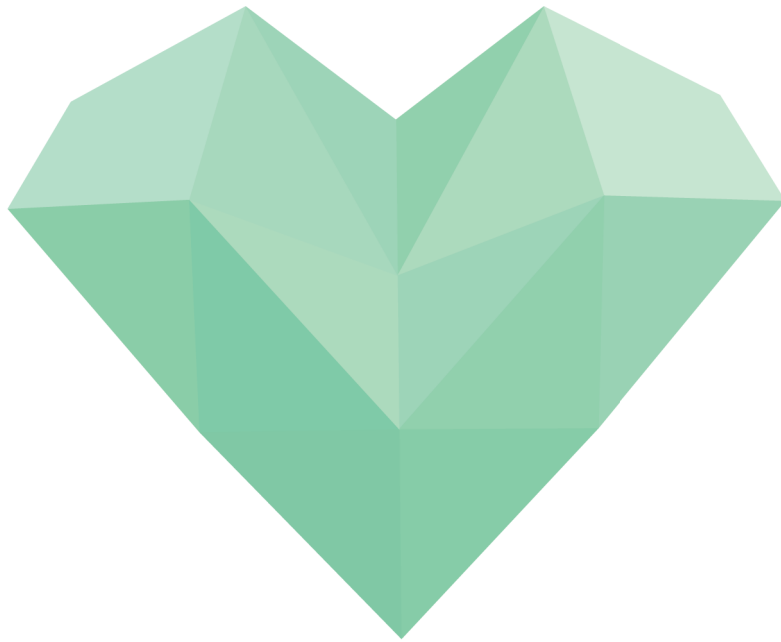


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Part A - Overview of the work of the Travis Foundation

1. Introduction

1.1 Our vision and approach

Travis Foundation is aimed at making Open Source a better place. We envision a diverse, open and welcoming open source community, where people from all backgrounds can work together without prejudice, harassment or stigma; we support projects that provide opportunities to newcomers, foster diversity and make the community more inclusive.

Our main focus are projects that directly support the tech community with efforts to increase diversity. We work with countless volunteers from our community to develop and fund initiatives which attract newcomers and support minorities in the open source community. Volunteers are an integral part of all the projects we run or support — they make sure projects are grounded in the reality of the community.

Just as important are our many sponsors, from large corporations sponsoring projects as part of their Social Responsibility efforts to many individuals donating small or large amounts to our cause. It is this special combination that has allowed our work to be so impactful.

1.2 The scope of this report

This is the first time the Travis Foundation issues a report in this format. For us, 2017 marks five years of supporting diversity and a welcoming culture in open source and the tech community at large. Therefore, we have decided to use this report to give an overview of our work over the last five years. In the future, we aim to report annually on our activities and progress. The chosen format of the Social Reporting Standard makes this report useful for donors and volunteers, as well as newcomers to our work, who wish to know not just what we do but, first and foremost, what we can achieve.

Scope	This report gives information on all activities of the Travis Foundation gUG, with a particular focus on Rails Girls Summer of Code (RGSoC).
Reporting period and reporting cycle	Since this is the first report, we will be giving an overview over the first five years of RG-SoC as well as the first two years of formal Travis Foundation work.
Application of SRS	The SRS 2014 edition was used as the basis of this report, leaving out section 6.4 (environmental and social profile) and part of section 6.3 (ownership structure).
Contact partner	For questions regarding the work of the Foundation contact Laura Gaetano at foundation@travis-ci.org

Table 1: Report scope

1.3 Future Outlook

In 2016 and 2017, Travis Foundation took important steps towards improving the way it works. Anika Lindtner has been working as the Foundation's full-time CEO since 2016. Her position was temporarily taken over by Laura Gaetano, who had previously been the Foundation's manager, in October 2017. This means the Foundation now has one full-time CEO in charge of managing operations and coordinating projects.

The initial goal to streamline processes, enable a strategic development of the Foundation and improve cooperation with the independently-lead projects under the Foundation has been achieved. The Foundation has also begun to contribute more broadly to diversity initiatives and to network beyond the Open Source community, for example by becoming a member of the German "Komm mach MINT" initiative. This has made the Foundation a more efficient and reliable supporter of the Open Source community and diversity in tech.

Further projects for the years 2018 and 2019 are the rebranding of Rails Girls Summer of Code, to reflect its relevance beyond the Ruby community, improving internal documentation, as well as a more substantial effort to become a networking hub in the community bringing Open Source beginners, project owners and supporters of diversity in tech together.

Travis Foundation continues to receive extensive financial support from many companies engaged in the Open Source community as well as support from hundreds of individuals donating their time and resources.

Part B1 - Foundation-run projects

1. Rails Girls Summer of Code

1.1 The problem and our solution

The technology community has a diversity problem. Women, non-binary people, people of color, parents, technology newcomers, members of the LGBTQI+ communities and many other marginalized people remain underrepresented. This is particularly true for the open source community, which draws on volunteerism, the idealism of its contributors and lively communities to enable great technological innovations.

And the idea of diversity also extends to diversity of backgrounds; there is still a lack of a reliable “career path” for career changers — people who wish to move into the tech industry from other fields.

1.1.1 Why we started RGSoc

RGSoc set out to mitigate this problem by bringing more developers from underrepresented groups and with diverse backgrounds to the open source community and encouraging open source projects to facilitate an environment that welcomes diversity. We believe that seeing positive role models will encourage more people from underrepresented groups to become active contributors and will help the open source community as well as the tech community at large to become a more welcoming place for a more diverse pool of contributors.



We believe that seeing positive role models will encourage more people from underrepresented groups to become active contributors



The program was originally started to support newcomers identifying as female in tech (and often from “non-traditional backgrounds”, meaning self-taught). In 2013, we first and foremost needed to make sure the program was ready within a month to use the momentum from our target audience attending local workshops (such as Rails Girls events) and study groups (such as RubyMonstas, a Ruby study group in Berlin) and to create a long-term learning goal for these students, enabling them to pursue a career and become role models for the next generation of developers. As RGSOC developed, we realised it was important to make sure it would be sustainable and would work globally, so we broadened the focus, specifically including and targeting different types of underrepresented people (i.e. not just women), particularly those with non-traditional backgrounds.

1.1.2 Where we close a gap

Summer coding programs are becoming more common in the tech community, the most well-known being Google Summer of Code (GSoC), which focuses on bringing more student developers into open source. Other programs have made efforts to bring a more diverse contributor base to open source, such as the Outreachy program, which is handled by the Software Freedom Conservancy.

However, GSoC, while it does support open source and is bigger than RGSOC, is mainly a recruiting tool and serves more to certify the abilities of an individual than to provide a learning experience and the exposure to a supportive tech environment. Outreachy, while being open source-oriented and focused on diversity, provides individual internships and doesn't emphasise co-learning.

RGSOC combines the learning experience, the diversity aspect, and the communality of open source. RGSOC is based on teams applying and working on a project together. The program doesn't focus on quantifiable achievements but emphasises learning in a supportive environment. The idea is for students to be ready to contribute to open source projects after the program and to become a part of making open source more diverse.



RGSOC combines the learning experience, the diversity aspect, and the communality of open source.



It's not just about engaging more people in open source. Because representation is important and because we want to show members of marginalised groups that they can succeed in this industry, we want to create role models who will attract more underrepresented people to the open source community and share their stories. We also seek to induce change in the open source community by encouraging projects, conferences and communities to actively seek more diversity and be more welcoming to diverse programmers.

1.1.3 Our solution

1.1.3.1 What we do

RGSoc is a summer stipend program targeted at women (both trans and cis) and non-binary people around the world. These groups remain underrepresented in tech and especially in the open source community. RGSoc seeks to offer them a way in.

Each year, varying numbers of teams are granted three-month scholarships to work on an open source project. The projects are selected from a list of projects that have applied and offer good opportunities for beginners in or newcomers to open source to contribute and are welcoming and inclusive. The program has completed its fifth successful run in 2017.

1.1.3.2 How the program works

Some of our participants are career changers, who have come to programming through some detour and now want to start their own careers in the field. Many are also students just starting into their technical careers. While most coding programs support people as early as possible in their education, RGSoc is an opportunity for those who find their way into tech later in life.

All participants apply as a team of two **students** based in the same location and supported by local and remote **coaches**, who will regularly help the students with technical issues and questions. As part of their application, the team selects a primary and (optionally) a secondary



Fig. 1: A visual representation of the different roles in RGSoc: Supervisor, coaches, students, mentor and organisers

project they'd like to work on, picked from our list of pre-selected projects. Each project comes with one or more **project mentor(s)** that will support the team with project-specific knowledge. The students work in teams of two to promote teamwork, pair programming and mutual support.

Once a team gets accepted, they are assigned a **supervisor** by the RGSoc organisation; this supervisor will help the entire team (students, coaches, mentors) with any “non-technical” issues that arise (time management, communication issues) and are also available to them when it comes to the organisational side of things.

A **Trust Committee**, made up of people both internal and external to the RGSoc organisation, is also available to any person who participates or is involved with the program (including RGSoc volunteers, organisers, mentors and supervisors). The trust committee is responsible for helping people through conflicts and mediating difficult interactions, particularly in the case of Code of Conduct breaches. This helps provide a safe environment for all participants and makes sure the Code of Conduct can be enforced even in difficult situations (i.e. when RGSoc organisers are involved).

The most important long-term goal is to create positive role models that will encourage other marginalised people to join the open source/tech community. We therefore take particular care to select teams not just by taking into account their technical skills and motivation but whose visibility might encourage others to participate in the future.

1.1.3.3 What we achieve

The direct effect of the program is that more programmers from underrepresented groups get a chance to grow their technical skills and gain confidence by contributing to a real-world open source project. In addition, they are introduced to a new community and can expand their professional network.

A more indirect impact of RGSoc is on the tech community itself. By bringing together motivated underrepresented programmers and real-world projects, each program iteration creates countless positive interactions between project owners, new contributors and coaches. These positive interactions encourage projects to be more open, to improve their blind spots, to encourage beginners to join, and use other means to diversify their community. Many projects even reach out to those applicants who didn't receive a scholarship to encourage them to find other means of contributing.

What makes RGSoc special is that it doesn't just impact the students who apply and take part in the program but the community as a whole, including companies.

1.2 Five years of RGSoc

In the next section, we outline our achievements of the last five years using the resources available to us and describe how we use an iterative process to learn from feedback and improve the program every year.

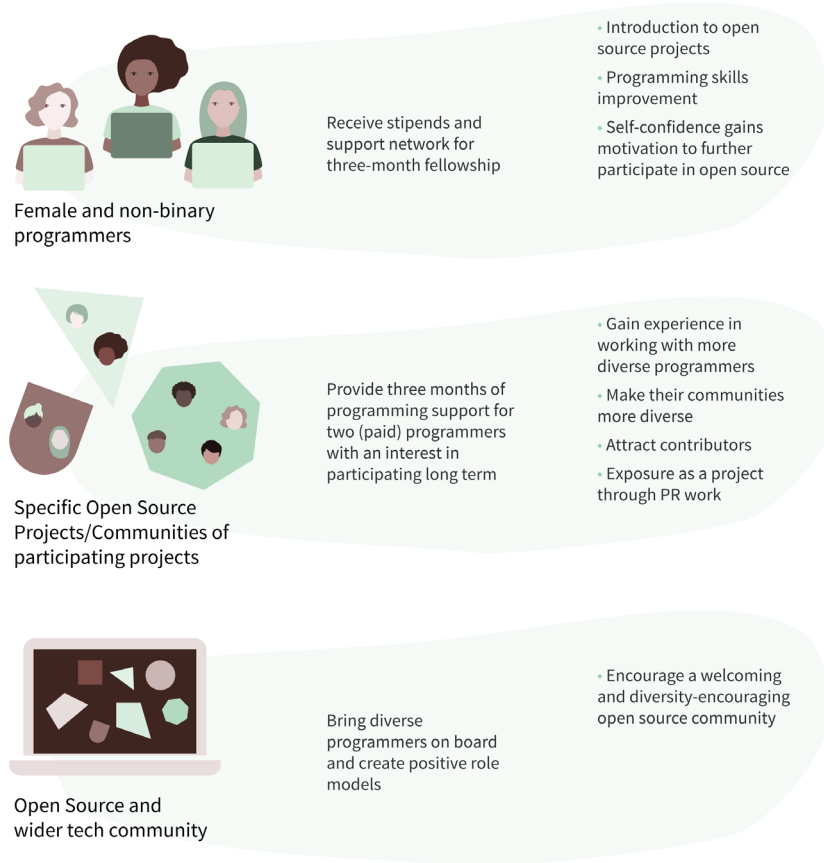


Fig. 2: An overview of direct and indirect impact of the program on participants and the wider tech community (for a text-only version, see [Appendix, Table I](#))

1.2.1 What makes RGSoc possible

RGSoc is made possible by financial support from individual donors and corporate sponsors, as well as significant volunteer support from the community. Since 2013, 116 private sector firms have sponsored one or more of the RGSoc editions. Travis CI and Github have been long-time partners, providing larger sums or support at the organisational level to give the program an extra push. Including donations from individuals, this means our financial support has amounted to an impressive total of roughly \$584,000 over the past five years. We are extremely thankful for the show of support and this strong vote of confidence in what we do.

Equally important, however, is the amazing support we receive from volunteers working for different aspects of the program. Project mentors, who make sure their project is easily accessible to newcomers and offer their expertise and guidance throughout the programme. Coaches, who provide daily support to individual teams. Supervisors who coordinate with teams and help them make the most of their time in RGSoc. Volunteer organizers who pitch in during the selection process, interviews, teams app programming, sponsor outreach and any number of small things that need doing. And not least the alumnae, who continue to spread the message, advise applicants and present our project at conferences around the world. It is impossible to give an accurate number, but we estimate that about 15,000 hours in volunteer work have been donated to RGSoc over the last five years!

1.2.2 What we did

Since 2013, 94 teams from 31 different countries have participated in RGSoc. On average, between 16 and 20 teams have been supported each year. In addition to the monthly stipend, RGSoc provided participants with an extensive support network to help them find their place in open source. Each pair became part of a bigger team, which included coaches and mentors. Students spent three months programming in an open source project, under the guidance of a mentor, who helped them map out which issues were to be tackled. Students were also advised by coaches, who helped with the everyday difficulties of programming. Furthermore, each team was accompanied by a supervisor, who made sure everything ran smoothly. Students also got the opportunity to attend conferences of their choice. A total of 96 conferences had RGSoc participants as attendees, many of which were presenters, too.

Over the last five years, our teams have worked on 69 different open source projects, 17 of which participated in more than one edition of RGSoc. Many projects re-apply for participation,

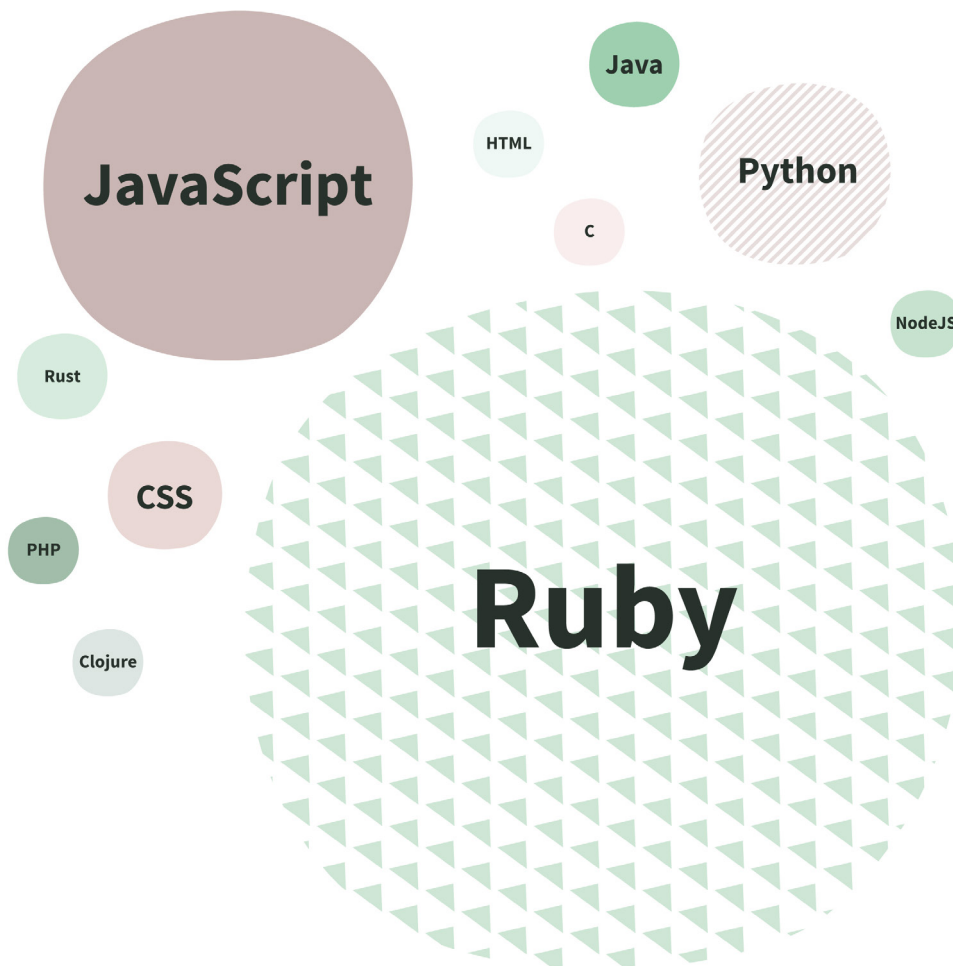


Fig. 3: An overview of the programming languages used in RGSoc projects 2013–2017

a hallmark of the appreciation the communities have for the program. As teams are selected and only then allocated to one of their chosen projects, we cannot support all the projects that would make great starting points for open source beginners, but we encourage projects and applicants to find ways to work together even if they are not selected for RGSoc. Oftentimes, that actually works out and helps everyone involved.

We have also contributed to promoting diversity in open source communities by engaging with communities on social media, spreading word about alumni and their achievements and reaching out to corporate and individual donors to convince them to support diversity by participating in RGSoc. All these efforts form part of a broader push by the Foundation and other players in the tech community to make tech more diverse.

1.2.3 How we changed lives and communities

After 5 iterations we felt it was high time we checked in with our alumni to see what they are up to now and ask what RGSoc has done for them. We conducted a survey between November 2017 and February 2018 and the results were pretty phenomenal:

RGSoc brings women into tech who were not previously working in the sector.

58% say they were not developers before RGSoc, but a full 97% remain working in tech today.



Fig. 4: RGSoc participants work in tech and/or become developers after the program

RGSoC gets women into open source and makes them active contributors.

64% say they are still involved with open source at least sometimes, 20% even often.

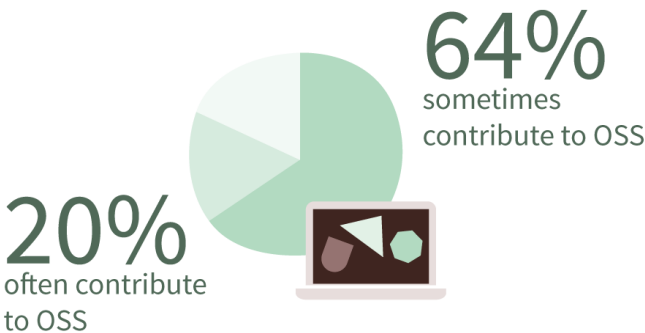


Fig. 5: RGSoC participants still contribute to open source after the program

Our alumni contribute to making tech more diverse and diversity-friendly.

77% at least sometimes support diversity in tech initiatives at work or in their free time.

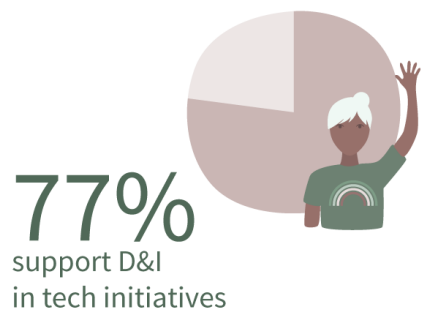


Fig. 6: RGSoc participants still support D&I initiatives after the program

Our alumni build successful careers on their experiences with RGSoc.

42% are working for small and medium-sized companies, 30% are working for a large corporation, 29% are studying, 19% freelancing, and 8% are building their own startup.

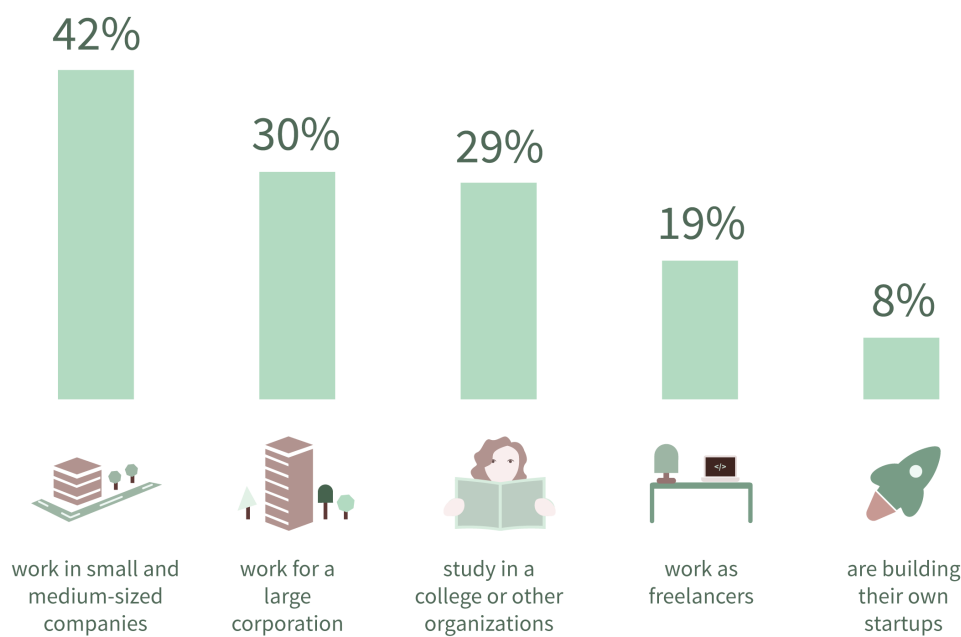


Fig. 7: RGSoc participants continue on their career path by working for companies, studying, starting their own startups or freelancing

1.2.4 Five years of RGSoc at a glance

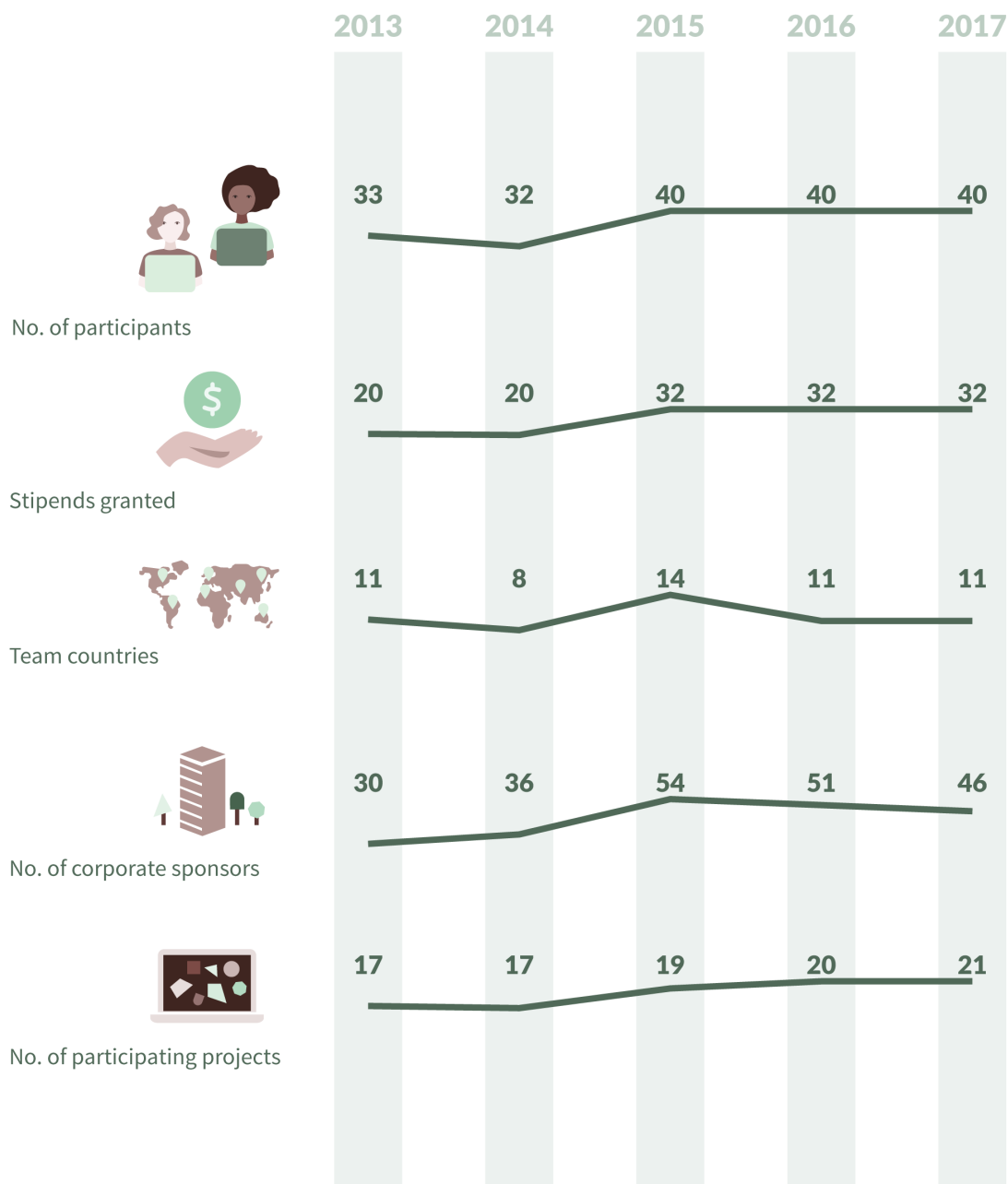


Fig. 8: Five years of RGSoc in numbers (for a text-only version, see [Appendix, Table II](#))

1.2.5 How we improve, adapt, and change each year

It is important to us that all participants get the most out of the program, including the many volunteers working as coaches, mentors and supervisors. Therefore, we conduct a survey each year after the program has run in which we ask for specific feedback on all aspects of the program. Based on the reported successes, problems and challenges we continuously improve the application process, supervisory and organizational processes of RGSoC. Some of these changes are incremental, while others require more fundamental improvements. This section outlines some of those bigger improvements and their rationale.

The tools we use

The efficient and fair processing of the constantly growing number of applicants and the smooth running of the program present a great challenge, especially as our volunteers are working from many different locations around the world. Of course, many collaboration and communication tools are readily available. However, none of them allowed us to track team progress, something that was urgently needed for supervisors. In 2015, we therefore started running the program mainly through our very own “Teams App”, a collaborative, open source web platform which all participants use and where information about the program can be exchanged. The Teams App now also allows us to rate and select applications and has been developed with the help of volunteers and RGSoC students since 2013.

Part-time teams

RGSoC provides stipends but also, quite importantly, a support network for beginners in open source. In order to make this accessible to as many people as possible, the program has been accepting full-time volunteer teams since its inception. This route was an opportunity for those who could not commit full-time or wanted to participate despite not being awarded a stipend. While good in theory, it turned out that volunteering teams were much more prone to be consumed by alternative duties, often making their participation in the program less rewarding and more frustrating. We therefore decided to discontinue this option in 2018. In order to accommodate teams who cannot commit full time we have instead decided to offer the option of part-time participation in the program, with an appropriate stipend. As an additional effect, we believe that providing all teams with a stipend is more in line with the Foundation’s goal to promote good working conditions throughout the industry.

Broadening our language horizons

Finally, while the program has grown out of the Rails Girls Berlin community, it now encompasses many more communities than just Ruby. However, in communication with sponsors, donors and projects, the naming leads to confusion. Also, the program is not just for “girls” but aimed at women and non-binary people from all around the world — and in some locations, July through September are the height of winter, making the “summer of code” part of the name somewhat restricting. Therefore, it is high time that openness was also reflected in the program name. There is an ongoing discussion on how to rebrand RGSoC in a way that better reflects its current multi-language, global and diverse nature.

1.3 Looking to the future

1.3.1 Where we want to go

RGSOC aims to increase its reach and impact by strengthening the base of the program and making sure it is including more than just one group of people. Based on our experiences, we have planned two major steps for the near future.

The first step in this endeavour is the rebranding planned for 2018. RGSOC grew out of the Rails Girls Berlin community but has been language-agnostic since the beginning and much more than a place for just Rails and Ruby enthusiasts for a long time now. We believe that it is important that the name of the program reflects that openness and makes it clear to everyone.

The second step is aimed at encouraging even more participants from a wider variety of backgrounds to successfully apply to the program. This way, we hope to help make the Open Source community more inclusive and offer a way in for a more diverse audience. In order to achieve that goal, we need to systematically reach out to underrepresented communities worldwide, encourage applications from new countries and regions and make sure the program is designed to accommodate LGBTQI+ people from diverse backgrounds, ages and regions.

1.3.2 Future challenges

RGSOC is made possible by private donations and sponsorships. As the program becomes more established, fundraising will have to become more professional. We are currently evaluating our past efforts and experiences and developing systematic approaches for future sponsor outreach. This will also involve potentially developing the program in ways that make it eligible for public funding.

A second major challenge will be to develop the program itself. In 2018, we want to trial part-time teams and discontinue unpaid volunteer teams. We want to adapt to a target group and audience that might not have the possibility to work on RGSOC full-time because of other obligations, but would still benefit from receiving financial support for participating part-time. Even though we value all the work of our past volunteer teams, we also recognise that participating as an unpaid team has its hurdles and might not be supportive of people from marginalised groups we want to reach. We will have to evaluate each year what works best for projects and students. There may be opportunities to develop the program further by bringing together projects and new programmers beyond the direct participation in the program, too.

One hallmark of RGSOC is its worldwide reach. In order to maintain and maybe even increase the regional diversity of our participants, we need to find more systematic ways to reach out to underrepresented communities in different world regions.

1.4 Organisational structure and team

1.4.1 How we are organized

RGSoC is a project of the Travis Foundation and is maintained mainly through paid and volunteer organizers. Paid organizers handle the organizational processes such as managing applications, handling contracts and sponsors, fundraising and general program organisation. Volunteer organizers assist in different ways, for example through reviewing applications, reaching out to potential donors, fixing issues on the teams app or small organizational tasks.

In order to provide a safe and welcoming environment, all participants have to abide by our Code of Conduct. To deal with possible violations of this Code of Conduct, we have established a Trust Committee. The members of this committee are asked to handle any queries regarding violations of the code and issue recommendations for further action if needed.

1.4.2 Who we are

The RGSoC organisational team is made up of both paid and unpaid/volunteer organisers. Some of the paid organisers are employees of Travis Foundation, while others are contractors who consistently work on the program during the busier months of the year. They tackle things such as the application and selection process, communication with our students, external communication, and documentation of our processes. Some of the work, including the development of our apps and website, writing for our blog, and supervising teams, is also handled by volunteer organisers who donate their time and experience to the program. Some of these volunteers are past program participants, too.

The program was run by Anika Lindtner from 2013 to 2016 and by Laura Gaetano in 2017.

The 2017 Trust Committee

Uta Sommer (external) is a doctoral candidate in German Literature at Humboldt-University in Berlin. She also works as a women's representative at Humboldt Graduate School, an organization for structured research programs. Her involvement includes, amongst other things, counseling and support in cases of discrimination, bullying, sexual harassment and/or violence. Uta participated in a few Rails Girls Workshops in Berlin; since 2015, she has been a member of the Trust Committee of RGSoC.

Jan Schulte (external) has been involved with teaching newcomers how to program for over four years now. He started as a Rails Girls Berlin coach in mid-2013 at one of their beginner workshops. Since then he's been accompanying newcomers with their programming journey in study groups and several workshops as a coach. Since April 2017, he has been part of the Travis CI Team in Berlin.

Anna Nagy (organizer) has been involved in STEM education since 2013, teaching and advocating for non-traditional students. Born and raised in Boston, Massachusetts, she is committed to making technology more accessible to everyone. She joined Travis CI in May of 2016 and became involved with Rails Girls Summer of Code in April of 2017.

Anika Lindtner (organizer) was born and raised in Berlin, studied Linguistics and Gender Studies. She works at Travis CI and runs the Travis Foundation. Anika co-founded Rails Girls Berlin and organized Rails Girls Summer of Code every year as one of the core organizers.

Trust committee members in previous years have been Sven Fuchs, Jen Myers, and Anne Wizek (in alphabetical order).

1.4.3 Our partners

Travis CI and Github have been RGSoc sponsoring partners from the outset. By continuing to fund Travis Foundation every year, Travis CI enables employees to work on projects such as RGSoc full- or part-time. Additionally, part of the received budget from Travis CI allows Travis Foundation to hire additional contractors to work on RGSoc every year. But this partnership doesn't stop at the financial level: With its wide network and involvement in open source software, Travis CI helps us spread the word about RGSoc and find sponsors among its business contacts.

Similarly, GitHub has been supporting RGSoc since the very beginning with a substantial amount of money as well as access to a network and contacts which have been instrumental in the success of the program. Furthermore, GitHub's efforts in working towards making their own platform, one of the main platforms for sharing open source code, more inclusive supports RGSoc's overall mission by changing the tech industry. For example, GitHub's introduction of newcomer-friendly features means they are actively helping our participants and other newcomers get started.

We're currently planning to leverage this partnership to think about new ways to prepare our participants ahead of the program, particularly by involving the GitHub Education team, which creates educational materials to support people contributing to open source.

2. Diversity Tickets

DiversityTickets.org is a platform for conference organisers to submit and/or promote their diversity tickets efforts, as well as a place for members of underrepresented people in tech to find discounted or free tickets for conferences they want to attend.

The problem

Organising a conference is difficult, especially when it is meant to actively contribute to making tech a more diverse place. First and foremost, there are the usual tasks: putting a team together, finding a location, and getting the financial support. Then there's the challenge of making the speaker line-up as diverse as possible and offering a wide range of interesting talk topics.

Finally, there is the need to ensure the conference is a diverse, safe place for every participant, for example, by creating a code of conduct that supports diversity and appropriate ways to enforce it.

Conferences like RustFest, JSHeroes, .concat(), CSSConf EU have begun offering diversity tickets — dedicated free tickets for people from underrepresented groups in tech —, travel grants and other incentives to increase diversity. Supporting attendees who would not be able to attend the conference otherwise also sends a message to the world: You belong here, too.



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When Anika Lindtner participated in a jury to decide on recipients of a diversity ticket for a conference in 2015, we realised that there was inherent bias in the decisions and no specific guidelines or process to follow, which made the whole selection process unreliable. We realized that bias could be partly avoided if some of the process would be automated. We also knew that many conferences would benefit from a diversity ticket management platform that would take a lot of the management work off their shoulders, particularly since this type of work is usually unpaid and done by marginalised people; so we reached out to the RubyMonstas study group hoping they would be interested in building this platform. This is how DiversityTickets.org was born.

Our solution

With years of expertise in the field of conferences and diversity in Open Source and tech, Travis Foundation has been offering diversity consultancy to conference organisers, to support them in making their conference more inclusive. This consultancy also includes helping organisers with the extra load of work that comes with offering diversity tickets. In 2016 we launched our very own app — DiversityTickets.org. We partnered with RubyMonstas, a Rails Girls study group based in Berlin, to create a platform that allows conference organisers to quickly and easily set up a diversity ticket system for their conference.

The concept is simple: Organisers can add their conference to the platform and outline how many diversity tickets they're offering; this also includes information regarding travel grants or accommodation support. We offer organisers different levels of involvement: listing only (we just list their event on our page with a link to their application form); application process only (applicants apply on our site, but conference organisers are in charge of selecting the

ticket grantees); application and selection (we handle the application as well as the selection process). As soon as we start working together, the conference shows up in our overview and applicants can apply for a diversity ticket through our system, or through the separate application form provided by the conference organisers. Depending on the process chosen, the applications are then forwarded to the organizers or triaged by the Travis Foundation to remove fraudulent or misplaced applications (for example those that do not meet the criteria set by the conference organizers) and select ticket grantees. The Travis Foundation also offers the handling of additional services if needed, such as communication with the applicants and the handling of travel grants.

How does this help? Firstly, we reduce the work for conference organisers around the world, who wish to make their conferences more diverse but cannot handle the extra effort or don't have the expertise. Secondly, we provide a centralised place for diversity ticket applications, where applicants can not just see if their desired event offers diversity tickets but where they also find other conferences which they would not have otherwise known about, using the app as a "hub" to find interesting new inclusive conferences to attend.

What we did and what we achieved

From the launch of the app in mid-2016 until the end of 2017, 309 tickets have been given out via Diversity Tickets, which means over three hundred people from underrepresented groups got to go to conferences they otherwise would not have been able to attend.

As explained above, conference organizers can choose between three different modes of offering tickets. All of these are provided free of charge. In some cases, conferences choose to pay for this service as a means to contribute to the continued success of the platform.

The Foundation only allows conferences on the platform that have a proven record not just of providing underrepresented groups with tickets but also of protecting them at their events, for example through implementing and enforcing a code of conduct for participants.

This is also how the direct impact and the indirect impact reinforce each other. Diversity tickets make audiences at conferences more diverse, by including more women, non-binary people, LGBTQI+ people, people of colour, or newcomers to the tech scene. In making these groups more visible, diversity tickets do not just offer individuals the chance to attend events they would not necessarily have been able to attend otherwise, they also create a more diverse audience, support organizers in making their conferences more diverse and encourage others in the tech scene to consider increasing diversity.



Fig. 9: An overview of the most important data for Diversity Tickets. (For a text-only version, see [Appendix, Table III](#))

What we learned and our future plans

The feedback for Diversity Tickets has been overwhelmingly positive. However, there is always room for improvement. Future efforts will focus on two main areas.

1. Analysing the impact

Diversity Tickets already offers its service only to events that have an enforced Code of Conduct to prevent harassment and discrimination at the event. All events are screened for compliance with this requirement by the team before they are published on the platform. We want to supplement this input quality control with a better impact assessment. The aim is to create a systematic evaluation of the effects of diversity tickets by surveying conference organizers and implementing evaluation features on the platform. This will drive not just further fundraising but, first and foremost, the further development of the platform.

2. Improving the platform

In 2017, two developers were awarded a grant from the Prototype Fund in order to improve the software base of the platform. The development is planned for 2018 and their main focus will be to incorporate usability features. Some are meant to help streamline and partly automate the selection process to make it easier for the Foundation to handle more conferences. Other features, such as improvements to the UI, have been requested by conference organizers. All of these features will be designed with improved security and, in particular, with newest data protection legislation in mind. We also hope to implement user profiles, which allow registered users, for example, to receive alerts on conferences offering diversity tickets in their area or on topics of particular interest to them.

Who makes Diversity Tickets possible

Diversity Tickets was launched by the Travis Foundation and RubyMonstas Berlin. Its continuous running and the processing of tickets as needed is provided through the Foundation. In 2017, two developers successfully applied to receive individual funding from the Prototype Fund in order to work on the further technical development of the platform.

Part B2 - Other Foundation-supported projects

1. Speakerinnen.org

[Speakerinnen.org](https://speakerinnen.org) is a platform promoting and facilitating the booking of female speakers for panels, conferences, etc.

The problem

It is one of the open secrets of tech conferences (and not just them) that women remain underrepresented, even considering their lower representation in the field as a whole. Many efforts have been made to alleviate this situation — most of them, like [All Male Panels](#) or [The Diversity Calculator](#) are aimed at calling out the gender-bias in speaker selection. Awareness of gender-bias has increased over the last couple of years and many conference organizers make conscious efforts to create a diverse speaker line-up. It is those efforts that speakerinnen.org seeks to support by making it easy for event organizers to find women speakers.

Speakerinnen's solution

Speakerinnen.org was created in 2014 by 8 women as part of a Rails Girls Berlin learning project to increase the visibility of women and their competencies at public events and conferences. It is a platform that seeks to connect those looking for speakers for their events with knowledgeable and competent female speakers. Speakerinnen.org was launched in March 2014 and now lists more than 2,000 women worldwide. The registered women have expertise in many different fields and wish to engage in public speaking in their area of expertise. The broad approach reflected in this strategy makes this platform so valuable for conference organisers from any discipline. The platform can also be used by journalists and others to find experts and interview partners for all kinds of purposes.

What we helped Speakerinnen achieve

The platform is targeted at three groups:

- women with expertise (in any field) willing to speak at public events
- conference organizers seeking competent female speakers
- journalists and others looking for experts in a specific field

The backbone of the platform is its maintenance by volunteer maintainers and programmers. The two maintainers invest an average of five hours per week in technical maintenance, conceptual development and fundraising for the platform. Others contribute to marketing and promotion as needed. The project was also included in RGSoc in 2014, 2015 and 2016, which means each year two developers worked on improving the platform for three months. In 2017, two programmers received €23,000 from the Prototype Fund to spend 6 months part-time on preparing the platform for internationalization.

Currently, the platform has 2,000 registered speakers and experts. It processes on average 4,000 visits with 7,200 page views per month on the site. Visitors conduct 2,300 search requests per month. Since people are free to use the communication function on the platform or contact the women directly, the number of contacts can't be assessed. The platform has already received considerable media attention.



*Da kann niemand mehr sagen:
Wir haben einfach keine
Frauen gefunden.¹*

*Now nobody can use the excuse
anymore: We just did not find
any women.*



What we have learned and how we improve

The platform has undergone an enormous transformation over the first 4 years of its existence — from a learning project to an internationally known platform for speakers and experts. Naturally, the requirements have changed and the team has taken a more strategic approach to further development. Three goals have been defined for the next years:

1. Data Analysis

As of now, the platform contains very few tools to track the success of the project. This is mainly because the platform aims to track as few data as possible. Aside from those who are registering as speakers themselves, no sign-in is required to make it as easy as possible to find

¹ “Sie schaffen das!” [Faz.net](https://www.faz.net), 14.09 2018

speakers and get in touch. Also, there is no requirement to report successful recruitings. Some data extraction modules were implemented during the 2017 programming phase and these are to be improved and used in a systematic analysis of the platform's strengths and weaknesses. However, privacy concerns remain when it comes to tracking successful connections, which limits the improvements that can be made here.

2. Internationalization

International interest has sparked and this momentum will be used to continue to internationalize the platform. In particular, the user profiles and databases must be adjusted to support multi-language profiles. Since user profiles are verified manually, internationalization also requires regional support groups, which maintain the platform in their language. First groups have been formed in Brazil and Great Britain. This will also put the platform on a broader footing for its expanded scope.

3. Journalism

The platform's original goal was to help conference organizers find women expert speakers. It has become clear, however, that the platform is also of interest to journalists seeking experts for other uses, such as interviews. Their needs differ somewhat — for example they often prefer different means of contact than email and somewhat more detailed information in the user profiles. Speakerinnen.org plans to develop the platform further to fulfil those needs and has begun seeking partners for this endeavour.

The platform has a lot of traction and good chances of developing into an even more effective tool for its target groups. Some challenges remain. As most of the work on the platform is based on volunteer work, any extension of it will have to depend on either a need by a larger community or funded projects. This means that fundraising and marketing will become more important tasks in the future. Another challenge is to maintain the attractiveness of the platform by creating incentives for senior experts and speakers to register with speakerinnen.org.

Organisational structure and team

Speakerinnen.org was created by 8 women with the support of 4 coaches as part of a “Rails Girls Berlin” learning project. The idea grew out of discussions in the community about the difficulties of achieving a balanced representation of women at public events and debates online and offline.

Speakerinnen.org was built and is maintained by volunteers. The maintainers are Maren Helt-sche and Anja Reichmann, who both work on a volunteer basis. The Travis Foundation handles hosting, donations and accounting for this innovative project.

2. Prompt

Prompt wants to encourage the community to have a conversation about mental health at tech events; it does so by connecting speakers with conference and meetup organisers and by raising awareness about the frequency of mental health issues in our industry.

The Problem

Mental health has only recently become a topic for serious debate in the professional world. Recent years have seen an increased awareness in some industries. In the tech world, specifically, a number of initiatives have been set up to draw attention to the topic and provide support. Some of them focus on first aid for those affected by mental health issues, in the form of counselling offers (e.g. mentalhealthfirstaid.org) and online forums (e.g. forums.osmihelp.org). Meanwhile, Open Sourcing Mental Illness (OSMI) has begun to collect data on the prevalence of mental health issues in the tech world and the potential problems or support systems available. Their online surveys provide the data to consult with companies on how to improve their responses.

Prompt’s solution

Prompt seeks to complement these initiatives by raising awareness of all aspects related to mental health issues in the professional world. Prompt provides companies and conference organizers with experts who can give talks on mental health and aims to bring this issue out into the open at as many meet-ups and conferences as possible. In 2017, thanks to funding by Prompt, 12 speakers spoke at 25 separate events, an increase of about 25% over previous years.

In addition, the [Prompt blog](#) publishes articles on mental illness and how it affects people, particularly in tech, and reaches out to new audiences to raise awareness. The main target groups are those managing people in the tech industry (HR, CTOs, directors, etc.) and anyone working in the tech industry (developers, designers, etc.) who is affected by mental health issues. The mechanism is simple: the talks increase the visibility of these issues and this visibility

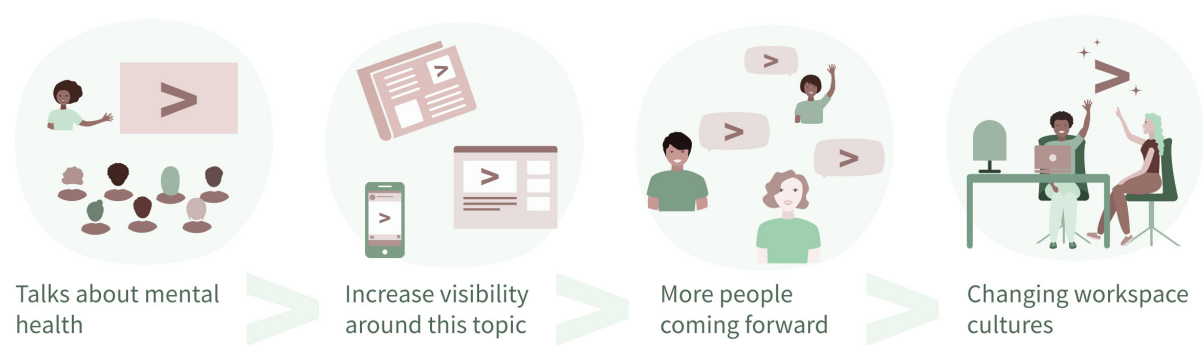


Fig. 10: How Prompt increases visibility about mental health and changes work cultures through its work

in turn makes people more comfortable and more likely to come forward and/or actively seek solutions. In the long run, this leads to changing work cultures and better support in the work environment.

Target group	Work performed	Expected outcome
Developers, designers, etc.	Encourage and support people who want to talk openly about mental health issues.	Hearing other people talk openly about mental health issues prompts individuals to recognize and start discussing their own mental health issues.
HR, CTOs, directors	Promoting a better understanding of mental health issues in the workplace, including causes, ramifications, and ways to support employees.	More people looking into what infrastructure could be built in a company to handle mental health issues positively.

Table 2: An overview of Prompt stakeholders, their work, and the expected outcome

What we helped Prompt achieve

In 2017, Prompt received approx. \$6,220 in direct donations which were used to cover expenses incurred by speakers. Over 150 work hours were donated by organizers and speakers to develop and hold a total of 25 talks around the world. All financials were handled by Travis Foundation.

There is continuous demand for speakers to take up speaking engagements and very positive feedback from the community. The blog articles also receive attention, on average 100 views per article. At this point, the aim is to continue the successful work and keep up the amount and intensity of the work being done.



Fig. 11: Donations and talks

Organisational structure and team

Prompt was started by Eamon Leonard and PJ Hagerty while at Engine Yard, in collaboration with Ed Finkler, John Dalton, and Greg Baugues. Since then, they have expanded their speaker roster and are now an initiative under the Travis Foundation.

PJ Hagerty is the coordinator, with some assistance from Davey Shafik and Naomi Slater. All requests for sponsorship of events and speakers come through PJ. The speakers are then presented with opportunities and select what they are available for.

The current roster has 16 speakers covering topics that include bipolar disorder, impostor syndrome, burnout, depression, and eating disorders.

Prompt partners with [OSMI](#) (Open Sourcing Mental Illness) to bring their content on Mental Health to as wide an audience as possible.

Part C - The organisation

6. Organisational profile

6.1 General information about the organisation

Organisation name	Travis Foundation UG (haftungsbeschränkt)
Organisation location	Berlin, Germany
Date of founding	27/11/2013
Legal form	gUG (haftungsbeschränkt)
Contact details <ul style="list-style-type: none"> • address • e-mail • website (URL) 	Travis Foundation gUG (haftungsbeschränkt) Rigaer Straße 8 10245 Berlin Germany foundation@travis-ci.org https://foundation.travis-ci.org
Registration <ul style="list-style-type: none"> • court of registry • registration number • date of registration 	Amtsgericht Charlottenburg HRB 158047 B 25/04/2014
Charity or non-profit organisation <ul style="list-style-type: none"> • Details of the charitable or non-profit purpose • Acknowledgment or confirmation of tax exemption by the relevant authority • Issuing authority • Statement of non-profit purpose 	Promotion of international attitude, tolerance in all areas of culture and international understanding, equality between women and men, young people and education. Compliance with the Statutory requirements in accordance with Sections 51, 59, 60 and 61 of the German Tax Code (AO) where stated by the Tax Office for Corporations I, St-No. 27/602/58016 by decision of 30/05/2018 in accordance with Section § 60a AO. I

Table 3: General information about Travis Foundation

Employee headcount (in brackets: calculated as full-time equivalent)	2014	2015	2016	2017
Total number of workers	11	22	17	11
Foundation administration	4	5	3	3
thereof on salaried basis	4 (= 2 full-time positions)	4 (= 2 full-time positions)	2 (= 1.25 full- time posi- tions)	2 (= 1.5 full- time posi- tions)
thereof on freelance basis	0	1	1	1
thereof on voluntary basis	0	0	0	0
RGSoc Organization	7	6	6	6
Freelance basis	0	2	2	2
Voluntary basis	6	4	4	4
Diversity Tickets	n/a	11	8	3
Freelance	n/a	0	0	0
Voluntary	n/a	11	8	3

Table 4: Overview of Travis Foundation employee headcount, 2014–2017

Explanatory information

- In the table above we differentiate between people directly involved in the Travis Foundation administration and the two projects we run (RGSoc and Diversity Tickets), meaning we are very involved in planning, fundraising and setting goals for these two projects. Until 2016, the employees counted on salaried basis were all employed by Travis CI, working (part-time) for the Travis Foundation.
- For RGSoc (our biggest project), we counted only the people involved in the organization of the program. However, there are additional volunteer people involved as coaches, mentors, helpdesk coaches, supervisors and developers. Around 100 people are involved as volunteers for RGSoc every year.
- The project Diversity Tickets was and is built as an open source project with developers, designers and project managers contributing mostly through the study group RubyMonstas, which takes place once a week with varying members.

6.2 Governance of the organisation

6.2.1 Management and (where relevant) management body

Internally, Travis Foundation is run by the CEO (From 2014–2015: Konstantin Haase, from 2016 onwards: Anika Lindtner). Projects, as well as individual contributors, are managed by the Foundation's manager (Laura Gaetano). Laura Gaetano and Sven Fuchs (one of the Travis CI GmbH founders) both have power of attorney. Travis Foundation is owned by Travis CI GmbH (represented by Mathias Meyer as CEO until end of 2017).

6.2.2 Board of supervisors

Travis Foundation is currently supervised by Travis CI GmbH, the Foundation's shareholder, represented by Travis CI GmbH CEO Mathias Meyer.

6.2.3 Conflicts of interests

Anika Lindtner, one of the members of the trust committee for RGSoc, used to also run the program itself and was later appointed CEO of the Foundation. To balance out any possible conflicts of interest, we've always made sure we had members from within the organisation and external people as members of the committee as well. This way, we hope to ensure that students and other members of the program have a range of people to contact and, especially, can talk to external contacts if they have to report problems within the organization.

6.2.4 Internal control systems

The Travis Foundation CEO presents a quarterly roadmap to the Travis CI CEO and to all other employees; additionally, we have regular check-ins between the Travis Foundation CEO and the Travis CI CEO. The Code of Conduct put in place by Travis CI for all of its employees is also one that Travis Foundation employees must abide by. We also enforce the dual control principle, meaning important documents to sign or decisions to make are always signed or discussed by more than one person.

6.3 Associated organisations

6.3.2 Membership in other organisations

We are members of the [Komm, Mach MINT](#) network, which enables us to make our work visible and to collaborate with other companies and initiatives that focus on or invest in diversity in MINT (Mathematics, Informatics, Natural sciences and Technology) fields.

6.3.3. Associated organisations

Travis CI GmbH is the owner of Travis Foundation. Anika Lindtner is a co-founder of the Berlin chapter of Rails Girls, with which we've maintained a long-lasting friendship. Laura Gaetano is a member of the Open Source Initiative (OSI), a non-profit organisation dedicated to promoting the usage of open source software.

7. Finance and accounting practices

7.1 Bookkeeping and accounting

Our bookkeeping is based on double-entry bookkeeping. We report it to the tax authorities according to the HGB (German Commercial Code), with the help of an external tax accountant. Due to our small entity, there is no need for inspection by another external auditor.

7.2 Asset statement

The Travis Foundation was founded at the end of November 2013 and started the quest for making open source a more differentiated place in 2014. Therefore, 2013 does not appear in the following tables. These tables are created according to annual accounts (status December 31st).

Currency (Euros), unit	2014	2015	2016	2017
Assets				
I. Fixed assets	0.00	0.00	0.00	876.00
II. Accounts receivable	0.00	0.00	1,900.90	1,305.07
III. Liquid assets (cash, bank) status 31st of January	5,240.42	47,052.04	70,768.26	62,971.32
Total assets	5,240.42	47,052.04	72,669.16	65,152.39
Liabilities				
I. Loans received, annual surplus and reserve	522.05-	7,018.96-	7,923.01-	7,923.01
Subscribed capital	1,000.00-	1,000.00-	1,000.00-	1,000.00
II. Deferred taxes and de- ferred liabilities	1,200.00-	12,567.10-	13,695.10-	10,739.17
III. Accounts payable	2,518.37-	229.02-	970.00-	3,030.26
IV. Taxes	0.00	5,184.15-	15,891.91-	26,118.08
V. Deferred income	0.00	0.00	9,424.18-	0.00
Total liabilities	5,240.42-	25,999.23-	48,904.20-	48,810.52
Assets minus liabilities (= equity + provisions)	0.00	21,052.81	23,764.96	16,341.87

Table 5: Travis Foundation assets, 2014–2017

7.3 Income and expenditure

Currency is EUR €	2014	2015	2016	2017
Income				
1. Revenues	46,377.07	145,298.30	126,532.44	82,794.10
2. Grants	18,602.04	32,468.00	49,672.01	185,540.91
3. Fees	0.00	1,408.22	300.68	0.00
4. Other income	0.00	1,748.46	0.00	577.00
Total income	64,979.11	180,922.98	176,505.13	268,912.01
Expenditure				
1a. Project costs, RGSoC	59,631.73-	109,804.49-	90,851.48-	74,325.82-
1b. Project costs, JSConf ²	0.00	4,928.01-	0.00	0.00
2a. External Work, RGSoC-specific	0.00	0.00	52,155.89-	8,768.80-
2b. External Work, various	1,769.91-	8,222.05-	313.80-	23,091.76-
2c. Payroll (including healthcare and social benefits)	0.00			79,882.37-
3. Advertising, fundraising, networking, distribution	0.00	10,049.38-	8,137.51-	39,327.01-
4. General, administrative	0.00	414.23-	1,115.41-	40,522.88-
5. Consulting expenses	1,441.09-	6,508.40-	3,252.60-	3,126.45-
6. Financing, money transactions, exchange fees	1,609.68-	6,223.70-	4,239.43-	1,220.49-
7. Taxes, tax arrears from previous year	0.00	6,223.00-	12,716.31-	4,764.78-
8. Other expenditure	0.00	1,000.00-	106.50-	903.26-
Total expenditure	64,452.41-	153,373.26-	172,888.93-	275,933.62-

Table 6: Travis Foundation income and expenses, 2014–2017

² The JSConf conference was supported as part of a Diversity Scholarships program — Travis Foundation handled the reimbursements of grantees' travel costs. For this service, we received a payment from SinnerSchrader.

Annual profit (income minus total expenditure)	526.7	27,549.72	3,616.20	7,021.61-
Profit carryforward from previous year	0.00	522.05	21,052.81	23,764.96
9. Reserves retained	0.00	7,018.96-	904.05-	
Profit retained	0.00	21,052.81	23,764.96	

Table 6: Travis Foundation income and expenses, 2014–2017 (continued)

7.4 Financial situation and planning

Things we want to achieve with the Foundation, financially, in the next years:

- To have RGSoC be an “independent” program, meaning that incoming money from sponsorships and donations will be used to support the teams participating, as well as to cover infrastructure and material costs. This should also be more transparent to the sponsors who are donating.
- To give the Foundation the possibility to invest (also financially) into external projects, and doing so with money brought in from the diversity and inclusion consulting we offer to e.g. conferences and companies.
- To expand our project Diversity Tickets by adding new features and doing active outreach to find new conferences to add to the platform.
- To secure funding for all the people working on the Foundation team, as well as potential new team members or contractors.
- To research public funding possibilities.

Appendix

Table I: Direct and indirect impact of RGSoc

Target group	Role during programme	Expected results
Female and non-binary programmers	Receive stipends and support network for three-month fellowship	<ul style="list-style-type: none"> • Introduction to open source projects • Programming skills improvement • Self-confidence gains motivation to further participate in OS
Specific open source Projects/Communities of participating projects	Provide three months of programming support for two (paid) programmers with an interest in participating long term	<ul style="list-style-type: none"> • Gain experience in working with more diverse programmers • Make their communities more diverse • Attract contributors • Exposure as a project through PR work
Open source and wider tech community	Bring diverse programmers on board and create positive role models	<ul style="list-style-type: none"> • Encourage a welcoming and diversity-encouraging open source community

Table II: Five years of RGSoC in numbers

	2013	2014	2015	2016	2017
Number of participants	33	32	40	40	40
Stipends granted	20	20	32	32	32
Team countries	11	8	14	11	11
Number of corporate sponsors	30	36	54	51	46
Number of participating projects	17	17	19	20	21

Table III: An overview of Diversity Tickets data

	Total	2016	2017
Number of conferences	79	17	62
Repeat user conferences	6	N/A	6
No. of countries in which conferences took place	21	6	20
No. of times Travis Foundation handled application & selection	23	9	14
No. of times Travis Foundation handled application	14	1	13
No. of announcements	42	7	35
Tickets given out (estimate)	309	87	222

Credits

Project management

Laura Gaetano, Ulrike Höppner

Content

Ulrike Höppner, Alexandra Krajzewicz

Content review and fact-checking

Jorge Andrés Cortés, Sven Fuchs, PJ Hagerty, Maren Heltsche, Anika Lindtner, Naomi Slater

Copywriting

Andie Katschthaler / Grumpy Girl Communication

Illustrations

Ana Sofia Pinho

Layout and PDF accessibility

Laura Gaetano