Candidate #2

NOTE : These are actual answers given by the interviewee and haven't been edited. Please note that the comments by the interviewer are in italics while the questions asked by the interviewer are in bold.

Do you want the details of this survey to be kept anonymous ? No

DEMOGRAPHIC DETAILS

Age : 38
Gender : Female
Are you a student ? Yes
Are you a part of any minority or underrepresented group in FOSS ? This could be related to gender, race, ethnicities, disability or sexual orientations. If so, which : Women

Current Country of Residence : Germany, EU
Country you have been based out of during most of your FOSS contributions : Uruguay, LATAM and Germany, EU

Name of the FOSS Organizations/ Projects you have been involved with (Current and Past) : Fedora Project
Name of the FOSS Communities/ Hackerspaces you have been involved with (Current and Past) :
I have been a part of Debian and Manjaro communities in the past.

Are you involved in any initiative to promote diversity in your organization and/or community ?
Not Currently

FOSS INVOLVEMENT DETAILS

Please answer each question once for every FOSS Organization/ Project/ Community/ Hackerspace you have been involved with

1. Since when have you been contributing to FOSS projects ?
I've been using Linux systems for over 10 years but I only contributed to Manjaro when I used it (a

years ago) and since 2015 I'm contributing to Fedora Project. However, I have been a part of Fedora user community and mailing lists in LATAM since 2011 mostly helping grow Linux userbase and troubleshooting user problems. I was also involved with the One Laptop Per Child initiative(Project Ceibal) in Uruguay since 2008-2011

2. Which roles do you contribute to ?

Manjaro Design Team

Fedora Article writer (Community Blog & Fedora Magazine) and translations. Sometimes I do some graphic or dev work, but nothing outstanding and I'm not in those groups yet.

One Laptop Per Child(Project Ceibal) - I was a part of the official community support - often helping the user community by installing the programs, troubleshooting user issues or guiding them in right direction.

3. Are you a part of the leadership at the organization ? If so, please specify your position

Fedora Project : Well, I'm an Ambassador and that's certainly a position of leadership. Said that, there are people in the areas were I contribute that are certantly more active and fit better in the concept of "leadership".

One Laptop Per Child : No

4. Are your contributions to the organization in technical roles or non technical roles ?

Fedora Project : That depends on your definition of "technical", but for the sake of simplicity, I would say half and a half.

One Laptop per Child : That depends on your definition of "technical", but for the sake of simplicity, I would say half and a half.

5. Are you employed or monetarily compensated or reimunerated by the organization for your contributions ? Please do not include any travel or lodging reimbursements received for attending events related to/ for the organization.

Fedora Project : No

One Laptop Per Child : No

DIVERSITY IN FOSS ORGANIZATIONS RELATED QUESTIONS

If you are involved with multiple FOSS Organizations/ Projects/ Communities/ Hackerspaces, please answer each question once for every FOSS Organization/ Project/ Community/ Hackerspace you have been involved with

To answer, give ratings based on the rating scale provided below and please answer in one or two lines about your reason behind giving the specific rating. The following questions should be answered in a 6 pt rating scale as follows :

where 1 corresponds to "Strongly Disagree", 2 corresponds to "Disagree", 3 corresponds to "Somewhat Disagree", 4 corresponds to "Somewhat Agree", 5 corresponds to "Agree" and 6 corresponds to "Strongly Agree"

1. Do you believe that the organization is committed to supporting a culture of inclusion ?

Fedora Project : 4, I see the community as being tolerant and respectful to others regardless culture or gender differences, but I don't see an official movement or a specific action aimed to cultural inclusion coming form Fedora Project as a whole. Not officially at least.

2. Do you believe that the organization would take action to correct violations of diversity policy ?

Fedora Project : 4 I think they would and they should take actions, but I don't know of any instance of this in past.

3. Do you believe that organization recognizes contributor efforts to foster a culture of inclusion ?

Fedora Project : 2 Because I see some spared efforts to create groups for non-English speakers (just an example), but I don't see the organisation recognising these efforts or doing anything to actively support them. People inside the community does thank this effort though.

4. Do you believe that the organization can resolve contributor conflicts related to diversity issues ?

Fedora Project : 6 Yes, I think the organisation can and should resolve contributor confflicts related to diversity issues as they do with all the other conflicts that may arise from time to time.

5. Does the organization have diverse representatives in leadership roles?

Fedora Project : 6, Yes, indeed.

6. Is the atmosphere in the organization friendly towards minorities ?

Fedora Project : Yes, indeed. I've never seen a problem related to minorities.

7.Have there been instances of conflicts with minority groups ? How have they been resolved ?

Fedora Project : 2 No, that I know of.

8. Does the organization have any active initiatives related to promoting diversity ? If so, please name these

Fedora Project : 6, Fedora Diversity, Fedora Women

DIVERSITY IN FOSS ORGANIZATIONS RELATED QUESTIONS

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To answer, give ratings based on the rating scale provided below and please answer in one or two lines about your reason behind giving the specific rating. The following questions should be answered in a 6 pt rating scale as follows :
 where 1 corresponds to "Strongly Disagree", 2 corresponds to "Disagree", 3 corresponds to "Somewhat Disagree", 4 corresponds to "Somewhat Agree", 5 corresponds to "Agree" and 6 corresponds to "Strongly Agree"

1. Do you believe that the FOSS community you are involved with is committed to supporting a culture of inclusion ?

One Laptop Per Child 5 Yes, its very core was include all the social stages and cultures. So yes, it had a strong commitment of inclusion.
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2. Do you believe that the FOSS community you are involved with would take action to correct violations of diversity policy ?

One Laptop Per Child 2 No, not really. It would come from teachers or school authorities rather than the organisation itself.

3. Do you believe that the FOSS community you are involved with recognizes contributor efforts to foster a culture of inclusion ?

One Laptop Per Child 4 They supported it, but no actual recognition was given from the OLPC/Ceibal organisation. Not in an official way, at least.

4. Do you believe that the FOSS community you are involved with can resolve contributor conflicts related to diversity issues ?

One Laptop Per Child 1 They couldn't. It was on teachers and school authorities to do so, and most of times they just ignored or took actions that weren't enough to fix the problem.

5. Does the FOSS community you are involved with have diverse representatives in leadership roles?

One Laptop Per Child 1 No, they hadn't

6. Is the atmosphere in the organization friendly towards minorities ?

One Laptop Per Child Neutral

7.Have there been instances of conflicts with minority groups ? How have they been resolved ?

One Laptop Per Child 4 There were conflicts but they were poorly resolved.

8. **Does the FOSS community you are involved with have any active initiatives related to promoting diversity ? If so, please name these**

One Laptop Per Child 1 No, they hadn't, as far as I know.

MENTORSHIP IN FOSS PROJECTS/ COMMUNITIES RELATED QUESTIONS

If you are involved with FOSS Organizations/ Projects/ Communities/ Hackerspaces, please select a mentor from each organization and answer each of these questions once for every mentor. If no mentorship is available, please select N/A.

Here mentor refers to an individual who is :
1. Officialy appointed to act as a guide and facilitate your involvement while contributing to the

FOSS Organization/ Community

2. Team Leader to the immediate team or group you are a part of in the FOSS Organization/ Community

3. A member of the Organization/ Community whom you perceive to be as your guide while contributing to the FOSS Organization/ Community and who facilitate your involvement with the FOSS Organization/ Community

To answer, give ratings based on the rating scale provided along with the questions and please answer in one or two lines about your reason behind giving the specific rating. The following questions should be answered in a 6 pt rating scale as follows where :

1 corresponds to 'Will refuse to work with someone' , 2 corresponds to "Extremely Uncomfortable, but can work together if required by the Organization" , 3 corresponds to "Mildly uncomfortable Always" , 4 corresponds to "Somewhat Comfortable, but I am willing to ignore the feeling",

5 corresponds to "Mostly comfortable, unless some particular incident takes place" ,

6 corresponds to "Completely natural, Doesn't affect me at all"

1. Please provide a breif description of your relationship with your mentors (whether of Type 1, Type 2, Type 3 as defined in the definition of mentor) and the organization they are involved with.

Fedora : Mentor 1 Type 3 , Unofficial mentor but has provided guidance on how to contribute and troubleshooting any community or contributor related difficulties

Fedora Mentor 2 Type 1 , Official mentor for community specific issues

2. Does your mentor provide you with strategies to help me interact with contributors who are different than you ? The following questions should be answered in a 6 pt rating scale as follows where 1 corresponds to "Always", 2 corresponds to "Often", 3 corresponds to "Occasionaly, if the situation demands", 4 corresponds to "Rarely", 5 corresponds to "Rarely, but only if I ask" and 6 corresponds to "Never"

Fedora Mentor 1 6 Usually, it's me who tell him the differences because in the US they don't know much about other cultures if they're too far or different from US culture. But we had very interesting conversations on that and he's always open and enthusiastic on the matter.

Fedora Mentor 2 1 Yes, he helped me with strategies because he's been Ambassador for a long time now, so he knows very well how things work and how people coming from other environments and

cultures or backgrounds react. and how to deal with them.

3. Does your mentor demonstrate a positive example of how to interact with contributors from different backgrounds ? The following questions should be answered in a 6 pt rating scale as follows where 1 corresponds to "Strongly Disagree", 2 corresponds to "Disagree", 3 corresponds to "Somewhat Disagree", 4 corresponds to "Somewhat Agree", 5 corresponds to "Agree" and 6 corresponds to "Strongly Agree"

Fedora Mentor 1   6 Yes, indeed. I think he does his best on that.

Fedora Mentor 2 5 Well, he has a strong personality so not always his reactions are really a positive example, LOL. But yes, he always try to be comprehensive and intereact with people coming from different backgrounds. Which is very important in areas like LATAM and EMEA, because there are many different cultures and realities, so much that things that perfectly work in a country doesn't work at all in another just kilometres away.

4. Please answer from your experience with your mentor about their interactions with you members of different minority groups. The following questions should be answered in a 6 pt rating scale as follows where : 1 corresponds to 'Will refuse to work with someone' , 2 corresponds to "Extremely Uncomfortable, but can work together if required by the Organization" , 3 corresponds to "Mildly uncomfortable Always" , 4 corresponds to "Somewhat Comfortable, but I am willing to ignore the feeling" , 5 corresponds to "Mostly comfortable, unless some particular incident takes place" , 6 corresponds to "Completely natural, Doesn't affect me at all"

Fedora Mentor 1 - 6 Very good. He is always ready to participate. And he always encourage people to contribute and reach out the community.

Fedora Mentor 2 - 6 Good. He always takes the time to explain what may work or not when it comes to diversity initiatives and issues.

WORKPLACE INCLUSION IN FOSS ORGANIZATIONS/ COMMUNITIES RELATED QUESTIONS

If you are involved with multiple FOSS Organizations/ Projects/ Communities/ Hackerspaces, please answer each question once for every FOSS Organization/ Project/ Community/ Hackerspace you

have been involved with.

To answer, give ratings based on the rating scale provided below and please answer in one or two lines about your reason behind giving the specific rating. The following questions should be answered in a 6 pt rating scale as follows :

where 1 corresponds to "Strongly Disagree", 2 corresponds to "Disagree", 3 corresponds to "Somewhat Disagree", 4 corresponds to "Somewhat Agree", 5 corresponds to "Agree" and 6 corresponds to "Strongly Agree"

1. Does the organization provide necessary accommodations at the workplace for employees with physical disabilities?

Fedora Project - Virtual Contribution I don't know

One Laptop Per Child 5 Yes, they were obliged by law to have them.

2. Does the organization partner with professional associations for minority groups?

Fedora Project   6 Yes, with Gnome Outreachy

One Laptop Per Child 1 No that i know of.

3. Does the organization have career development programs and initiatives for existing minority employees ?

Fedora Project 1 No that I know of.

One Laptop Per Child 2 They should as they were obliged by law, but I never actually saw it working.

INDIVIDUAL PREFERANCES RELATED QUESTIONS

These questions ask for your personal preferences and honesty would be greatly appreciated. Please try to answer them as best as you can. To answer, give ratings based on the rating scale provided below. We do not expect a justification for your rating but you are free to provide one if you wish to. The following questions should be answered in a 6 pt rating scale as follows where :

1 corresponds to 'Will refuse to work with someone' , 2 corresponds to "Extremely Uncomfortable, but can work together if required by the Organization" , 3 corresponds to "Mildly uncomfortable Always" , 4 corresponds to "Somewhat Comfortable, but I am willing to ignore the feeling" , 5 corresponds to "Mostly comfortable, unless some particular incident takes place" , 6 corresponds

to "Completely natural, Doesn't affect me at all"

1. How comfortable are you working with people of different ages ? 6

2. How comfortable are you working with people of different genders ? 6

3. How comfortable are you working with people of different communities ? 6

4. How comfortable are you working with people of different religions ? 5

The following question should be answered with a rating along with one or two lines about your reason behind giving the specific rating. The 6 pt rating scale is as follows :
where 1 corresponds to "Always", 2 corresponds to "Often", 3 corresponds to "Occasionaly, if the situation demands", 4 corresponds to "Rarely", 5 corresponds to "Rarely, but only if I ask" and 6 corresponds to "Never"

5. How frequently do you voice your opinion, even when it's different from those around ?
 2 , I will voice my opinion but if I feel that it might lead to a fight or an arguement , I keep it to myself.

The following question should be answered with a rating along with one or two lines about your reason behind giving the specific rating. The 6 pt rating scale is as follows :
where 1 corresponds to "Strongly Disagree", 2 corresponds to "Disagree", 3 corresponds to "Somewhat Disagree", 4 corresponds to "Somewhat Agree", 5 corresponds to "Agree" and 6 corresponds to "Strongly Agree"

6. Do you believe that a diverse workforce positively impacts workplace/group performance ?
4 Not necessarily. It will be positive if there's already some kind of trouble going on.   But if things are reasonably fine, and diversity issues can be solved just applying the general rules I see no benefit on having an extra workforce. People should respect each other by themselves, as long as they're adults they should know what is right and what is wrong.

7. Do you believe that personal characteristics (background like race, gender, religion, age and not personality traits) do not hinder or help an individual's career progression or development opportunities ?
3 Well, it shouldn't be a problem and I don't see FOSS communities as discriminatory. But of course many people does discriminate even unknowingly, so this may be a problem many times.

PERSONAL EXPERIENCE BASED DESCRIPTIVE QUESTIONS

1. What keeps you motivated to continue contributing to FOSS ? What keeps me motivated is the great community and seeing that my contributions are helpful and appreciated.

2. Any issues you want to highlight related to diversity or workplace inclusion ? This could also be personal experiences.

Inside FOSS or hackers communities no, they are very friendly and inclusive. But outside these communities yes, I had them. Specially in Latin America where is a general belief about women being clumpsy or ignorant when it comes about sciences or technology.

3. Please compare between culture and atmosphere in FOSS and other organizations related to diversity and workplace inclusion and share your thoughts.

I see FOSS communities like Debian and Fedora far more inclusive and supportive than other communities or spaces. Even in artistic areas, that are typically more tolerant, it's still complicated and many times they aren't inclusive at all. Women still have a hard time to get accepted in many areas or tasks, and people belonging to different cultures (from the group point of view) face issues to feel comfortable. About workplaces, is really hard to tell because it varies a lot, from workplaces that are very inclusive and take care of their employees to workplaces where nobody care and if you're a minority or show any difference you will be left aside (or even fired). So I still think that FOSS communities are more inclusive and respectful whatsoever. This is the way I see it, at least.

Further questions about survey format and experience were also asked.