Candidate #1

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 : 23
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 : Albania, EU
Country you have been based out of during most of your FOSS contributions : Albania, EU

Name of the FOSS Organizations/ Projects you have been involved with (Current and Past) : Fedora Project, Libre Office
Name of the FOSS Communities/ Hackerspaces you have been involved with (Current and Past) : Open Labs *(in Tirana, Albania)*

Are you involved in any initiative to promote diversity in your organization and/or community ? I am a part of the Diversity Team of the Fedora Project and the LibreLadies group. I am also involved in promoting diversity in Open Labs community.

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 ?
General Involvement : 2012

Fedora Project : user since 2013, since 2014

Libre Office : since 2015

Open Labs : since March 2013

2. Which roles do you contribute to ?

Fedora Project : Ambassador, Translations, Diversity Team Member

Libre Office : Promoter(Marketing, Organizing, Operations), Translator

Open Labs : Board Member, co-organizer of OSCAL*, Promoter, Translator, Marketing , Organizing and Operations Team

OSCAL is an annual open source conference in Albania organized by Open Labs Tirana

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

Fedora Project : No

Libre Office : No

Open Labs : Yes, Board Member

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

Fedora Project : Non - Technical

Libre Office : Non - Technical

Open Labs : Mostly Non-Technical, some technical contributions like websites development

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

Libre Office : No

Open Labs : 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 : 6, Fedora Project has established a Diversity team specifically commited to support a culture of inclusion and promote diversity

Libre Office: 5, They are making efforts towards increasing diversity however not much efforts are present current even though the culture is really inclusive

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

Fedora Project : 6, Fedora Project has established a Diversity team specifically commited to taking actions against violations to diversity policy

Libre Office : 5, As there is no established structure or team specifically working towards diversity or any such current efforts, even though the culture is really inclusive

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

Fedora Project : 6, Yes, and hence diversity team was established to foster a culture of inclusion and promote diversity

Libre Office : 5, the community is really working positively towards this and establishing a group called Libre Ladies

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

Fedora Project : 4, these problems are still persistent and earlier tries by community weren't much succesful and hence, the Diversity Team needs to try again and harder

Libre Office : 4, Not all community members are accepting that this is a issue - still small number do not want to accept this. And the community needs to accept this first to tackle it as an issue

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

Fedora Project : 6, Diverse representatives in all teams

Libre Office : 6, Chairwoman of TDF is Marina Latini, and the president of LibreItalia is Sonia

6. Is the atmosphere in the organization friendly towards minorities ?
Fedora Project : 6, as a girl I only feel welcome in every team in Fedora
Libre Office : 6, as a girl I only feel welcome in every team in Libre Office

7.Have there been instances of conflicts with minority groups ? How have they been resolved ?
Fedora Project : N/A I dont know
Libre Office : N/A I dont know

8. Does the organization have any active initiatives related to promoting diversity ? If so, please name these
Fedora Project : 6, Fedora Diversity, Fedora Women
Libre Office : 5, LibreLadies - so initiatives are only targetted towards girls and not other minority groups and also the initiatives are new

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 FOSS community you are involved with is committed to supporting a culture of inclusion ?
Open Labs 6, 70% of Open Labs members are girls and hence males are minority.

2. Do you believe that the FOSS community you are involved with would take action to correct violations of diversity policy ?

Open Labs 6, we have a small community and hence when such problems arise, face-to-face meetings are conducted for all members (not just leadership) to resolve the issue

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

Open Labs 6, every idea about improving diversity and inclusion counts and these ideas are voted on by community members and not board members and if pass, are implemented

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

Open Labs 6, when someone has a problem/conflict he/she can speak up and we will have a face to face meeting to discuss and solve this problem.

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

Open Labs 6, I am currently a board member. 70% of members are girls and in the board, there are 3 girls and 2 boys.

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

Open Labs : 6, every project has different events targetted towards newcomers and increasing diversity in FOSS. Their opinions and idea matter and are given equal importance in tasks and their suggestions are especially listened to for improvements

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

Open Labs : 6, Face to Face meetings.we have a small community and hence when such problems arise, face-to-face meetings are conducted for all members (not just leadership) to resolve the issue

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

Open Labs 6, every project has different events targeted in Open Labs towards newcomers and increasing diversity in FOSS

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 Type 1
Libre Office : Mentor N/A
Open Labs : Mentor Type 2

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 - 6, No as our mentors consider them no different than us and think in terms of their/our contribution rather than their race, gender, background etc

Open Labs - 6, No as our mentors consider them no different than us and think in terms of their/our contribution rather than their race, gender, background etc

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- 6, No as our mentors consider them no different than us and think in terms of their/our contribution rather than their race, gender, background etc.

Open Labs - 6, No as our mentors consider them no different than us and think in terms of their/our contribution rather than their race, gender, background etc

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 6, No as our mentors consider them no different than us and think in terms of their/our contribution rather than their race, gender, background etc

Open Labs : 6, No as our mentors consider them no different than us and think in terms of their/our contribution rather than their race, gender, background etc

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 : N/A Virtual contributions

LibreOffice : N/A Virtual contributions

Open Labs : 4, We have information about FOSS, Open Labs and other events for visually impaired in Braille language. However, we can definitely improve our infrastructure for physically disabled.

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

Fedora : 6, Outreachy

LibreOffice : 3, There is nothing like this yet but they are working on it

Open Labs : 6, activities for Diversity Team Fedora, LibreLadies, Womoz

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

Fedora : N/A I dont know

LibreOffice : N/A I dont know

Open Labs : 1, No

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 ? 6

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, it depends on whether voicing my opinion will change the situation for better or worse

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 ?
6, different people from diverse backgrounds bring diverse things to table and complete each other as a group.

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 ?

6, skills matter only for progress

PERSONAL EXPERIENCE BASED DESCRIPTIVE QUESTIONS

1. What keeps you motivated to continue contributing to FOSS ? Positive community and friends

2. Any issues you want to highlight related to diversity or workplace inclusion ? This could also be personal experiences. None at the moment.

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

They dont have a spirit of community. I dont think they have a team related to diversity like in FOSS but I have no information about it.

Further questions about survey format and experience were also asked.