Candidate #

Do you want the details of this survey to be kept anonymous ?

DEMOGRAPHIC DETAILS

Age
Gender :
Are you a student ?
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 :

Current Country of Residence :
Country you have been based out of during most of your FOSS contributions :

Name of the FOSS Organizations/ Projects you have been involved with (Current and Past) :
Name of the FOSS Communities/ Hackerspaces you have been involved with (Current and Past) :

Are you involved in any initiative to promote diversity in your organization and/or 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 ?
2. Which roles do you contribute to ?
3. Are you a part of the leadership at the organization ? If so, please specify your position
4. Are your contributions to the organization in technical roles or non technical roles ?
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.

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 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 ?
2. Do you believe that the organization would take action to correct violations of diversity policy ?
3. Do you believe that organization recognizes contributor efforts to foster a culture of inclusion ?
4. Do you believe that the organization can resolve contributor conflicts related to diversity issues ?
5. Does the organization have diverse representatives in leadership roles?

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

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

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

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 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 ?

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

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

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

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

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

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

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

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.

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"

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 "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"

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 '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"

4. Please answer from your experience with your mentor about their interactions with you members of different minority groups.

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 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?
2. Does the organization partner with professional associations for minority groups?
3. Does the organization have career development programs and initiatives for existing minority employees ?

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 ?
2. How comfortable are you working with people of different genders ?
3. How comfortable are you working with people of different communities ?
4. How comfortable are you working with people of different religions ?

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 ?

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 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 ?
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 ?

PERSONAL EXPERIENCE BASED DESCRIPTIVE QUESTIONS

1. What keeps you motivated to continue contributing to FOSS ?
2. Any issues you want to highlight related to diversity or workplace inclusion ?
3. Please compare between culture and atmosphere in FOSS and other organizations related to diversity and workplace inclusion and share your thoughts.
.
Further questions about survey format and experience were also asked.