Candidate #3

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 : 19

Gender : Male

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 : No

Current Country of Residence : USA

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

Name of the FOSS Organizations/ Projects you have been involved with (Current and Past) :
Fedora Project, SpigotMC

Name of the FOSS Communities/ Hackerspaces you have been involved with (Current and Past) :
FOSS@MAGIC (RIT FOSS program), RIT Linux Users Group (RITlug)

Are you involved in any initiative to promote diversity in your organization and/or community ?
Fedora Diversity Team, Women in Computing @ RIT Allies committee

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 : since 2013

Fedora Project: August 2015

SpigotMC: March 2014

FOSS@MAGIC: September 2015

RITlug: August 2015

2. Which roles do you contribute to ?

Fedora Project: CommOps, Marketing / Magazine, Ambassadors, Diversity Team, Join SIG, Games SIG, sysadmin-badges

SpigotMC: Community moderator / wiki manager

FOSS@MAGIC: Student captain; involved with organizing events on campus in coordinate with FOSS program coordinator

RITlug: President for 2016-2017

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

Fedora Project : CommOps lead, Magazine editor-in-chief, Marketing lead (sort of...), Games SIG lead (for now...), Diversity Team member (even as a member, this position feels like one of leadership because of its focus and composure as a team)

SpigotMC : Staff member appointed by project lead , Moderates forum community and IRC network, helping support the community and keeping a positive atmosphere around the project

FOSS @ MAGIC: Student coordinator; works with head of FOSS@MAGIC program as a volunteer and planner (https://opensource.com/education/16/5/interview-dan-schneiderman-rit), Helping coordinate local hackathons on campus like Software Freedom Day (Sept. 17), Election Night Hackathon (Nov. 8), NASA Space Apps (April) (https://opensource.com/education/16/5/RIT-nasa-developer-challenge) , Advocacy of open source across campus and for RIT abroad, Employed by department as a teaching assistant for the Humanitarian Free and Open Source Software Development course, Working with students taking the class by helping answer questions and resolve troubles, Direct interaction with professor on building the course curriculum to be future-proof and improving it for future years

RITlug: President for 2016-2017, Plans and organizes meetings and talks every other week with general tech topics, Helps answer student questions about Linux or open source, Manages financial records and budgeting, open source software organization on GitHub, and other club formalities

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

Fedora Project: Both (more non-technical)

Spigot MC: Non-technical

RIT Lug: Mostly non-technical, some technical

FOSS Magic: Non-technical

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 : In the past, I was a part of Google Summer of Code for Fedora Project

Spigot MC: No

RIT Lug: No

FOSS Magic: 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 , Supported by the presence of a team focused specifically to diversity and outreach to underrepresented groups, Actively working on better understanding the composure of the contributor community, Also clear support from higher-level project authority on this

SpigotMC: 4, Never been strictly against it, but the staff behind the project is too small to actively target and focus on diversity and outreach campaigns ,

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

Fedora Project: 4 ,

Contextual to who and what the situation is:

- If it's a project outsider, then no hesitation
- If it comes from within (e.g. from an active contributor), I think it becomes a little trickier and harder for action to take place if people afraid of taking action and being bold or fear about setting a precedent that could be abused? But delay or hesitation in taking action and cause more long-term damage than choosing to wait
- More often than not, however, it seems like the project will take an active role in correcting violations of diversity policies

SpigotMC : 5

- Outside of standard correctional behavior (i.e. clearly defined rules for moderating and disciplining users), if a problem arises, it is dealt with neutrally based on the level of detail of a report.
- Dependent on the viewpoint of the specific moderator for certain reports (one may think an inflammatory scenario isn't an issue)

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

Fedora Project: 4

- Depends on the sub-project: I think some groups do this much better than others, particularly some non-technical groups, but it varies across the project.
- Confidently can say yes, but the degree to which the efforts are recognized are the varying factor.
- Some groups will go farther to make it a more welcoming and inclusive environment either with formalities or strong on-boarding strategies, while other teams with less formal processes or practices may not praise work as often or sometimes focus on more negative feedback rather than positive and constructive feedback (often the negative feedback IS constructive, but some teams could do encouragement better)

SpigotMC : 2

- No, the project does not have a clear way to recognize contributor efforts for an inclusive culture.
- On the development side, it can feel cult-ish - Not by project staff, but by active community members, Most commonly seen in IRC development channels or development forums; a sort

of "elitism" culture has been cultivated without proper discipline over the years

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

Fedora Project : 6, Yes, while it may be challenging due to the project's size, the high-level support is key to resolving conflicts and fostering a community that is fair and just even in what can be personal or occasionally harsh disagreements. Recent example of this: IRC SIG discussion on the council-discuss mailing list - Project stakeholders are supportive of this, which to me, is the absolute fundamental part.

SpigotMC: 5, Yes, the project lead (sort of a Benevolent Dictator For Life) that I perceive as being supportive and considerate to diversity issues. But it isn't a problem that seems to come up that often - usually, if anything, it's a problem between different age groups interacting (young children and young adults)

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

Fedora Project: 5, Yes! Can always do better, but with a project like Fedora that stretches across the world, there are people of diverse backgrounds and origins heavily involved in places of influence and leadership.

SpigotMC: 3, Difficult to answer because of the limited size of staff (sample size) - Most staff members are generally white, heterosexual males (one female developer in her 50s, rest are below the age of 25... or so), Project diversity is definitely an area that needs improvement, but it's difficult to target (already an issue of finding competent talent to help moderate and assist with the community as is)

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

Fedora Project : 5, It depends on where you come in - more often than not, yes. Some fringes of the project could definitely be improved. It's not as much targeted treatment to a type of minority, but bias resulting in insensitivity to the unique challenges and adversities that newcomers from a minority group may face

SpigotMC: 2, Community largely composed of young males in age range of 13 – 20. As the project has grown, the community can be harsh towards people with English difficulties if not spoken well or the person is clearly not a native speaker. It is Not the friendliest community for women. The staff will address it when it comes to our attention, but from my perspective, the community is too active for us to catch it all, all the time

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

Fedora Project: N/A, My experience in the project is too recent to have a fair judgment on this. I haven't yet seen how a major conflict involving minority groups have been solved

SpigotMC: 4, Mostly with regards to language / literacy skill, not as much exclusively targeted to race or gender. In any clear instance of harassment, we warn the user and issue disciplinary action if necessary; if the original poster did not even use English, we advise them to use Google Translate to communicate as well as they can

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

Fedora Project: 5, Fedora Diversity (diverged from Fedora Women?), Outreachy

SpigotMC: 1, No programs

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 ?

FOSS@MAGIC: 4, Faculty members supporting the program hold an active and positive attitude towards being inclusive and supporting diversity. Not clearly focused on as a target objective, but something I think is pursued when circumstances arise

RITlug: 3, I do not think we are an exclusive club and I strongly oppose any move towards that direction, but in terms of "actively committed", there is no focus to reach out to underrepresented

groups yet (too few board members to branch out)

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

FOSS@MAGIC: 5, Yes In my time, never been an observed problem; but if an involved member were to act out against a general code of conduct, I do believe the organization would handle it effectively

RITlug: 4, Yes - As the president, if I were to observe any action that violated any general code of conduct, I would ensure that it is handled responsibly and swiftly (involving university resources as necessary)

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

FOSS @ MAGIC: 5, Yes. Not in a "wall of achievements" or pats on the back, but I think the real recognition in the program is the community events that you participate in with the group – my most rewarding memories are going out to fairs or conferences to represent the program and spending time with other students and faculty after the event. To me, this is the "recognition" of contributor efforts, and it's open to anyone participating in the program; I think it is a naturally diverse experience because of how the program is structured

RITlug: 3, No Right now, this is something we are hoping to do a better job of doing across the board (i.e. recognizing contributor efforts to motivate them to participate and lead in the club)

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

FOSS@MAGIC: 5, Yes I think there are skilled and experienced faculty that could diffuse any situation that may result in conflict among contributors. The most likely conflict that could arise in my mind is not related to race or ethnicity, but more so gender (due to association with a STEM area). I am confident in faculty skills to diffuse and resolve any situation that could arise relating to gender or otherwise

RITlug: 3, Maybe. Group is too small to say for certain, but I am the only physically present in club leadership, so it would be up to me. I hope I would be able to resolve the situation as fairly and justly as possible

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

FOSS@MAGIC: 4,Yes. Over the years and currently, there are a diverse range of faculty and students involved with the program; women contributors have led areas in the group before, other underrepresented minorities are actively involved and help contribute to the program through their time as student employees or volunteers

RITlug: 1,No. Club is currently led by two white males (has had female and transgender presidents / vice presidents in the past). Would like to have wider representation but struggling with getting members involved with leadership

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

FOSS@MAGIC: 5, Yes When newcomers arrive, we try to introduce them to the program and other members of the community, what we do, where to look for getting involved, and more. Some faculty and students do better welcoming procedures than others, but I believe generally we are effective at keeping the atmosphere of the club friendly to minorities

RITlug: 4, Yes. I actively pursue a friendly and open environment (interestingly, we have diverged to topics like gender identity in our meetings before)

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

FOSS@MAGIC: N/A, My experience and time involved is too short to have any experience or knowledge of this

RITlug: N/A, My experience and time involved is too short to have any experience or knowledge of this

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

FOSS@MAGIC: 3, Somewhat, Hoping to do partnership / outreach event with Women in Computing @ RIT this semester.

RITlug: 1, No

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 Project: Type 2 and Type 3, Mentor was highly-involved member of the project and involved with the executive group responsible for making decisions in the Fedora community. Knew mentor from a previous context as university student before knowing him as mentor for the Fedora Project. Through his active encouragement, I become involved with Fedora - not sure if I would have become as involved as quickly without him. Worked with mentor often in-person during first few months of involvement until he changed locations. Frequently had audio/video calls after relocation for project work. Mentor had strong understanding and grasp of the Fedora community and was present in some extent in nearly every aspect of the project.

SpigotMC: Type 2, Mentor was project lead of SpigotMC project. Through his guidance and hands-off mentorship style, I became acquantainted with rules and guidelines for community moderation. Before becoming involved as staff member, was already highly active member of the forum

community. The mentorship helped align my value in community with appropriate guidelines and measurements to help build up and support the community from a leadership role as a community moderator.

FOSS @ MAGIC: Type 2 and Type 3 , Mentor was founder and creator of the FOSS program at RIT, although if asked he might not know he served as a mentorship role for me. Followed his example as a community member and community leader to become more involved with the program. Was only present for some of my time getting involved, but his presence helped pull me in further to the program and become more willing to help contribute and grow the community. Even after his departure, his impact and legacy were still present afterwards (for me).

RITlug: Type 2, Mentor was former president of the club. Helped encourage involvement and community across the club, and ultimately helped encourage / promote me to taking a leadership role in the club.

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 Project: 5, The explicit topic of interacting with contributors who are different never came up. There was an occasion where I expressed a frustration shared by the mentor over someone from a different age group than myself, and he advised on how to best approach the situation and avoid conflict with the individual. Outside of this one occasion, even though we never focused discussion on interacting with contributors who were different than ourselves, the atmosphere of our interactions promoted healthy and positive interactions among those who were different.

SpigotMC: 6, This was never a topic we often addressed or focused on.

FOSS@MAGIC: 5, As before, this is also something that the mentor did not explicitly discuss or focus on, but the atmosphere created by the interactions and engagements from the mentor promoted a healthy environment for communicating and interacting with those who are different.

RITlug: 5, As before, this is also something that the mentor did not explicitly discuss or focus on. Generally, when the mentor had control of the situation (i.e. focus and direction of conversation), the environment was naturally welcoming and encouraged positive contributions among people who are different.

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 Project: 6, My mentor was a strong positive example of interacting and engaging with diverse range of contributors in open source. In a project as big as Fedora, there is a much stronger presence of cultural differences and a range of identifications shared by people – it's really a global community. My mentor was aware of this and was always a respectable, friendly, and welcoming presence in the project. He served as a role model and leader for myself and many others in the project community.

SpigotMC: 5, The project lead from Spigot behaved fair and just in most of my experiences working with him. He was aware the project community came from a wide variety of places, and maybe his perspective as someone from an uncommon place in the world contributed to his perspective as project lead (Australian). Overall, I think he led a mostly positive example as a mentor and community lead.

FOSS@MAGIC: 6, My mentor was also a strong, positive example of working with people of different backgrounds. While the scope was more limited at a university campus than a global open source project, he put forth great effort to create that welcoming and inviting atmosphere and was a role model for others in the community (that is still seen even after he has left).

RITlug: 5, The mentor put in clear effort to create a diverse and welcoming environment for all, although sometimes he would opt for playing down or ignoring comments from certain participants that may be biased towards males over females. Personally, the mentor was warm, welcoming, and accepting of people from all backgrounds and set a strong example with how he interacted, but I believe at times he could be more passive than active.

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 Project: 5, The mentor actively worked with groups of different backgrounds and minorities and was also involved with resolving disputes related to cultural and ethnic differences. His attitude and behavior in resolving those situations was always fair and tried to pull in factors from both sides to create a solution that would resolve any doubts about the kind of community interaction that Fedora truly wanted.

SpigotMC: 5, My Spigot mentor works well with people from various backgrounds and minorities across the project. From a technical perspective, he works with a team dispersed globally and works with a variety of contributors of different ethnicities, race, age, and culture. Non-technically, he leads a community based on a firm set of rules and guidelines for how we treat each other as a community that shapes how we interact (or are supposed to).

FOSS@MAGIC: 5, The scope is much more limited than a global open source project, but the mentor engaged, interacted with, and included people from a variety of backgrounds and minorities. He actively helped encourage groups who may be underrepresented to feel involved and part of the important process of building the community.

RITlug: 5, Mentor worked with people from various minority groups, particularly LGBT+. There are a few members of the club who identify to that culture and my mentor acted fairly and normally with these club members – with him personally, it always felt like a warm and friendly atmosphere.

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: 5, (At conferences / events planned by Fedora for Fedorans) Yes

SpigotMC: N/A (no physical interaction / engagement among contributors)

FOSS @ MAGIC: 4**,** Yes (via association with university)

RITlug: 3, Yes (via association with university)

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

Fedora Project: 4, No

SpigotMC: 1, No

FOSS @ MAGIC: 4, Women in Computing @ RIT (for ad-hoc events, hopefully soon™)

RITlug: 1, No

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

Fedora Project: 4, No

SpigotMC: 1, No

FOSS @ MAGIC : 1, Available through university diversity and inclusion offices

RITlug: 1, Available through university diversity and inclusion offices

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 ? 3, 6 Two answers... not sure if

this is something you can plot effectively... Different types of people who are of older age groups than me - Some I am able to get along brilliantly with and we are an effective team (usually these are the ones that don't put any emphasis on age nor does it often come up in conversation) while Others draw explicit attention to my age and use that as a discrimination tactic (whether aware of it or not) for me not being able to understand or actually "know" about something – doesn't happen that often, but can be demotivating and makes me want to focus on something else where I can avoid working with that person

2. How comfortable are you working with people of different genders ? 5, Don't think it's truly possible to be "completely natural" with those from other groups / culture / backgrounds because there will always be key experiences and understanding that others have, that I lack – I can do my best to understand, but I don't think I can truly understand any more than "walking in someone else's shoes". Gender diversity is interestingly one of the most distinct and noticeable differences when working in open source communities for me, and because of its obviousness, I think it might be my favorite type of difference to work with. Strongly feel that when gender diversity is evenly split and representative of both sides, the ideas, brainstorming, collaboration, and productivity are all enhanced – I feel more motivated and encouraged working in teams with a noticeable gender equality and I find it to be a more rewarding experience for everyone involved

3. How comfortable are you working with people of different communities ? 5, Don't think it's truly possible to be "completely natural" with those from other groups / culture / backgrounds because there will always be key experiences and understanding that others have, that I lack – I can do my best to understand, but I don't think I can truly understand any more than "walking in someone else's shoes". Ethnicity differences doesn't come up too often in technical areas (I feel), but it is more obvious in non-technical areas that might have some overlap with culture. In marketing-esque projects, this is noticeable, and people with different backgrounds often bring different ideas and perceptions to the table – I think if utilized correctly, the ethnicity diversity can be a powerful tool to leverage in order to build a more effective campaign or even external perception of the contributor community for a project

4. How comfortable are you working with people of different religions ? 5, Don't think it's truly possible to be "completely natural" with those from other groups / culture / backgrounds because there will always be key experiences and understanding that others have, that I lack – I can do my best

to understand, but I don't think I can truly understand any more than "walking in someone else's shoes". I don't think this is one that I have ever seen come up in open source communities (and usually when it is, the conversation is "shut down" pretty quickly), but I think it falls in the "rule of three" for things not to discuss in public or professional settings: politics, religion, sex. Where I have seen it come up, I feel comfortable talking and discussing it from a neutral, non-biased perspective; my comfort levels do not change when working with someone of any religion

The interviewee on his own created and answered the question - How comfortable are you working with people of different religions ? 5, Don't think it's truly possible to be "completely natural" with those from other groups / culture / backgrounds because there will always be key experiences and understanding that others have, that I lack – I can do my best to understand, but I don't think I can truly understand any more than "walking in someone else's shoes". Have seen this one come up occasionally in open source communities but not often; I am open to discussing topics related to sexual orientation or gender identity and how I can be a better ally and supporter of them in open source project communities

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 ?
In the beginning: 5, Always apprehensive to raise a point when first getting involved with a new community, and whether I were to speak up would be completely dependent on how receptive I felt the community would be to my feedback
Now: 2, For projects I am actively involved with now, I am not reluctant to raise my voice or add to the discussion, even if my belief were to be different from the group. I believe I only reach this level of comfort in projects I am actively participating in (although my experience here in Fedora has made me more bold in project communities I may not be involved with in any form as well)

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, Absolutely; for me personally, it motivates me and makes the project more engaging and interesting when there's several different ideas at the table (and if everyone else is also engaged too)

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 ?

3.5 No, I think personal characteristics can absolutely hinder and help an individual's career; I think whether this is a positive or negative thing completely depends on the context. Things that can be changed: Attitude, behavior towards others, engaging in a community; if these are things that are not healthy or positive, I believe they rightfully hinder someone's opportunities to become involved – if they are willing to change their behavior or are putting forth active and sincere effort to improve their behavior, then that's something separate. Things that cannot be changed: Gender, ethnicity, race, age, etc.; if this factors hinder the advancement of an individual, I believe there is a problem that needs to be corrected

The interviewee justified it as a mean rating between 6 and 1 since It can go in either way and the interviewee strongly agrees or disagrees (and definitely has a strong opinion)

PERSONAL EXPERIENCE BASED DESCRIPTIVE QUESTIONS

1. What keeps you motivated to continue contributing to FOSS ?

The #1 thing that keeps me motivated to remain and participate in an open source project is the people behind the project is :

Community is something harder to "do right" than might be perceived. Especially in larger open source projects, the layers of complexity that are tacked onto community management become higher stakes and more of a challenge to handle because of issues from both sides. But at the end of the day, for any open source project, one of the most valuable things for me is looking at the project and seeing how those people engage outside of a professional or technical context. Are they friends outside of git logs and pull requests? Do they share life experiences and receive vocalized support

from their co-workers or other project maintainers? If this personal context is added, it makes a project just that more powerful and engaging for me to want to get involved with – I want to become a part of the community, the family. When the community is on point, so is my motivation, even in the times where it feels like I just want to throw the towel in and stop doing everything

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

It's exciting to work with people who put a high focus on diversity and inclusion efforts. It's different from "common" areas of contributing and it holds a powerful effect. One thing I hope to accomplish since I belong to most of the textbook majority groups is to be an advocate and public role model for others for how to interact and engage in diverse environments and work with minority groups.

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

My experience mostly compares between open source project communities and an educational environment (e.g. a university). Diverse and friendly open source communities usually have more online communication than interpersonal communication, whereas at other organizations, it is usually the opposite. The focus on digital communication can be a positive and a negative. It can be easier to focus on the task at hand and to work on a project when working in a global community, and it can feel removed from some of the problems or discomforts of real communication. The same positive can also be a negative. The lack of interpersonal communication can also feel demotivating, which is why events like conferences and other in-person events can be important.

To summarize, the key difference is the method of interpersonal communication. This impacts culture because on one hand, it can create a stronger value and feeling of community, but on the other, it can also remove difficulties or discomforts of working in person to allow increased productivity.

Further questions about survey format and experience were also asked.