

Candidate #4

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 (except age)

DEMOGRAPHIC DETAILS

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 : Yes, African

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) :
None

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 ?

FOSS MAGIC is continuously trying to figure out how we can improve diversity, such as having a collaborative merge with diverse organizations on workshops.

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

FOSS@MAGIC: September 2015

2. Which roles do you contribute to ?

FOSS@MAGIC: LearnIt and FIRSTMastery

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

FOSS @ MAGIC: No - No leadership positions

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

FOSS Magic: Technical

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

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 ?

N/A

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

N/A

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

N/A

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

N/A

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

N/A

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

N/A

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

N/A

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

N/A

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 ?

FOSS@MAGIC: 6, The FOSSBox which is the meeting place for the FOSS@MAGIC group invites all to join. It's an open environment for collaboration with no exclusion.

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

FOSS@MAGIC: 6, Yes, I think the faculty in charge would take the correct action when needed.

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

FOSS @ MAGIC: 6, Yes, A good amount of the time I am there, there is open discussions about welcomeness in the open source community.

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

FOSS@MAGIC: 6, Yeah, I think the FOSS@MAGIC group is always eager to address any diversity issues relating to contributions.

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

FOSS@MAGIC: 3, The FOSS Captain is not determined by election.

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

FOSS@MAGIC: 5, There is room for improvement and I do think the FOSS@MAGIC group is trying to address that.

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

FOSS@MAGIC: 6, None that I am aware of.

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

FOSS@MAGIC: 6, I think the mission of everyone in the FOSS@MAGIC group is to promote diversity.

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. Officially 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.

Mentor 1 – Type 2 - FOSS@Magic Faculty

Mentor 2 – Type 2 FOSS@Magic Faculty

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 “Occasionally, if the situation demands”, 4 corresponds to “Rarely”, 5 corresponds to “Rarely, but only if I ask” and 6 corresponds to “Never”

Mentor 1 1 Yes, he's given me advice on trying to get others to get involve.

Mentor 2 1, Yes, he too has given me advice on reaching out to other people with similar interest in my projects and how I can get them to help out.

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”

Mentor 1 6, Yes I think he is a great example

Mentor 2 6, Yes he too is a great example.

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”

Mentor 1 6, We will meetup and he will give me advice about what I should be focusing on and how to stay on track.

Mentor 2 6, Throughout the summer he helped me balance day job and working on my FOSS project.

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?

FOSS @ MAGIC: 6, Magic being a part of RIT, has many resources available to help anyone with any disabilities.

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

FOSS @ MAGIC: 3, none that I am aware of.

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

FOSS @ MAGIC : 3, none that I am aware of.

INDIVIDUAL PREFERENCES 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 "Occasionally, 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 ?

3, if by voicing my opinion there isn't any argument and there is no harm to relationship, then yes. However, it mostly depends on my comfort level.

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 ?

5 In a diverse workplace, you feel more welcome and can work on task at hand to the best of your capacity rather than worrying about how you are received by others in a workplace where you are a minority and other factors will negatively influence your productivity.

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, It is unfortunately an issue, but I've noticed many places are working to promote a culture where everyone feels welcome. I've noticed that in a culture where the "unconscious bias" or stereotypes are being discussed and addressed personal characteristics do not hinder much in a person's development/career progression.

PERSONAL EXPERIENCE BASED DESCRIPTIVE QUESTIONS

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

I want to see it become what it's meant to be.

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

If you are in a community and you notice a small engagement of someone that might be a minority make sure to reach out to them and say Hi and get to know them. Not only is this good for anyone who is new but it helps them know they are welcome and valued.

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

I have found the FOSS organizations I have interacted with to be more inclusive than workplaces because those FOSS communities attempt to establish a friendship bond rather than an co-worker/employee relationship.

Further questions about survey format and experience were also asked.