

The rising tide

FROM GLOBAL
INNOVATION TO
IMPACT



"We need more young people here because I see a lot of old people here."

-- Ruth Ikegah, UN OSPO for Good 2024

“Kernel Maintainers are aging”

-- Linus Torvalds, at Open Source Summit EU 2024 in Vienna

“A rising tide lifts all
boats”


-- (Popularly attributed to) John F Kennedy

Hi there 🖐️

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- Open Source Maintainer @ Kubernetes
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Agenda

- The illusion of the level playing field
- Limitations of Current Solutions
 - Current solutions
 - Why do these solutions fall short?
 - Real world impact

Agenda

- Alternative approaches
- Resources

The illusion of the level
playing field

The promise

- Vision:
 - Global community
 - Driven by talent
 - Outreach programs and contributor pipelines
- Goals:
 - “Anyone can contribute”

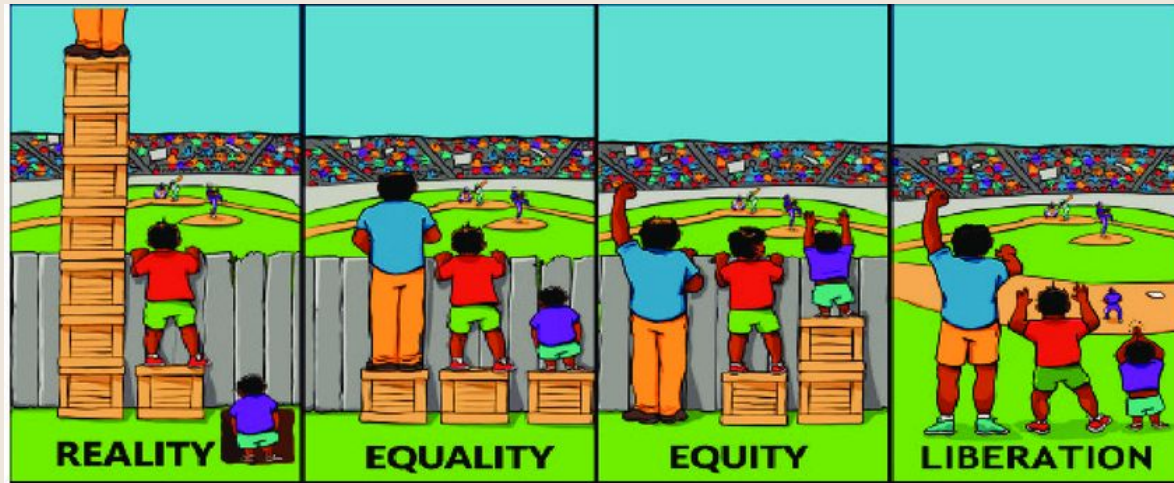
The reality

- Language
- Timezones
- Cultural differences
- Skill gaps
- Technological access

Not yet a level playing field

- Address systemic barriers
- Move beyond surface-level inclusivity
 - Equity over equality toward liberation

Not yet a level playing field



Source: <https://www.internationalwomensday.com/Missions/18707/Equality-versus-Equity-What-s-the-difference-as-we-EmbraceEquity-for-IWD-2023-and-beyond>

Limitations of Current Solutions

(Some of the) Current Solutions

- Timezone-friendly meetings
- Regional chapters & outreach programs
- Codes of conduct & diversity statements
- Mentorship & newcomer guides

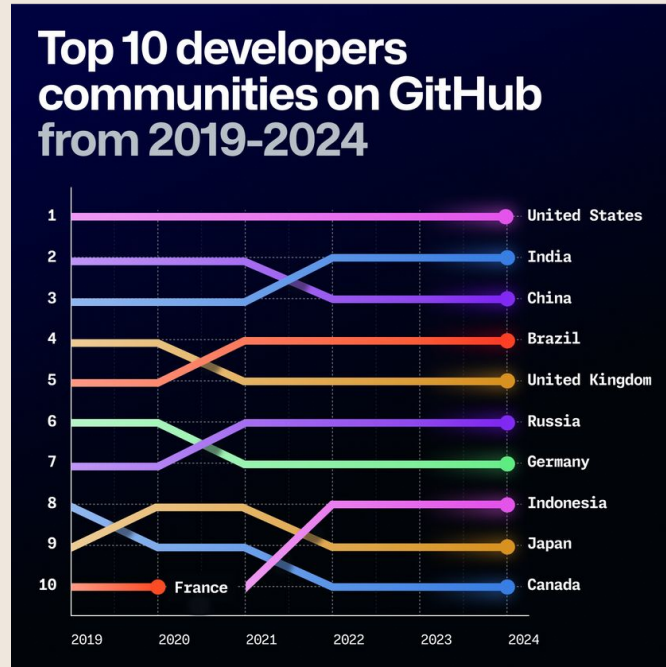
Why do these solutions
fall short?

The reason

- **Language barriers:**

- English: Lingua Franca of Open Source
 - Meetings, documentation, and community interactions largely in English

The reason



Source: GitHub's State of the Octoverse report, 2024

The SDG impact

- **Limits:**

- SDG 4: Quality Education
- SDG 10: Reduced Inequalities

The reason

- **Digital divide**

- the disparity between those who have access to modern information and communication technology and those who do not.

The reason

Open source developers struggle with issues of accessibility in developing countries. Whether it's access to the internet or equipment, it can be difficult to become a regular open source contributor when you struggle to reach resources daily. The digital divide in these regions is huge. There are still many areas without regular, stable, and high-speed internet connections. There's also a market gap between these regions and the rest of the world when it comes to equipment. There's always the challenge of not having enough funds to buy the latest, most powerful machines, but there's also an availability problem. The modern, powerful tech equipment needed to build and run the biggest open source projects isn't always available in these regions.

Source: <https://opensource.com/article/23/4/challenges-open-source-developing-countries>

The SDG impact

- **Limits:**

- SDG 4: Quality Education
- SDG 8: Decent Work and Economic Growth

The reason

- **Cultural and social bias :**

- Dominant cultures persist
 - Open source, as a concept, originated in the **West**
 - Lesser than 10% of contributors are non-male

The reason

- **Cultural and social bias :**
 - Dominant cultures persist
 - ~16-25% contributors are people of colour according to various surveys
 - No stats on contributors with disabilities

The SDG impact

- **Limits:**

- SDG 5: Gender Equality
- SDG 10: Reduced inequality

The reason

- **The myth of meritocracy :**
 - Hides bias and promotes status quo
 - Diversity viewed as optional

The SDG impact

- **Limits:**

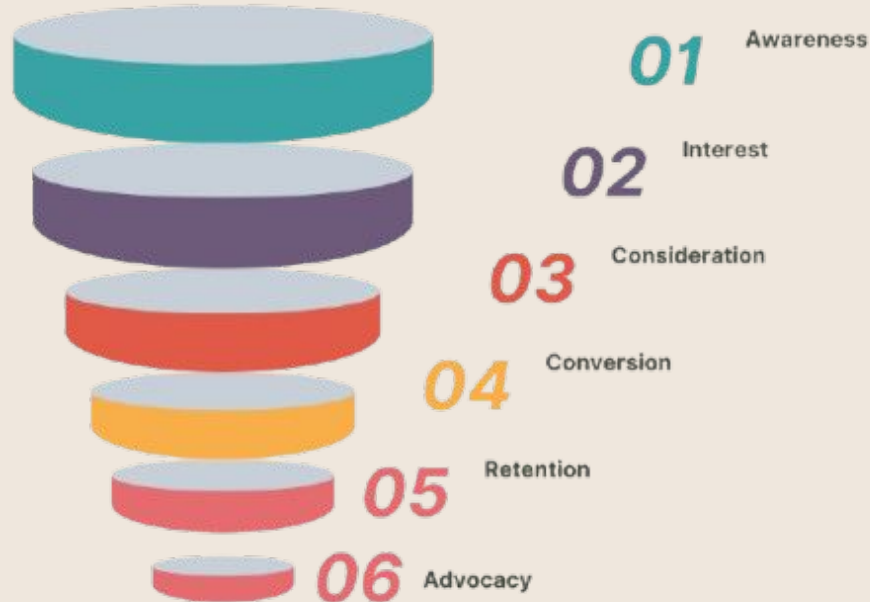
- SDG 5: Gender Equality
- SDG 10: Reduced inequality

Real-world impact

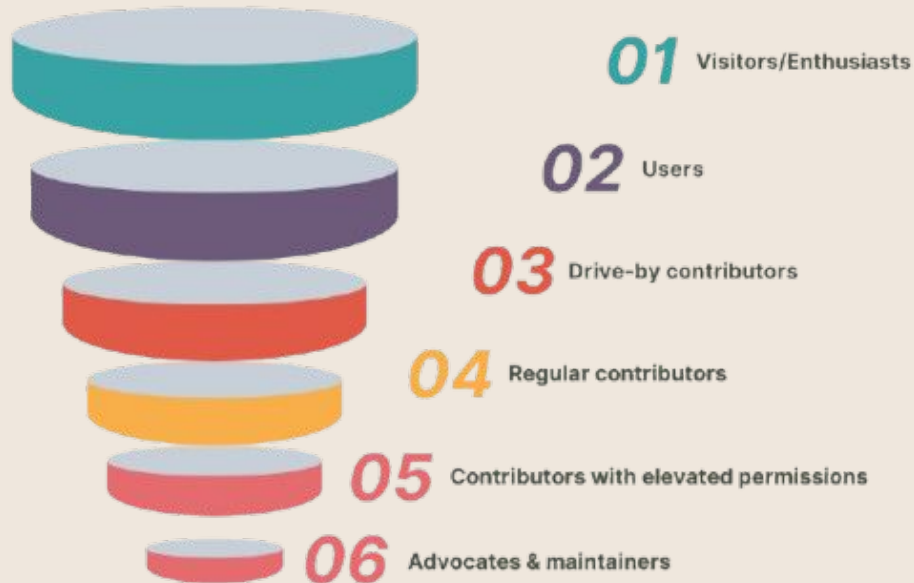
- (Perception of) Unwelcoming environment & lack of support
- Contributor dropout
- Homogeneity leading to reduced creativity
- Delayed progress overall & towards SDGs

Alternative approaches

The contributor funnel



The community funnel



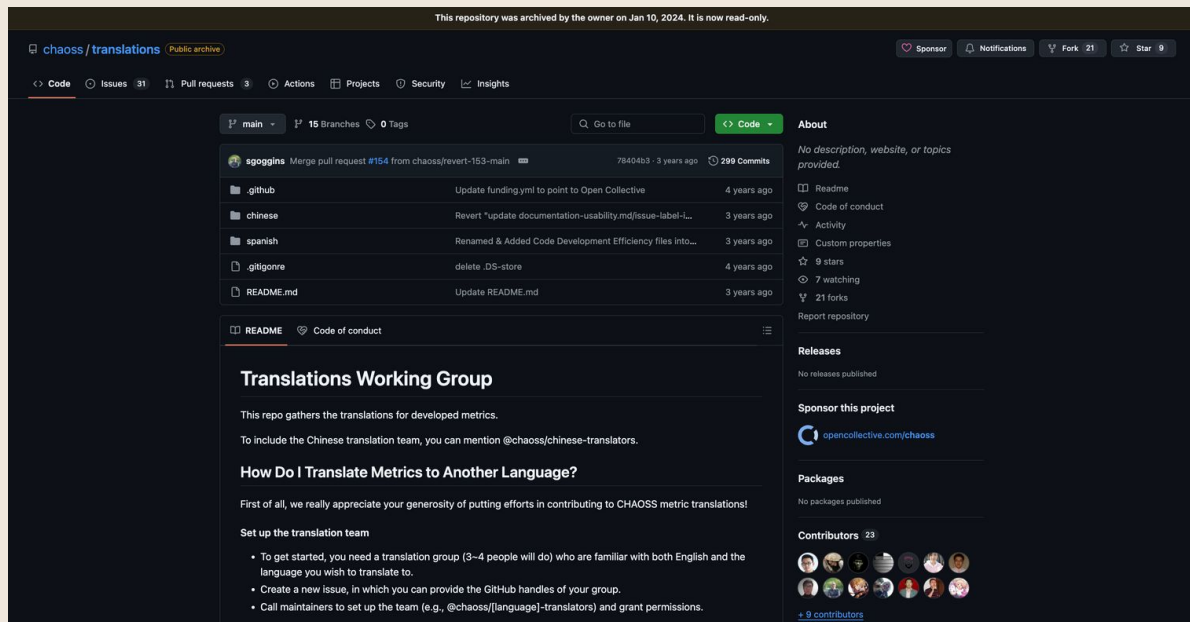
Content localization

- What does this mean?
 - Community content translation into different languages
- How do we do this within the CHAOSS project?
 - Offering translations into 11 languages

Content localization

- How did we do this within the CHAOSS Asia chapter?
 - First chapter to have worked on translating our metrics to Mandarin

Content localization



Source: Public Archive for the Translations WG, <https://github.com/chaoss/translations>

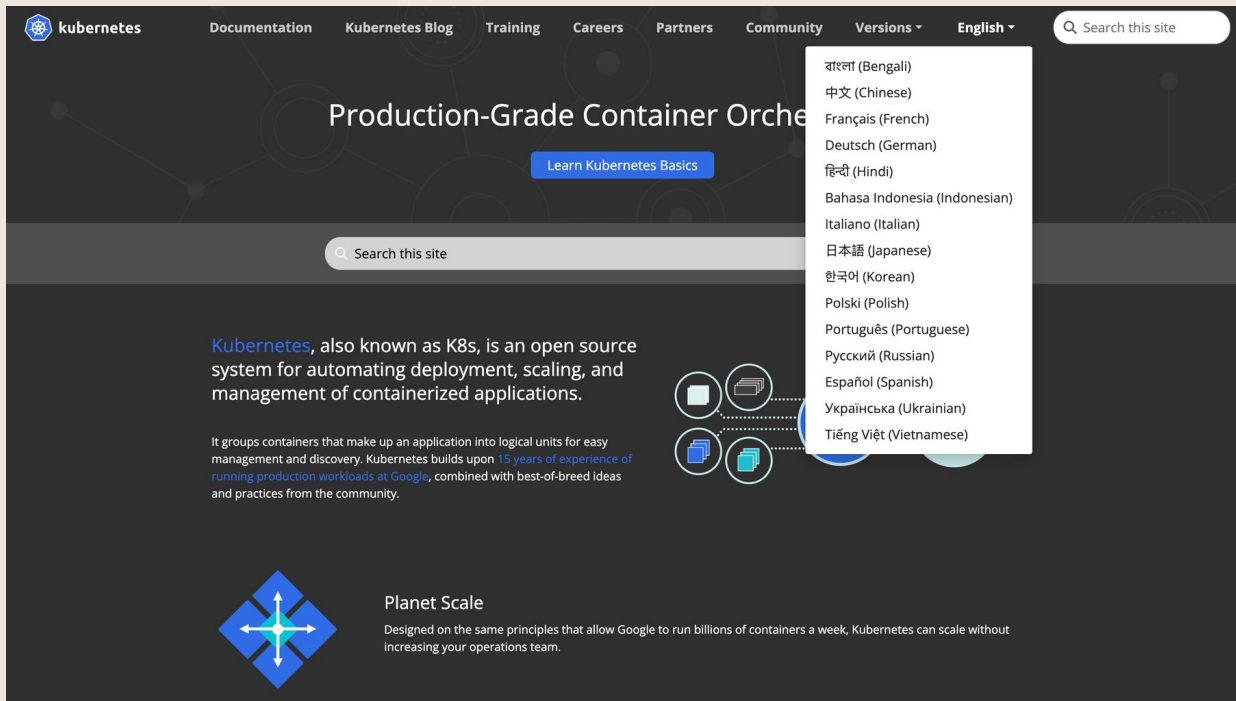
Content localization

- Despite the proliferation of Google Translate,
 - Translation contributors tap into a wider base of enthusiasts and potential contributors
 - Ability to start small and make an impact

Content localization

- Content accessibility & diversity matters
 - linguistically
 - format-wise

Content localization



Source: Kubernetes Documentation, <https://kubernetes.io>

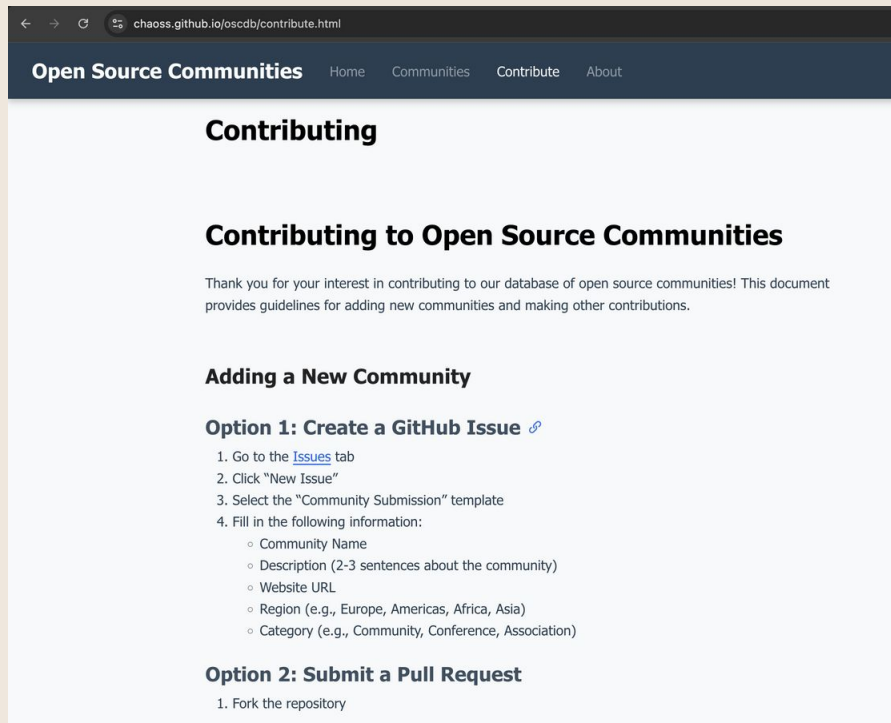
Going (g)local

- What does this mean?
 - Bridging the gap between local, grassroots initiatives with global efforts
- How do we do this within the CHAOSS project?
 - Chapters like Africa, LATAM, Asia, Eastern Europe

Going (g)local

- How did we do this within the CHAOSS Asia chapter?
 - Finding synergies with on-the-grounds local OSS orgs & communities
 - Kaiyuanshe
 - The Open Culture Foundation
 - FOSS United

Going (g)local



Source: The Open Source Communities Database,
<https://chaoss.github.io/oscdb>

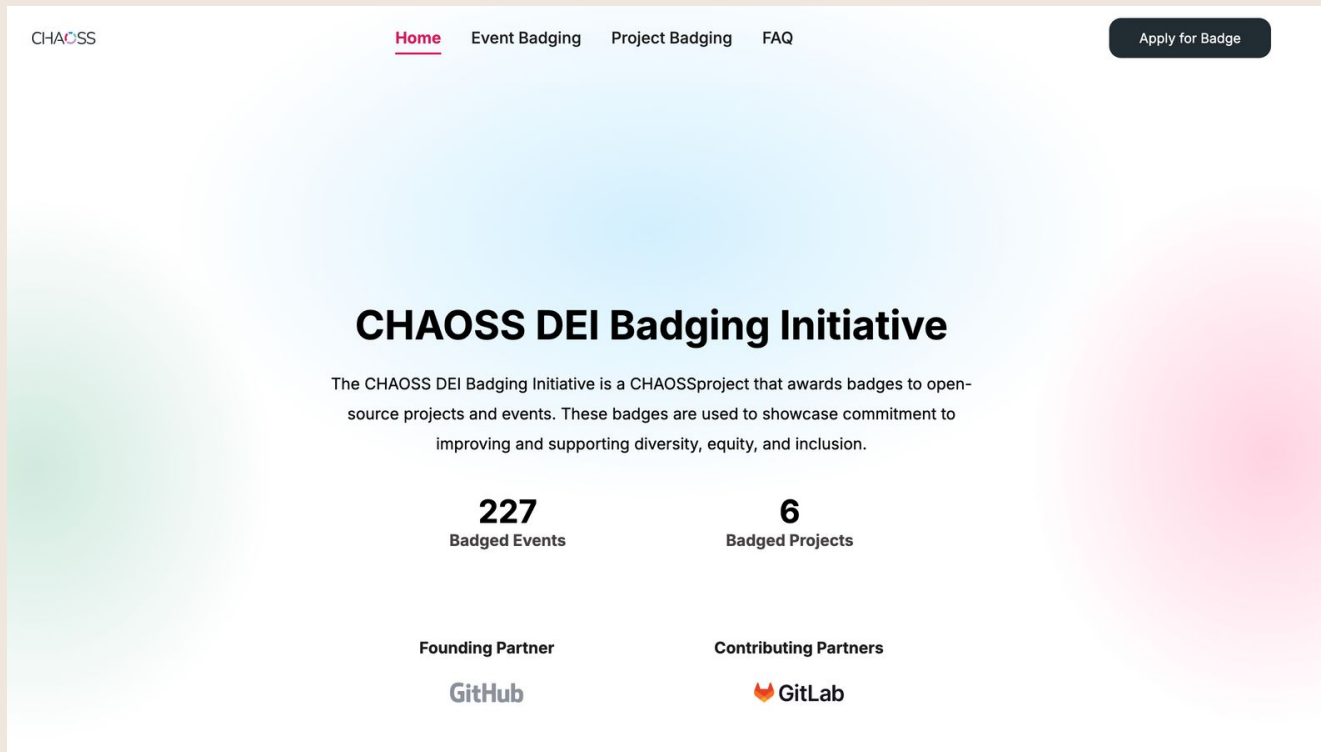
Going (g)local

- Local efforts can often be
 - contained,
 - duplicated, and,
 - be unable to gather critical mass for impact

Going (g)local

- With sufficient exposure to the broader, global OSS ecosystem
 - open collaboration,
 - open innovation, and,
 - open impact

Going (g)local



The screenshot shows the homepage of the CHAOSS DEI Badging Initiative. The header includes the CHAOSS logo, navigation links for Home, Event Badging, Project Badging, and FAQ, and an 'Apply for Badge' button. The main content area features a large heading 'CHAOSS DEI Badging Initiative' followed by a descriptive paragraph. Below this, two statistics are displayed: '227 Badged Events' and '6 Badged Projects'. At the bottom, the 'Founding Partner' is listed as GitHub, and 'Contributing Partners' include GitLab.

CHAOSS

[Home](#) [Event Badging](#) [Project Badging](#) [FAQ](#) [Apply for Badge](#)

CHAOSS DEI Badging Initiative

The CHAOSS DEI Badging Initiative is a CHAOSS project that awards badges to open-source projects and events. These badges are used to showcase commitment to improving and supporting diversity, equity, and inclusion.

227
Badged Events

6
Badged Projects

Founding Partner
GitHub

Contributing Partners
GitLab

Source: DEI Badging Initiative, <https://badging.chaoss.community/>

Inclusive event formats

- What does this mean?
 - Making events inclusive for all participants
- How do we do this within the CHAOSS project?
 - Metrics, DEI Badging Initiative

Inclusive event formats

- How did we do this within the CHAOSS Asia chapter?
 - Help with badging assessments
 - Evangelize the badging project within our communities
 - Synergise with orgs to figure out accountability metrics

Inclusive event formats

- How did we do this within the CHAOSS Asia chapter?
 - [NEWLY FORMED] Disability working group
 - Cross-collaborating with the CHAOSS Africa chapter

Resources

