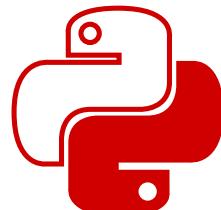
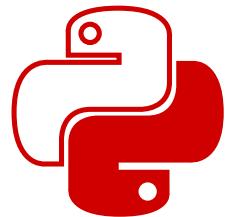




Ossa/k Rawy Mazowieckiej  
17-20 sierpnia

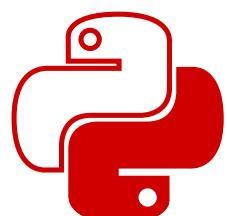
# How to build up a Python community and empower women

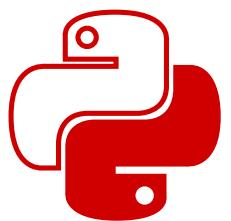




# About me

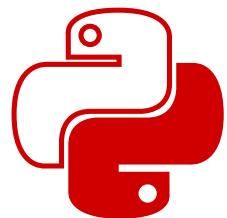
- Business Informatics Student
  - Open Labs Board Member
  - Fedora Ambassador and FAmSCo Member
  - TDF Member
  - Rails Girls Summer of Code Student
  - Nextcloud Contributor

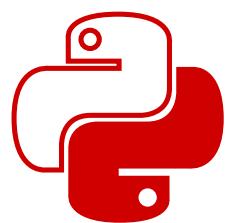




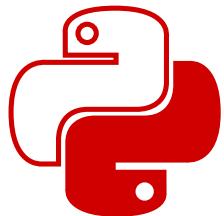
# SCORPIONS

WIND OF CHANGE

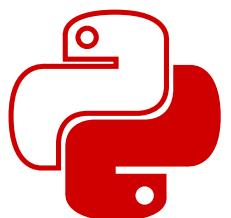




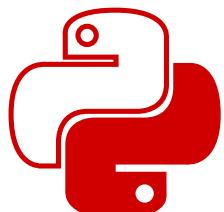
(from) extreme collective work

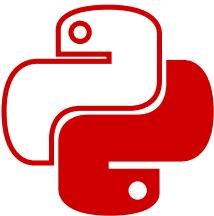


# (to) extreme individualism



In a country with a cooperative way of working  
background collaborative software  
development should be easy right?





PREZANTOJMË

OPEN LABS-

SHARING KNOWLEDGE,  
THROUGH TECHNOLOGY



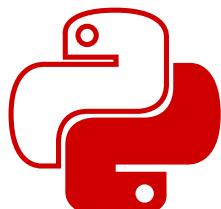
info@openLabs.cc  
www.openLabs.cc

NË MBËSHTETJE TË:

Të enjen  
12.07.2012  
Ora 18:30  
Rr: Nikolla Lena, nr.100  
(pranë rr: Myslym Shyri)

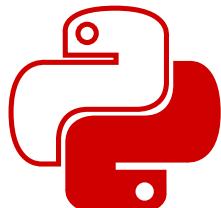
# Open Labs Hackerspace: how?

- First hackerspace in Tirana;
- Free of charge and open access;
- Opened the doors in 2012;
- 100% pure decentralized decision making process followed;
- More than 60% of the participants are girls;
- More than 90% of members are under 24 y.o;
- One of the most inclusive and probably the most active mailing list in Albanian;
- More than 200 activities of small, medium and large participation related to floss culture and projects;



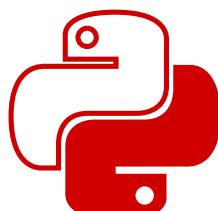
# Cultural proposals for making benefit of new-born communities of Python

- **Physical space** (through hackerspaces, meetups, events like PyCon etc) limit potential conflicts + create a positive & productive vibe;
- Regional **cross-border** collaborations rock!
- Careful between the **balance between paid staff and volunteers**;
- No **gender balance**, no community;
- There are great resources out there like **wiki** – use/maintain them (please);
- **Localization** or just tea/pizza might sometimes be a good first step;
- Collaborate & communicate with similar **communities nearby**;
- Nothing less than excellent photos and **documentation** for all the activities;
- Did I mention great **design** is a must?



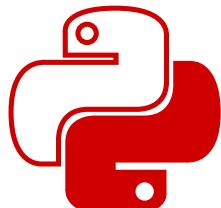
# Cultural proposals for making benefit of new-born communities of Python

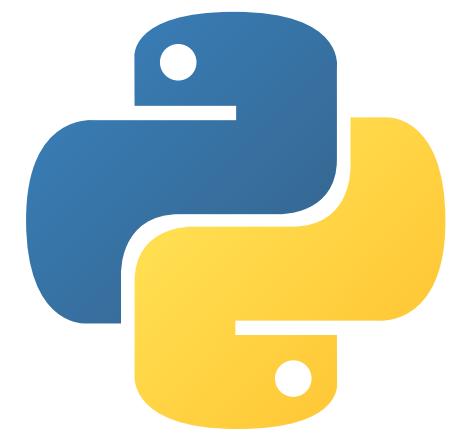
**most important**  
research for cultural elements that might influence  
the community positively or negatively  
(example: highly individualist oriented society)



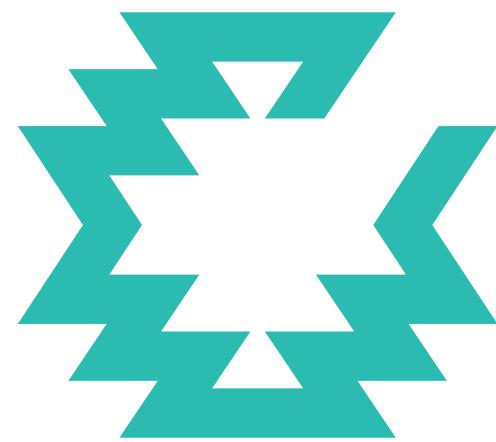
# Cultural proposals for making benefit of new-born communities of Python

**(most, most) most important  
be nice to other people (please)**



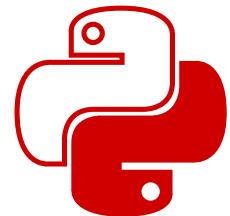


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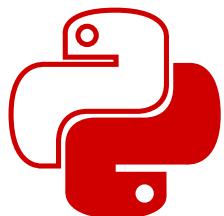
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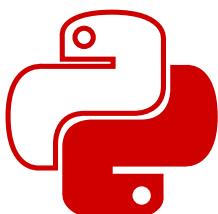
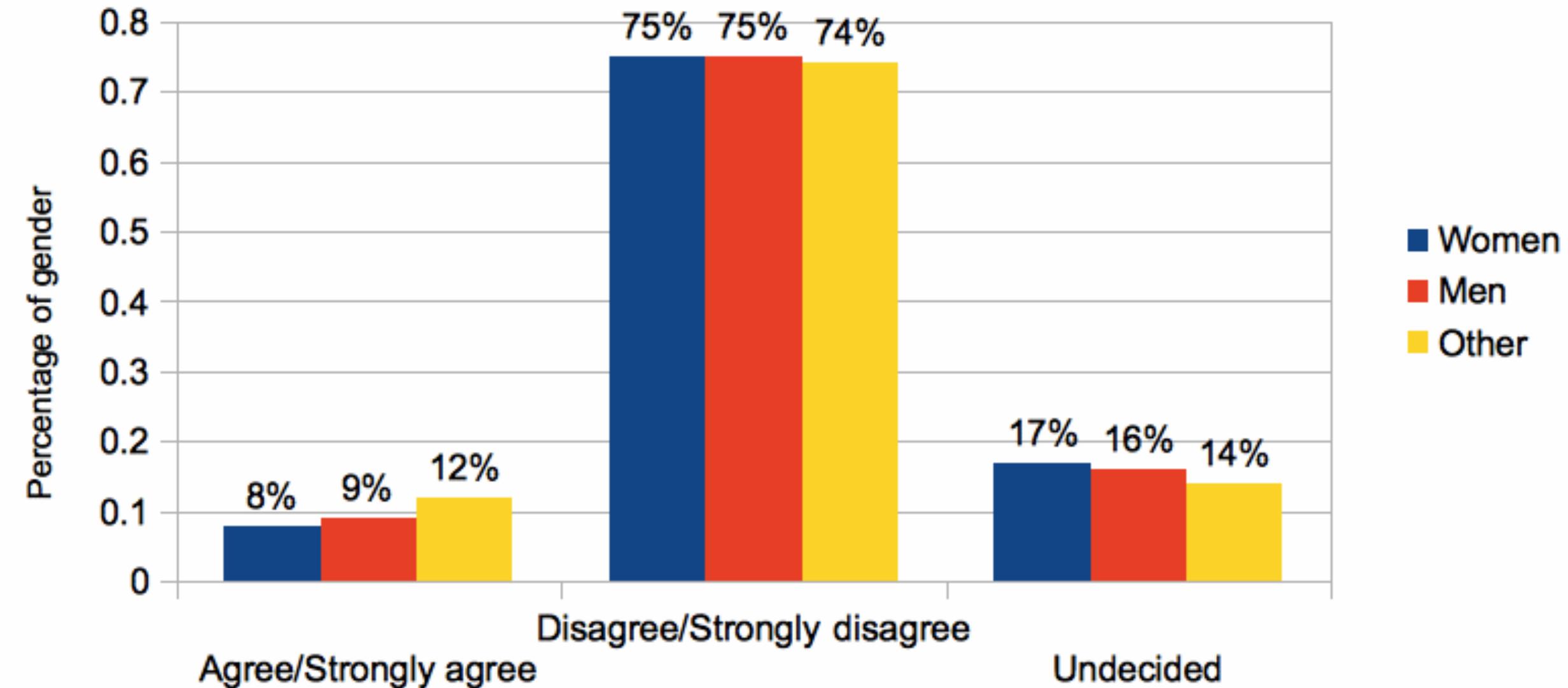


# But...

# Where are Women in this community?

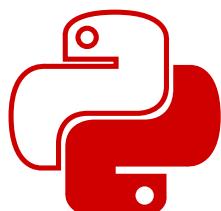


## Women are well represented in open technology and culture generally

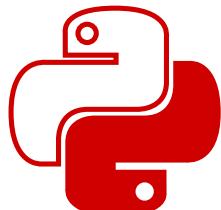


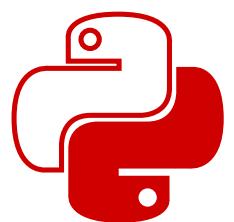
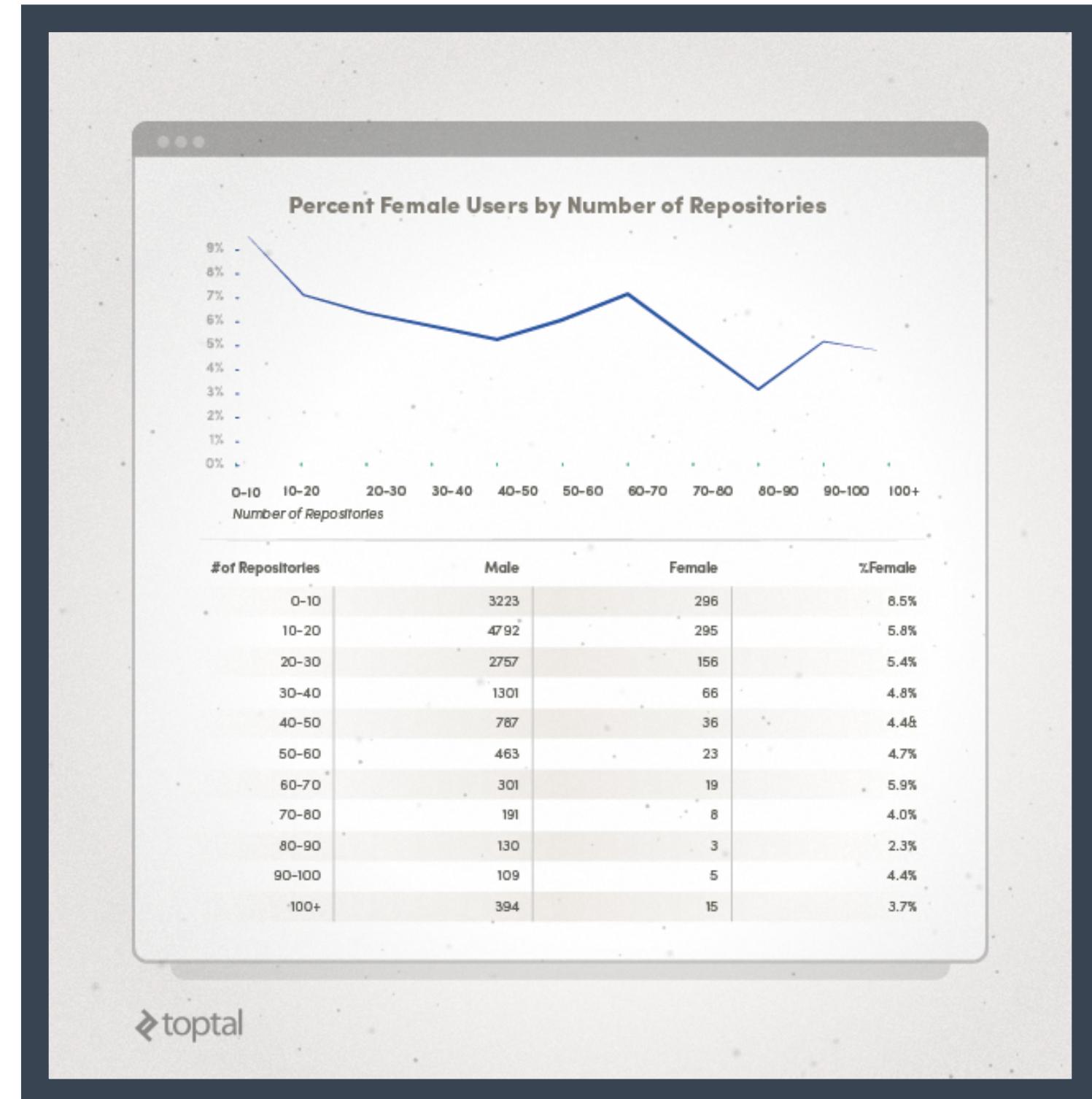
# Women in FLOSS Projects

- \*A 2002 survey of open source communities found that approximately 1.1% of contributors were women and the more recent 2013 survey found that 11% of FLOSS contributors are women.
- \*Only 1.5% of free and open source software (FLOSS) developers are female.



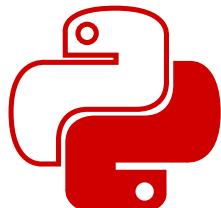
- Just 5.4% of GitHub users with over 10 contributions from a random sample (by Toptal) are female.
- Among women who join the tech industry, 56 percent leave by mid-career, which is double the attrition rate for men.





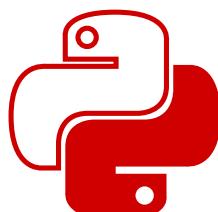
# PyCon: Python's annual conference

- 2011 - speakers: 1% women
- 2012 - speakers: 7% women
- 2013 - attendees: 20% women and  
speakers: 15% women
- 2014 - attendees: 33% women and  
speakers: 33% women
- 2015 - speakers: 33% women

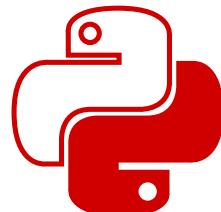


# Issues

- ◆ Invisibility
- ◆ Exceptionalism
- ◆ Gender essentialism and social expectations
- ◆ Sexualized environment

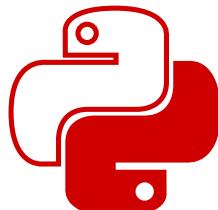


# Initiatives



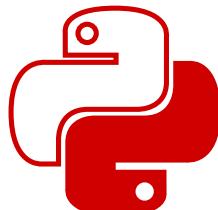
# WikiProject: Women in Red

WikiProject Women in Red (WiR), a WikiProject whose objective is to turn "redlinks" into blue ones within the project scope. The project scope includes women -real and fictional- their biographies and their works, broadly construed.



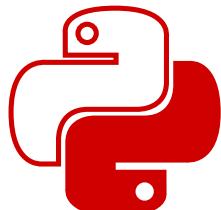
# WOMOZ

- ◆ Women & Mozilla ("WoMoz") a community composed of members from different Open Source projects.
- ◆ Mainly dedicated to improving women's visibility and involvement in Free/Open Source and Mozilla, and to increase the number of women contributors.
- ◆ Anyone can participate

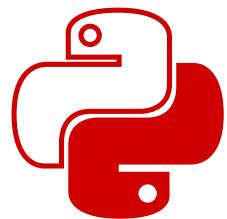


# You can find us in

- womoz.org
- Facebook: WoMoz
- IRC Channel: #womoz
- Telegram: WoMoz
- Mailing List

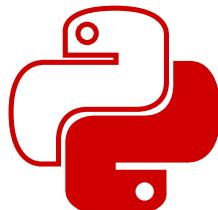


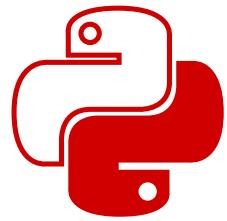
# Fedora Women



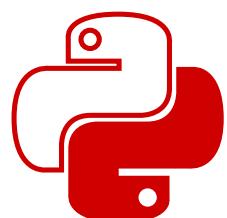
# Mission Statement

- Provide a forum for women in the Fedora Community.
- Provide a stronger voice for the women of the Fedora Community.
- Avoid segregation.
- Have fun!





# This event was organized by the Diversity Team



# Communication Channels

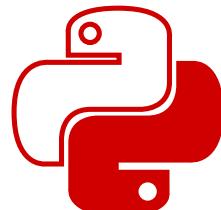
- Join our mailing list:

<https://lists.fedoraproject.org/admin/lists/diversity.lists.fedoraproject.org/>

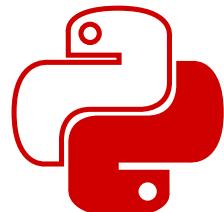
- Use pagure:

<https://pagure.io/fedora-diversity>

- You're invited to join our biweekly meetings on Wednesday at 1:00 (pm) in #fedora-diversity channel on FreeNode.

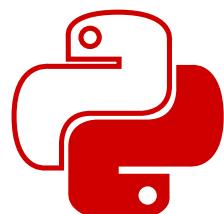


Don't you think  
I forgot something?

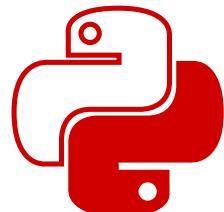


django girls

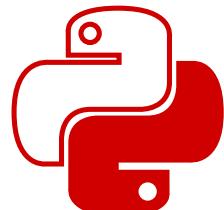
pyladies



# Opportunities



# GNOME Outreach Program for Women





# LADIES!

HAVE A SCHOOL SUMMER BREAK  
DECEMBER 2011 - MARCH 2012?

**KICK IT UP A NOTCH!**  
Work on a cool Linux desktop!

DEC 12 - MAR 12  
PROGRAM DATES  
**OCT 31**  
APPLICATION DEADLINE

**\$5000**  
STIPEND (USD)

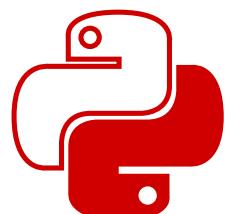
[www.GNOME.org](http://www.GNOME.org)  
LEARN MORE & APPLY!

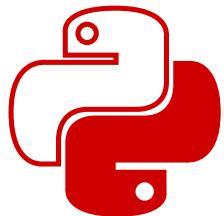


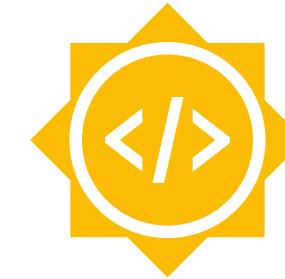
Use your skills in programming, graphic design, documentation, or marketing, working with an experienced mentor.

.....  
Work remotely from home while collaborating within a world-wide free software community!

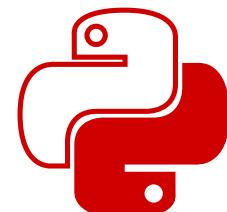
Open to all interested women available for a full-time internship.





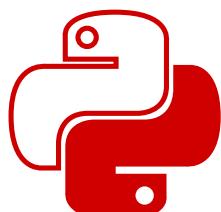


# Google Summer of Code



Google Summer of Code is a global program focused on bringing more student developers into open source software development.

Students work with an open source organization on a 3 month programming project during their break from school.



# How It Works



## Apply

Interested students propose a project to work on.



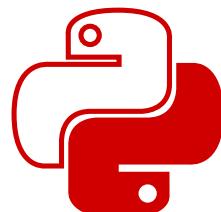
## Code

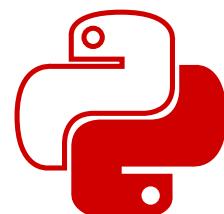
Accepted students spend the summer coding with guidance from a mentor.



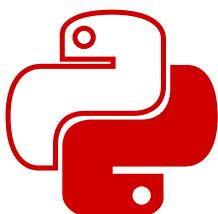
## Share

Submit your code for the world to see!





Wikimedia Foundation	PHP   Javascript   MediaWiki	1	2 / 6	3 / 3	accepted
AFDC League Management System	Ruby on Rails   Docker   Bootstrap   Javascript   CSS Design	1	0 / 2	0 / 4	accepted
Rust - reproducible builds	Rust	1	0 / 0	0 / 1	accepted
Rust - SemVer compatibility tool	Rust	1	0 / 0	0 / 0	accepted
scikit-image	image processing   image analysis   Python   SciPy scientific Python   linear algebra   Matlab   computer vision	7	2 / 8	0 / 6	accepted
SoundDrop	ReactNative   Javascript   Mobile   Rails	2	0 / 4	1 / 4	accepted
Nextcloud	PHP   Javascript   jQuery   HTML   CSS   SCSS   UX design   Front-end   SQL   MySQL   SQLite   security decentralization   WebDAV	5	0 / 6	0 / 1	accepted
Serverless Framework	JavaScript   Infrastructure   Serverless   Deployment Packaging	5	1 / 0	0 / 2	accepted
Susi AI Server	AI   machine learning   rules based AI   personal assitant	5	0 / 3	1 / 3	accepted
Draft.js Plugins	Rich text editing   JavaScript   Draft.js   React   CSS	4	0 / 1	0 / 2	accepted
loklok	Java   HTML   Javascript   CSS   Elastic   Kibana   JSON	1	0 / 4	0 / 1	accepted
PushType CMS	ruby   rails   javascript   vuejs   cms	2	1 / 1	0 / 3	accepted
styled-components	javascript   css   react	1	0 / 1	0 / 5	accepted
Flask	python   http	4	0 / 5	2 / 8	accepted
Discourse	ruby   rails   api	1	0 / 3	0 / 0	accepted
FOSSASIA Open Event	python   flask   open event   event management   javascript json   APIs	1	0 / 5	0 / 3	accepted



## FOSSASIA Open Event

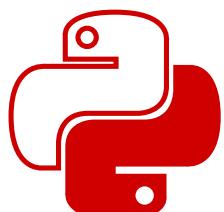
Mentor	Hong Phuc Dang (hpdang)
Project Website	<a href="https://github.com/fossasia/open-event">https://github.com/fossasia/open-event</a>
Project Repository	<a href="https://github.com/fossasia?utf8=%E2%9C%93&amp;q=open-event&amp;type=&amp;language=">https://github.com/fossasia?utf8=%E2%9C%93&amp;q=open-event&amp;type=&amp;language=</a>
Suitable for Beginners?	no
Tags	<a href="#">python</a> <a href="#">flask</a> <a href="#">open event</a> <a href="#">event management</a> <a href="#">javascript</a> <a href="#">json</a> <a href="#">APIs</a>
State	accepted
Applications (1st Choice)	5
Applications (2nd Choice)	3
Code of Conduct	<a href="http://coc.fossasia.org">http://coc.fossasia.org</a>
License	GNU Affero General Public License 3.0 (AGPL-3.0)

### Project Description

Open Event is a project of the FOSSASIA community and used for events such as the FOSSASIA summit.

### Open Event

The Open Event Project offers event managers a platform to organize all kinds of events including concerts, conferences, summits and regular meetups. The components support organizers in all stages from event planning to publishing, marketing and ticket sales. Automated web and mobile apps help attendees to get information easily.

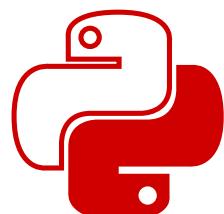


## TIMELINE



- ★ 20 Nov-31 Jan: Call for Projects
- ★ TBA: Crowdfunding opens
- ★ 01 Feb: Applications open
- ★ 08 Mar: Applications close
- ★ 01 May: Acceptance letters
- ★ 01 Jul: Kickoff RGSoC 2017!

Teams are made of:  
2 people  
1 mentor  
2 coaches or more  
2 projects/team  
Winners get 3 months of internship



# ★ Team Codeaholics (Nextcloud)

Starts On July 01, 2017  
Finishes On September 30, 2017  
Last Activity July 05, 2017

## Sources

- <https://github.com/nextcloud/contacts>
- <https://github.com/nextcloud/documentation>

## Students



Jona Azizaj



Xheni Myrtaj

## Coaches



Aldo Ziflaj

Confirmed



Joas Schilling

Confirmed



Morris Jobke

Confirmed

## Mentors



Jan-Christoph Borchardt



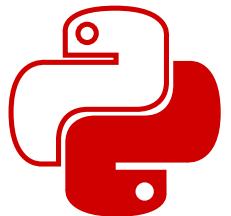
## Supervisors

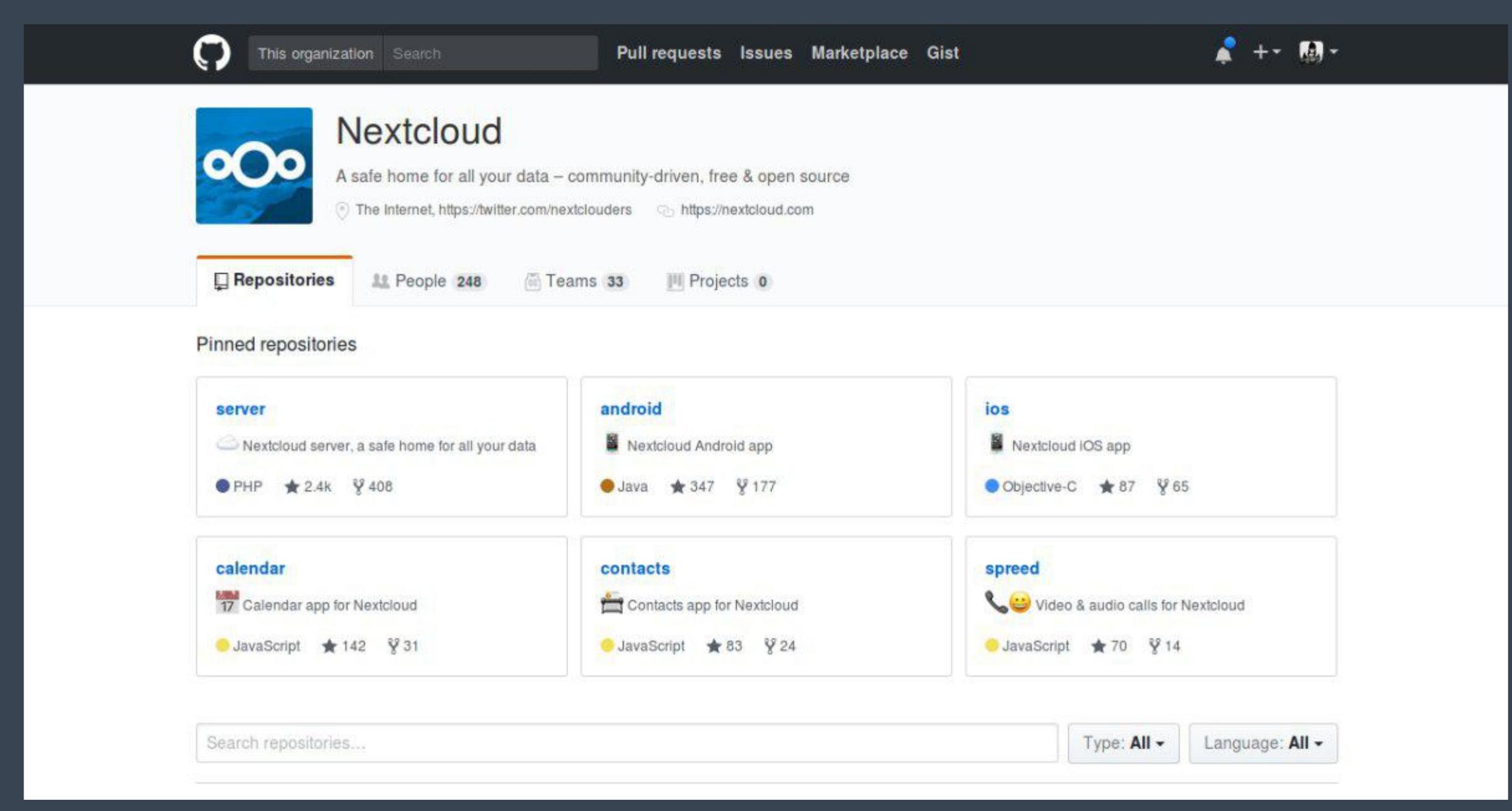


Benedikt Deicke

## Activities

July 05, 2017





The screenshot shows the GitHub organization page for Nextcloud. At the top, there's a navigation bar with links for "This organization", "Search", "Pull requests", "Issues", "Marketplace", and "Gist". On the right side of the header are icons for notifications, a plus sign, and a user profile.

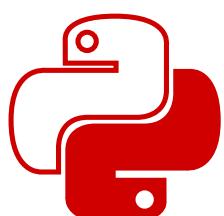
The main title is "Nextcloud" with a blue logo featuring three white circles. Below the title is the tagline "A safe home for all your data – community-driven, free & open source." and links to "The Internet" and the official website "https://nextcloud.com".

The navigation menu includes "Repositories" (selected), "People 248", "Teams 33", and "Projects 0".

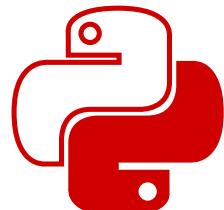
The "Pinned repositories" section displays six repositories:

- server**: Nextcloud server, a safe home for all your data. PHP, 2.4k stars, 408 forks.
- android**: Nextcloud Android app. Java, 347 stars, 177 forks.
- ios**: Nextcloud iOS app. Objective-C, 87 stars, 65 forks.
- calendar**: Calendar app for Nextcloud. JavaScript, 142 stars, 31 forks.
- contacts**: Contacts app for Nextcloud. JavaScript, 83 stars, 24 forks.
- spreed**: Video & audio calls for Nextcloud. JavaScript, 70 stars, 14 forks.

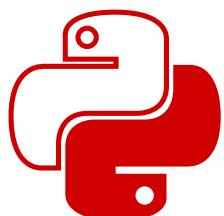
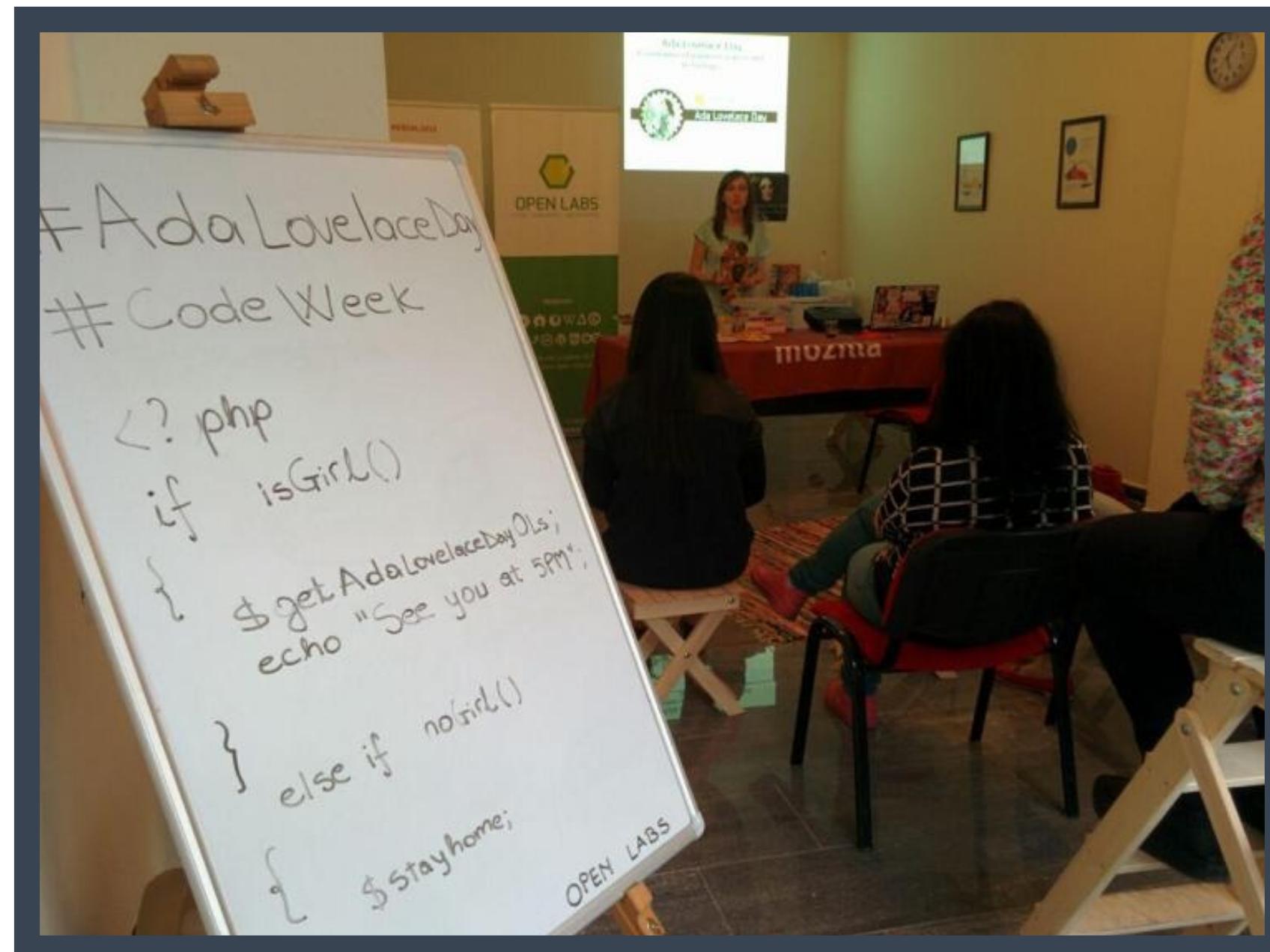
At the bottom of the pinned repositories section are search fields for "Search repositories..." and filters for "Type: All" and "Language: All".



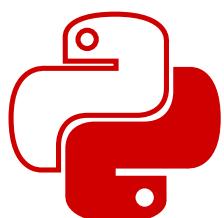
And how is the situation like in our  
community in Albania



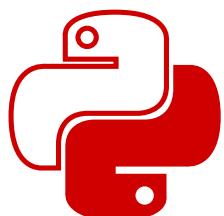
# Ada Lovelace Day @ Open Labs Hackerspace



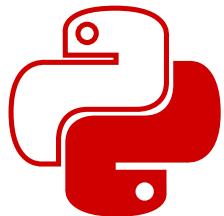
# Mozilla Weekend in Tirana



# Fedora Loves Python Meetup

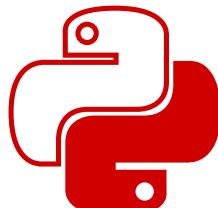


# OSCAL 2017

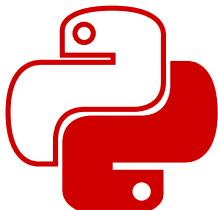


# Open Source Conference Albania (OSCAL)

- More than 400 participants every year;
- The biggest international tech conference in Albania;
- 48 hours featuring more than 50 speakers (local and international), workshop hosts info booths and meetups;
- Dedicated 100% to free open source software, online privacy and decentralized tech;

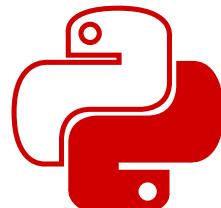


**“ OSCAL showed how girls can rock IT-subjects and that Free Software is a socially important and empowering topic for everyone. ”**



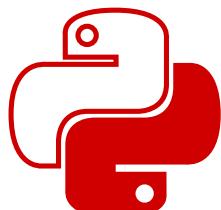
# Main reason:

- Educational system
- The desire to discover new things
- Seen as a field where you can easily find a job

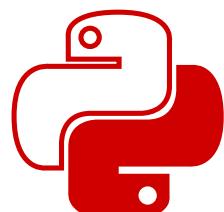


# How to encourage women

- ✓ Recruit Diversity
- ✓ Create Code of Conduct
- ✓ Value all contributions
- ✓ Organize Events/ Conferences



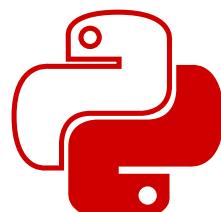
Creating a hub called “Open Diversity”  
that aims to have more inclusion  
in open source.



## “Open Diversity”

Online platform where all these initiatives/communities will exchange and share their experiences:

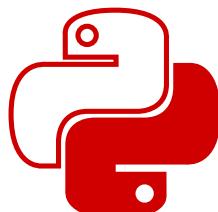
1. Wiki: documentation
2. Mailing list: online communication
3. Curated content: podcast, blogposts, interviews etc



# “Open Diversity”

## Offline activities:

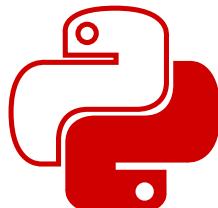
- Organizing a big conference in Tirana dedicated only to Diversity in Open Source.
- Meetups in different countries with people who share same interests and ideology.

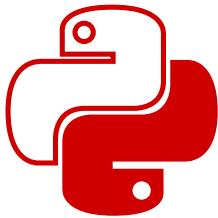


# We already have samples

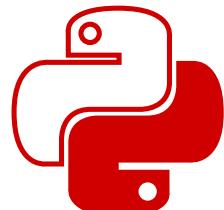
Website: [opendiversity.tech](http://opendiversity.tech)

Two first podcasts with women  
sharing their personal experience.



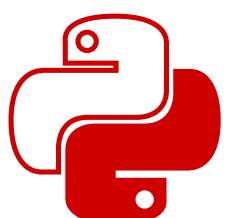


20th of May we organized the first event done by Open Diversity dedicated only to women



# opendata.tirana.al hackathon

fuzuar nga projekti **Open Diversity**



# THANK YOU!

## QUESTIONS?

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