Inclusion & Diversity
in Open Source Projects

opensourcediversity.org

@osdiversity   #opensourcediversity

The Gender Gap is one of the most talked topic since forever, **and still a Gap.**

1 – 11 %

GitHub Open Source Survey

95% of respondents are men
just 3% are women

Some answers:

- Half of contributors say that their open source work was somewhat or very important in getting their current role.

- Open source work helps people build their professional reputation.

- Improving contributor representation can help create a more representative tech sector overall.

Wikipedia: Gender bias on Wikipedia

Wikipedia editors are predominantly male

90% 9% 1%

Male
Female
Transsexual
Transgender
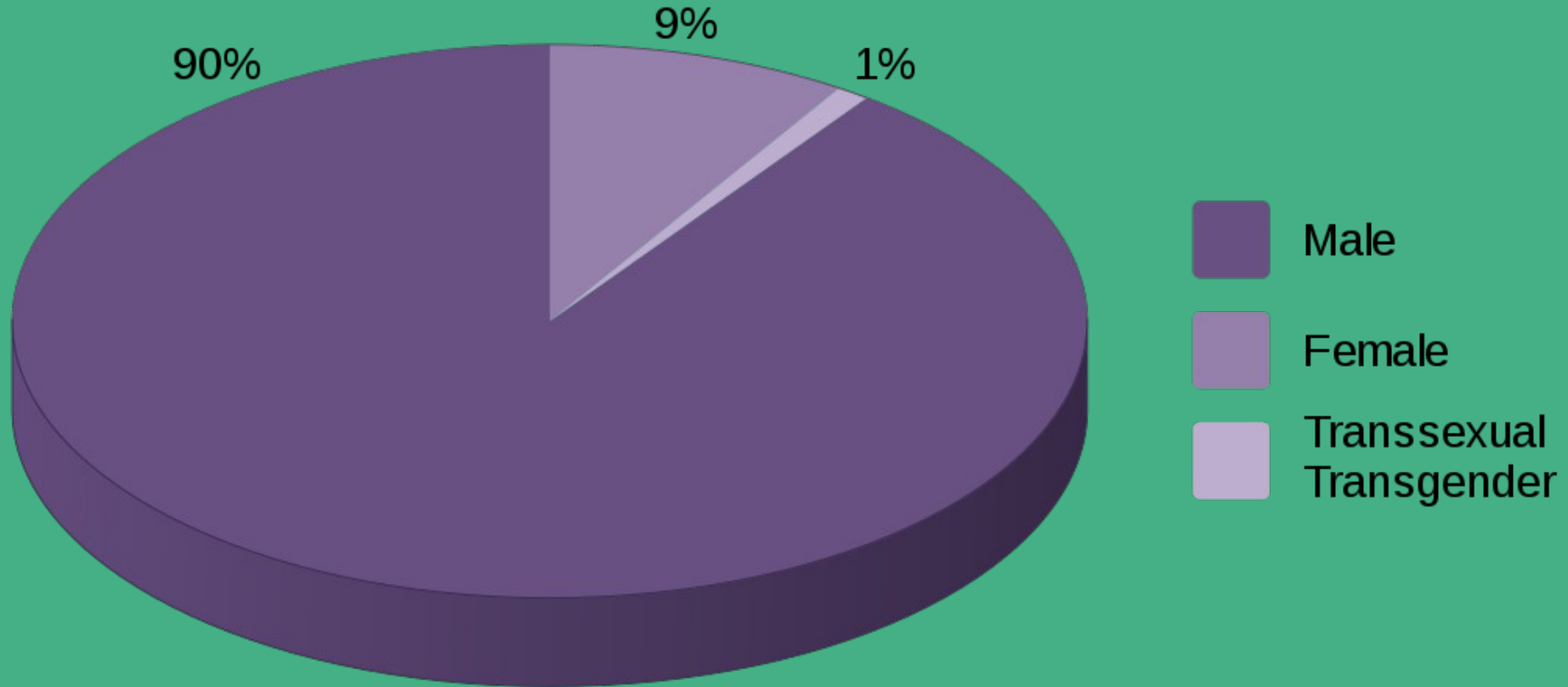
Racial bias on Wikipedia

Wikipedia content suffers from the bias of its editors: mainly technically inclined, English-speaking, white-collar men living in majority-Christian, developed countries in the Northern hemisphere.

Gender identity
Sexual orientation
Ethnicity
Ability
Age
Even skill level or technical affinity

Diverse teams work better

Harvard Business Review   McKinsey   Stanford Business   Inc.com

But why… ?

Issues:

- Invisibility

  "People often speak or act as if women don't exist at all. Don't make statements about women as if there were none present."

Issues:

- Exceptionalism

*"Often, women are treated as rare and special creatures. **("OMG a girl!")** This can be very awkward and disconcerting for the woman who is treated this way."*

Issues:

< It felt like I was hyper visible and invisible at the same time>
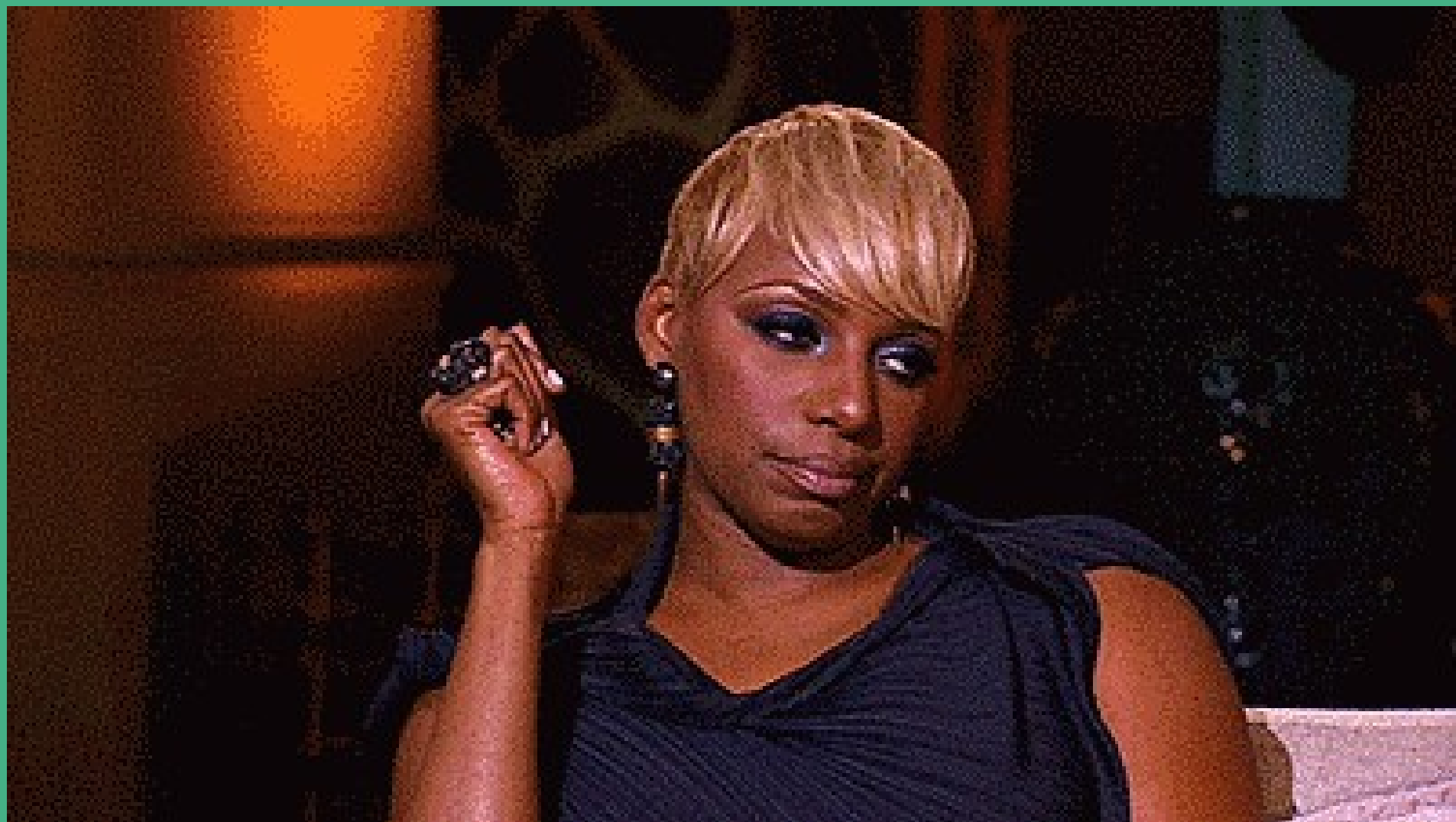
Issues:

- Social expectations

STEREOTYPES

Prove it.
Do you even know what the command line is?

New research shows that software coding changes suggested by women had higher approval ratings than those from men...

But...

ONLY if their gender was not identifiable.

How we can improve

GitHub Open Source Survey 2017

- Rudeness

  45% witnessed, 16% experienced

- Name calling

  20% witnessed, 5% experienced

- Unwelcoming language or content

  women 25%, men 15%

21% of people
who experienced negative behavior
stopped contributing to the project

Code of Conduct

Contributor Covenant

Feedback Guidelines

- **Ask, don't tell**   "Why did you decide to…?"

- **Be specific**   "When you are calling the…"

- **Explain yourself**   "Check out this blog post"

- **Offer solutions**   "Maybe try…"

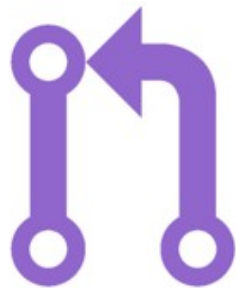- **Avoid Hyperbole**   "Never", "No" & "Don't"

- **Use emojis!**   😍🖤😐😝🤓😋😊😰

DOCUMENTATION increases DIVERSITY

DIVERSITY increases DOCUMENTATION

good first issue

Women are more likely to seek out help directly (29% vs 13%) from people they already know well (22% vs 6%), rather than ask for help from strangers in a public forum.

Change agent: Outreachy

OUTREACHY

MENTORSHIP & INTERNSHIPS IN
FREE & OPEN SOURCE SOFTWARE
MAKE A DIFFERENCE!

Support software freedom!

December 6 - March 6 internships
open internationally to all women (cis and trans), trans men, and genderqueer people;
also open in the U.S. to all Black/African American, Hispanic/Latin@, American Indian,
Alaska Native, Native Hawaiian, and Pacific Islander people.

Rails Girls Summer of Code

Change agent: Python community

D&I in Open Source Community Calls

Future Calls

Would you like to nominate, or self-nominate a speaker for this call? Please use this form⧉, or email eirwin at mozilla dot com

- June 6th We See you! Inclusive Communities & Events ᵐ
- June 27th 'Open Governance' - governance topics with a lens on inclusion by Open Source Archetype⧉;
- July 14th (Time & Speaker TBA) talk streamed from Mozilla Portland office, to coincide with the Community Leadership Summit⧉.

Past Calls

- May 2nd, "All Things 'Code of Conduct' ᵐ"
- April 4th, 9AM PDT (Covert to local time⧉) "**Diversity & Inclusion in Open Source (all topics)**", Etherpad Agenda⧉, Streaming Link, Live Captioning
- February 28th, 9AM PST (Convert to local time⧉) Agenda Etherpad⧉ , Streaming Link⧉, Live Captioning⧉

wiki.mozilla.org/Diversity_and_Inclusion_for_Communities_and_Contributors

Find Your Women Speakers

SPEAKERINNEN.ORG

SIGN UP NOW!

Diversity Tickets

Awards program honors women making significant contributions to open source

Open Source Diversity

For more diversity & inclusion in free & open source software communities 😊

Questions?

https://opensourcediversity.org/
https://discourse.opensourcediversity.org/

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