

Women in Open Source Open Fest ‘16

Presented by:

- Kristi Progri
- Jona Azizaj
- Suela Palushi



Hi, I'm Kristi

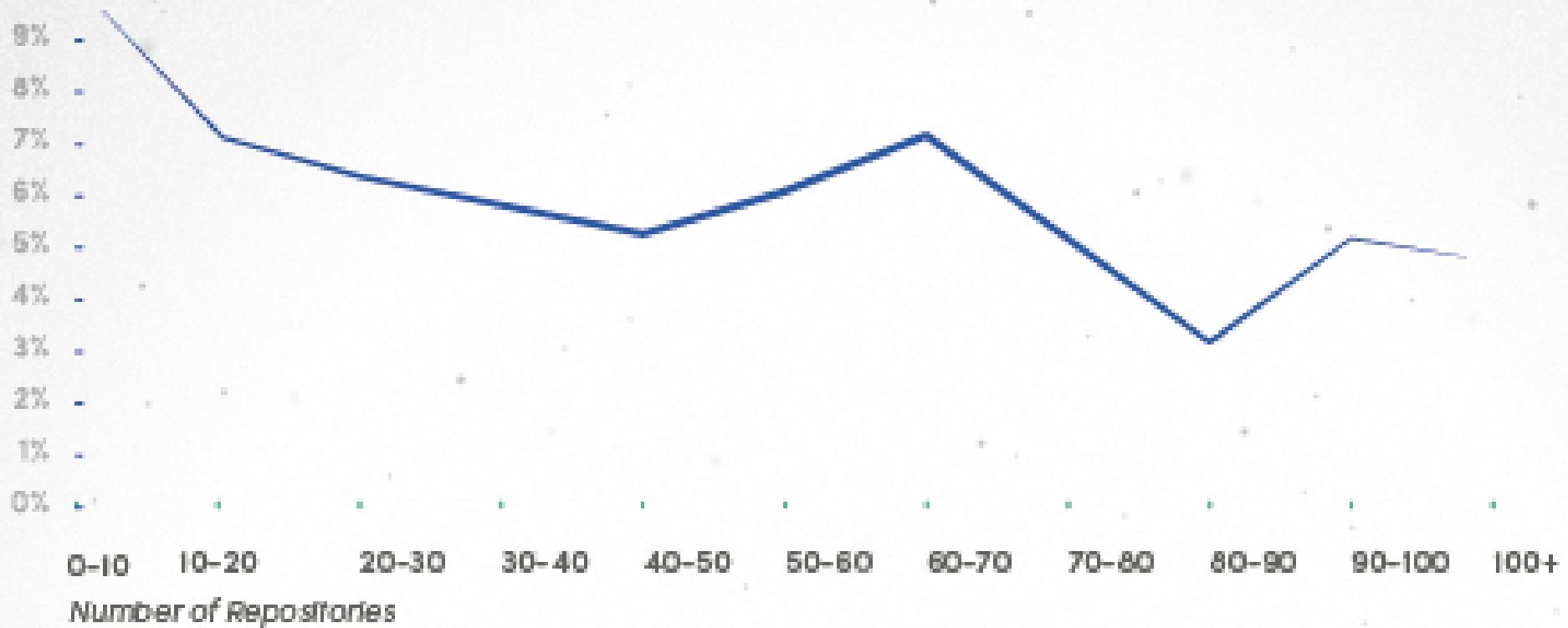
- Mozilla Tech Speaker and Mozilla Representative
- Open Labs Hackerspace Chairwoman
- SitePoint Author
- International Affairs & Diplomacy Graduate

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.

Percent Female Users by Number of Repositories



#of Repositories	Male	Female	%Female
0-10	3223	296	8.5%
10-20	4792	295	5.8%
20-30	2757	156	5.4%
30-40	1301	66	4.8%
40-50	787	36	4.4%
50-60	463	23	4.7%

Issues

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

Initiatives

WOMOZ



We have our lovely <3 WOMOZ <3

- ◆ 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

Mozilla Manifesto

Share this

{ OUR 10 Principles }

01

The Internet is an integral part of modern life—a key component in education, communication, collaboration, business, entertainment and society as a whole.

02

The Internet is a global public resource that must remain open and accessible.

Womoz is a very active group, full of ideas, things to do, discussing different topics and we do all support each other a lot.

One of the key to our success is that:

“We are everywhere, in the same time.”

You can find us in:

- Womoz.org
- Facebook (WoMoz)
- Irc channel #womoz
- Telegram (WoMoz)
- Telegram Mozilla Reps
- Mailing list
- In your country

As you can see one of our strongest point
is, communication, collaboration, and
Transparency.

Do we face problems for doing “boys” stuff Only?

To answer this question I have asked
members (part of WoMoz) from all around
the world, and here are the results:



Dian Ina Mahendra

I had some problems in the office before, but I can't never tell whether the discrimination happened because I'm a woman or simply because they're not smart enough to understand me.

It's really difficult to make judgement in a situation like this.



Kelimutu

ε

The stigma that "woman is no better than man in term of technology" is still quite strong here in Indonesia. And it will never end if we (woman) is still lack of confidence to enter technology industry. The discrimination is there, and we must strong enough if we want to stay in this industry, just like what JF said in her post.



Shagufta Methwani

9:04:

@kelimuttu that's absolutely right.

And I think inspite of the problems that exist like unequal pay and all those which indeed need to be fixed, the actual reason might be, that women actually themselves CHOOSE not to go into tech. It might be because they aren't very confident, or they always fear if they would be wrong.... But also, because technology seems like a boring area for many women, the way it is portrayed as if it is only for nerdy guys .. Even parents dont understand the importance of tech subjects or courses or careers... And basically it isnt presented as a very attractive career for girls . Probably if that is changed(probably through media or something) there MIGHT be more women into it, who knows..

9:04:

And coming to the actual point, women in opensource indeed do face many problems.. there are just presumptions.. We are just underestimated.. And the worst part, women actually accept that.

9:09:

Hi, I'm Jona

- Business Informatics Student at the University of Tirana
- Open Labs Hackerspace Board Member
- Fedora Ambassador
- The Document Foundation Member

Fedora Women

Fedora Women



Promoting women's involvement in the Fedora Project

IRC

#fedora-women  on
irc.freenode.net 

Mailing list

[Mail !\[\]\(898a81de9c4aff71234b2158571b7213_img.jpg\)](#) • [Subscribe !\[\]\(915bb71eb495dc1b070cd862fa4f6fc6_img.jpg\)](#) • [Archives !\[\]\(3cdaf7bd95771813e2084bc9e4f0130d_img.jpg\)](#)

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!



Fedora Women is open to any woman who is looking for a supportive group within the Fedora Community.

For this reason, involvement with the Fedora Project - whether as a user or a contributor - is strongly encouraged.

New to Fedora?

Subprojects and Team

- Ambassadors
- CommOps
- Design
- Documentation
- EPEL
- Infrastructure
- Internationalization
- Localization
- Marketing
- Magazine
- Package Maintainers
- Quality Assurance
- Websites

GNOME Outreach Program for Women

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.

OCT 17

APPLICATION DEADLINE

\$5500

STIPEND (USD)

OUTREACHY.ORG

LEARN MORE & APPLY

FREE & OPEN SOURCE ORGANIZATIONS THAT PARTICIPATED IN THE PAST INCLUDE:

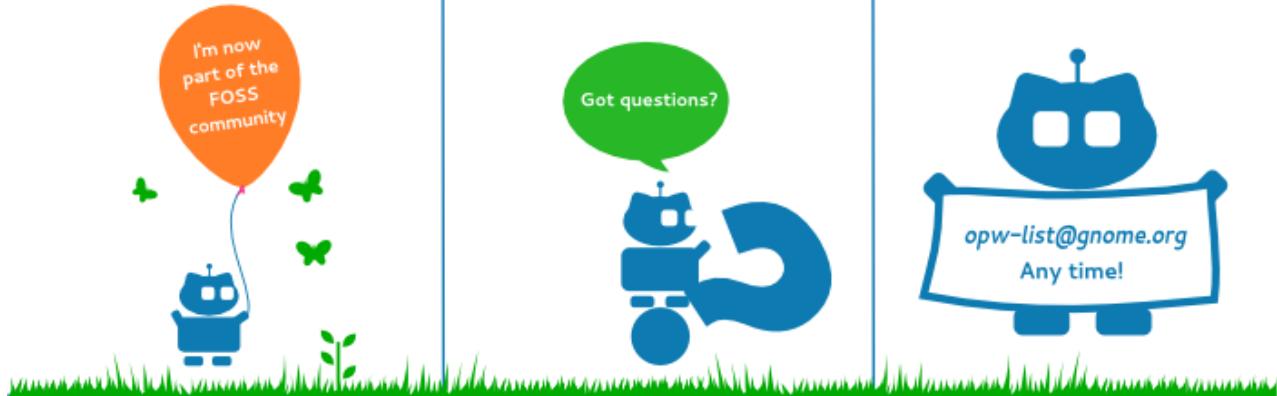


mozilla

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

Work remotely from home while collaborating within
a world-wide free & open source software community.





Google Summer of Code

**WOMEN
in
COMPUTING**

Women Contributors

- Design Team: Mairin Duffy, Maria Leonova, Marie Nordin
- Fedora Diversity Adviser: Maria “tatica” Leandro
- Localization/ Globalization Team: Noriko Mizumoto
- Magazine/CoomOps: Sylvia Sanchez
- Outreach applicants: Bee, Keerthana, Devyani, Marie, Karen
- Fedora Project Leader: Robyn Bergeron

Fedora Women Day 2016
July 15, 2016



We want to have an
inclusive community...

Diversity Team



Diversity Panel @FLOCK 2016



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 weekly meetings on Thursday at 3:00 (pm) in #fedora-diversity channel on FreeNode.

Hi, I'm Suela

- Business Informatics Graduate Student
- Msc Information Systems Student
- Open Labs Hackerspace Member
- Fedora Contributor
- Consultant at PhpList

And how is the situation like in our
community in Albania ->

OSCAL 2016



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

Ada Lovelace Day @OpenLabsHackerspace



Mozilla Weekend in Tirana



Fedora Meetup



Wiki Loves Maps



Mbështet:

GPL CC W L

... dhe shumë projekte të tjera
free libre open source

www.openlabs.cc info@openlabs.cc

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

Thank you! :)

Questions?

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suela@phplist.com