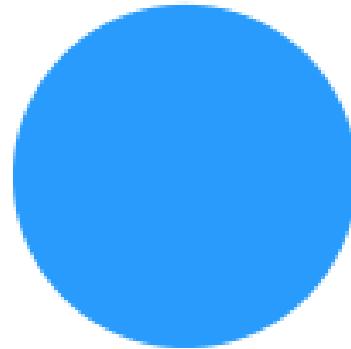


Women in Tech



ITALIA
campus
party



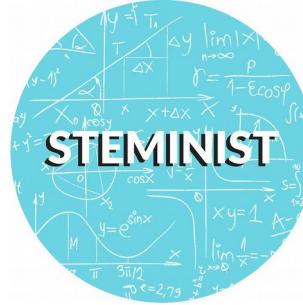
Ciao



<about-me>

- Open Labs member and OSCAL co-organizer
- FLOSS advocate
- Fedora, LibreOffice, Nextcloud contributor
- RGSoC alumna and mentor
- GSoC mentor for Fedora
- Open Source Diversity founder
- Collaboran

</about-me>



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



GitHub Open Source Survey (2017)

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.

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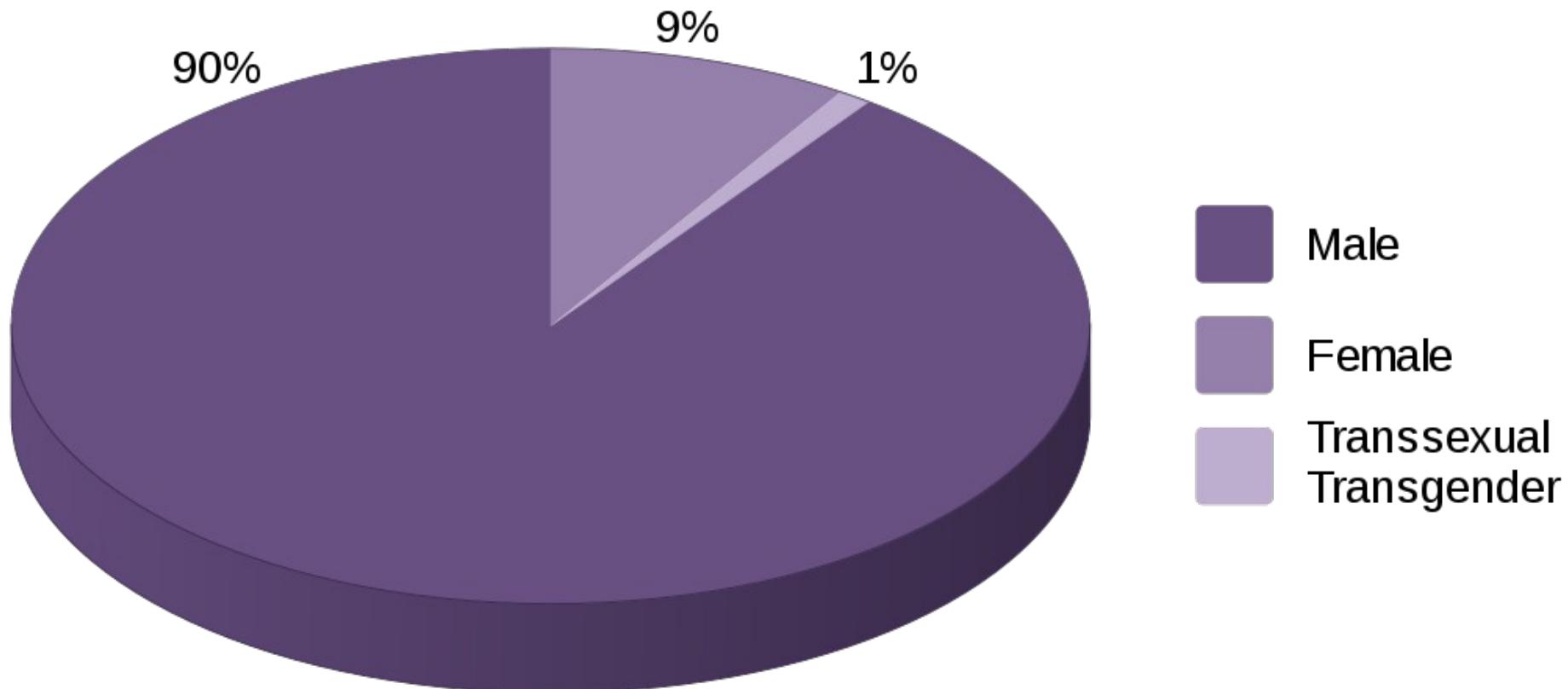
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- Open source work helps people build their professional reputation.

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





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.



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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:

- Invisibility
- 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:

- Invisibility
- Exceptionalism
 - < It felt like I was hyper visible and invisible at the same time>

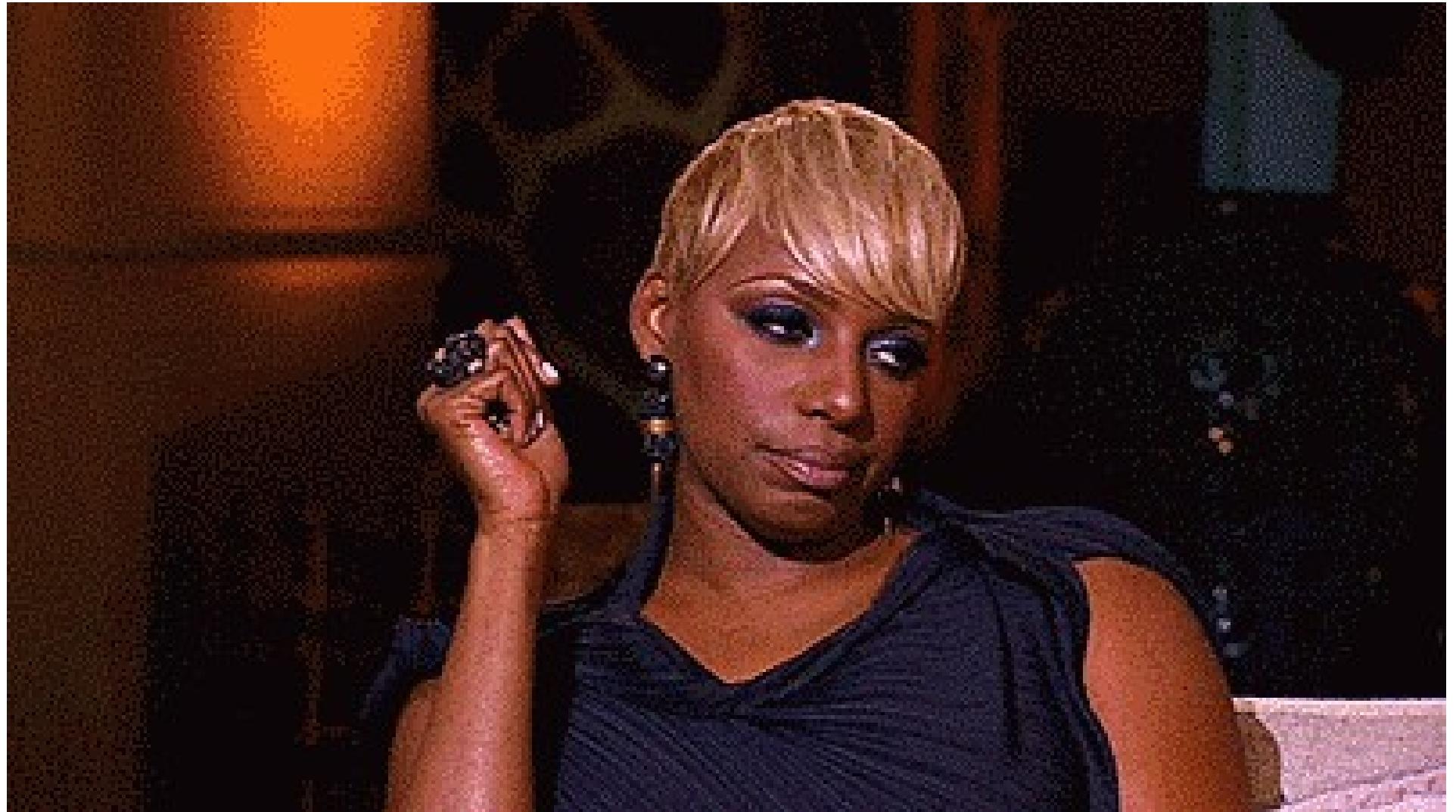
Issues:

- Invisibility
- Exceptionalism
 - < It felt like I was hyper visible and invisible at the same time>
- 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

GitHub Open Source Survey 2017

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 - 20% witnessed, 5% experienced

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
- Explain yourself
- Offer solutions
- Avoid Hyperbole
- Use emojis!

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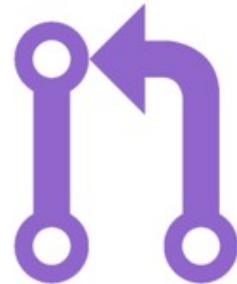
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good first issue



**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↗](#).

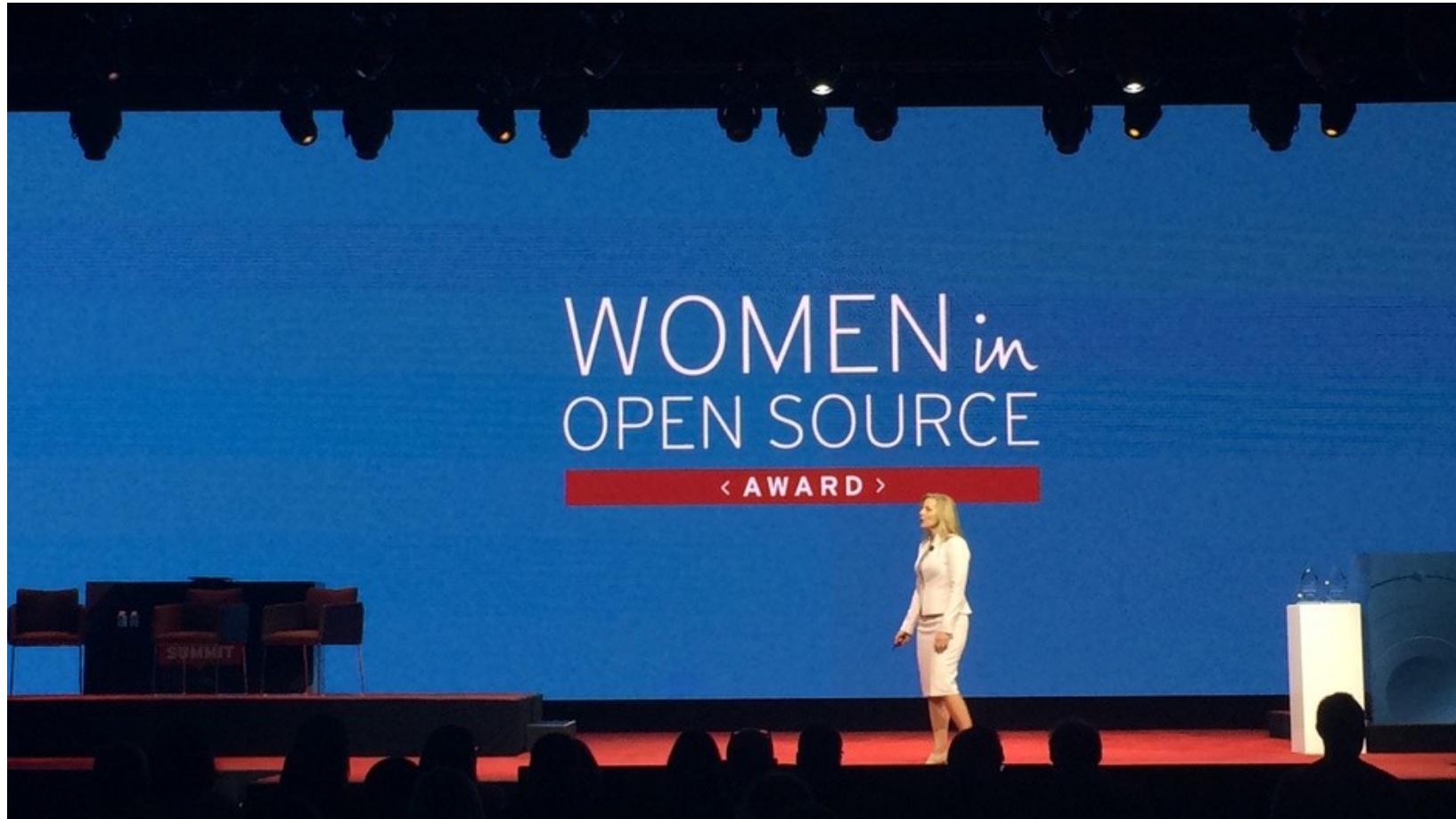
Past Calls

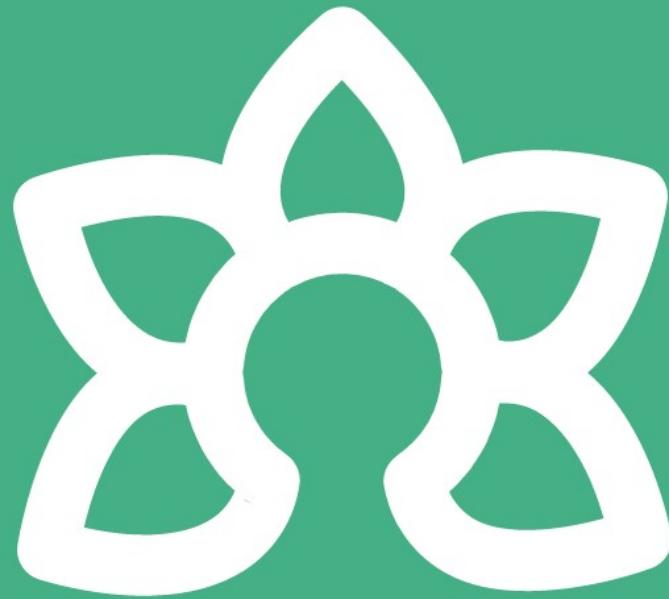
- May 2nd, "All Things 'Code of Conduct' [m](#)"
- April 4th, 9AM PDT ([Covert to local time↗](#)) "Diversity & Inclusion in Open Source (all topics)", Etherpad [Agenda↗](#), Streaming Link, Live Captioning
- February 28th, 9AM PST ([Convert to local time↗](#)) Agenda [Etherpad↗](#) , [Streaming Link↗](#),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



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 😊

Still wondering why should you contribute to open source?

- you'll have fun



- you'll have fun
- improve your skills



- you'll have fun
- improve your skills
- build a profile that could help your career



- you'll have fun
- improve your skills
- build a profile that could help your career
- meet like-minded people



- you'll have fun
- improve your skills
- build a profile that could help your career
- meet like-minded people
- **find terrific mentors**



- you'll have fun
- improve your skills
- build a profile that could help your career
- meet like-minded people
- find terrific mentors
- **and more...**



Not to worry!

There are all sorts of ways to get involved with an open source project.

▲ Make yourself visible!

► Be a role model!

◀ Support others!

We Can Do It!



Jeanne R. Miller



Questions?

PLEASE DON'T

A photograph of a young girl with blonde hair, looking upwards with a slightly strained expression. Her hands are held near her ears, fingers pointing upwards, as if she is trying to hear something better or is annoyed by noise. She is wearing a light-colored, patterned top.

ASK QUESTIONS

Grazie!

Contact me:

jona@azizaj.com

