

Celebrating 1,000 Outreachy interns



What is Outreachy?

- Outreachy provides internships in **free and open source and open science**.
- Internships for people subject to **systemic bias and impacted by underrepresentation** in the technical industry where they are living.
- Outreachy internships are:
 - 💰 Paid - \$7,000 USD total internship stipend
 - 🌎 Remote - both interns and mentors work remotely
 - ⏱️ 3 months - internships run May to August, or December to March



Celebrate 🎉

1,039
internships

December 2022 cohort



Cameroon celebration



Canada celebration



Kenya celebration



India celebration



Nigeria celebration



Outreachy accomplishments

- 96% internship completion rate
- 80% of alums continue to contribute to FOSS
- 44% of employed alums contribute to open source as part of their job



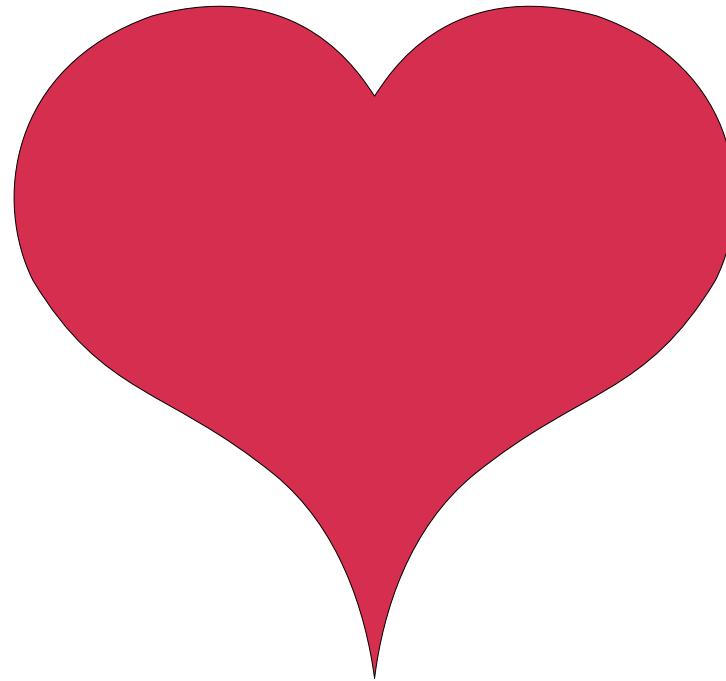
How did Outreachy get here?



Outreachy: Early History



Karen has a big heart



Marina wins the "Pants" Award



Outreachy started for women

- Low number of women in tech:
 - 25% women in USA
 - 34% in India
 - 10-28% in Europe
- 3% women in FOSS
- GNOME GSoC 2006:
0 out of 181 applicants were women



2006: GNOME Women's Summer Outreach Program



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2010 GUADEC

Few women attendees



2010: GNOME Outreach Program for Women



LADIES!

HAVE A SCHOOL SUMMER BREAK
DECEMBER 2010 – MARCH 2011?

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

DEC 15–MAR 15
PROGRAM DATES
OCT 25
APPLICATION DEADLINE



\$4500
STIPEND (USD)
www.GNOME.org
ALARM HOME & 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.

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2010:
8 interns



2010 intern criteria

- "Anyone who identifies as a woman"



2013 intern criteria

- "women (cis and trans), trans men, and genderqueer people"



2015 intern criteria

- Anyone who faces under-representation, systemic bias, or discrimination in the tech industry of their country.



Applicant Essays

- What country will you be living in during the internship?
- Are you part of an **underrepresented group** (in the technology industry of the country listed above)? How are you underrepresented?
- Does your learning environment have **few people who share your identity or background**? Please provide details.
- What **systemic bias or discrimination** have you faced while building your skills?
- What **systemic bias or discrimination** would you face if you applied for a job in the technology industry of your country?



Outreachy: Middle History



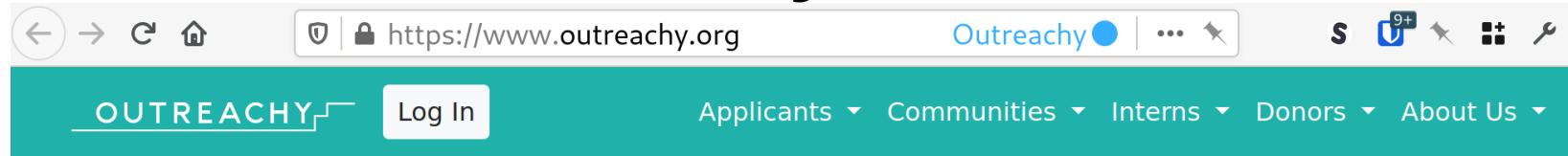
2016: Sage Sharp new Outreachy organizer



CC-BY 4.0 Sage Sharp



2017: Django-based Outreachy website



Outreachy

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Outreachy internships are:

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2018: Anna e so new Outreachy organizer



2018: Outreachy itself becomes a community

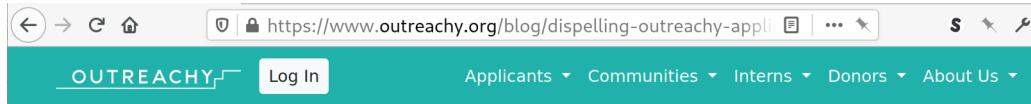


Photo CC BY 2.0 Women in Tech Chat

Outreachy Applicant Doubts

The application period for the December 2018 to March 2019 internship round is now open! The Outreachy organizers have noticed that applicants often have similar doubts about applying to Outreachy internships. This blog post should (hopefully!) help dispel some of those doubts.



2019: Documentation

- Applicant guide
- Community guide
- Sponsorship



Outreachy: Present day



2019-2023: Shift to grant funding



FORDFOUNDATION



AMATEUR RADIO DIGITAL COMMUNICATIONS



Chan
Zuckerberg
Initiative 



2020: Funding for humanitarian open source

- Citizen science
- Climate change
- Privacy for all
- Disaster mapping
- Early education

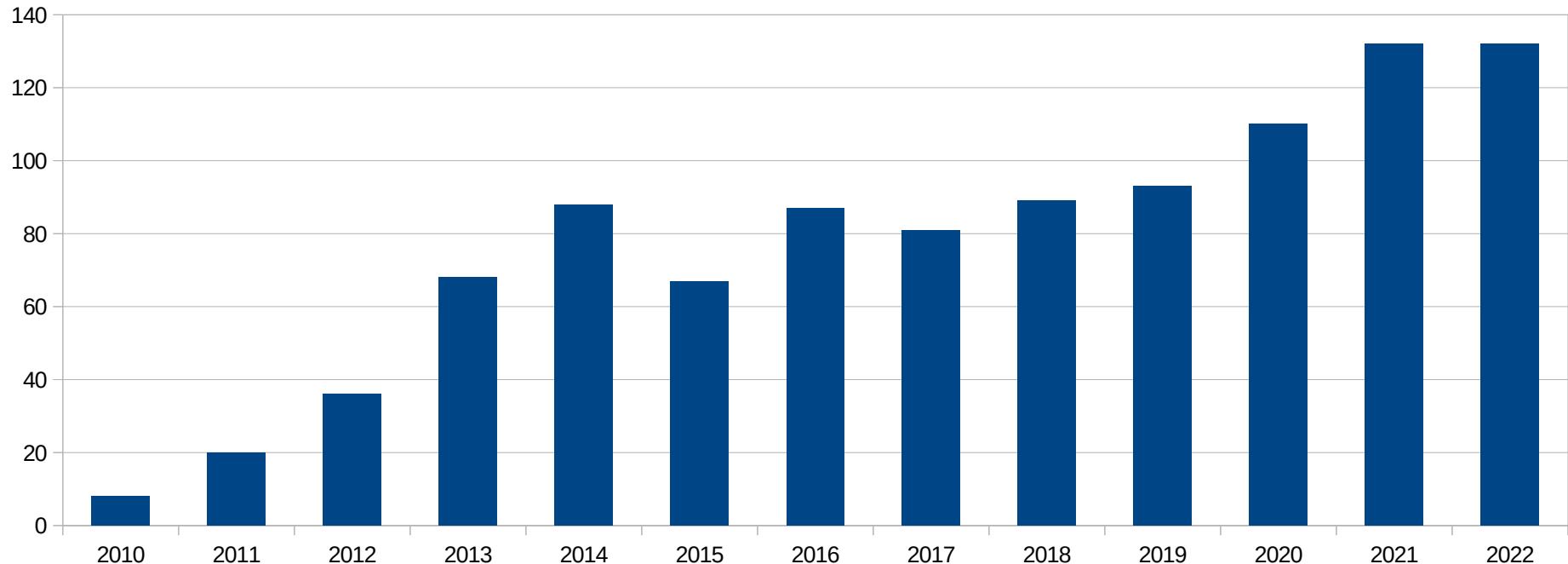


2021: Funding for open science

- Citizen science
- Climate change
- Scientific research -- including COVID research
- Tools and libraries for scientists



Outreachy interns per year



Increased open source presence in Africa

- Outreachy African interns:
 - 0 interns in 2010
 - 23 African interns in May 2023 cohort alone



2022: Omotola new Outreachy organizer



2022: Connecting and promoting

- Video chats with past interns
- Real-time Q&A with applicants
- Interviews with mentors
- Social media: Mastodon, LinkedIn, Twitter, YouTube



2023: Tilda Udufo new Outreachy Organizer



2023

- Virtual and physical Outreachy 1000th intern celebrations
- Increase in mentors who are Outreachy alums
- Dedicated support for mentors and coordinators
- Regular mentor office hours and interactive chat sessions



Future of Outreachy?



Thank you!

- Omotola Omotayo
- Outreachy celebration event organizers
- Outreachy application reviewers
- Volunteers who helped interns with networking skills and career chats
- Conservancy staff including Bradley Kuhn and Rosanne Dimesio
- Zana, GNOME board
- Outreachy Project Leadership Committee - Tony Sebro and Cindy Pallares
- Justin Colannino
- Ropes & Grey
- Red Hat
- Otter Tech
- Owen Taylor
- Jamey Sharp

