



04.28.2019



# Results from the 2019 Diversity Survey

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Diversity and Inclusion WG Chair



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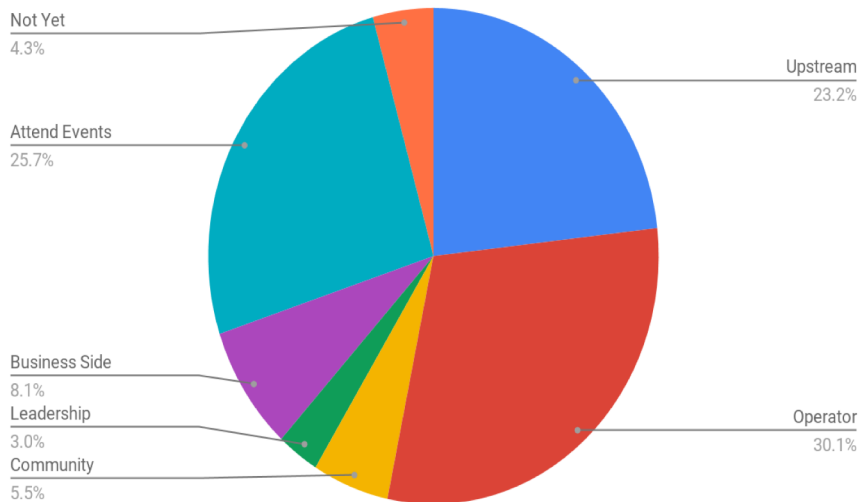
## Diversity Survey by the Numbers

- 2015
  - 537 Survey Participants
  - Over 2000 OpenStack Contributors
- 2019
  - 151 Survey Participants
  - Over 1250 OpenStack Contributors

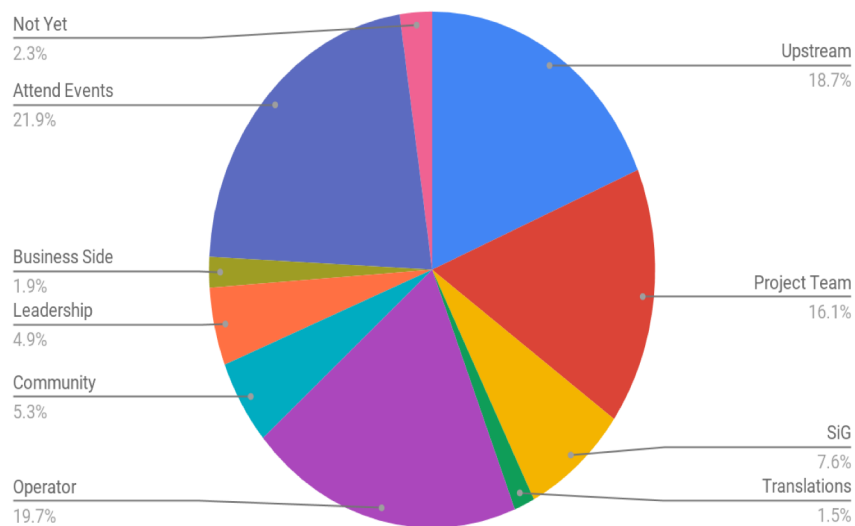


# What are the ways you participate?

2015 Responses



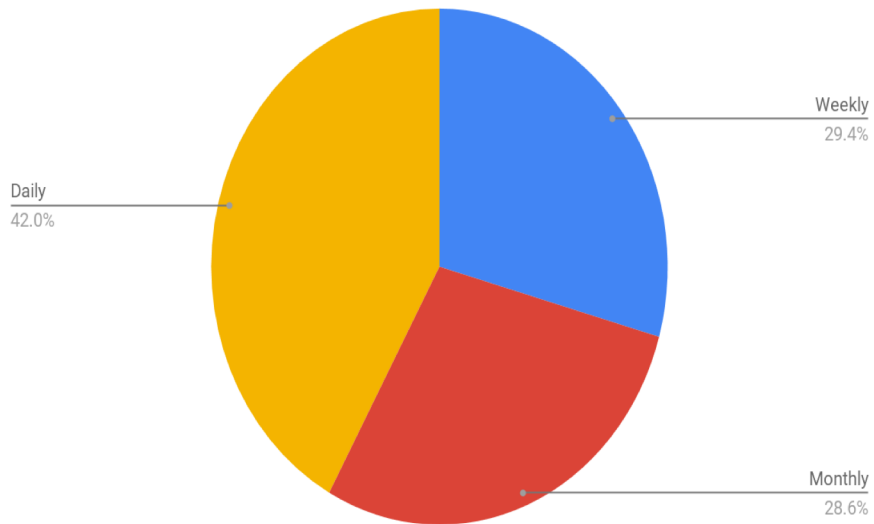
2019 Responses



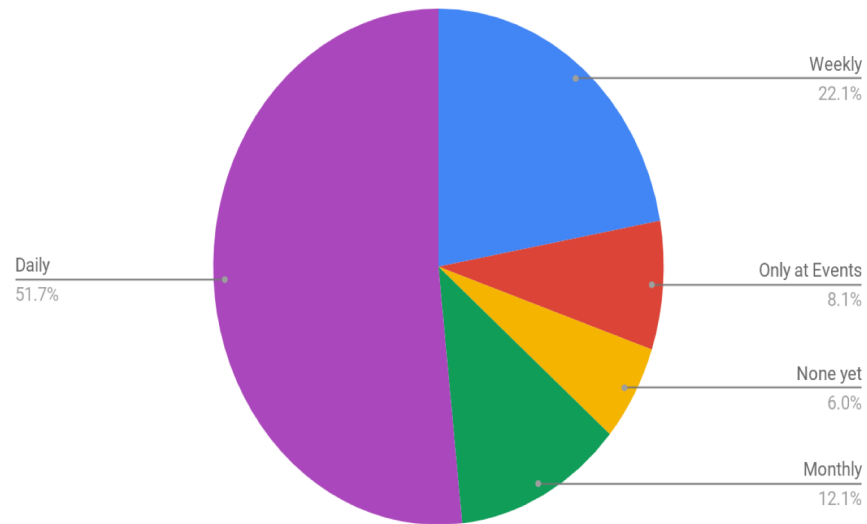


# How Often Do You Interact?

2015 Responses



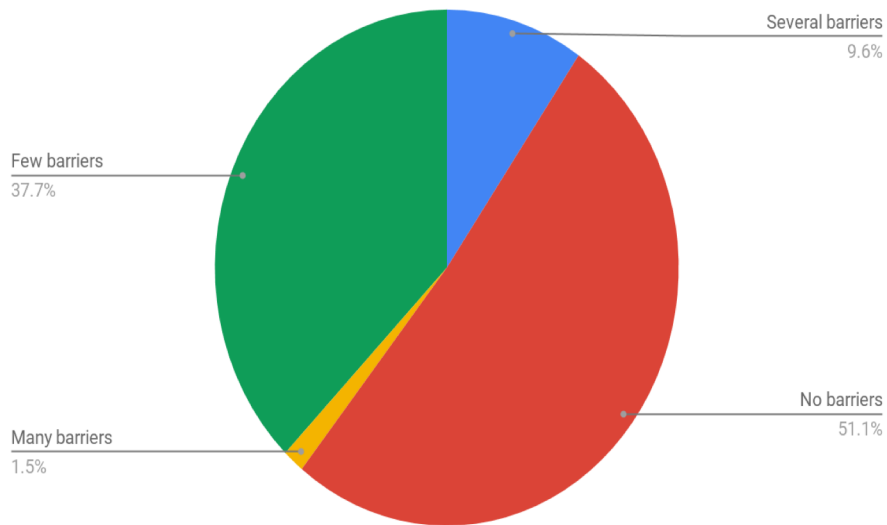
2019 Responses



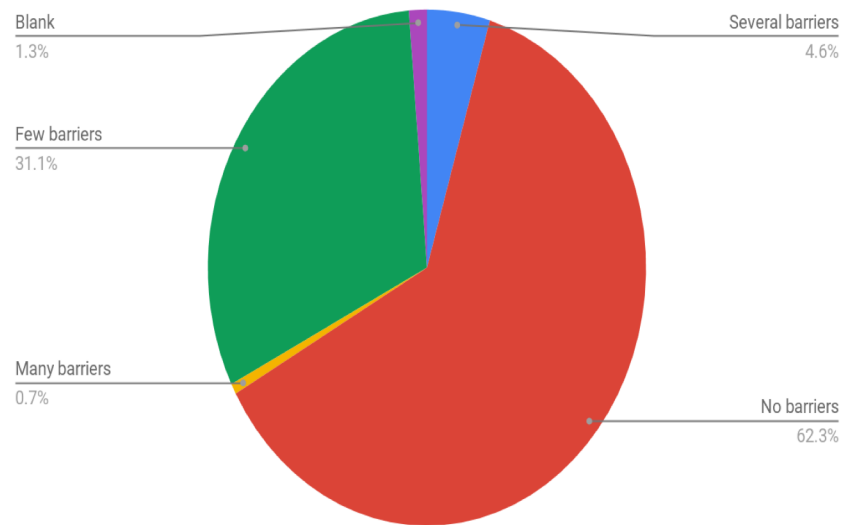


# Do You Face Any Barriers to Participate?

2015 Responses



2019 Responses





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## 2019 What Barriers Have You Faced?

- Geography was mentioned in some context quite a few times.
  - Time Zones for Meetings
  - Distance from events as well as needing VISAs
- Language Barriers
- Technical Barriers
  - Assumed knowledge
  - Silos
  - Not easy to get started
  - Unclear expectations



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## 2019 What Barriers Have You Faced?

- Concerning Comments
  - Cliquish Project
  - Ageism
  - Toxic Masculinity



## Top Countries Where Responders Reside

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- 2015 Top 3 Countries
  - 40.53% USA
  - 9.85% India
  - 4.92% UK
- 2019 Top 3 Countries
  - 54.47% USA
  - 6.50% UK
  - 4.07% Canada, France Germany

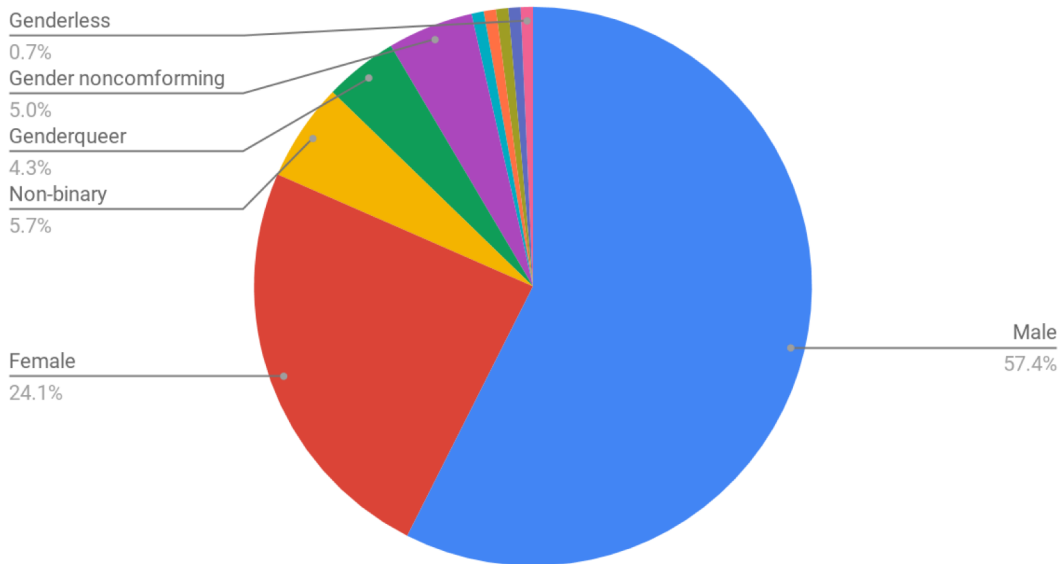




# What is Your Gender Identity?

- 2015 Responders
  - 83% Male
  - 13% Female

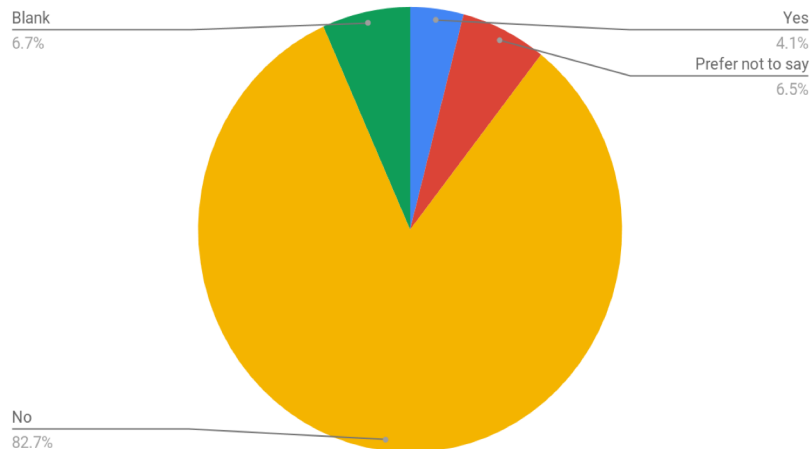
## 2019 Responses



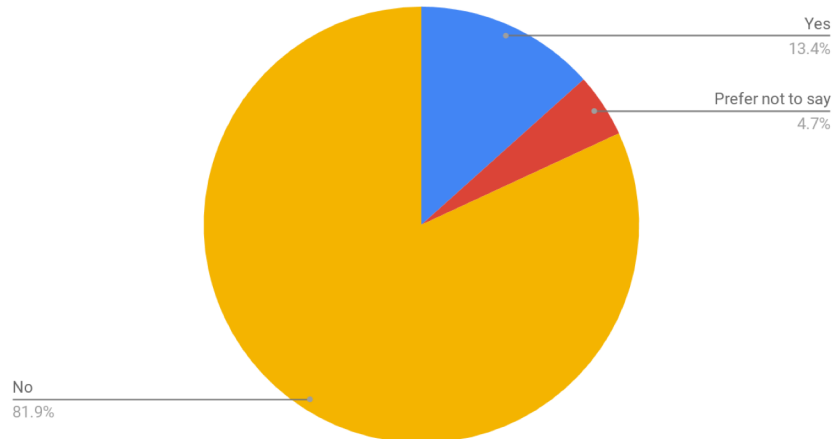


# Do You Identify as Lesbian, Gay, Bisexual or Other?

2015 Rspnses



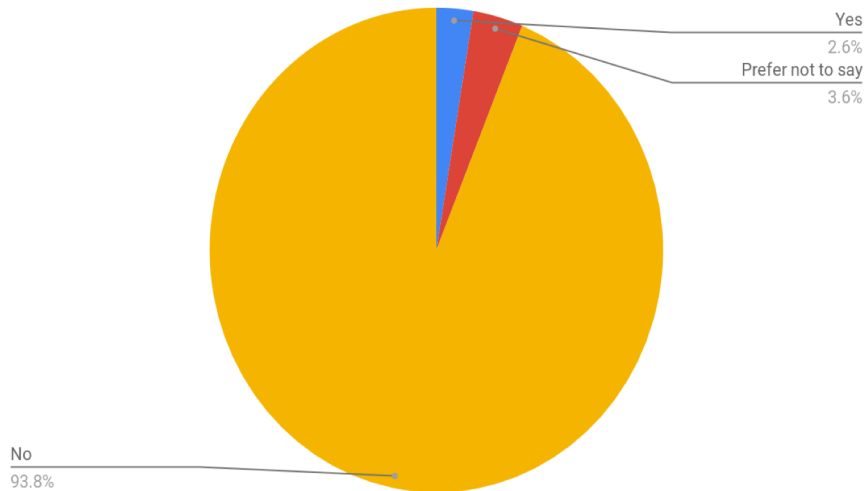
2019 Responses



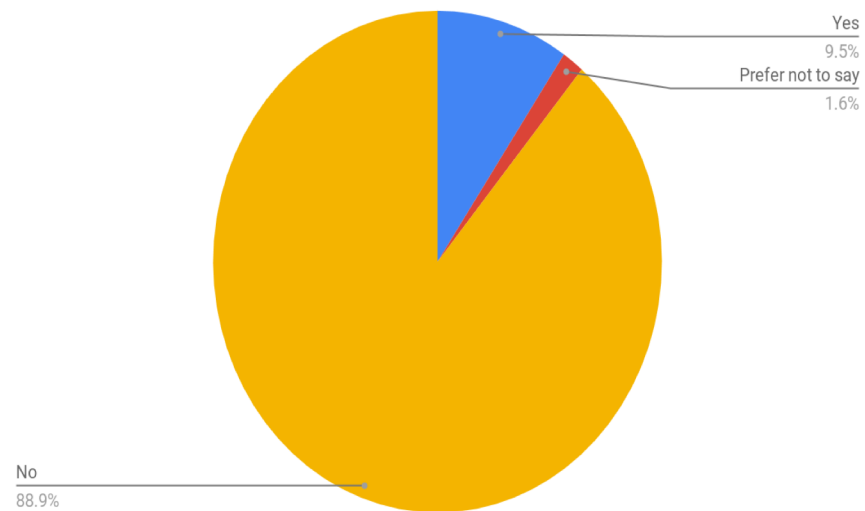


# Religion Limiting Participation

2015 Responses



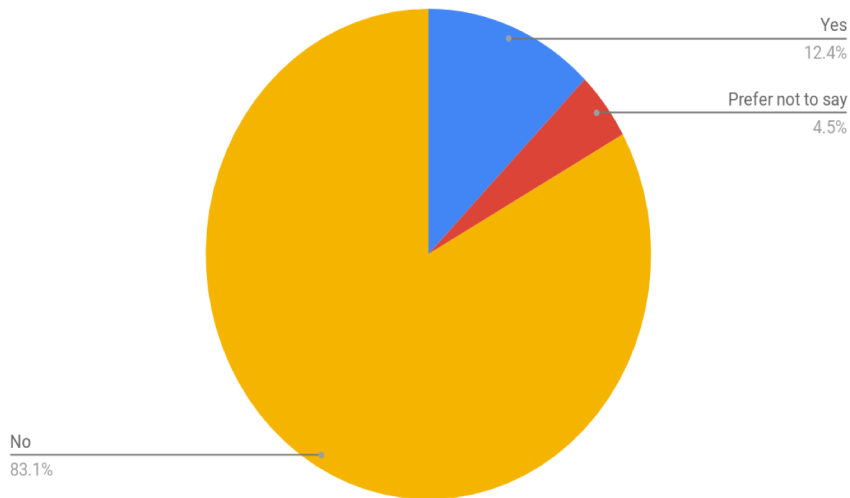
2019 Responses



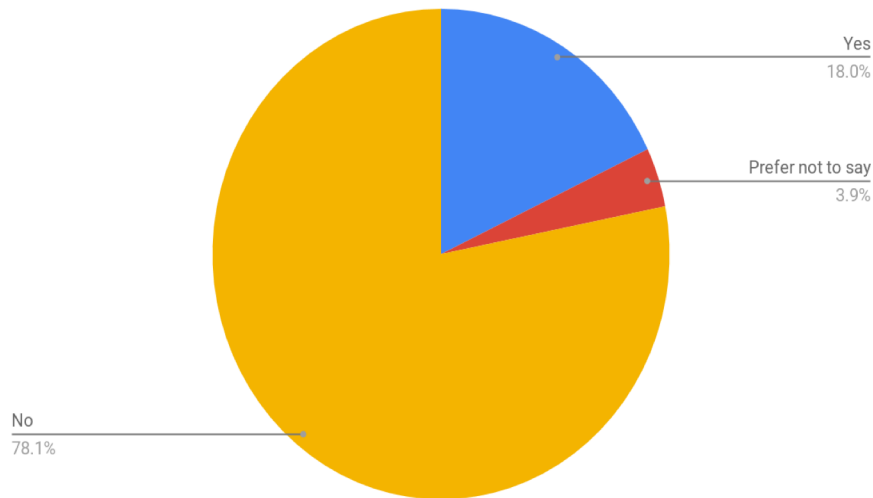


# Identify as a Racial/Ethnic Minority Where Live

2015 Responses



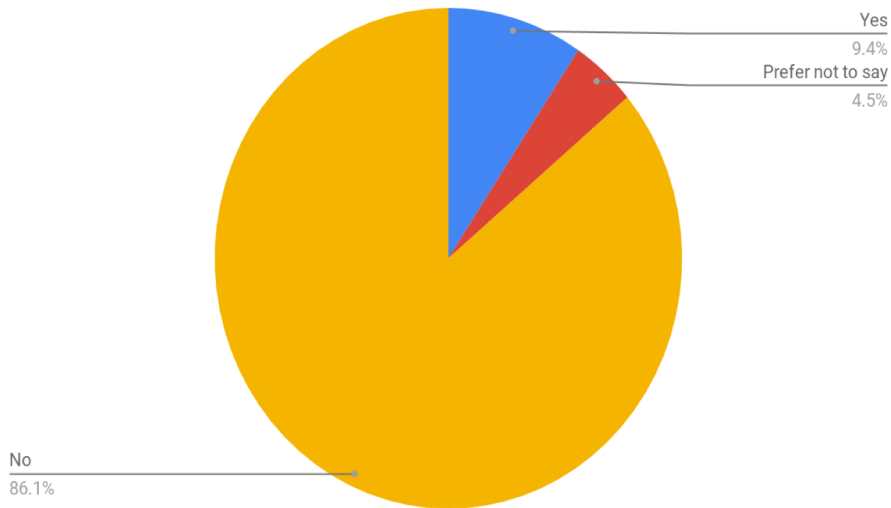
2019 Responses



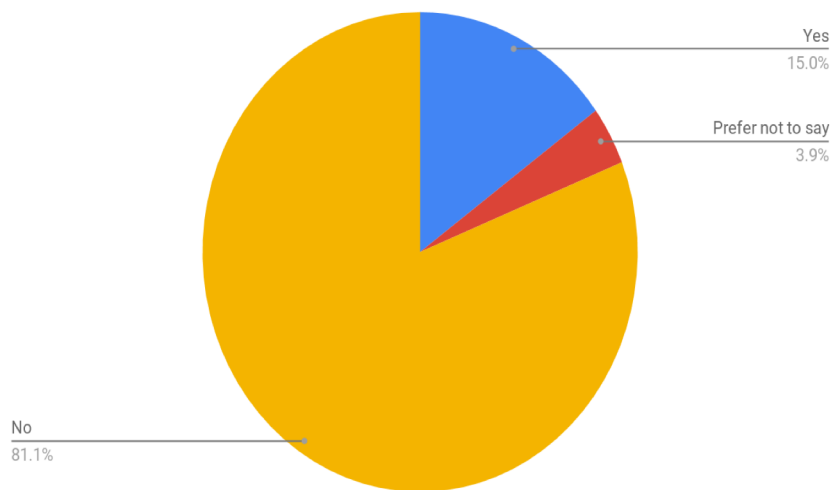


# Identify as a Racial/Ethnic Minority in OpenStack

2015 Responses



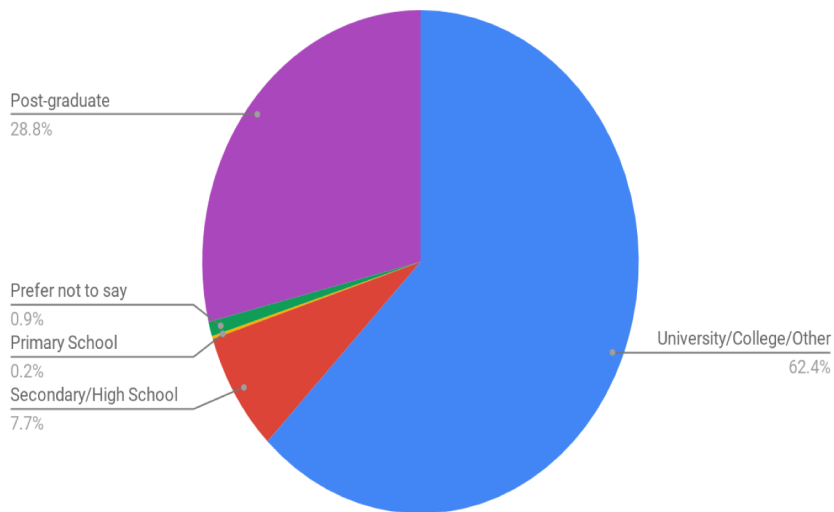
2019 Responses



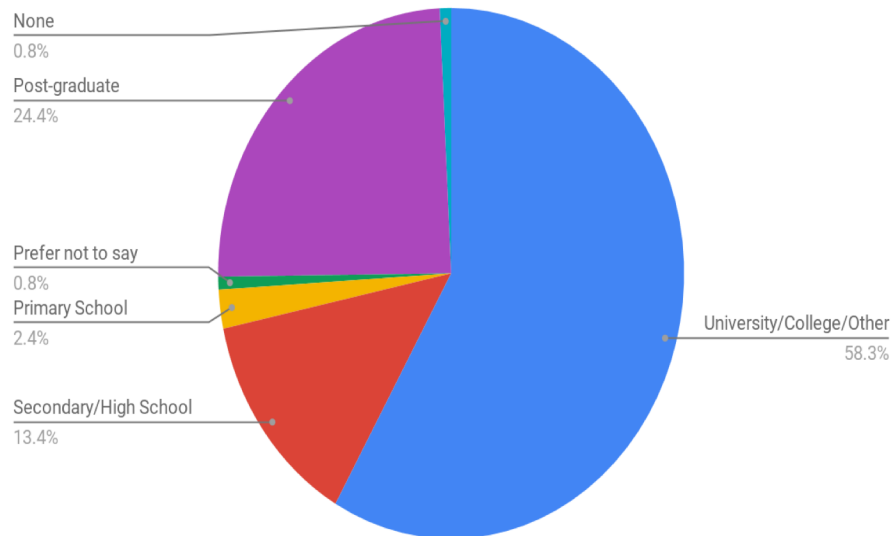


# Highest Level of Education

2015 Responses



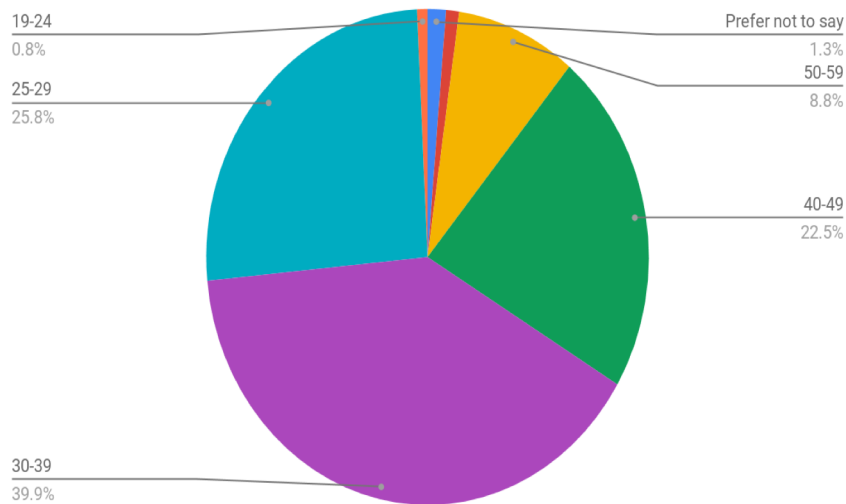
2019 Responses



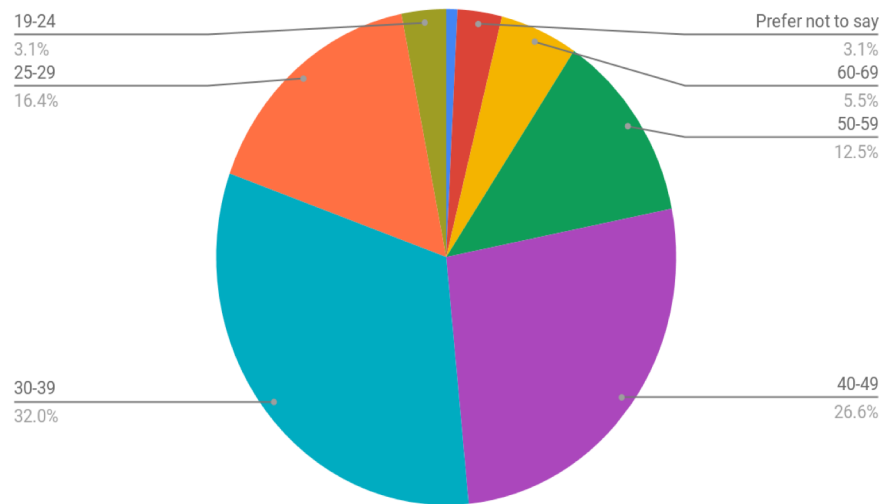


# What is Your Age?

2015 Responses



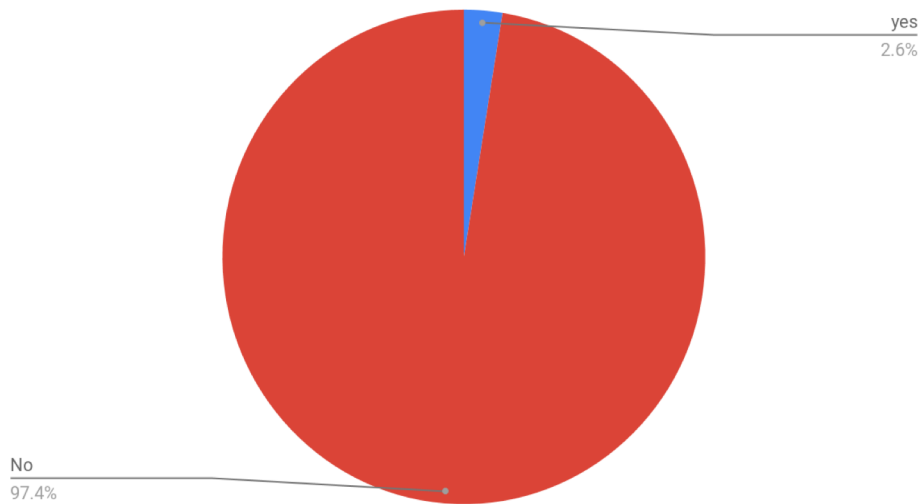
2019 Responses



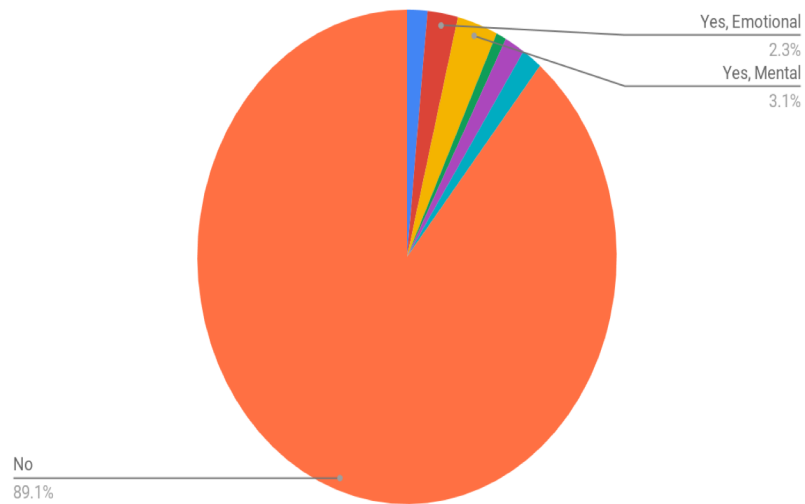


# Do you Have a Disability?

2015 Responses



2019 Responses

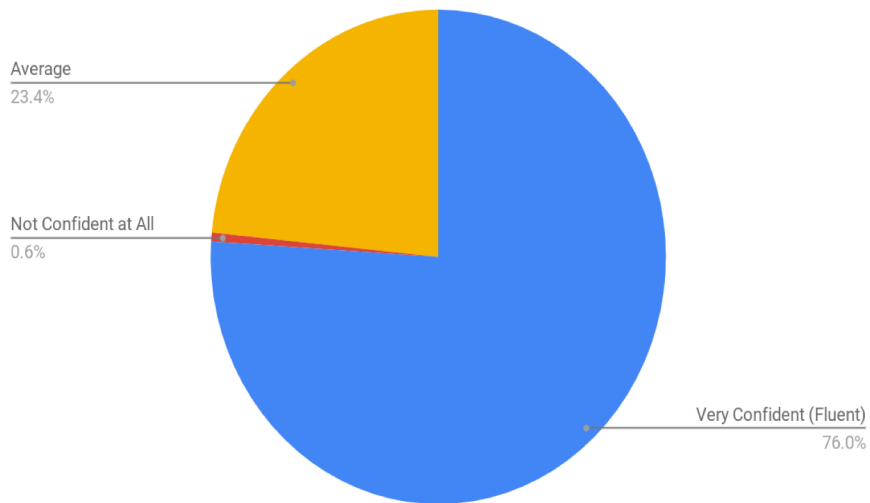




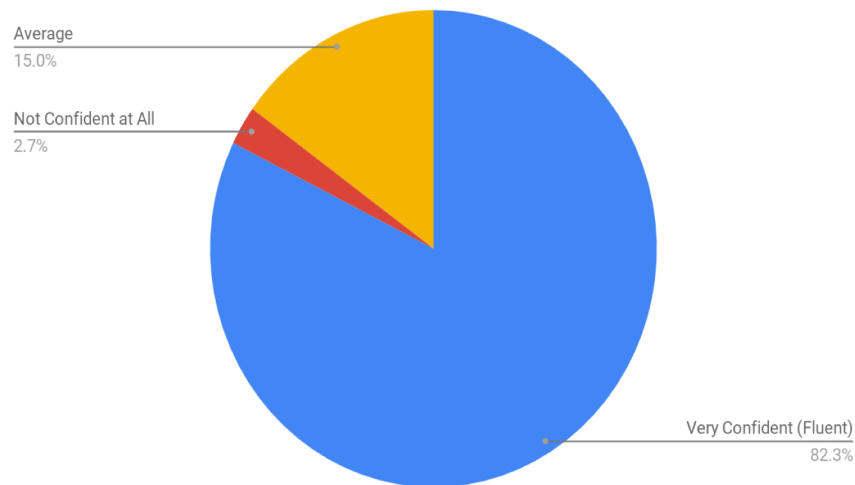


# How Well Do You Work in English?

2015 Responses



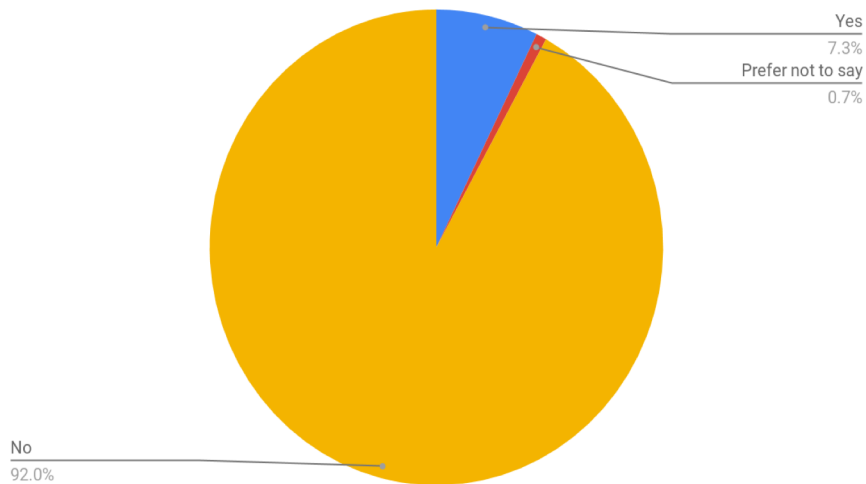
2019 Responses



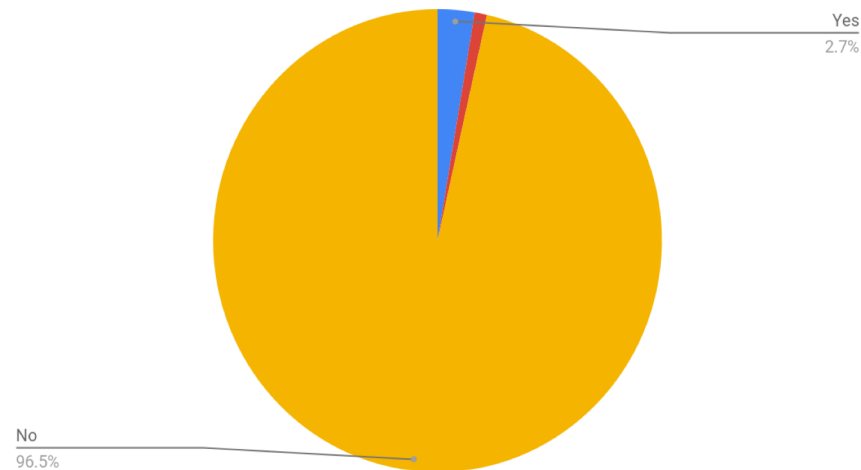


# Has the Preference for English Affected Participation

2015 Responses



2019 Responses





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## What Else Should We Know?

- In general, the comments were positive for diversity and including the larger gender list.
  - Someone noted Transgender was missing
  - Someone would have appreciated definitions
- Some folks would like to keep to one set of open tools, IRC.
- There were also some very negative comments as well which were disappointing.



**Questions?**  
**Thanks for your time.**