

Inclusion & Diversity in Open Source Projects

opensourcediversity.org

@osdiversity #opensourcediversity

1 – 11 %

GitHub Open Source Survey

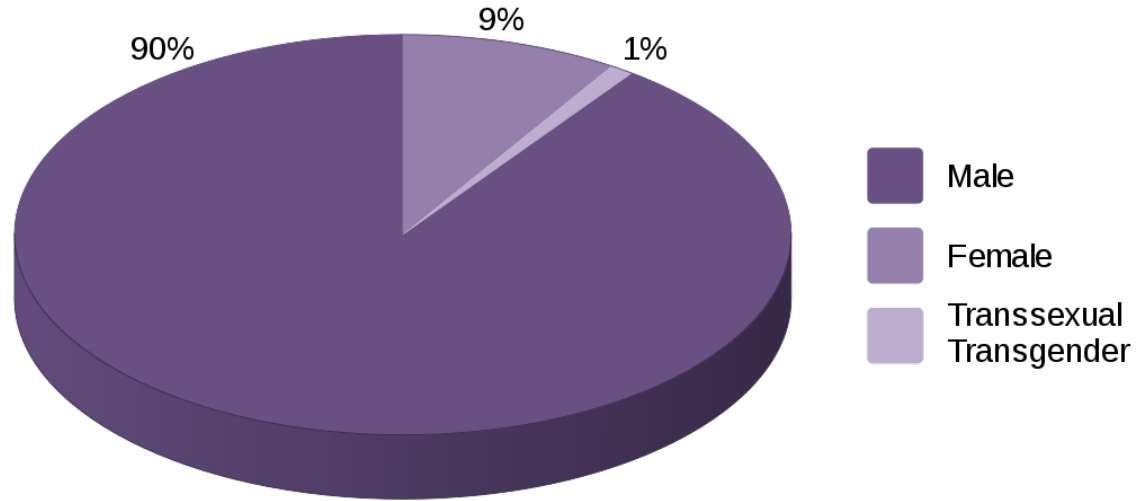
95% of respondents are men
just 3% are women

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

Wikipedia editors are predominantly male



Wikipedia: Gender 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

Skin color

Ability

Age

Even skill level or technical affinity



Diverse teams work better

How we can improve

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

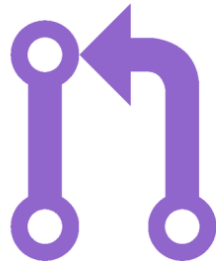
- **Ask, Don't Tell** *"Why did you decide to...?"*
- **Be Specific** *"When you are calling the..."*
- **Explain Yourself** *"Check out this blog post"*
- **Offer Solutions** *"Maybe try..."*
- **Avoid Hyperbole** *"Never" "No" & "Don't"*
- **Use Emojis!** 

*Documentation
Increases
Diversity
Increases
Documentation*



Una Kravets at CascadiaFest

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.



Open Source Ladies

(we also do Free Software :)



Next Meetup

26
JUN.

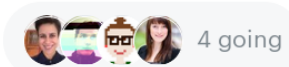
Tuesday, 26 June 2018, 7:00 pm

Open Source Diversity Berlin - monthly meetup



Hosted by samu and Charlie K.

Have you always wanted to contribute to Free and Open Source Software but don't know where to start? Are you a member of an underrepresented group in open source? Mentors from all kinds of Free and Open Source Projects are here to help you get started with contributing. Also feel free to just exchange ideas about Free and Open Source Software, the community and future projects. Our mentors include people from projects like: Firefox,



Attend



WikiBär

Gartenstr. 92 · 10115 Berlin



Diversifying Open Source

@diversifyfoss Follows you

We help, encourage and celebrate underrepresented people to contribute in open source projects and speak at conferences!

📍 Bangalore, India

diversifyingopensource.github.io

📅 Joined December 2017

Tweets **28** Following **22** Followers **83** Likes **13**

Following

Tweets Tweets & replies Media

🔄 Diversifying Open Source Retweeted



Women In Tech Fund @womenintechfund · Apr 15

We aim to change and balance the ratio of women attending and speaking in tech conferences by providing assistance with entry tickets to conferences. We offer tickets for more than a dozen conferences so far! Apply here: womenintechfund.org #ChangeTheRatio #WomenInTech

April 2018	June 2018	September 2018
Channel Partners. Conference & Expo 2018 Apr 17, 2018 – Apr 20, 2018	BSDCan 2018, The Technical BSD Conference Jun 8, 2018 – Jun 9, 2018	Ekoparty 2018 Sep 26, 2018 – Sep 28, 2018
Argentina Campus Party 2018 Apr 25, 2018 – Apr 28, 2018	RECon Montreal 2018 Jun 15, 2018 – Jun 17, 2018	October 2018
	BSides Asheville 2018	Hack.Lu 2018

Who to follow · Refresh · View all

-  **Women in Computing** @...
-  **HackBMU** @hackbmu
-  **Urvika Gola** @UrvikaGola

[Find people you know](#)

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](mailto:eirwin@mozilla.com) at [mozilla dot com](mailto:mozilla.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



Rails Girls
Summer of Code

OUTREACHY 



Diversity Tickets



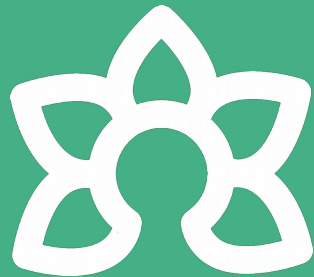
Open Source Diversity

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

Basics

First steps to help make your open source project more friendly and inclusive





Thank you
& join the community!

opensourcediversity.org

@osdiversity #opensourcediversity