

# Building inclusive Open Source Communities

# Hi, I'm Laura.

artist, web developer

Travis Foundation

ROSSConf

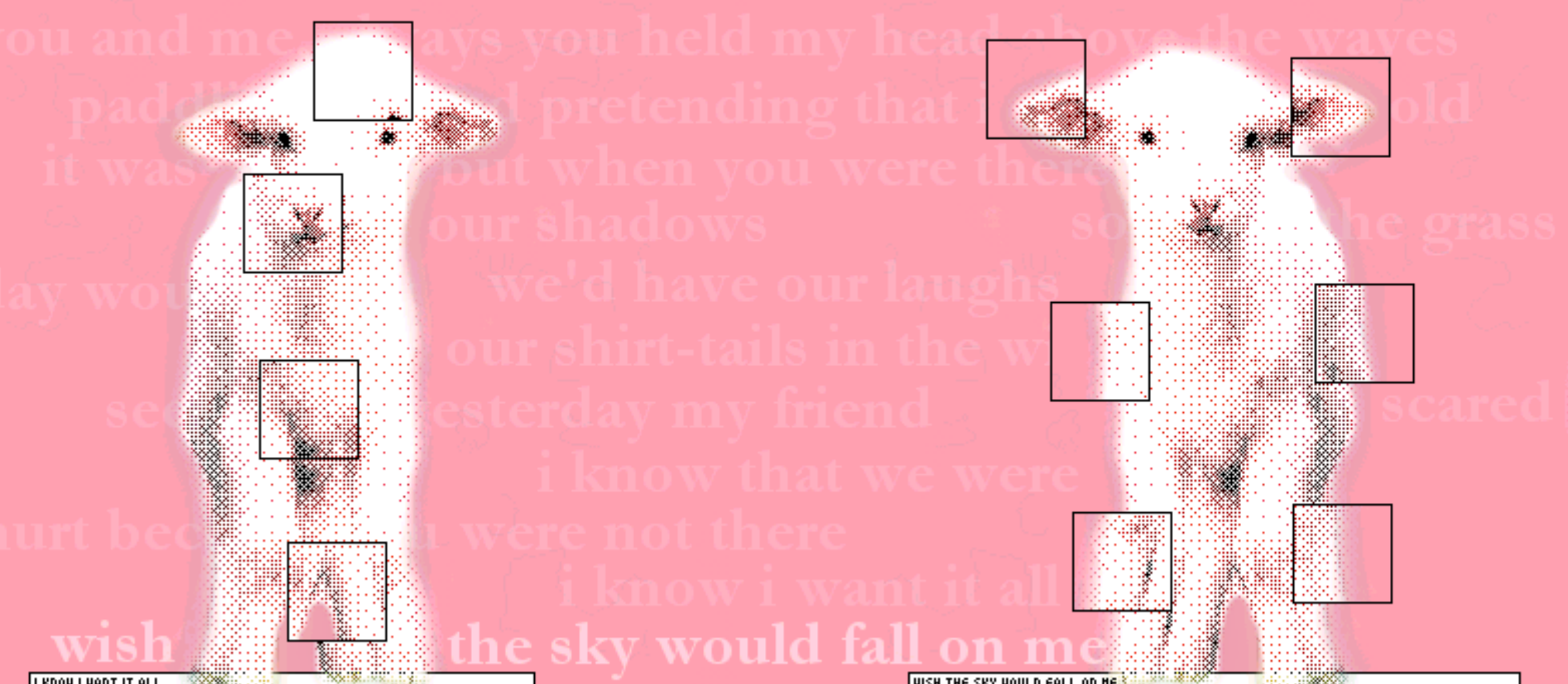
Rails Girls Summer of Code

@alicetragedy

# Why am I here today?

# Silent-screamer (dot) org

LAMBS IN A BLACKENED SKY.



I KNOW I WANT IT ALL.  
navigation is in the words underneath the cams.enjoy.  
last added/updated.

WISH THE SKY WOULD FALL ON ME.  
Monday  
5.january.2004.

# Community

# Community

Empathy

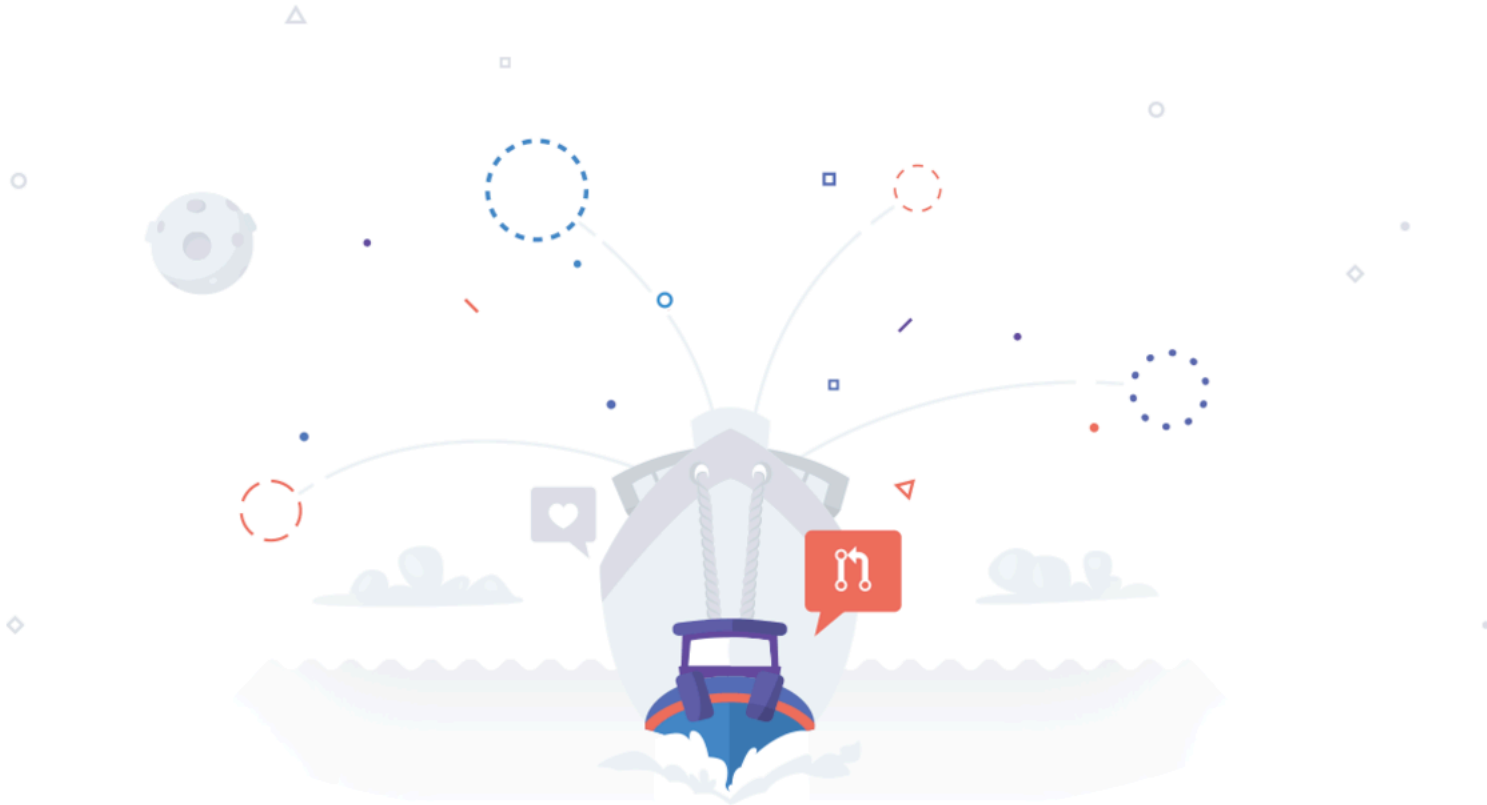
# Community

Empathy  
Support

# Community

Empathy  
Support  
Meaningful discussions





**First pull request**  
add chuck

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Opened in pxlpnk/xhelloworlds Oct 28

 Opened 1 other pull request in 1 repository

pxlpnk/xhelloworlds

 add greeter function



**1** merged

Oct 29

# Open Source

Open Source

Social justice and education

# Open Source

Social justice and education  
Contributing to existing projects

# Open Source

Social justice and education  
Contributing to existing projects  
Finding like-minded people

# Open Source is great, but...

# Open Source is great, but...

Open Source is white, male, cisgendered

“The gender imbalance in open source remains profound: 95% of respondents are men; just 3% are women and 1% are non-binary.”



"1% of respondents identify as transgender [...] and 7% identify as lesbian, gay, bisexual, asexual, or another minority sexual orientation.  
26% are immigrants [...] and 16% are members of ethnic or national minorities in the country where they currently live."

# Open Source is great, but...

Open Source is white, male, cisgendered

Open Source relies on privilege

# Open Source is great, but...

Open Source is white, male, cisgendered

Open Source relies on privilege

Open Source is biased

# On privilege

“In the role-playing game known as The Real World, ‘Straight White Male’ is the lowest difficulty setting there is.”

John Scalzi

# Unpacking the invisible knapsack

“I can turn on the television or  
open to the front page of the paper  
and see people of my race widely  
represented.”

Peggy McIntosh

# Unpacking the invisible knapsack

safety



# Unpacking the invisible knapsack

representation in the media

# Unpacking the invisible knapsack

renting a house in a “nice”  
neighbourhood

# Bias, prejudice, and the tech industry

# Bias, prejudice, and the tech industry

Flickr auto-tagging



Photo by Corey Deshon/Flickr

# Bias, prejudice, and the tech industry

Flickr auto-tagging  
The soap dispenser

# Bias, prejudice, and the tech industry

Flickr auto-tagging  
The soap dispenser  
The Vero manifesto

“users who have your phone number  
in their address book **get an alert** that  
you’ve joined Vero.”



“users who have your number can send you a Connect Request **even if you have turned Connect Requests off.**”

“we encourage people to present themselves as they do in real life. This makes it **easier for people to find you.**”

## **Your Phone Number**

Like many social apps including WhatsApp, Vero requires an active phone number to create an account. **We do this for three reasons:**

- The first reason is to authenticate your Vero account (generally speaking, phone numbers are harder to falsify than email addresses).
- The second reason is so that users who have your phone number in their address book get an alert that you've joined Vero.
- The third reason is so that users who have your number can send you a Connect Request even if you have turned Connect Requests off. This is great for people who don't want to receive Connect Requests from people they don't know, but do want their friends to still be able to connect with them.

Your Vero account is not tied to your phone number and we don't attempt to detect when you've changed phones or SIM cards. We also collect other information you share with us such as your logs, for debugging purposes only, if you choose to share them with us.

We do not share your phone number with anyone nor is it visible to any other user.

## **Your Name**

Although we don't force people to use their real names, we encourage people to present themselves as they do in real life. This makes it easier for people to find you. Your name is also used to identify you and to address you when communicating with you about your access to, or use of, Vero.

# Bias, prejudice, and the tech industry

Flickr auto-tagging  
The soap dispenser  
The Vero manifesto  
Smartphone dimensions



# Bias, prejudice, and the tech industry

Flickr auto-tagging  
The soap dispenser  
The Vero manifesto  
Smartphone dimensions  
Amazon's recruiting tool

Women are more likely than men to encounter language or content that **makes them feel unwelcome** (25% vs 15%) as well as **stereotyping** (12% vs 2%) and **unsolicited sexual advances** (6% vs 3%).

Open Source Survey, 2017

# And now?



# Making your project more inclusive

# Making your project more inclusive

Make your project accessible

## Looking for your help!

For RSGoC we are building an app that aggregates daily status updates, commit activity and other sources into an activity stream.

Main goals are:

- make it easy to get an overview of each team's activity/progress for supervision
- make it easy for people interested in coaching to find opportunities to give support/help
- display to the world how much amazing stuff is happening

Features:

- Users can sign in through GitHub OAuth
- Students can create teams and apply for the program
- Teams can organize their members (students, coaches, mentors aka project maintainers)
- RSS feeds are fetched from all teams' logs regularly and aggregated
- Organizers can process new projects for submission, review new teams for selection, keep track of information on conferences for students

We're really excited at how much this app has grown and developed, and are really grateful for all of the community help along the way. There's still plenty to do here - and we'd love to have your contributions! Hop on over to the [issues](#) and have a look 🙏🙏.

Requirements:

- Keep it simple to lower the barrier for RGSoc students to contribute too
- By contributing, you agree to adhere to our [Code of Conduct](#)
- Make sure to check our [Contribution Guide](#)


# Troubleshooting Guide

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A collection of potential issues (and their solutions) people may face when working on the Teams App.

Glossary:

 = hint for Linux users

 = hint for macOS users

## Setup

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Potential problems when setting up the local development environment.


### Chromedriver

#### Scenario

when running the tests in `spec/features/` you run into an error like this:

```
Selenium::WebDriver::Error::WebDriverError:  
  Unable to find chromedriver
```

#### Get Help

- make sure you have [chromedriver](#) and the [Chrome browser](#) installed on your system
- check the [Selenium Troubleshooting guide](#)
-  make sure the `chromedriver` executable is in your `PATH` :

```
export PATH=$PATH:/usr/lib/chromium-browser/
```













# Making your project more inclusive

Make your project accessible

Make your project welcoming

## Issue labels

We use labels to track, manage and organize issues and pull requests.

Label Name	Issues	Description
beginner-friendly		Less complex issues, suitable for your first steps in open source.
bug		Confirmed misbehavior of the application code.
documentation		improvements to current documentation (e.g. README, contribution files)
duplicate		Issues which have already been reported.
enhancement		<i>"nice to have"</i> features, but not necessary.
help-wanted		Issues which are desperately looking for contributors!
in progress		Work in progress, things which are already taken care of.
#pairwithme		Looking for someone to pair on this.
question		Feature and code related questions which are no bug reports or feature requests.
ready		Issues and pull requests which have been reviewed and are ready to be closed or merged.
styling		CSS and UI related things.
wontfix		The team has decided to not fix these things for now, e.g. because the whole feature will be replaced soon.

## Creating a pull request

Once you're happy with your changes, commit them:

- `git add .`
- `git commit -m "your commit message"`
- `git push origin your-branch` (where `your-branch` is the name of the branch you created at the beginning). This will push your changes to `your-branch` of your own fork of the `summer-of-code` repo on github)
- make a pull request by navigating to your repo ( `http://www.github.com/your_username/summer-of-code` ) and your branch ( `your-branch` ), and by clicking the "Compare & Review" button, as explained [here](#).

You can find very thorough information on Pull Requests in [GitHub's documentation](#). The most important thing to keep in mind is that all pull requests should be made against `gh-pages` , which is our main branch.

# Making your project more inclusive

Make your project accessible

Make your project welcoming

Add (and enforce) a Code of Conduct



Making your  
community  
more inclusive

# Making your community more inclusive

Leverage your privilege

# Making your community more inclusive

Beware of ableist language and  
linguistic micro aggressions

# Making your community more inclusive

Don't use the word "normal"  
when what you mean is "like me".

# Making your community more inclusive

Avoid using ableist language

# Making your community more inclusive

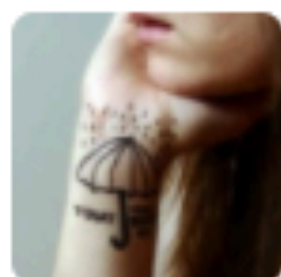
Find replacements for ableist words

s/crazy/unbelievable

s/lame/ridiculous

# Making your community more inclusive

Use technology to your advantage



**laura** 🏠 17:52

hi guys



Custom response



**slackbot** 17:52

I think you mean pals...



# Making your community more inclusive

diversity isn't just white women

# Making mistakes

# Making mistakes

Apologise

# Making mistakes

Don't justify yourself

# Making mistakes

Don't make it about you

# Making mistakes

Learn from it

# Making mistakes

Move on





Open Source is  
about people

# Towards a more compassionate web

# Thank you.

# Resources

[bit.ly/building-inclusive-open-source-communities](https://bit.ly/building-inclusive-open-source-communities)

[bit.ly/check-my-privilege](https://bit.ly/check-my-privilege)

[bit.ly/coc-faq](https://bit.ly/coc-faq)

[bit.ly/github-oss-survey](https://bit.ly/github-oss-survey)

[bit.ly/white-privilege-mcintosh](https://bit.ly/white-privilege-mcintosh)

[bit.ly/killing-diversity](https://bit.ly/killing-diversity)