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?
I know that it all navigation is in the words underneath the ones enjoy.

Wish we were not there i know that we were yesterday my friend's shadows.

When you were there our shirt-tails in the wind we'd have our laughs.

Old scared the sky would fall on me

S crew and silent Screamer (dot) org

5th January 2004

Note: 2/391 (December 1st, 2003)
Community
Empathy
Community

Empathy
Support
Community

Empathy
Support
Meaningful discussions
First pull request

add chuck

Opened in pxlpnk/xhelloworlds Oct 28

Opened 1 other pull request in 1 repository

pxlpnk/xhelloworlds
add greeter function

Oct 29
Open Source
Social justice and education
Social justice and education
Contributing to existing projects
Social justice and education
Contributing to existing projects
Finding like-minded people
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 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
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

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

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.

<table>
<thead>
<tr>
<th>Label Name</th>
<th>Issues</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>beginner-friendly</td>
<td>![icon]</td>
<td>Less complex issues, suitable for your first steps in open source.</td>
</tr>
<tr>
<td>bug</td>
<td>![icon]</td>
<td>Confirmed misbehavior of the application code.</td>
</tr>
<tr>
<td>documentation</td>
<td>![icon]</td>
<td>Improvements to current documentation (e.g. README, contribution files)</td>
</tr>
<tr>
<td>duplicate</td>
<td>![icon]</td>
<td>Issues which have already been reported.</td>
</tr>
<tr>
<td>enhancement</td>
<td>![icon]</td>
<td>&quot;nice to have&quot; features, but not necessary.</td>
</tr>
<tr>
<td>help-wanted</td>
<td>![icon]</td>
<td>Issues which are desperately looking for contributors!</td>
</tr>
<tr>
<td>in progress</td>
<td>![icon]</td>
<td>Work in progress, things which are already taken care of.</td>
</tr>
<tr>
<td>#pairwithme</td>
<td>![icon]</td>
<td>Looking for someone to pair on this.</td>
</tr>
<tr>
<td>question</td>
<td>![icon]</td>
<td>Feature and code related questions which are no bug reports or feature requests.</td>
</tr>
<tr>
<td>ready</td>
<td>![icon]</td>
<td>Issues and pull requests which have been reviewed and are ready to be closed or merged.</td>
</tr>
<tr>
<td>styling</td>
<td>![icon]</td>
<td>CSS and UI related things.</td>
</tr>
<tr>
<td>wontfix</td>
<td>![icon]</td>
<td>The team has decided to not fix these things for now, e.g. because the whole feature will be replaced soon.</td>
</tr>
</tbody>
</table>
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
Beware of ableist language and linguistic micro aggressions
Don’t use the word “normal” when what you mean is “like me”.

Making your community more inclusive
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
Don’t justify yourself
Don’t make it about you
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

bit.ly/check-my-privilege
bit.ly/coc-faq
bit.ly/github-oss-survey
bit.ly/white-privilege-mcintosh
bit.ly/killing-diversity