Inclusive Open Governance

What are YOU waiting for?
Hello my name is Emma! I work @ Mozilla

@sunnydeveloper

Diversity & Inclusion Strategy

Open Source Strategy

CHAOSS D&I Working Group
Open Source Has a Diversity Problem

Yeah, we know...

Women in Open Source – the canary in the coal mine

The other month I had the pleasure watching Angie Byron give the keynote lecture at Open Web Vancouver on Women in Open Source. The synopsis from Open Web Vancouver:

The open source world is rich with opportunities: Working with people of all cultures from all over the world; Collaborating with some of the biggest and most innovative names; sistering with governments; Building up marketable skills and so on.

Gender in Open Source Software

DIVERSITY IN OPEN SOURCE

Where are the Women and Minority Open Source Programmers?
Diversity is the **mix of people**

Inclusion is how we **enable that mix** to work together
Open Source Governance is the signal we send about our systems of value
Inclusive Open Governance

Leadership Design

Mozilla Community Participation Guidelines

Version 2.3 – Updated May 16, 2017

The heart of Mozilla is people. We put people first and do our best to recognize, appreciate the diversity of our global contributors. The Mozilla Project welcomes contributions from who shares our goals and wants to contribute in a healthy and constructive manner with community. As such, we have adopted this code of conduct and require all those who agree and adhere to these Community Participation Guidelines in order to help us create a positive community experience for all.

These guidelines aim to support a community where all people should feel safe to participate, introduce new ideas and inspire others, regardless of:

- Background
- Family status
- Gender
- Gender identity or expression

Ethics & Accountability
Inclusive Leadership
Lack of Strategy to Address Toxic Behavior

Once-vibrant communities dwindle

No centralized tracking of bad actors
Where people hold coordinating roles, they should be reviewed regularly

- This creates opportunities for new, diverse leaders to emerge.
- Ensures continuous support from the communities they serve.
- Prevents toxic individuals from maintaining power indefinitely.
- Allows space for individuals to receive feedback and support to better thrive in their role.
Responsibilities should be clearly communicated and distributed

- Creates more opportunities for more people.
- Avoids gatekeeping and power accumulation.
- Reduces burnout and over reliance on an individual by sharing accountability.
- Creates leadership pathways for new people.
- Potentially increases diversity.
- An emphasis on responsibility over title avoids unnecessary “authority labels”.
When people are in a coordinating role, they should abide by standards, and **be accountable** for fulfilling their responsibilities.

- This builds confidence and support for individuals and these roles from community members and staff.
- Ensures that everyone has shared clarity on expectations and success.
- Creates an environment where the CPG is applied consistently.
- Increases the consistency in roles across the organization.
People in coordinating roles should follow and model Mozilla’s diversity & inclusion values

- Creates a culture of inclusion that invites participation from new voices.
- Encourages the inclusion of diverse voices and groups.
- Creates an environment where the CPG is applied consistently.
- Enables leadership pathways that explicitly consider inclusion dimensions.
People with coordinating roles should be **supported and recognized** in a set of standard ways across Mozilla

- Enables people to have equal access to training and growth opportunities regardless of what part of the organisation they contribute to.
- Allows people to follow their passions/skills instead of just contribute for rewards.
- Roles have clear definitions and avoid labels that create authority feeling
- We get shared understandings of the kind of responsibilities that exist
Inclusive Leadership - Making it Real
Policy
<table>
<thead>
<tr>
<th>ADDITIONAL ELEMENTS</th>
<th>ENCOURAGED BEHAVIORS</th>
<th>RESPONSES &amp; CONSEQUENCES</th>
<th>UNACCEPTABLE BEHAVIORS</th>
<th>SUPPORTED GROUPS</th>
</tr>
</thead>
<tbody>
<tr>
<td>The heart of Mozilla is people.</td>
<td>Effort</td>
<td>Report Handling Procedure</td>
<td>Behavior That Will Not Be Tolerated</td>
<td>Reporting</td>
</tr>
<tr>
<td>Respect that people have differences of opinion and that every design or implementation choice carries a trade-off and numeric costs. There is seldom a right answer.</td>
<td>新增行为</td>
<td>预期行为</td>
<td>不接受的行为</td>
<td>支持的群体</td>
</tr>
</tbody>
</table>
Does your community have a code of conduct?

Trans people who felt this was effectively enforced

If so, is it effectively enforced?
Code of Conduct

Mozilla Open Source Support (MOSS) Applicants

- 50.4% of Applicants provided a Code of Conduct ("CoC") link
- 37% of those links were not to an actual CoC
- 14% of those links went to minimal or very poor CoC documents
- Only 15% where high quality
Driving Change (MOSS)

Self Evaluation Checklist

Open Source Inclusion Basic Checklist

This checklist provides open-source projects with basics for evaluating the inclusive design to be, intended to provide insight and education.

Governance

Code of Conduct

A Code of Conduct sends a signal to your project & community that you are invested in creating a community for everyone, regardless of background, family status, gender, gender identity or expression, sexual orientation, native language, age, ability, race/ethnicity, national origin, socioeconomic status, geographic location or any other dimension of diversity.

It’s not enough to have a Code of Conduct. Creating transparent, and effective processes for self-fostering questions represents the next basic requirement for establishing a CoC.

An advanced checklist will be available in the future.

- We have a Code of Conduct ("CoC").
- Our Code of Conduct is visible from our main project page and/or repository root and linked to channels.
- It is clearly stated in the CoC how to report behaviors at that are illegal or make individuals uncomfortable or uncomfortable.
- It is clear to whom that report will go. This means names of people, and the individual email.
- There is an option to reach out to only one of those people.
- We have a process for responding to reports that ensures reporter, reported and all others in attendance.

Leadership

These are based on CHAOSS working group criteria for inclusive leadership. Leadership is central to community culture, and thus requires intentional design, and accountability for the empowerment of all community members.

- Our project leadership is designed with cycles of feedback and reviews to avoid gatekeeping and diverse behavior.
- Responsibilities of leadership are clearly documented.
- Our project leadership "leads by example", expected behaviors outlined in our CoC.
- We recognize leadership equally, including non-technical leadership.
- We recognize empowerment as a core attribute of leadership, and discourage self-protection.

Project & Community Design

This section describes some simple ways your project and community design can be more inclusive.

CoC Assessment

Code of Conduct Assessment Tool

Data & Metrics
Driving Change (CoC Standards & Best Practices)

Community Participation Guidelines
Process Milestones

Discover
- Validate
- Understand
- Accessibility

Report
- Document Evidence
- Isolate Incidents
- Verify Align

Triage
- Apply Rules
- Clarify
- Communicate

Investigate
- Roles, Rules & RASCI
- Validate & Consult
- Communicate & Update

Recommend
- Build Consensus
- Review Recommendations
- Decide

Notify
- Communication Plan
- Assurance & Safety Plan
- Next Steps Timeline

Follow Up
- Resuscitation, New Actions
- Check & Timeline Actions

Resolution
- Final Timeline Actions
- Documentation & Templating
- Notify
Ethics & Accountability
D&I in Open Source
Best Practices (and Rules) for Handling Diverse Data

NOTE: This is a work in progress.

Collecting diverse demographics data is important in helping open projects like Mozilla understand the impact of interventions we make to be a more inclusive, and welcoming project. That said, it's important to always ensure you know why you are asking for sensitive data. Here are some prompts.

Always include Mozilla's privacy policy.

- If you are asking for gender identity, how will you use that data? If you don't know, don't ask.
- If you are asking whether someone is transgender how do you intend to benefit that demographic with your findings? If you don't know, don't ask.
- If you are asking gender identity, you cannot query people under 19. Add checkbox to ensure people are over 19.
- If you are collecting personally identifying information like name, email, Github ID AND gender identity information, do you have in place:
  - Legal approval
  - Standards for handling this data, that will ensure results are anonymized beyond any recognition.
Responsible Computer Science Challenge
With Great Code Comes Great Responsibility

ResponsibleCS.org  #ResponsibleCS

a partnership of

ON OMIDYAR NETWORK  mozilla SCHMIDT FUTURES  Craig Newmark Philanthropies
Stay in Touch
https://github.com/chaoss/wg-diversity-inclusion
Thank You

http://mzl.la/CommunityDI

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