

RÉPUBLIQUE FRANÇAISE

CARTE

Ce côté est exclusivement

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...

eaves.ca

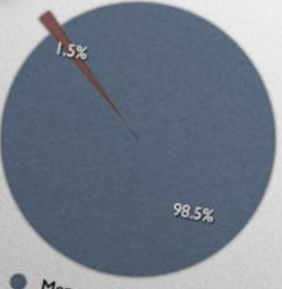
if writing is a muscle, this is my gym
home • about david • public speaking • publications • in the media • get in touch

July 20, 2009 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 brightest minds on the ultimate solutions to complicated problems; Changing the world by providing free tools for organizations such as non-profits, education, and governments; Building up marketable skills and

Gender in Open Source Software



Patches don't have gender': What is not open source

First Published November 11, 2011 | Research Article

Abstract
While open source software development promises a fairer production often compared to a gift economy...

OPEN SOURCE WON. SO, NOW WHAT?

GUEST BLOG: Open source needs diversity

Clare McDonald
In this contributed post, Christine Flounders, regional manager for the Open Source Professionals Association...

Why the Open Source Community Needs Diverse Supply Chain

At the Community Moderator's meeting in Raleigh...

DIVERSITY IN OPEN SOURCE EVEN WORSE THAN IN TECH OVERALL

TODAY'S WORLD RUNS on open source software. The web, smartphones, Amazon Echo, your car—everything high-tech runs on open source these days. Where free, open source projects were once the flags flown by geeks, today even Mobil, Wal-Mart, and Wells Fargo are using open source tools.

Why Isn't Open Source A Gateway For Blacks Of Color?

December 5, 2013 - 7:00 AM ET
Gene Demby
This month, our friends at Tell Me More are digging into the role of blacks in technology. You can join the conversation on Twitter with the hashtag #BlacksInTech.

The Open Source Identity Crisis

As the diversity in tech movement gains traction, open source faces an identity crisis.
—by Naomi Slater on July 21st, 2014

The geek identity, which has been undergoing a gradual redefinition over the years, is fiercely defended by those who believe they have a real claim to it.

Diversity In Tech: Open Source Networks Have A Sexism Problem

By Leigh Cullen
06/02/17 AT 4:56 PM



From education to social networks and the workplace, women and people of color face discrimination in open source tech communities. (Photo: Justin Sullivan/Getty)

Open source programs run the world, from mobile apps and bitcoin to tangible products like Amazon Echo and Toyota cars. But men dominate the open source community, where supposedly anyone can contribute code.
"My female friends and I are still being insulted, harassed, and groped at open source conferences," programmer Valerie Aurora wrote on the free software community LWN.net.

HELLO MY NAME IS Open Source

Where are the Women and Minority Open Source Programmers?

In open source, the quality of one's work matters more than anything else, yet women and minorities are more underrepresented here than they are in the world in general.

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

Policy

Ethics & Accountability



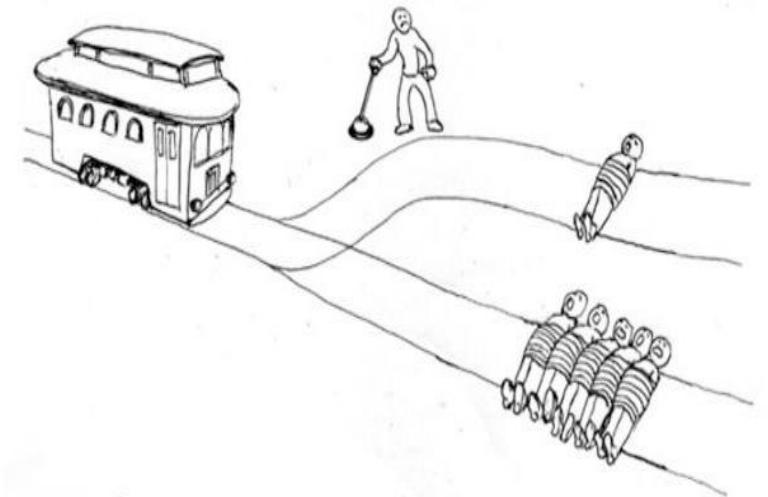
Mozilla Community Participation Guidelines

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 participate to 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



Inclusive Leadership

Practiced Exclusion



Lack of Strategy to Address **Toxic Behavior**

Once-vibrant communities
dwindle

No centralized tracking of
bad actors



1

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.

2

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”.

3

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 .

4

People in coordinating roles should follow and **model Mozilla's diversity & inclusion values**

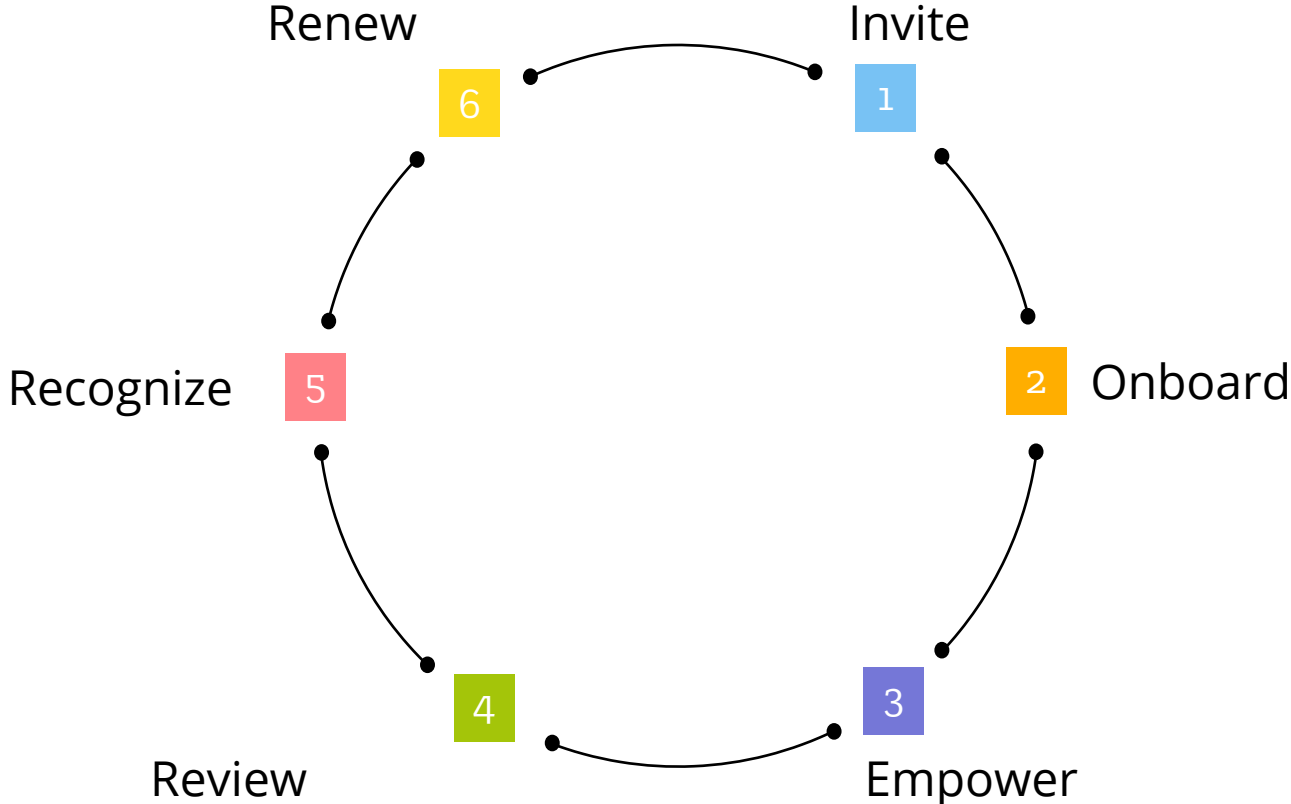
- Creates a culture of inclusion that invites participation from new voices.
- Encourages the inclusion of diverse voices and groups.
- Creates an environment where the CPG is applied consistently.
- Enables leadership pathways that explicitly consider inclusion dimensions.

5

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 Cycle



Inclusive Leadership - Making it Real



Main

People

Events

Communications

Documentation

Activate



Support Mozilla

@SUMO_Mozilla Follows you

The SUMO Twitter news & announcements account. If you're looking for help, check our website! (link below) - join us! mzl.la/support



devtools.html

Firefox Developer Tools

<http://firefox-dev.tools>

dev-developer-tools@lists.mozilla.org

Policy

Code of Conduct

Consequences of Unacceptable Behavior

A Code of Conduct for Open Source Projects

Expected Behavior

- Gender identity or expression
- Marital status
- Sex
- Sexual orientation
- Native language
- Age
- Ability

Reporting

Report Handling Procedure

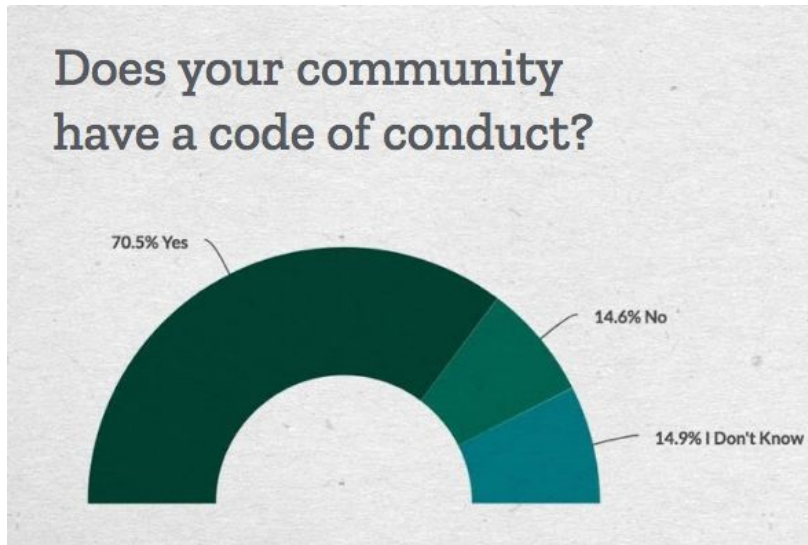
Will Not Be Tolerated

The heart of Mozilla is people.



- ▶ Respect that people have differences of opinion and that every design or implementation choice carries a trade-off and numerical costs. There is seldom a right answer.

Code of Conduct - Survey of 240+ Open Projects



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 in key intended to provide insight, and education.

Governance

Code of Conduct

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

It's not enough to have a Code of Conduct. [Creating transparent, and effective processes for enforcing](#) following questions represent the most basic requirements 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 from channels.
- It is clearly stated in the CoC how to report behaviors that are illegal or make individuals/groups unwelcome or uncomfortable.
- It is clear to whom that report will go. This means names of people, and their 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 impacted are updated.

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 the community.

- Our project leadership is designed with cycles of feedback and review to avoid gatekeeping or exclusive 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 'empowering others' as a core attribute of leadership, and discourage self-promotion.

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



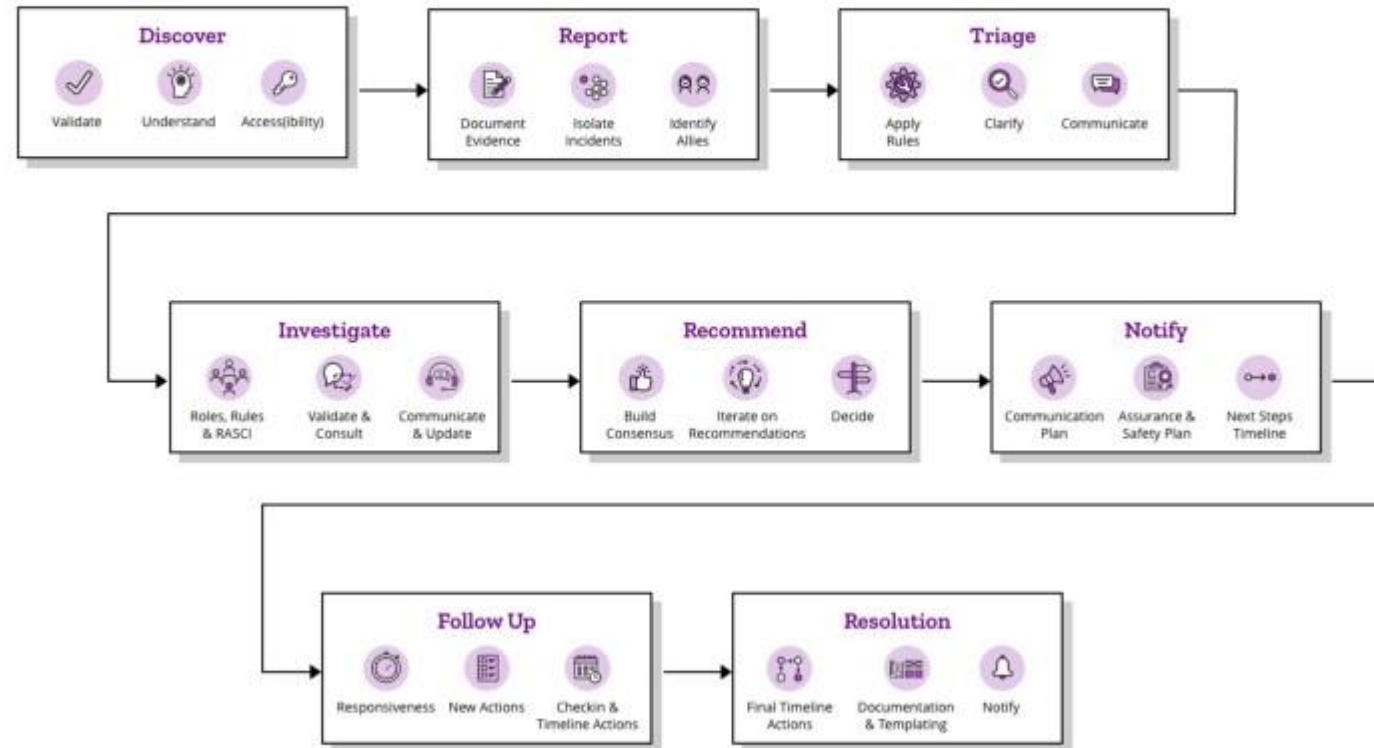
Data & Metrics



Driving Change (CoC Standards & Best Practices)

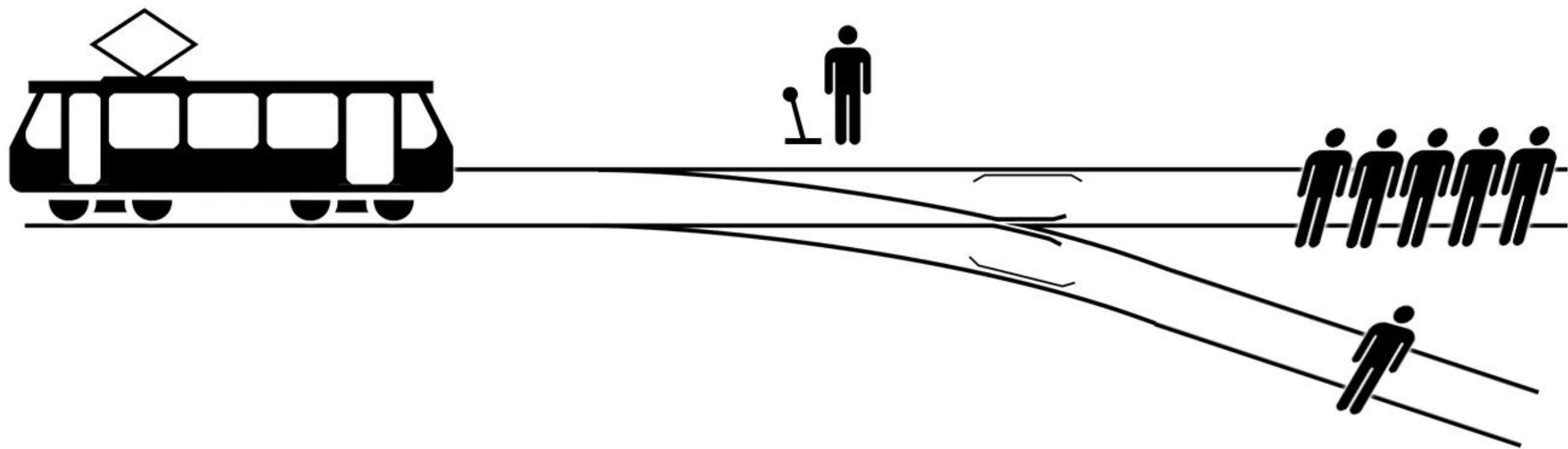
Community Participation Guidelines

Process Milestones



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 dont 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 anonymotized beyond any recognition.

Responsible Computer Science Challenge

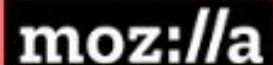
With Great Code Comes Great Responsibility

ResponsibleCS.org #ResponsibleCS

a partnership of



OMIDYAR NETWORK



SCHMIDT FUTURES

Craig Newmark Philanthropies

Stay in Touch

CHA  OSS

<https://github.com/chaoss/wg-diversity-inclusion>

<http://mzl.la/CommunityDI>

moz://a

Thank You

