Metrics that Matter

For Diversity & Inclusion

Matter for Innovation
Hello my name is Emma! I work @ Mozilla

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Software & Web Developer

Open Source Diversity & Inclusion Strategy

CHAOSS D&I Working Group
Metrics that Matter
Diversity is the **mix of people**

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

Focus Area Goals

➔ Board & Council diversity
➔ Foundation diversity
➔ Code of Conduct
➔ Code of Conduct Enforcement
➔ Module ownership
➔ Leadership diversity and distribution
Inclusive Open Governance

Focus Area Goals

➔ Board & Council diversity
➔ Foundation diversity
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➔ Code of Conduct Enforcement
➔ Module ownership
➔ Leadership diversity and distribution

Methods/Tools/Tactics

● Open Governance checklist
● Code of Conduct Assessment tool
● Standards for Code of Conduct Enforcement
Event Design reflects whose voices and experiences we care about
Event Design

Focus Area Goals

➔ Family Friendly
➔ Diversity Tickets
➔ Code of Conduct + Enforcement
➔ Speaker Demographics
➔ Attendee Demographics
Event Design

Focus Area Goals

➔ Family Friendly
➔ Diversity Tickets
➔ Code of Conduct + Enforcement
➔ Speaker Demographics
➔ Attendee Demographics

Methods/Tools/Tactics

- Community Participation Guidelines
  1. On registration, and during the event were you made aware of the CPG and how to report violations?
     - Yes
     - No
     - Other

  2. Did the existence of the CPG make you feel safe, and more empowered to fully participate at this event?
     - Yes
     - No
     - Other

  3. If you reported a violation of the CPG, was it resolved to your satisfaction?
     - Yes
     - No
Leadership is where potential and possibility emerge
Leadership

Focus Area Goals

➔ Project-Assigned Roles
➔ Informal Roles
➔ Technical Leadership
➔ People Leadership
Leadership

Focus Area Goals

➔ Project-Assigned Roles
➔ Informal Roles
➔ Technical Leadership
➔ People Leadership

Methods/Tools/Tactics

● Inclusive Leadership Principles
Project and Community Design mirror our intention and integrity
Project and Community Design

Focus Area Goals

➔ Issue Tracker
➔ Documentation
➔ Communication
Project and Community Design

Focus Area Goals

➔ Issue Tracker
➔ Documentation
➔ Communication

Methods/Tools/Tactics

● Inclusive Leadership Principles
● Accessibility Checklist
● Sentiment (FOSS Heartbeat)
Systems of Recognition
validate our intentions for technology
AND people
Systems of Recognition

Focus Area Goals

➔ Technical
➔ Non-Technical
➔ Quality vrs Quantity
➔ Methods
Systems of Recognition

Focus Area Goals

➔ Technical
➔ Non-Technical
➔ Quality vrs Quantity
➔ Methods

Tools & Tactics

Surveys
Open Badges ?
Join us

Stay in Touch

http://mzl.la/CommunityDI

eirwin@mozilla.com
https://github.com/chaoss/wg-diversity-inclusion
Thank You

http://mzl.la/CommunityDI