

Metrics that Matter

For Diversity & Inclusion
Matter for Innovation

Hello my name is Emma! I work @ Mozilla



@sunnydeveloper

Software & Web Developer

Open Source Diversity &
Inclusion 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 to

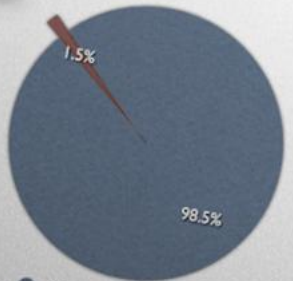
July 20, 2009

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

Dawn Nafus

First Published November 11, 2011 | Research Article

Download PDF

Article information

Abstract

While open source software development promises a fairer production often compared to a gift economy, it is not as diverse as software development.

KLINT FINLEY BUSINESS 08.11.16 07:00 AM

OPEN SOURCE WON. SO, NOW WHAT?

WITsend

GUEST BLOG: Open source needs diversity

Clare McDonald

In this contributed post, Christine Flounders, regional manager for the Open Source Professionals Association, discusses the importance of diversity in the open source community.

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OPENSOURCE.COM | NOVEMBER 21, 2017

Why the Open Source Community Needs a Diverse Supply Chain

WIRED

IDEAS • SCIENCE • SECURITY

KLINT FINLEY BUSINESS 08.02.17 07:00 AM

TECHNOLOGY > OPEN SOURCE

Where are the Women and Minority Open Source Programmers?

Today's world runs on open source software. The web, smartphones, Amazon Echo, your car—everything high-tech runs on 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.

of the open source software present in our lives and services are now as diverse as the

CODE SWITCH

RACE AND IDENTITY, REMIXED

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

December 5, 2013 - 7:00 AM ET

GENE DEMBY

In 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.

development is

The Open Source Identity Crisis

As the diversity in tech movement gains traction, open source faces an identity crisis.

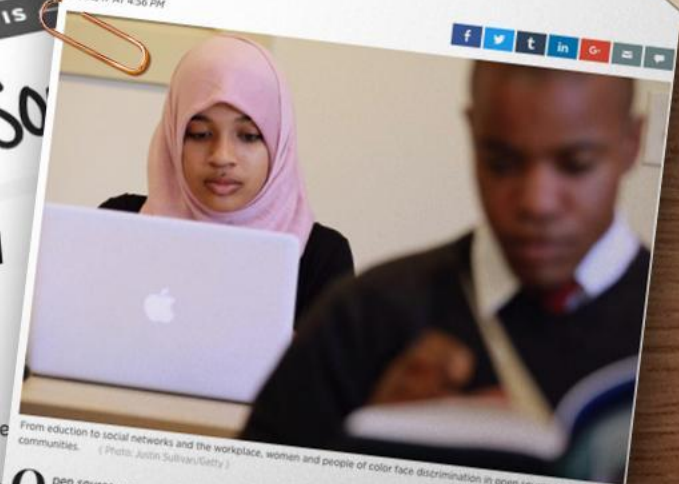
—by Naomi Slater on July 21st, 2014

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. "Open source is a hostile environment for women and people of color."

Metrics that Matter

Diversity is the mix of people

Inclusion is how we enable that mix to work together

CHA_OSS



Diversity & Inclusion WG



Focus Area



Focus Area Goals/Detail



Methods/Tools/Tactics

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

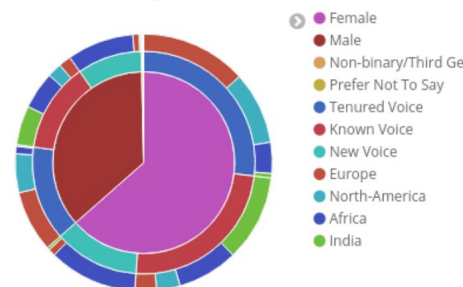
Focus Area Goals

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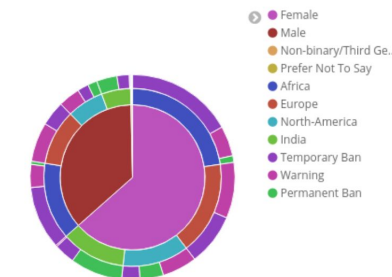
Methods/Tools/Tactics

- Open Governance checklist
- Code of Conduct Assessment tool
- Standards for Code of Conduct Enforcement

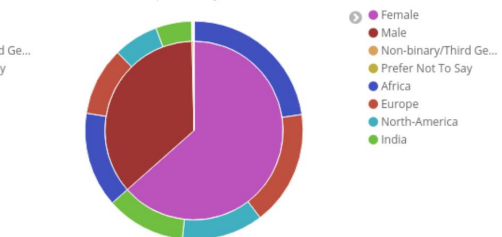
Governance Mailing List Discussion



Code of Conduct Violations



Module Ownership Diversity



Board Diversity



Event Design reflects whose voices and experiences we care about

Event Design

Focus Area Goals

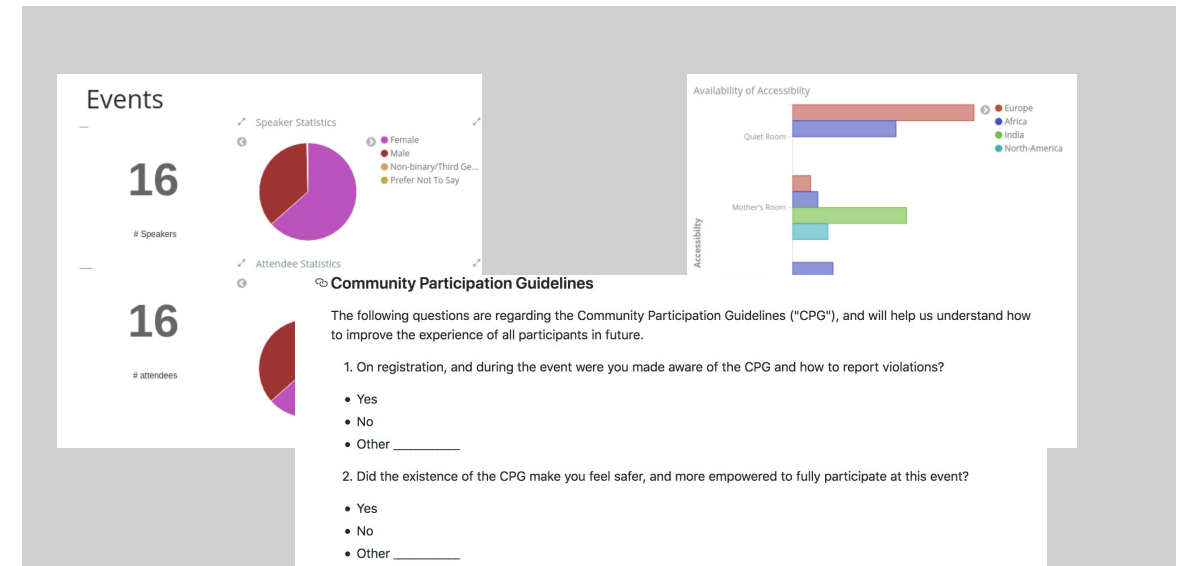
- Family Friendly
- Diversity Tickets
- Code of Conduct + Enforcement
- Speaker Demographics
- Attendee Demographics

Event Design

Focus Area Goals

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

Methods/Tools/Tactics



Leadership is where potential and
possibility emerge

Leadership

Focus Area Goals

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

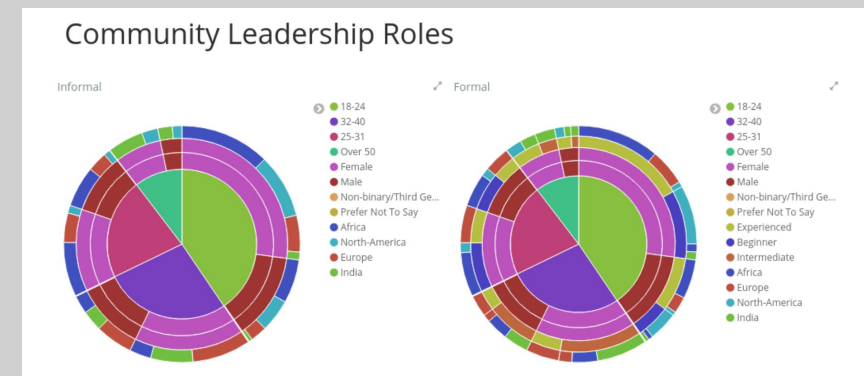
Leadership

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

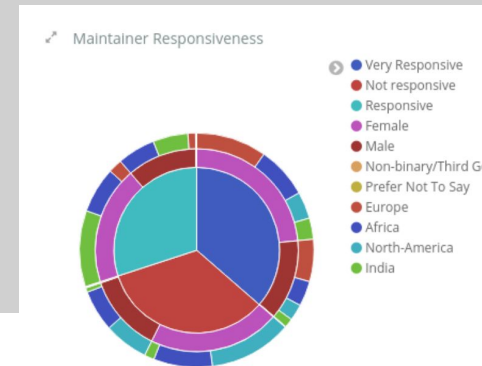
Project and Community Design

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>

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

<http://mzl.la/CommunityDI>

moz://a

Thank You

