Diversity & Inclusion

CHA OSSCon / GrimoireCon
Brussels 2018

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Motivation

Lack of data in OSS communities
Help working groups to produce such data
Data to make decisions
Generalize the study (metrics and software)
Centralize the efforts
Existing work

OpenStack presentations and feedback

ApacheCon Europe, PyConES, LinuxCon presentations (same software, same approach, different data sources)

OpenStack Gender Report
http://superuser.openstack.org/articles/bitergia-intel-report/

Diversity Empowerment Summit (Linux Foundation)

Women of OpenStack
D&I in CHAOSS

Centralize knowledge
Produce useful metrics and discussions
Develop software to create replicable studies
Challenges

Engage community and interest

Produce useful metrics and software for the community

Navigate sensitivities and specificity of several gender tools (e.g. genderize.io) (depends on community)
CHAOSS Meeting in Prague

Relationship of the numbers with contributor demographics

Are minorities taking more time? If they are, is this due to the culture of the project?

Look for health indicators and correlate those with gender contributions

Best understand & gather best practices from mentor programs (e.g. Outreachy & other programs)
Current Status

First steps / PoC

https://github.com/chaoss/wg_diversity_inclusion

Metrics available in the README file

Software available as use case
Next Steps

Metrics discussions from README to the Metrics TC (to be done)

Software migration to CHAOSS (in progress)

Next step for the OpenStack Gender Diversity Report: mentorship and contributors retention, to be released by April
Help welcome and needed

Any quantitative or qualitative metrics around the topic
Software to produce analysis or improve current ones
Discussions on the topic to the mailing list ([gender] label please)
IRC channel at freenode: #chaoss, #grimoirelab
Thanks!
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