



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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