



Exploring Open Source Project Diversity & Inclusion

Open Source Leadership Summit
Sonoma 2018

Matt Germonprez, University of Nebraska Omaha
Nicole Huesman, Intel
Daniel Izquierdo, Bitergia



Outline

CHAOSS Overview [leading into the D&I workgroup]

D&I Working Group Goals [how to integrate results, inputs]

Current Work and Data [Areas of analysis: tech and non-tech contributions, leadership and attendees representation. Recommendations from the OpenStack gender report.]

Q&A, How to Participate, Next Steps [attract community, how to help, contributions, next steps, Q&A]



How to understand projects...



How can we know if this open source project is likely to be around in 10 years if we base a product on it?

How can we know if this open source project is ready to be used by another project?

Is there a diverse community of active contributors engaged in the project?

Are there licensing risks in using this open source project?

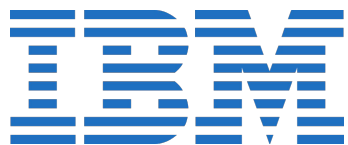
What is the health of the other projects that this project depends on?

CHAOSS Mission

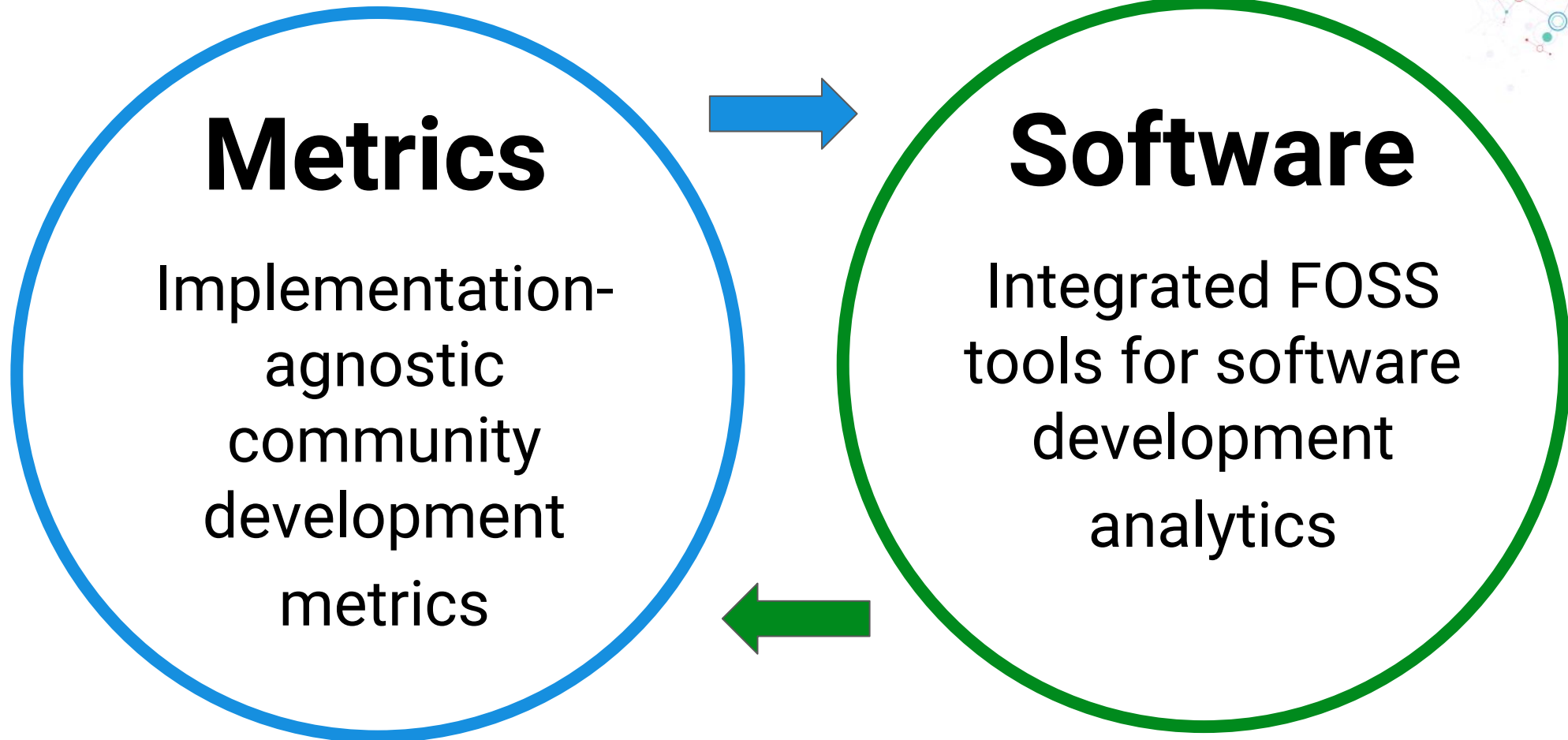


- Establish implementation-agnostic metrics for measuring community activity, contributions, and health.
- Produce integrated, open source software for analyzing software development in terms of these metrics.

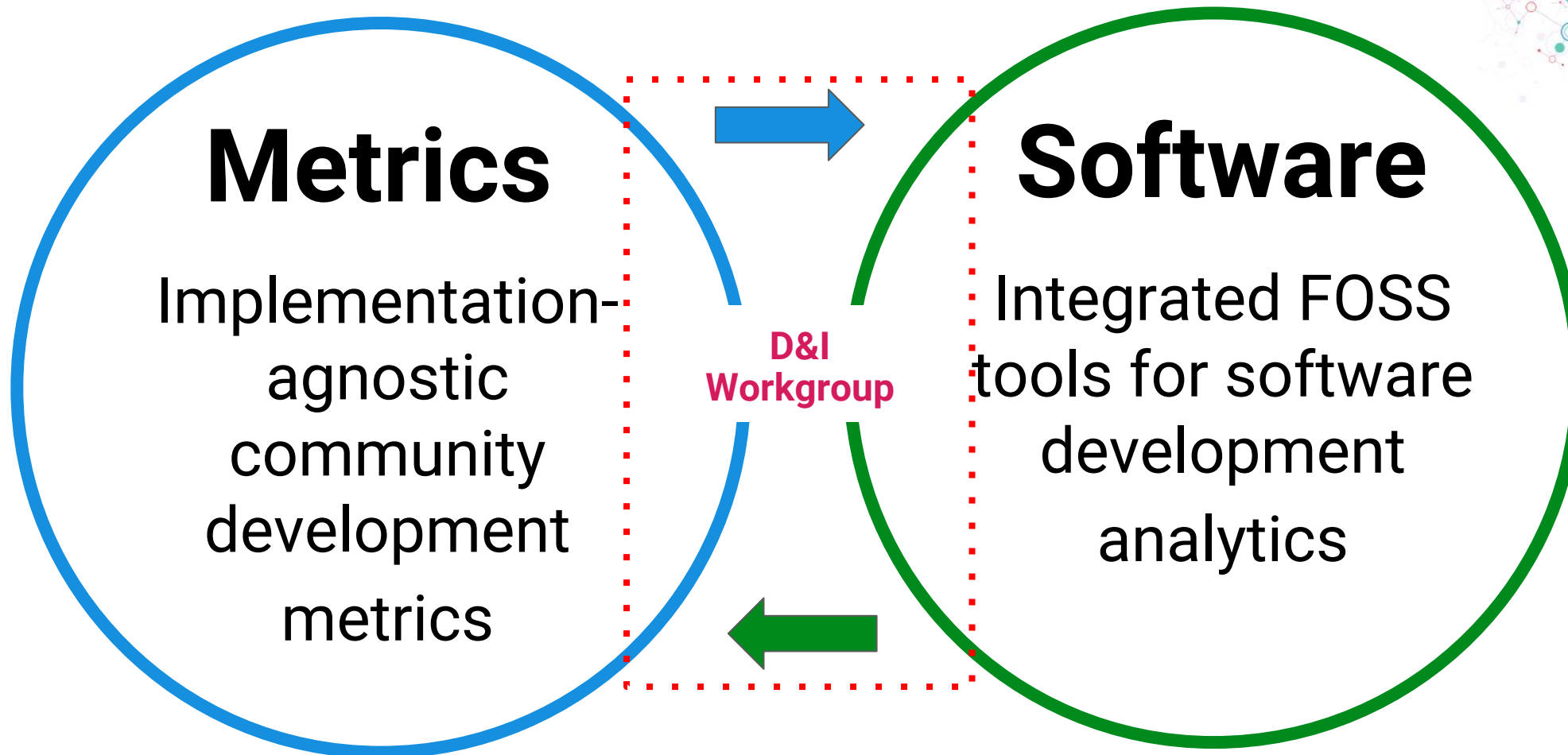
Working in an Open Community...



Focus Around Shared Interests



Focus Around Shared Interests



Diversity & Inclusion WG



Goals

- Curated set of metrics (metrics TC)
- Learn good practices from OSS communities (e.g.: Openstack Report)
- Produce useful software (WIP)
- Good practices on how to deal with data, maintenance and foster collaboration (open questions)
- Reproducibility of the study

Diversity & Inclusion WG



Inputs

- OpenStack Gender Report
- CHAOSS open discussions
- OpenStack survey
- Outreachy
- Mozilla work on D&I
- Django girls, GNOME Women, Women in Linux, Women of OpenStack,
...

Diversity & Inclusion WG



Goal: Curated set of metrics

- 4 main areas: governance, summit representation, tech contribs, and non-tech contribs
 - Pretty aligned with OpenStack
- Open discussions with the metrics TC (still to be done and to follow some method)

Diversity & Inclusion WG

Goal: Learn good practices

- Feedback is key in this case
- Communities, researchers, developers, etc



Diversity & Inclusion WG



Goal: Produce useful software

- Existing software available in the repository
- Ceres is the library used to enrich the information (inclusion in CHAOSS/GrimoireLab in progress)
- SortingHat (GrimoireLab) being improved to support gender
- Rapid prototyping of D&I metrics via GHData (WIP)

OpenStack Gender Diversity Research



- Initial starting point
- Technical & non-technical contributions
 - Technical contributions--code
 - Non-technical contributions--leadership & governance, committees & work groups, event keynote & attendee representation, evangelism/advocacy/marketing, program management
- Limitations of the tool
- Quantitative and qualitative
- Recommendations from the research
- Broader application
- Continuous improvement

Next Steps

- Understanding Mentorship
 - Repeatability of the Best Practices
- Effectively Connecting Metrics and Software TCs
- Repeatability of the D&I Report Work Across Communities
- Create Effective Way to Land What we Learn
- Improving Visibility and Accessibility to this Project



How to Participate

- <https://github.com/chaoss/wg-diversity-inclusion>
 - Actively participate and bring your experience
- <https://chaoss.community/>





Exploring Open Source Project Diversity & Inclusion

Open Source Leadership Summit
Sonoma 2018

Matt Germonprez, University of Nebraska Omaha
Nicole Huesman, Intel
Daniel Izquierdo, Bitergia

