Diversity outreach in open source: a case study
Angie Byron
This morning

- Where are we now?
- User groups
- Conferences
- Mentoring
- Open source initiatives
- A challenge
Source: Standing Out in the Crowd - Kirrily Robert - OSCON 2009
Open source developers: 1.5%

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When open source communities invest in diversity outreach, everyone wins.
User groups
Case study: Boston Python Workshop

User groups

Sunday, October 27, 13
Global community impact!

User groups

- Project Nights
- User group regular
- Local Workshop helper, lecturer
- Lightning talk enthusiast
- PyCon presenter, PSF supporter
Individuals

• Suggest and support diverse speakers
• Volunteer with outreach initiatives

Companies

• Sponsor outreach initiatives
• Encourage and support your technical women as community leaders
• Encourage a culture of volunteerism

User groups
Case study: PyCon 2013

The largest annual gathering for the community using and developing the open-source Python programming language.
Case Study: DrupalCon

3300+ Attendees
DrupalCon Portland
2013

COME FOR THE SOFTWARE, STAY FOR THE COMMUNITY

Drupal would simply not exist without its community. We want all attendees
at DrupalCon to have an awesome experience, both in and out of formal
conference sessions.
The purpose of this document is not to restrict the diversity of ideas and
expression in the Drupal community; rather, it's to raise awareness of the
potential for actions that could alienate valuable members — and potential
members — of the community.

https://portland2013.drupal.org/code-of-conduct
Individuals

• Only attend conferences with a CoC
• Suggest and support diverse speakers and program committee
• Speak up if a conference can do better!

Companies

• Only sponsor conferences with a CoC
• Encourage and support your technical women as speakers and attendees
• Sponsor financial aid

Conferences
Mentoring
Case Study: Drupal

http://drupalmentoring.org/

http://drupalladder.org/

http://drupaldojo.com/

Active tasks

<table>
<thead>
<tr>
<th>Available</th>
<th>Task</th>
<th>Participants</th>
<th>Drupal.org issue</th>
<th>Priority</th>
<th>Status</th>
<th>Version</th>
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</thead>
<tbody>
<tr>
<td>No</td>
<td>Draft change notification</td>
<td>eddib</td>
<td>1856630 [Change notice] (META) Rename Views methods to core standards</td>
<td>normal</td>
<td>active</td>
<td>8.x-3.x</td>
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<tr>
<td>Yes</td>
<td>Improve issue summary</td>
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<td>610076 Add a primary key to the taxonomy_index table.</td>
<td>major</td>
<td>needs work</td>
<td>8.x-dev</td>
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<tr>
<td>Yes</td>
<td>CMI testing</td>
<td></td>
<td>1831818 Test, improve, and document git config import workflow</td>
<td>major</td>
<td>active</td>
<td>8.x-dev</td>
</tr>
</tbody>
</table>

Drupal Core Ladder

Submitted by admin on Sun, 03/04/2012 - 18:24
To track your ladder progress you will want to create an account on this site: http://drupalladder.org/project/le

Lessons:
- Review and revise patches
- Write tests
- Re-roll patches to apply cleanly to the latest version of Drupal
- Work on a core issue
- Create or Join an issue team to work on an issue in the queue
- Find a core system that interests you and learn about it
- Write a patch
- Execute patch
- Getting started in the issue queue
- Install Git
- Install Drupal locally
**Individuals**

- Have you thought about being a mentor before? :)
- Clearly identify “low-hanging fruit” things for new contributors to tackle
- Form a “dojo” for your discipline of choice

**Companies**

- Give employees time to participate in mentoring initiatives
- Create funded mentorship opportunities (e.g. Google Summer of Code)
Open-source initiatives
Case study: GNOME Outreach Program

FREE & OPEN SOURCE SOFTWARE Outreach Program for Women Internships

LOOKING FOR AN INTERNSHIP DECEMBER 2013 - MARCH 2014?

MAKE A DIFFERENCE!
Support software freedom!

DEC 10 - MAR 10
PROGRAM DATES

NOV 11
APPLICATION DEADLINE

$5000 STIPEND (USD)

GNOME.ORG/OPW
LEARN MORE & APPLY!
Individuals

• Make your OSS projects welcoming to new contributors
• Volunteer with outreach initiatives

Companies

• Sponsor outreach initiatives
• Give employees time to participate in outreach initiatives
This morning

- Where are we now?
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Our ATO challenge

This year,

1 personal investment
1 company investment

in open source diversity.
When open source communities invest in diversity outreach, everyone wins.
Thank you!