



Tutorial: How to Prepare a Diversity and Inclusion Report for your Community



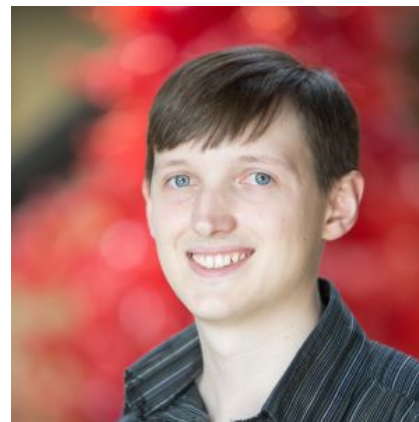
About Us



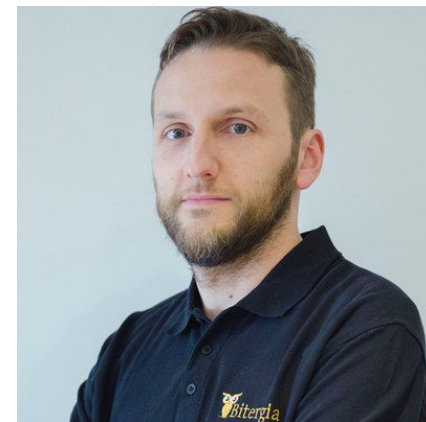
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Welcome - our plan today:

- Why are you here?
- OpenStack Gender Report
- Considerations
- CHAOSS D&I metrics
- Data Sources
- Q&A



What is CHAOSS



Software Releases

Integrated FOSS tools for
software development
analytics

Metrics Releases

Implementation-agnostic
community development metrics

Project Health Reports/Container

The Reports include the methods,
technologies and metrics necessary
to reproduce in your own project

Diversity and Inclusion



- **Diversity**
- **Inclusion**
- **Retention**
- **Attraction**

How different are the people present?

How well do we enable these different people to work together?

How long do different people stay engaged?

How well do we extend a hand to different newcomers?





Why are you here today?

3 sentences:

- I am ...
- My open source community is ...
- I want to get out of this session ...



Considerations

We do not have all the answers but are collecting questions.

Examples



OpenStack Gender Report

2017-S1&S2: governance, leadership, (non-)code and non-code contributions

2018-S1: + mentorship analysis, GSoC and Outreachy

(<https://bit.ly/2008p3j>)

Phases

1. Planning and Preparation Phase
2. Data Collection Phase
3. Analysis Phase
4. Dissemination Phase



Planning and Preparation Phase



- Set a Goal
- Rally Support
- Decide on Metrics (look at CHAOSS resources)
- Prepare Data Collection
- Plan Dissemination
- Revise with Community

Data Collection Phase



1. Methods may include

- a. Survey, Interviews
- b. Observations at events
- c. Analyze community documents
- d. Run activity data collection software (e.g. GrimoireLab, Augur)

2. Manage data

- a. Protect Privacy
- b. Keep track of different versions of the data
- c. Long-term storage for future report comparisons

Analysis Phase



1. Put data in the report to align with the previously defined goals.
2. Interpret the data using background information that would not be visible from the data alone.
3. Consider how each data point is telling a story.
4. Share a draft with the community for additional insights, stories, and feedback.

Dissemination Phase

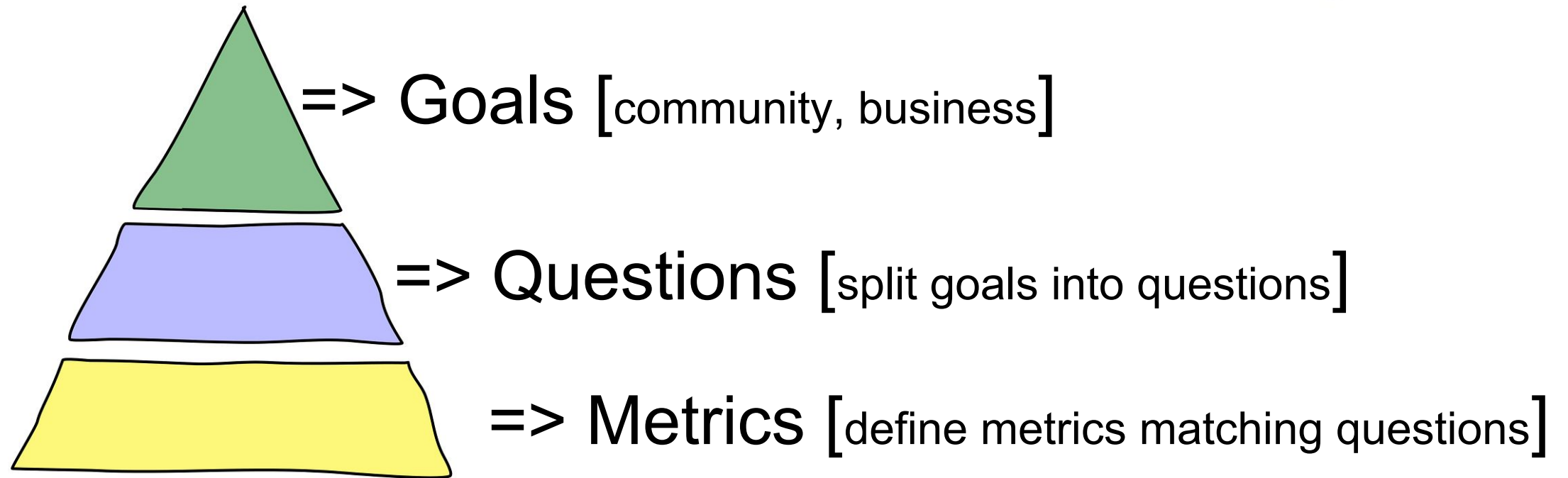


1. Publish finished report, tweet about it, disseminate it
2. Share report with the CHAOSS community mailing list
3. Prepare new iterations based on feedback
4. Make decisions on resulting data



CHAOSS D&I Metrics

Goal-Question-Metric Approach



D&I Focus Areas

1. Event Diversity
2. Contributor Community Diversity
3. Communication Inclusivity
4. Recognition of Good Work
5. Leadership
6. Governance
7. Project Places



D&I Focus Areas

1. **Event Diversity**
2. Contributor Community Diversity
3. Communication Inclusivity
4. Recognition of Good Work
5. Leadership
6. **Governance**
7. Project Places



FA 1: Governance



Live demo of CHAOSS resources

https://github.com/chaoss/wg-diversity-inclusion/blob/master/focus_areas/governance/goal_governance.md

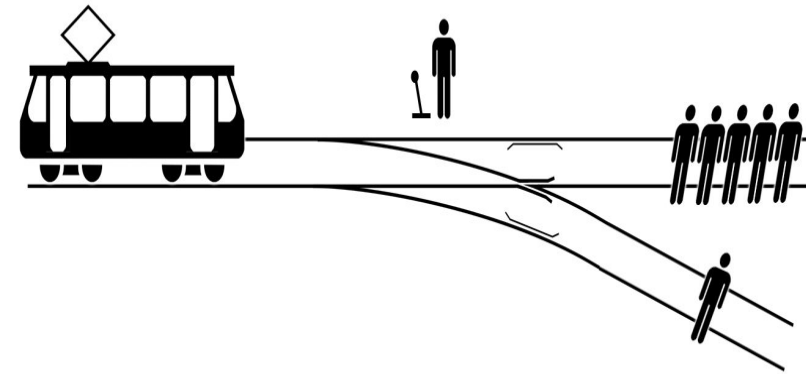
FA 2: Event Diversity



Live demo of CHAOSS resources

https://github.com/chaoss/wg-diversity-inclusion/blob/master/focus_areas/events/goal_events.md

Ethics & Accountability



16 lines (11 sloc) | 1.04 KB

Raw Blame History



Best Practices (and Rules)for Handling Diverse Data

NOTE:This is a work in progress.

Collecting diverse demographics data is important in helping open projects like Mozilla understand the impact of interventions we make to be a more inclusive, and welcoming project. That said, it's important to always ensure you know why you are asking for sensitive data. Here are some prompts.

Always include Mozilla's privacy policy.

- If you are asking for **gender identity**, how will you use that data? If you don't know, don't ask.
- If you are asking whether someone is **transgender** how do you intend to benefit that demographic with your findings? If you dont know, don't ask.
- If you are asking gender identity, you cannot query people under 19. Add checkbox to ensure people are over 19.
- If you are collecting personally identifying information like name, email, Github ID AND gender identity information, do you have in place:
 - Legal approval
 - Standards for handling this data, that will ensure results are anonymotized beyond any recognition.



Data Sources

Data Sources



Any useful input for your dataset

Website, Git, Mailing lists, Slack, GitHub, GitLab, ...

Qualitative approach through interviews or forms



Q&A

Join us to find metrics at



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chaoss.community

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How to Get Started with CHAOSS



How to get started

- Join our **mail list** and introduce yourself.
- Look through the **mail list archive** for past discussions and self-introductions of people involved.
- Add our **weekly call** on your calendar.

How to contribute

- Join our weekly call.
- Share your experience with metrics.
- Let us know what you would like CHAOSS to do for you.
- Just participate in the conversation.

CHAOSCon EU: February 1st, 2019



In Brussels, the day before FOSDEM.

The CFP is open - please submit talk proposals.

<https://chaoss.community/chaosscon-2019-eu/>

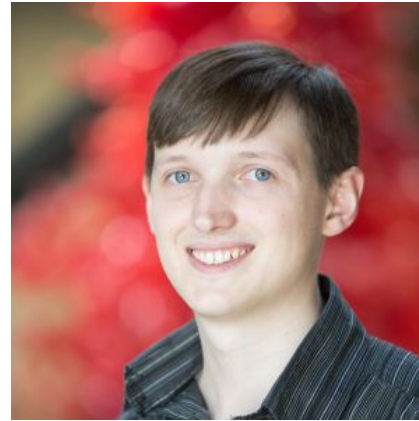
Thank You



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Support



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