



Growing a Community through Diversity and Inclusion Metrics

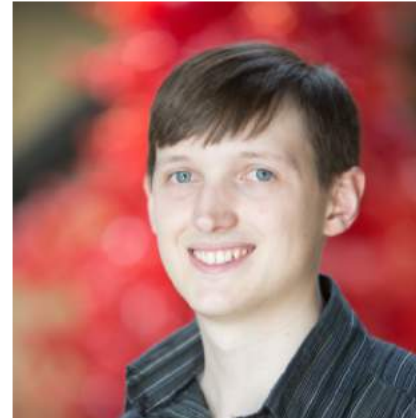
Community Manager Gathering
at OSCON
July 14, 2019



About Us



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Welcome - our plan today:

- Why should you care about D&I
- CHAOSS D&I metrics
- Usage & application of CHAOSS D&I metrics
- Questions for open discussion
- Ways to get involved





Why should you care about D&I?

Grow your community by attracting the widest group of potential contributors, and by enabling them to bring their fullest potential to your project

(among many other reasons!)



What is the solution?

Make your project attractive to all kinds of contributors with different backgrounds, skillsets, and perspectives



How?

With an understanding of current barriers, and where to improve ... a diversity & inclusion report can guide you

Understanding some of the dynamics



- **Diversity** How different are the people present?
- **Inclusion** How well do we enable these different people to work together?
- **Retention** How long do different people stay engaged?
- **Attraction** How well do we extend a hand to different newcomers?



Examples



OpenStack Gender Report

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

2018-S1: + mentorship analysis, GSoC and Outreachy

(<https://bit.ly/2O08p3j>)

What is CHAOSS D&I Working Group?


Bringing experiences to measure diversity & inclusion consistently across open source projects

Supported by software (*where possible*)

Goal-Question-Metric Approach

Defined 7 focus areas

A resource & forum for open discussion



CHAOSS Diversity and Inclusion Working Group

Introduction

Diversity and inclusion are central to the health of open source communities. The CHAOSS Diversity & Inclusion (D&I) Working Group aims at bringing experiences to measure diversity and inclusion consistently across open source projects, supported by software where possible.

We've defined seven (7) [focus areas of metrics](#), and are working on further defining these areas. We've also established a [roadmap of 2019 objectives](#) to guide our work.

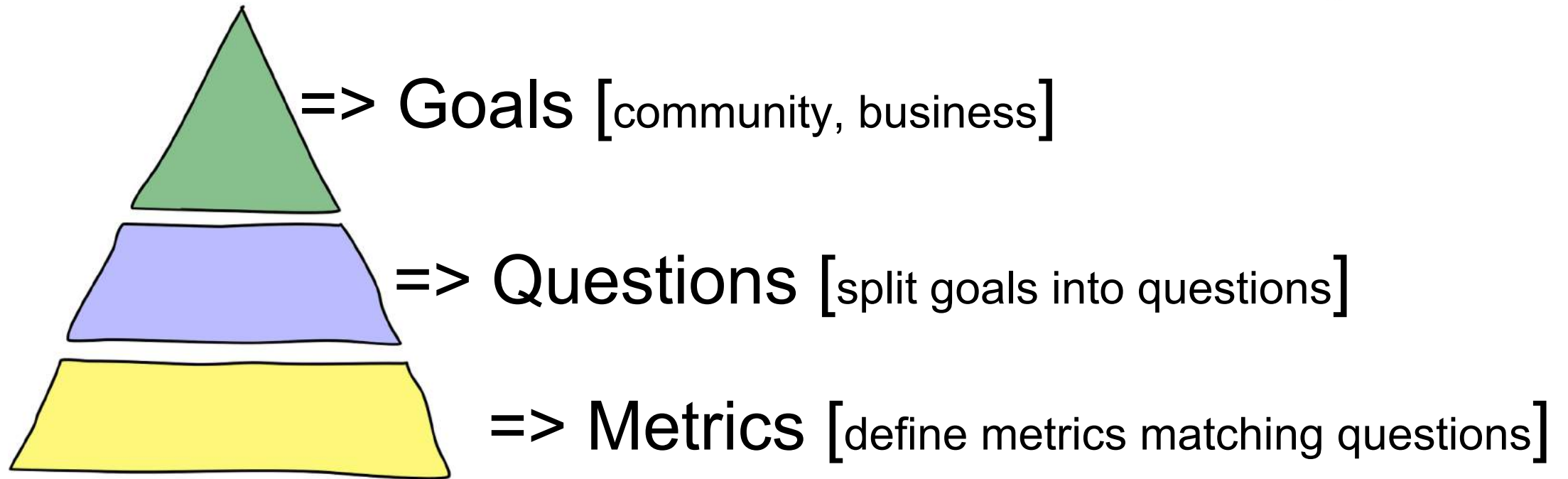
We invite anyone interested in the topic of diversity and inclusion to learn more, and join us. See [Contributing](#) below to join the mailing list, or one of our weekly video calls.

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<https://github.com/chaoss/wg-diversity-inclusion>

Goal-Question-Metric Approach



D&I Focus Areas



Focus Area	Goal
1. Event Diversity	Identify the diversity and inclusion at events.
2. Contributor Community Diversity	Identify the diversity of the contributions within a community, and how those different contributions are valued.
3. Communication Inclusivity	Identify how we are communicating with contributors, and potential contributors.
4. Recognition of Good Work	Identify how we recognize/reward good work in our community.
5. Leadership	Identify how healthy our community leadership is.
6. Governance	Identify how diverse and inclusive our governance is.
7. Project and Community	Identify how diverse and inclusive our project places, where community engagement occurs, are.

How is this work being used today?



- **Pilot Projects**
 - Hyperledger
 - Others to come ...

- **Guides**

https://github.com/mozilla/diversity/blob/master/evaluation_tools/governance-basic.md

For Discussion



- How are you currently measuring diversity & inclusion in your community?
- How would you use D&I metrics in your community?
- Are there other metrics, or considerations, we should include in our work?
- Would you be interested in working with us as a pilot project?

CHAOSS can help!

Get started with CHAOSS D&I WG!



- Introduce yourself on the [CHAOSS D&I WG mailing list](#), and tell us a little bit about your interests
- Join us on our [weekly video conferences](#) every Monday at 7:30 am PT / 9:30 am CT (usually 16:30 CET) via [Zoom](#); check out our [agenda and meeting minutes](#); listen in and/or participate in the discussion
- Come see us at upcoming [conferences and workshops](#) — join us at CHAOSScon
- Review the [Metrics Focus Areas](#) and provide your feedback
- Review the [issue list](#) and fix some of the issues
- Let us know what you would like CHAOSS to do for you!

chaoss.community

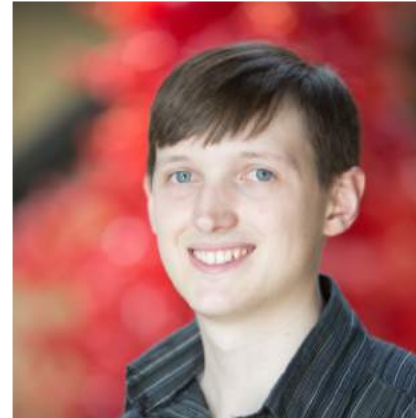
CHAOSScon
Tuesday, August 20
San Diego

Co-located with Open Source Summit N.A.

Thank you



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