

The logo for CHA OSS, featuring the word "CHA" in black, a stylized "O" composed of four colored segments (blue, green, purple, and red), and "SS" in black.

CHA OSS

Tutorial: Diversity and Inclusion WG

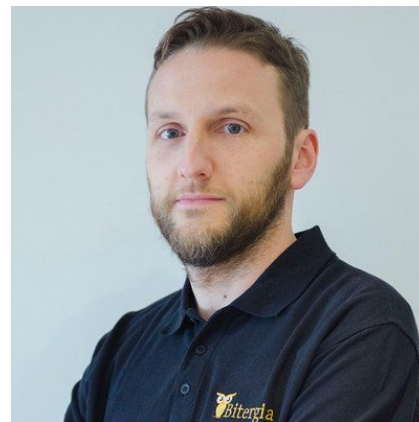
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CHA OSS

About Us



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Welcome - our plan today:

- What does the D&I workgroup do?
- CHAOSS D&I metrics and examples
- Group exercise: Define a metric
- Group report out
- Wrap-up



Diversity and Inclusion



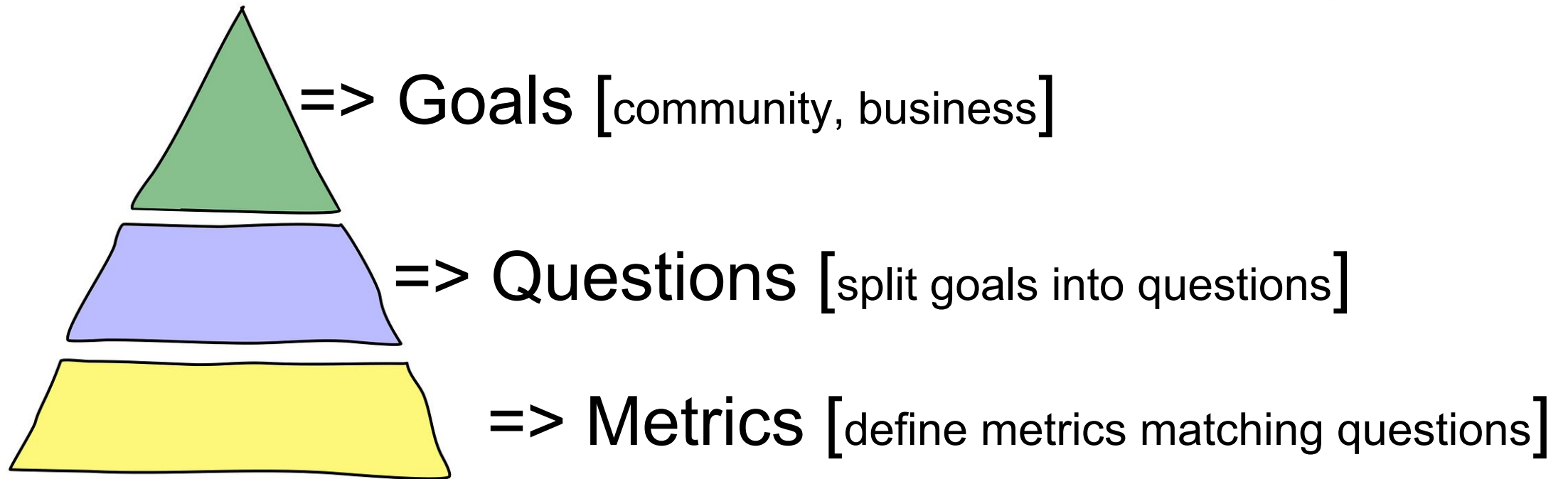
- **Diversity** How different are the people present?
- **Inclusion** How well do we enable these different people to work together?
- **Retention** How long do different people stay engaged?
- **Attraction** How well do we extend a hand to different newcomers?





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



Board Council Diversity Example



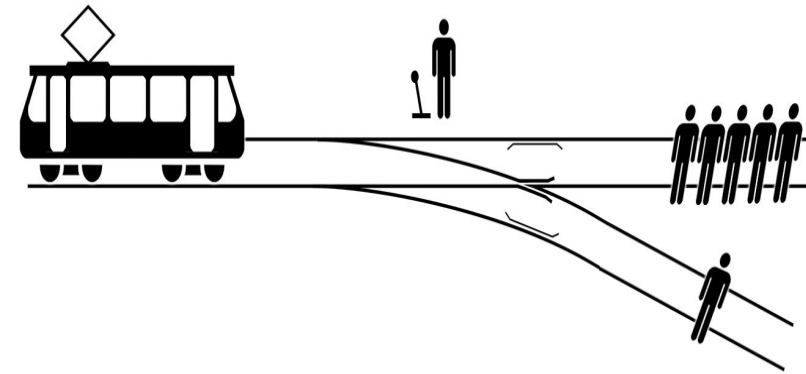
https://github.com/chaoss/wg-diversity-inclusion/blob/master/focus_areas/governance/board_council_diversity.md

Speaker Demographic Example



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



Group Exercise

Pick an Issue



Make sure no teams pick the same issue.

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

- Communication Inclusivity: Captioning [#111](#)
- Communication Inclusivity: Speaking [#113](#)
- Communication Inclusivity: Listening [#114](#)
- Contributions: Perceived Value [#117](#)
- Contributions: Contribution Sentiment [#118](#)

Please include the names of all contributors, so we can recognize you!

Group Report Outs



What did you accomplish?

What were the challenges?

What did you learn?

Join us to find metrics at



CHA^OSS

chaoss.community

CHA^OSS

How to Get Started with CHAOSS



How to get started

- Join our [D&I mailing list](#) , or the the [CHAOSS one](#) and introduce yourself.
- Look through the [D&I mail list archive](#) or the [CHAOSS one](#) for past discussions and self-introductions of people involved.
- Add our **weekly call** on your calendar.

How to contribute

- Join our weekly call and check the [agenda](#) (more details in the agenda about how to connect)
- Share your experience with metrics.
- Let us know what you would like CHAOSS to do for you.
- Just participate in the conversation.

Example D&I Report

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>)



Thank You



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Support

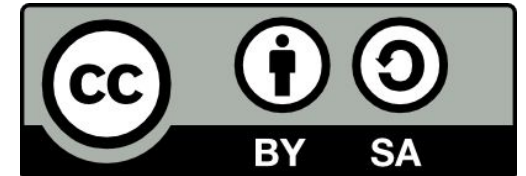


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Extras

Phases of Creating a D&I Report

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