

The logo for CHA OSS, featuring the letters 'CHA' in black, a stylized 'O' composed of four colored segments (red, blue, green, purple), 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

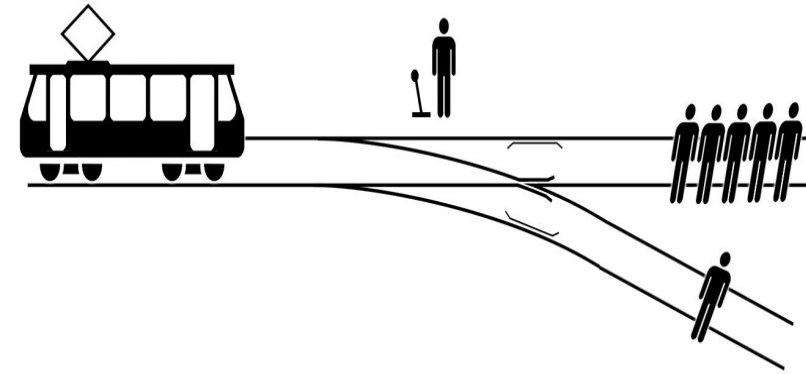


- **Diversity**      How different are the people present?
- **Inclusion**      How well do we enable these different people to work together?
- **Retention**      How long do different people stay engaged?
- **Attraction**      How well do we extend a hand to different newcomers?





# 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.

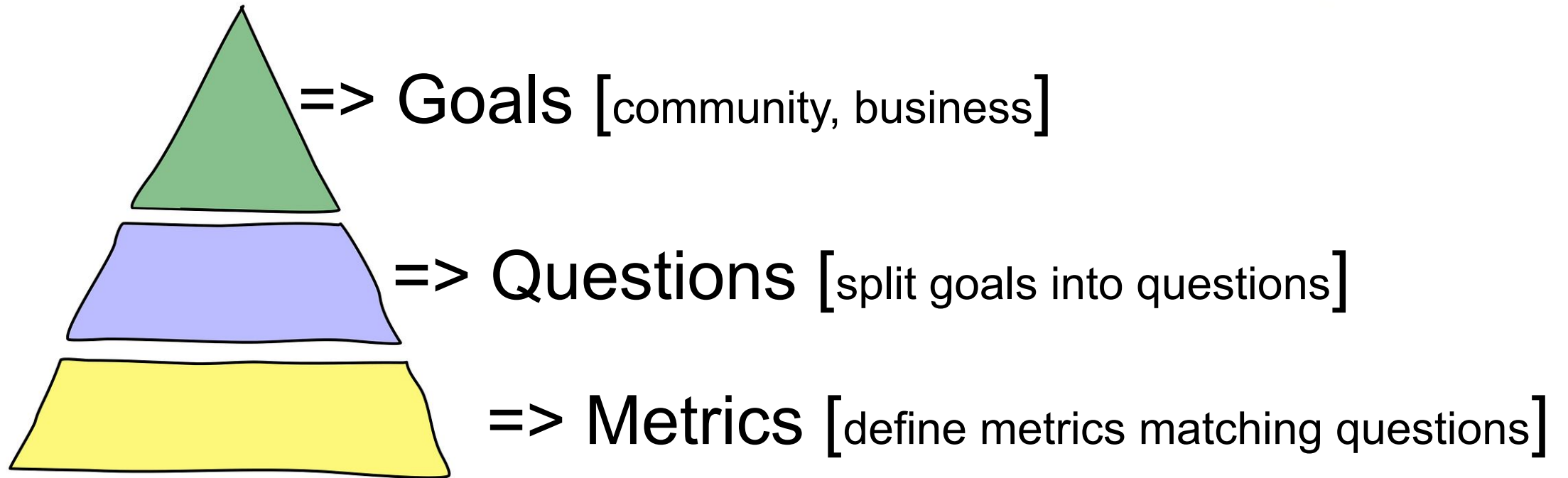
Always include Mozilla's privacy policy.

- 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.



# 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





# Leadership - Mentorship



<https://chaoss.community/metric-mentorship/>

# Event Diversity - Family Friendliness



<https://chaoss.community/metric-family-friendliness/>



# Group Exercise

# Pick a Group

- Sponsorship: [#135](#) - GL
- Documentation: [#70](#) - NH
- Onboarding: [#121](#) - DF

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

## Assignment for each group:

- Select a note taker, but everyone can work collaboratively in the doc.
- Select someone to report back.
- Select a facilitator.
- There are no right answers, and we can figure this out together as a group.
- We are here for best practices but not for answers.

# Group Report Outs

What did you accomplish?

What were the challenges?

What did you learn?





Join us to find metrics at



CHA<sup>O</sup>SS

[chaoss.community](https://chaoss.community)

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# 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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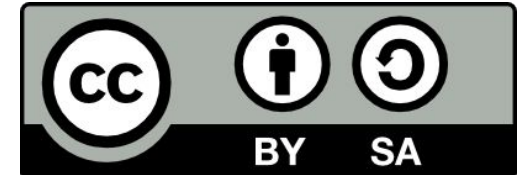


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# Extras

# 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