Diversity & Inclusion Badging

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CHA OSS Metrics

- Metrics clearly help inform how we think about complex issues related to open source project health:
  - D&I, Value, Evolution, Risk, and Common

- And metrics become even more valuable in practice
  - Some metrics are a bit easier to put into practice via software as they are derived from online trace data
    - Evolution (Commits)
    - Risk (Licenses)

Diversity & Inclusion

- How do we build ways to bring the D&I metrics to practice?
  - Not easily derived from trace data (if at all)
• Open source software is not easily published as an academic contribution
• Open source software is not easily recognized in cases of tenure and promotion

• How to publish open source software
  • Open and transparent submission process on GitHub
  • Authors submit links to the software via GitHub Issue
  • The software is openly reviewed for particular criteria
    • README
    • Tests
    • Code Commenting
  • The problems are openly discussed and resolved (or not) on the Issue
• The open source software is published
D&I Badging at Work

• CHA OSS D&I has four focus areas
  • We can start by concentrating on two with their included metrics (to date)
    • Event Diversity
      • Speaker Demographics
      • Attendee Demographics
      • Code of Conduct for Event
      • Family Friendliness
    • Project Diversity
      • Board/Council Diversity
      • Code of Conduct for Project
      • Mentorship
      • Sponsorship

How to Badge D&I Work

• Open and transparent submission process
  1. Authors submit links to the D&I work
  2. The reported work is openly reviewed for particular criteria
     • Published Code of Conduct
     • Clear methods for capturing attendee demographics
     • Published efforts towards family friendliness
  3. The review is performed and problems are openly discussed and resolved (or not) on a GitHub Issue
  4. The D&I Badge is awarded and recorded

Why Do This?

To showcase the, sometimes unseen, D&I work that is happening in your projects

Challenges

• Reviewers
  • Each badge request will require one reviewer
• Volume
  • If too many badge requests are issued, response time and quality may suffer
• Time
  • New D&I metrics will be released via the D&I working group
  • As a project declines
    • Will contribute to volume issues as renewals are needed
Thanks.
Feedback and Help Appreciated :)

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