Beyond the 10%

Analysis of the gender-diversity gap

Python DevRoom @ FOSDEM

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https://speakerdeck.com/bitergia

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All started in Tokyo...

Extension of previous analysis (focus on CPython)

Lack of existing data

Transparency and improvement

Learn from best practices

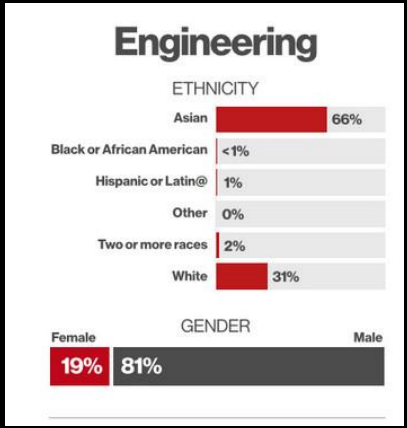
Ethical and business perspective

Involved in CHAOSS D&I

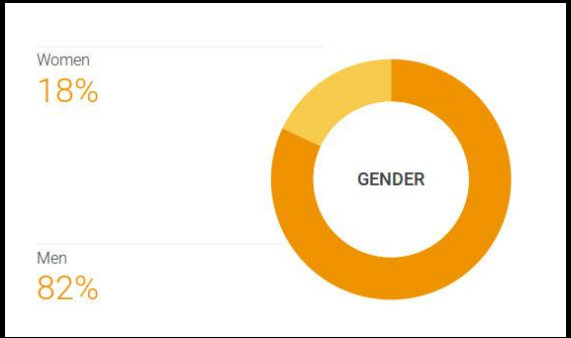
Python diversity statement:

“some of these attributes include (but are not limited to): age, culture, ethnicity, **gender identity** or expression, national origin, physical or mental difference, politics, race, religion, sex, sexual orientation, socio-economic status, and subculture. We welcome people regardless of the values of these or other attributes.”

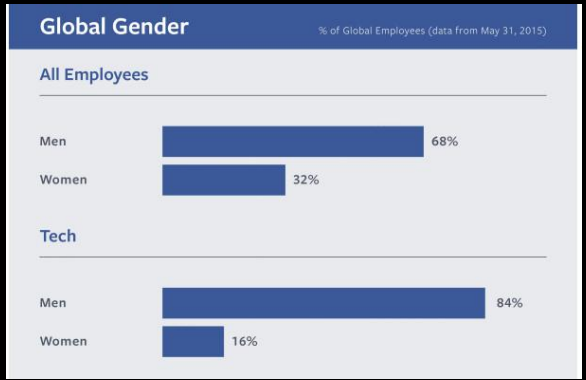
/context



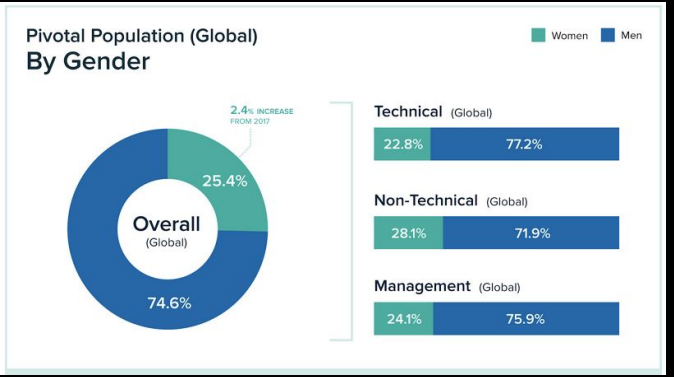
https://blog.pinterest.com/en/our-plan-more-diverse-pinterest



http://www.google.com/diversity/



http://newsroom.fb.com/news/2015/06/driving-diversity-at-facebook/



https://content.pivotal.io/blog/pivotal-2018-diversity-inclusion-report

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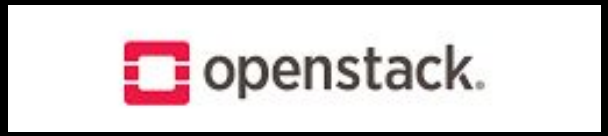


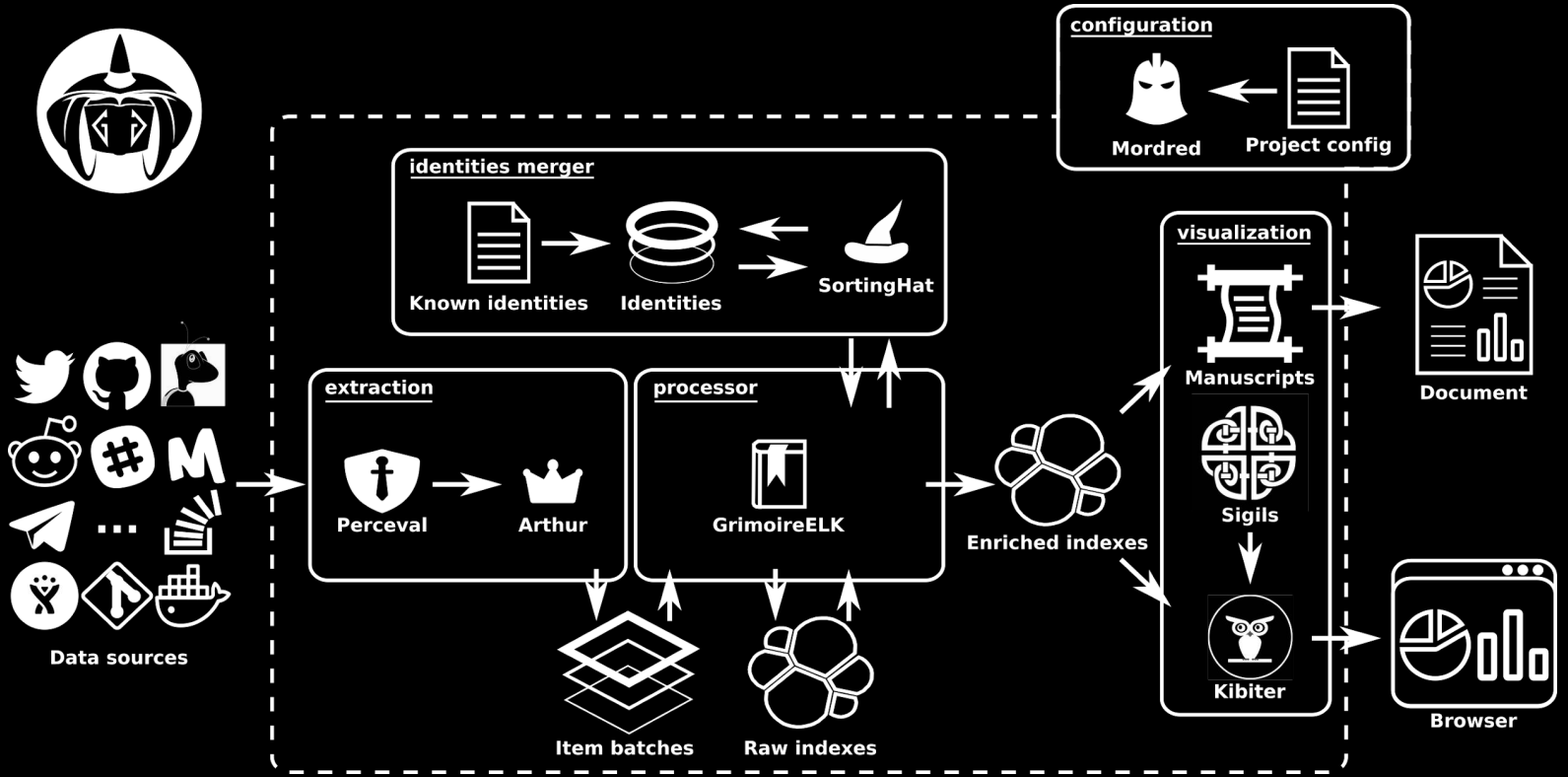
11%

10%

8%

4%
[CPython]

/architecture



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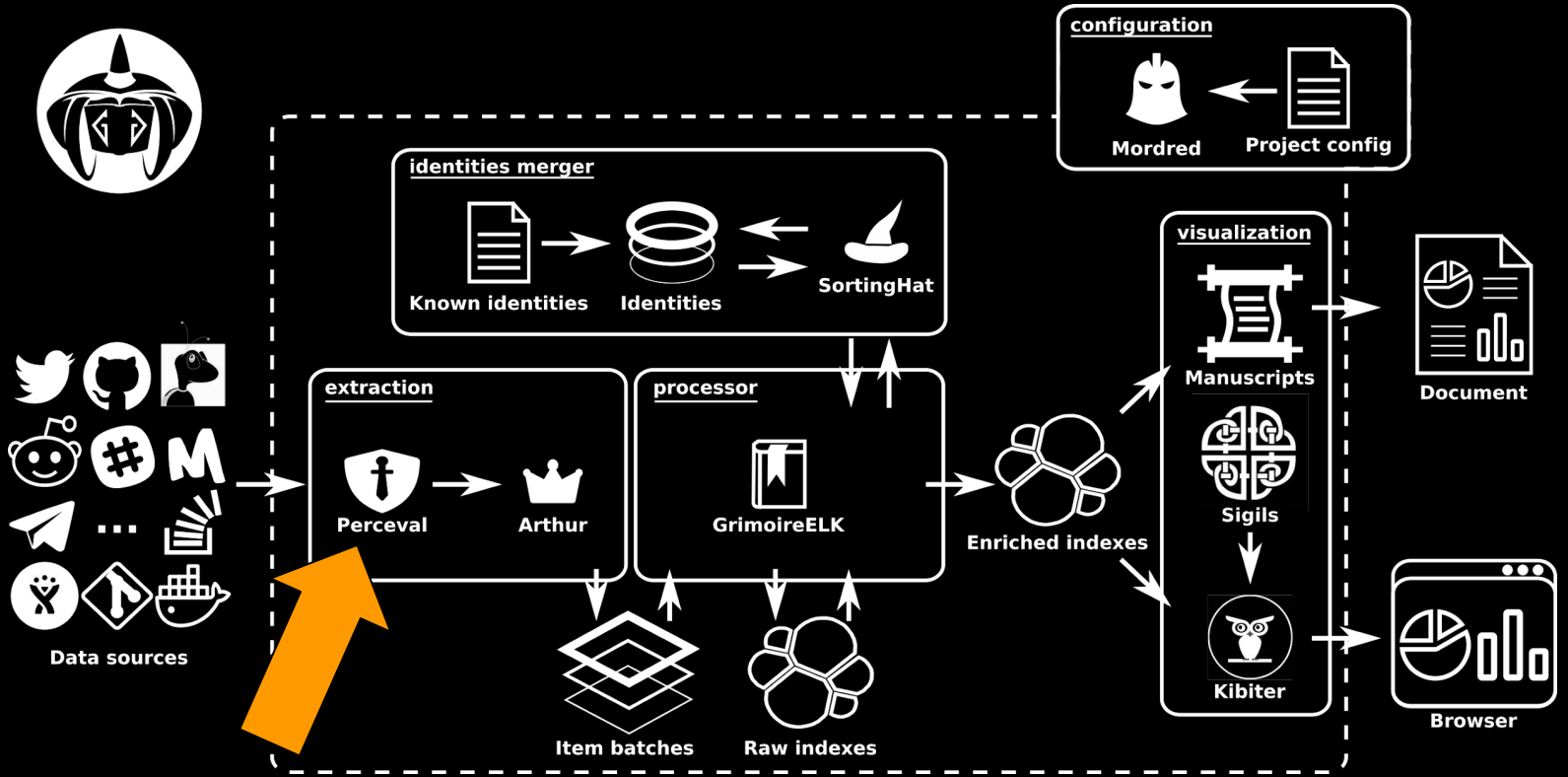

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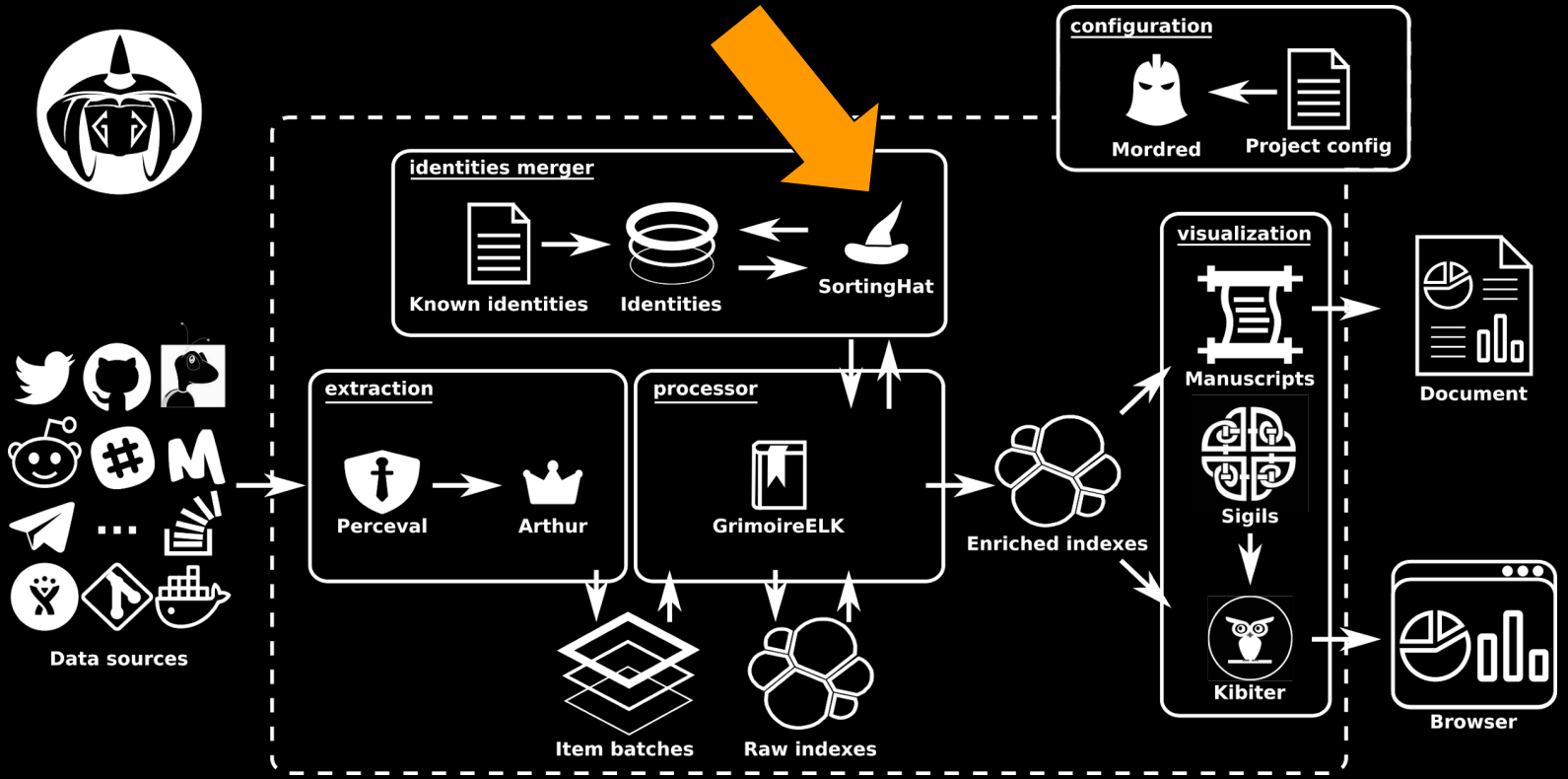

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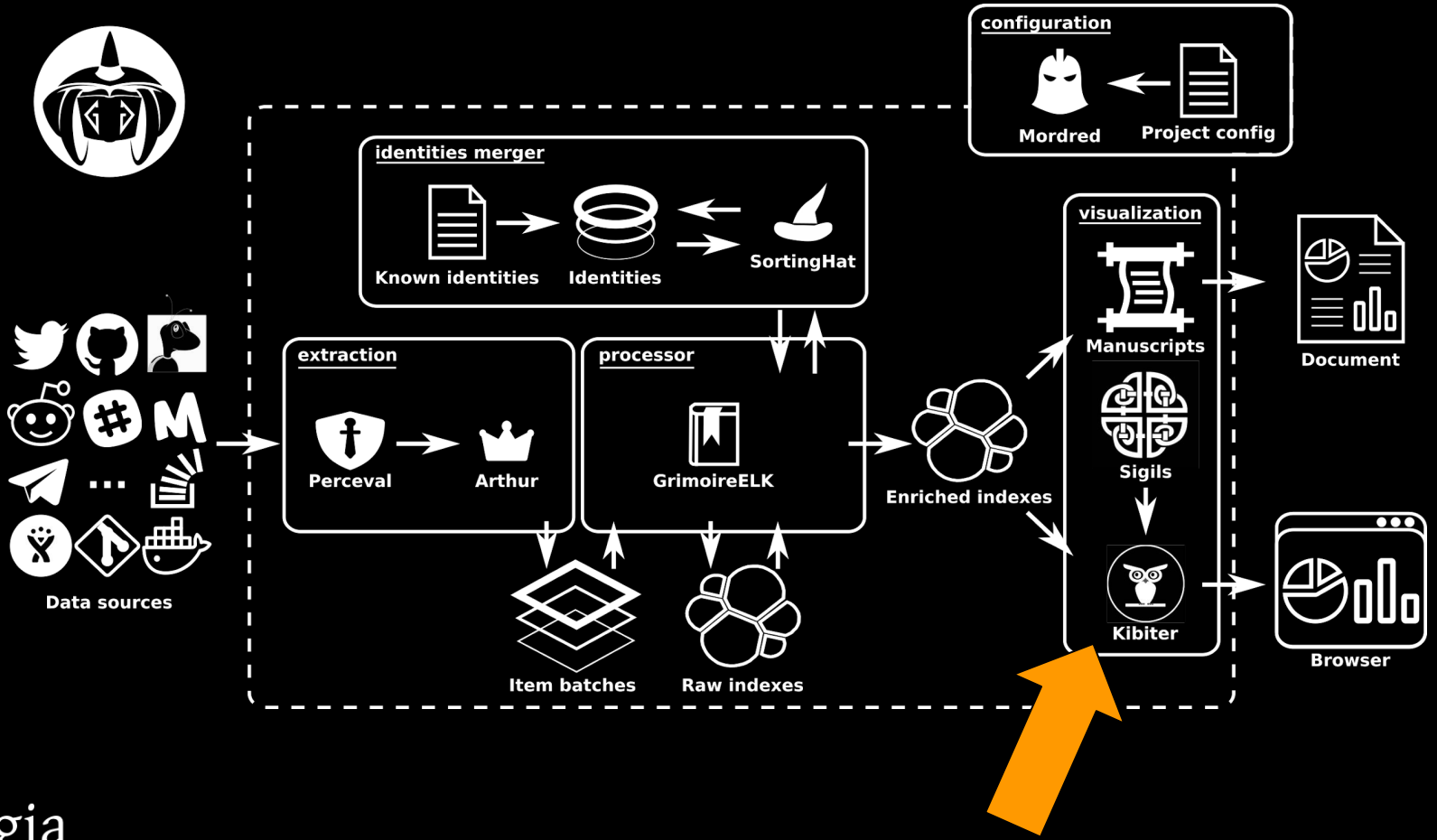

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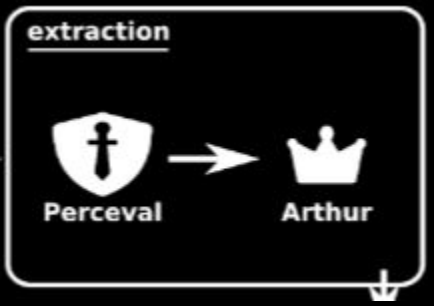
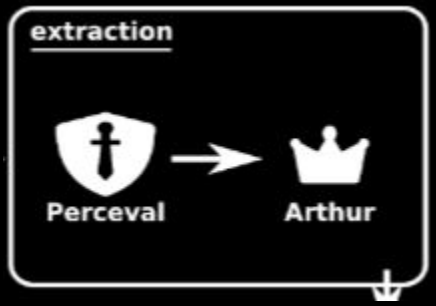


$ **perceval git "https://github.com/chaoss/grimoirelab-perceval.git"**

> [2019-02-01 23:36:59,096] - Sir Perceval is on his quest.

> [2019-02-01 23:36:59,102] - Fetching commits: 'https://github.com/chaoss/grimoirelab-perceval.git' git repository from 1970-01-01 00:00:00+00:00; all branches

/architecture



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"data": {
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"AuthorDate": "Mon Apr 25 00:47:22 2016 +0200",
"Commit": "Santiago Dueñas <sduenas@bitergia.com>",
"CommitDate": "Thu Apr 28 01:31:50 2016 +0200",
"commit": "babb8f761a436ea00cac90957afc3d38f0bdc946",
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"added": "22",
"file": "perceval/backends/github.py",
[...]
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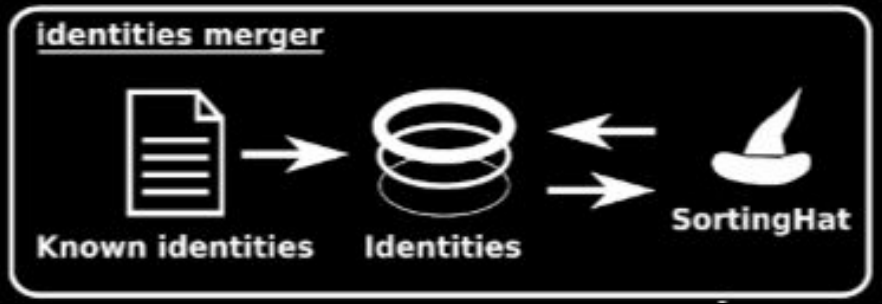
}



Name

Email

Nickname

Country

Other identities

Gender

Genderize.io as external API

$ curl https://api.genderize.io/?name=peter

>
{"name":"peter","gender":"male","probability":1,"count":4373}

Last year activity

More context: **2004**: ~0% **2014**: 2.21% **Last year**: 4.36%

/numbers

Community last year activity

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Women last year activity

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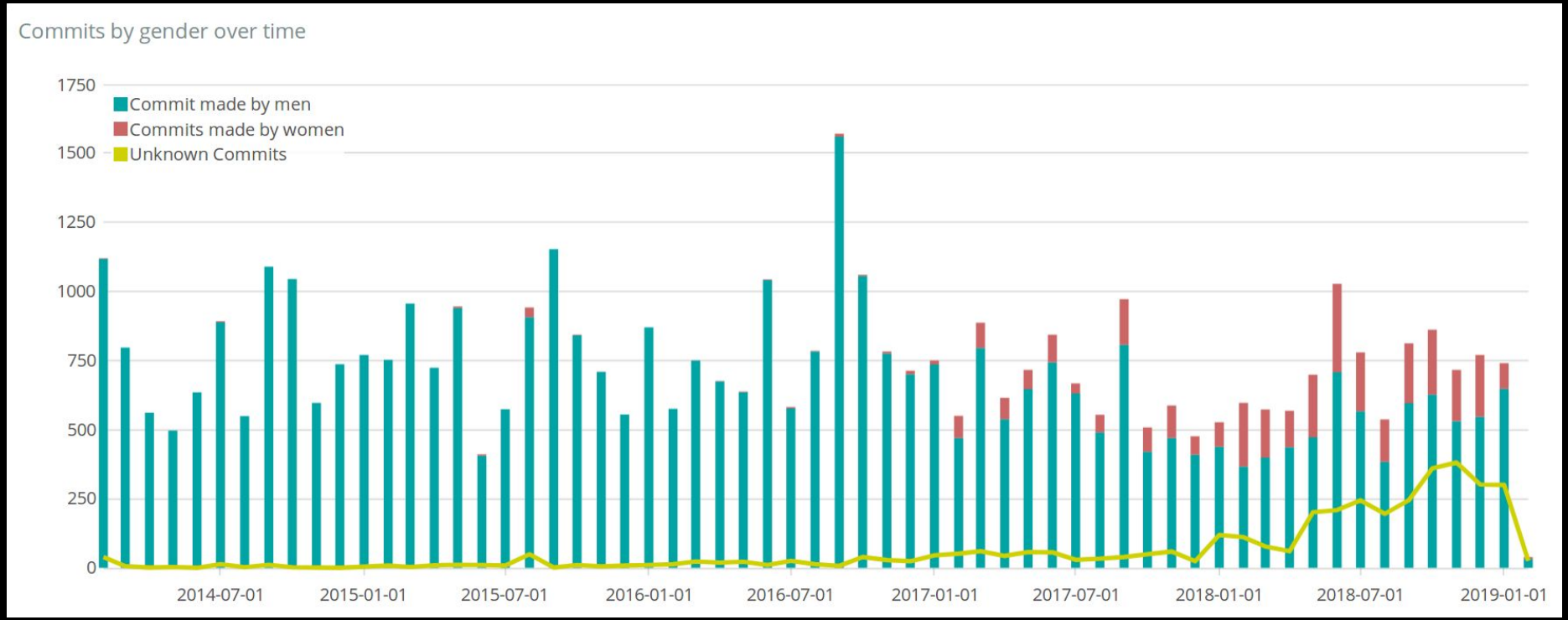
/numbers

Community evolution over time



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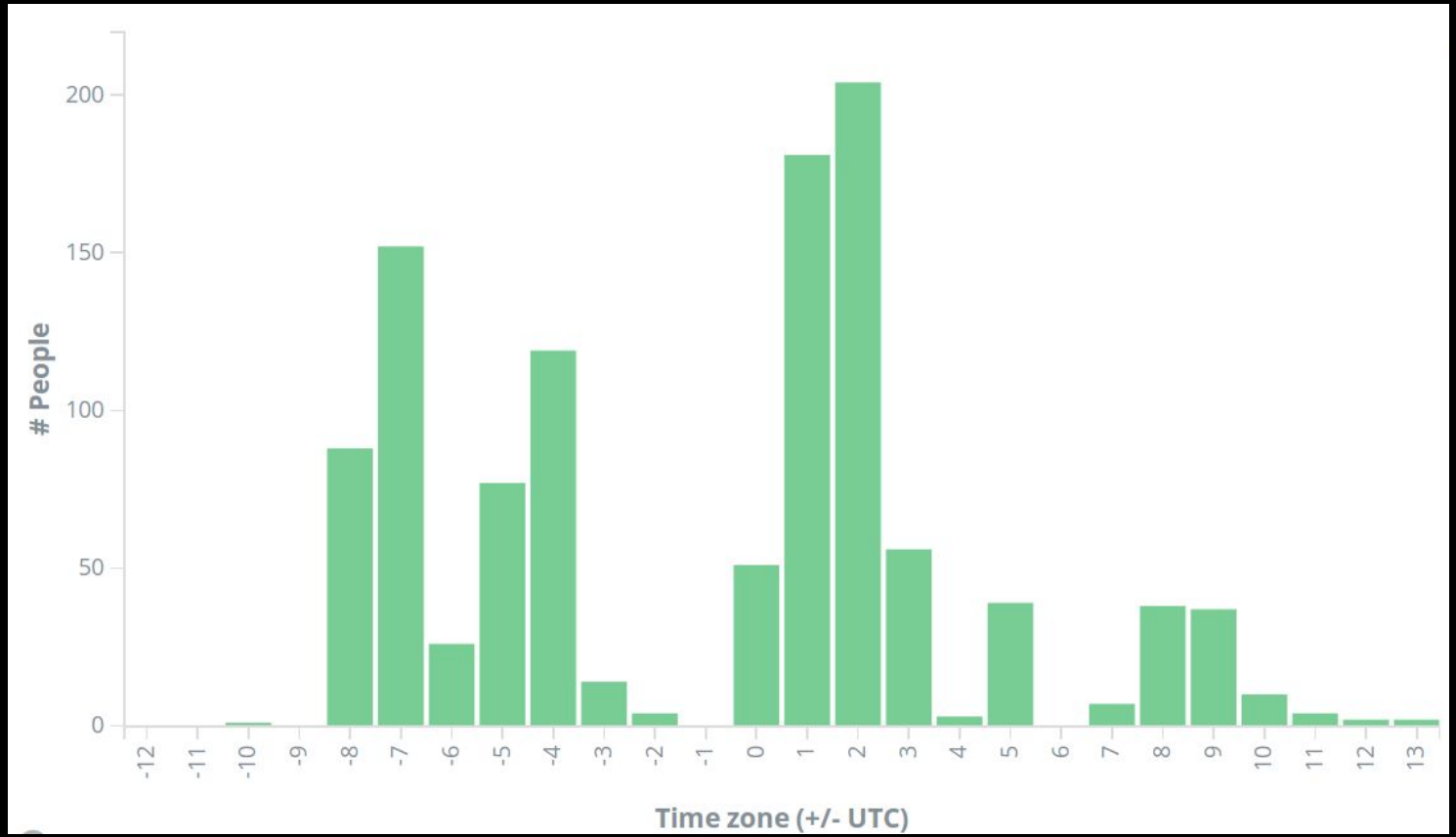
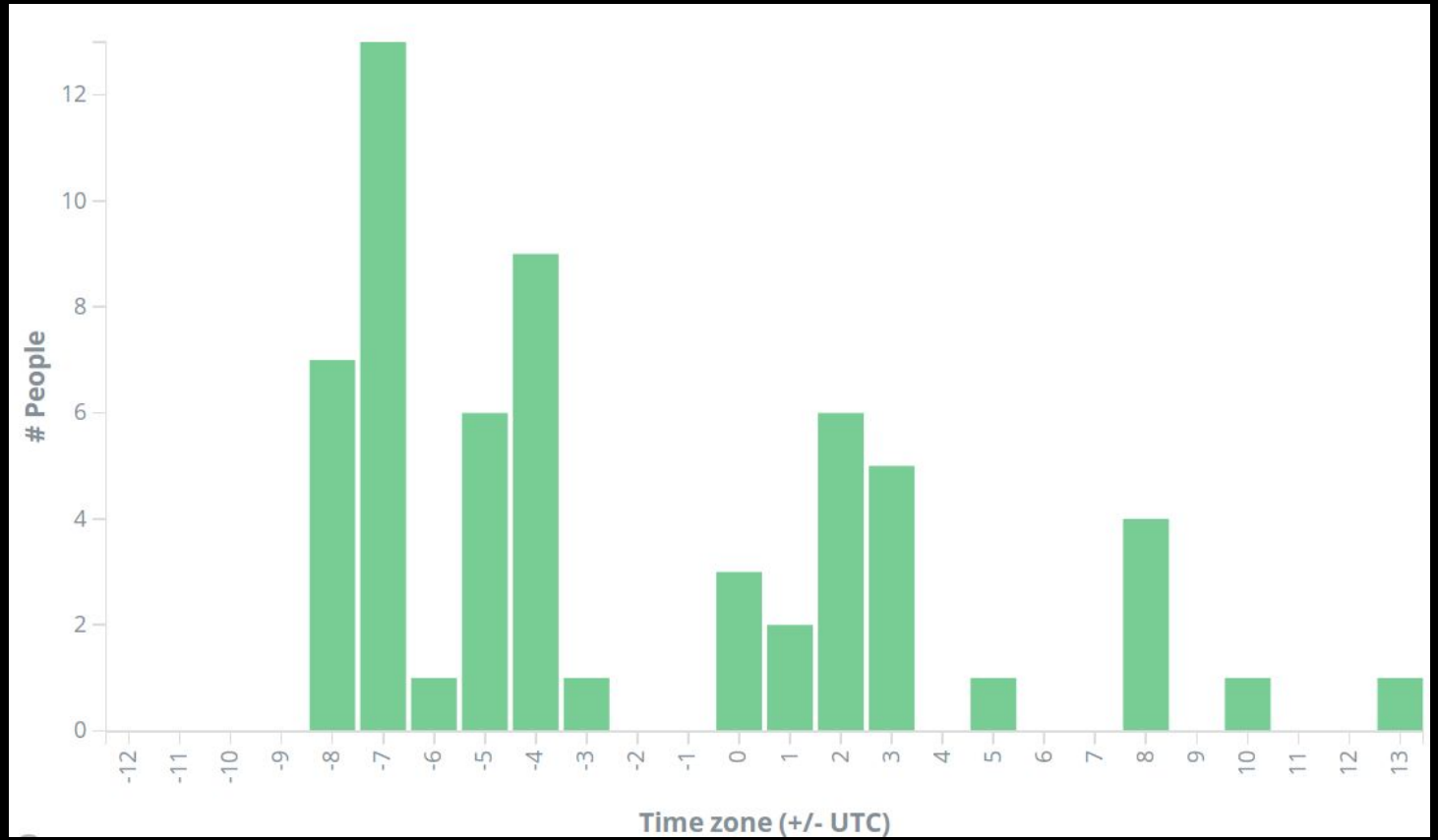
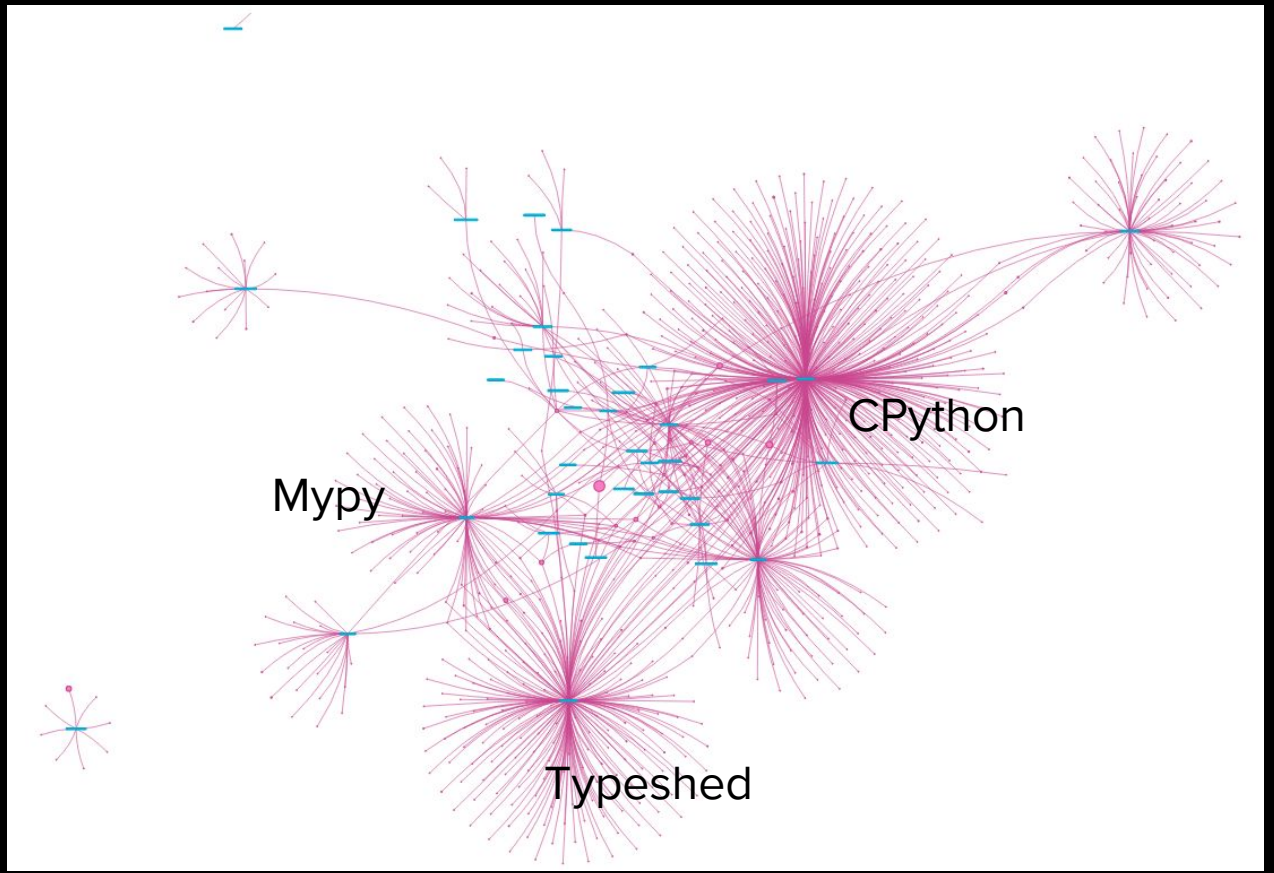
Geographical distribution last year active people



Geographical distribution last year active women

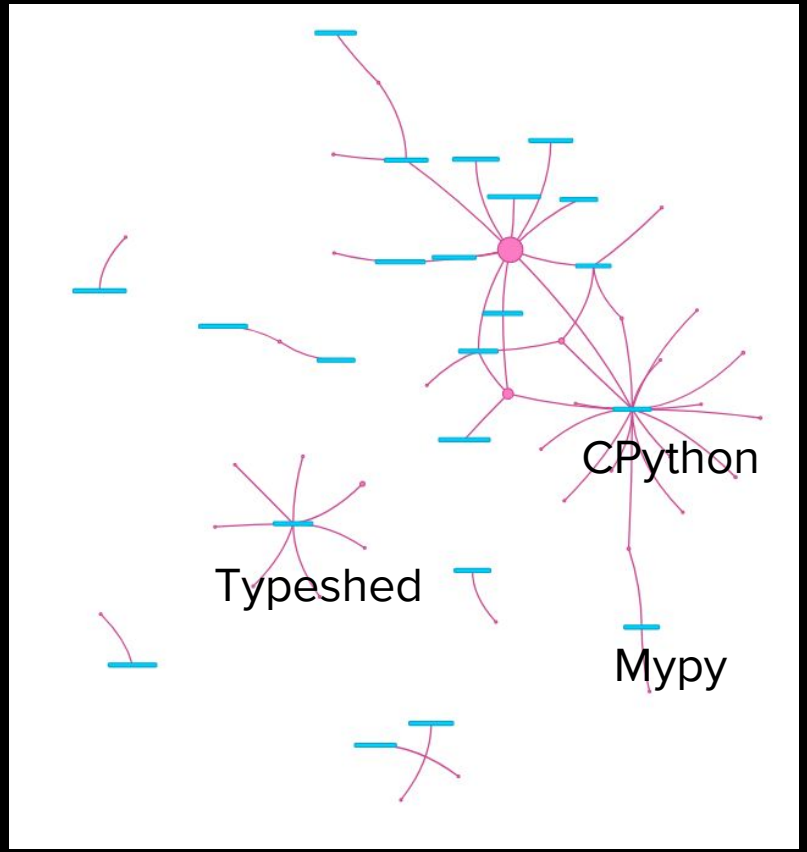


Last year network analysis of github.com/python



/numbers

Last year women network analysis of github.com/python



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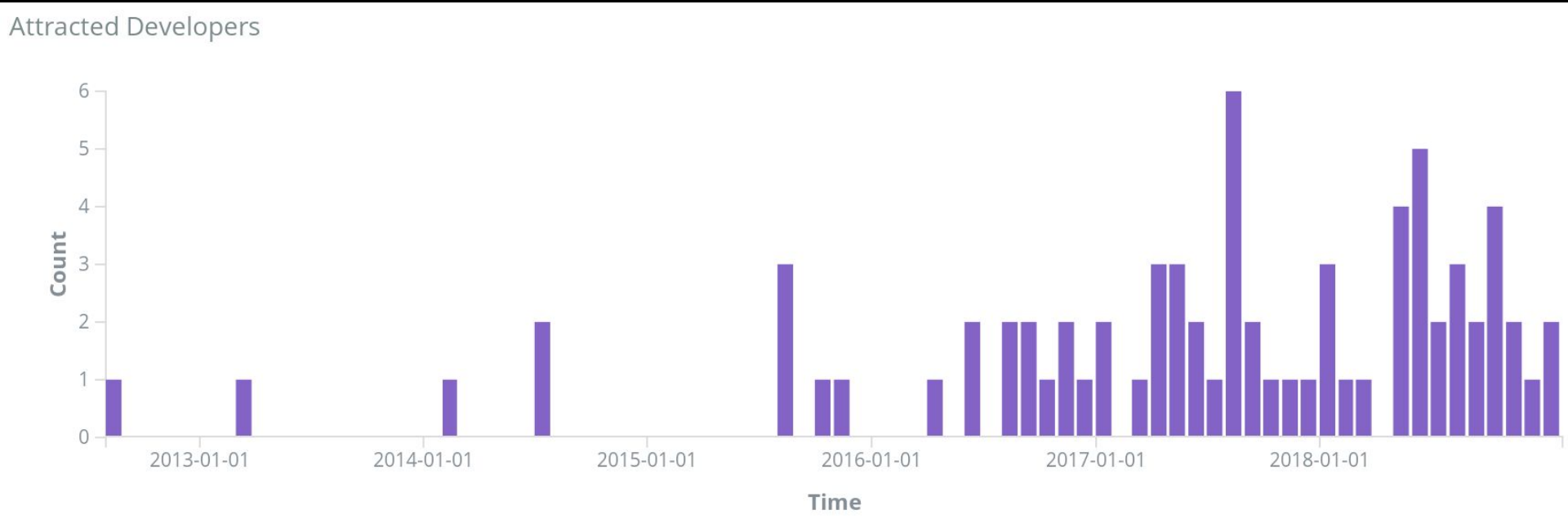
/numbers

Women as newcomers in github.com/python



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/comments_n
_limitations

Gender is not binary

Focused on github.com/python

Small fraction of what diversity is

Only focused on quantitative data

Ethics and Accountability

Forget about the numbers! Clear issue in the industry

Glass ceiling of 10%

Diversity & Inclusion is a challenge

[Permanent & Updated] Data can help to be aware and lead a change

Data and tech. are just a tool to achieve our goals

/how_to?

Cross Foundations Initiative

Can we learn from others?

Recommendations from OpenStack

- Policies impact study
- Collaboration with tech. leaders
- Bring women to key positions
- Keep supporting the WOO group
- Enforce the CoC

/further_steps

Community Health Analytics for Open Source Software

GMD and Diversity and Inclusion working groups

Diversity is a key factor for healthy communities

OpenStack gender diversity report as example

Gender-diversity and mentorship: https://bit.ly/2O08p3j

Focus areas:

Event diversity
Contributor community diversity
Communication inclusivity
Recognition of good work
Leadership
Governance
Project places.

/how_to_contribute

Join the **D&I Mailing List** and introduce yourself

Look through the D&I mail list archive for past discussions and self-introductions of people involved.

Add to your calendar our weekly meetings on Mondays at 7:30 am PT / 4:30 CET

To be continued ...

Let’s go for questions!

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