Diversity is being invited to the party, Inclusion is being asked to dance

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Github Open Source Survey 2017
Insights

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Negative interactions are infrequent but highly visible, with consequences for project activity.

Documentation is highly valued, frequently overlooked, and a means for establishing inclusive and accessible communities.
Open source is used by the whole world, but its contributors don't yet reflect its broad audience.
Survey Respondents = 95% male, 3% female, 1% non-binary

Likely to encounter unwelcome language or content = 25% women, 15% men

Likely to encounter unwanted sexual advances = 6% women, 3% men
Negative interactions are infrequent but highly visible, with consequences for project activity.
Fig 2. - Negative behavior in open source

Source: opensourcesurvey.org

http://opensourcesurvey.org/2017
Documentation is highly valued, frequently overlooked, and a means for establishing inclusive and accessible communities.
Fig1. - Problems encountered in open source

Source: opensourcesurvey.org

Incomplete or confusing documentation
Unresponsiveness
Dismissive responses
Conflict
Unexplained rejection
Unwelcoming language or content
Over 1 million collaborators on the world’s largest open geographic collaborative database,

Only 3% are women.
Build and use technology to help marginalised people raise their voices, and organisations that serve them to listen and respond better.

People need a way to share their voice during a critical issue, to ask for and generate support, and to bring transparency to their issues.

Organizations lack information of what is happening on the ground. They need a way to make sense of how to respond effectively and quickly.
Afghanistan, Albania, Argentina, Austria, Australia, Bosnia and Herzegovina, Barbados, Bangladesh, Belgium, Bulgaria, Bahrain, Benin, Bolivia, Brazil, Bahamas, Bhutan, Botswana, Burundi, Belarus, Canada, Democratic Republic of Congo, Switzerland, Cote d'Ivoire, Chile, Cameroon, China, Colombia, Czech Republic, Germany, Denmark, Dominican Republic, Algeria, Ecuador, Estonia, Egypt, Spain, Ethiopia, Finland, France, United Kingdom, Ghana, Guadeloupe, Greece, Guatemala, Guyana, Honduras, Croatia, Haiti, Hungary, Indonesia, Ireland, Israel, India, Iraq, Iran, Islamic Republic of, Italy, Japan, Kenya, Cambodia, Korea, Republic of, Kuwait, Kazakhstan, Lao People's Democratic Republic, Lebanon, Lesotho, Latvia, Lithuania, Libya, Lao People's Democratic Republic, Macedonia, Malawi, Malaysia, Maldives, Malta, Mexico, Malawi, Namibia, New Caledonia, Niger, Nigeria, Nicaragua, Netherlands, Norway, Nepal, New Zealand, Oman, Peru, Papua New Guinea, Philippines, Pakistan, Poland, Portugal, Paraguay, Qatar, Reunion, Romania, Rwanda, Serbia, Russian Federation, Saudi Arabia, Sudan, Sweden, Singapore, Slovenia, Sierra Leone, Senegal, Swaziland, Somalia, South Africa, El Salvador, Syria, Chad, Thailand, Tajikistan, Timor-Leste, Tunisia, Turkey, Taiwan, Tanzania, United Republic of, Ukraine, Uganda, United Arab Emirates, United States, Venezuela, Samoa, Yemen, Zambia, Zimbabwe
50% of our team are women
50% of our board are women
Code of Conduct
Accessibility and Communication
Build diversity into Events
Support existing groups working on diversity and inclusion
Strength lies in differences, not in similarities
THANK YOU!

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