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

VERNA MYERS



Github Open Source Survey 2017

Insights

Open source is used by the whole world, but its contributors don't yet reflect its broad audience.

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 = 25% women, 15% men
unwelcome language
or content

Likely to encounter = 6% women, 3% men
unwanted sexual
advances

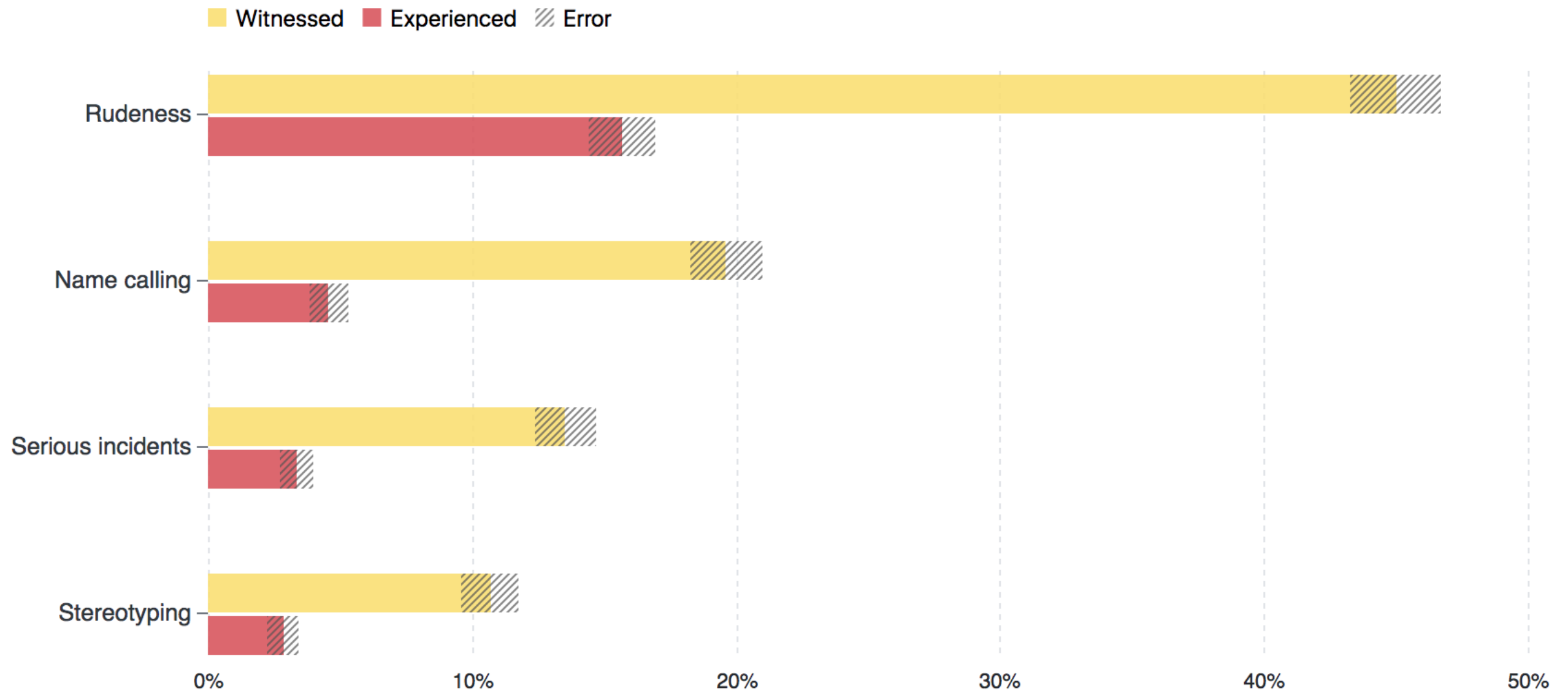


negative interactions are infrequent
but highly visible,
with consequences for project activities



Fig2. - Negative behavior in open source

Source: opensourcesurvey.org



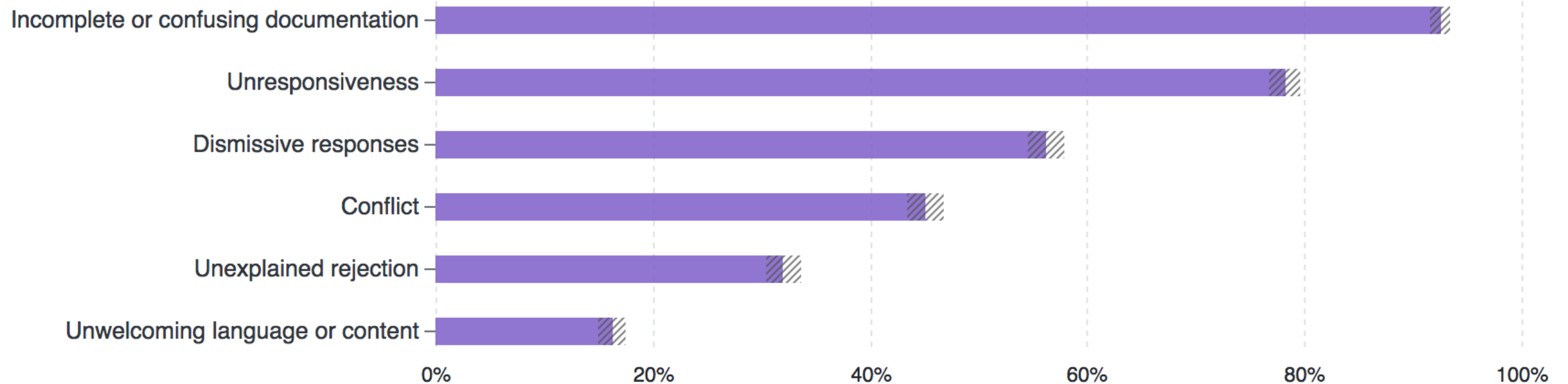
<http://opensource-survey.org/2017>

Documentation is highly valued,
frequently overlooked,
and a means for establishing
inclusive and accessible communities



Fig1. - Problems encountered in open source

Source: opensourcesurvey.org



<http://opensourceurvey.org/2017>

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.

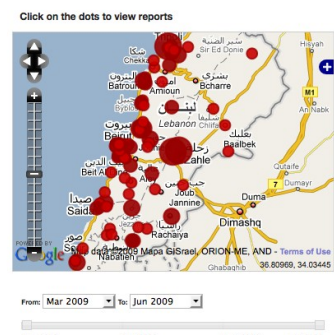
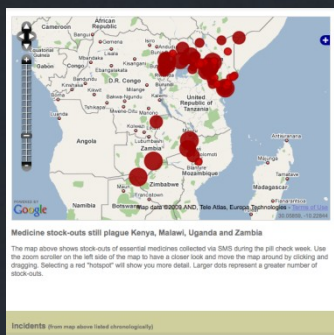
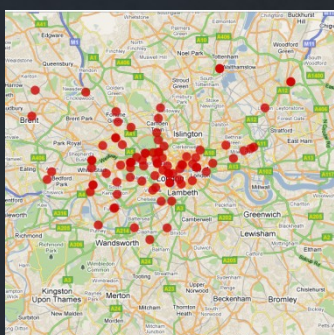
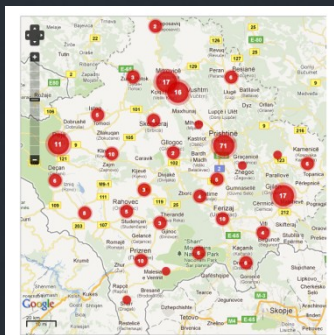
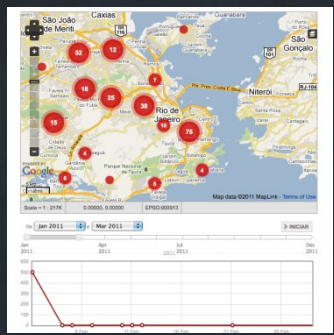
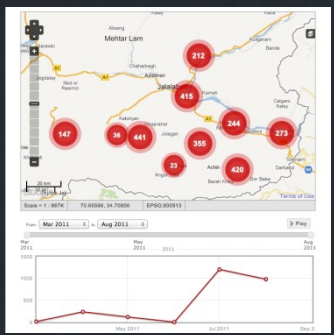
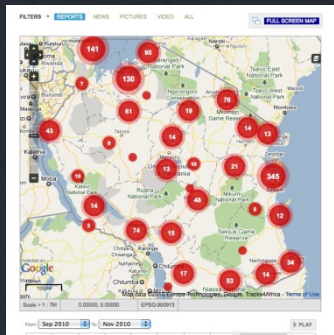
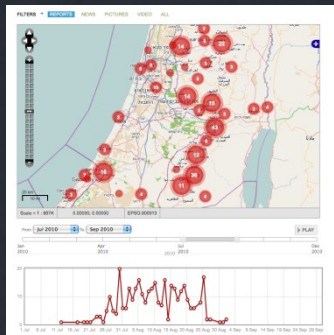


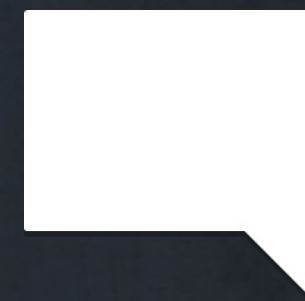
People need a way to share their voice during a critical issue, to ask for and generate support, and to bring transparency to their issues.



Organizations lack information of what is happening on the ground. They need a way to make sense of how to respond effectively and quickly.







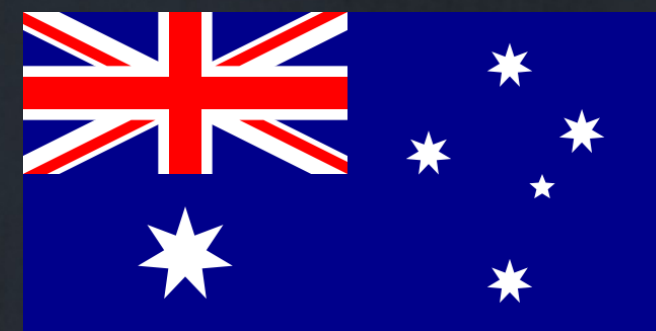
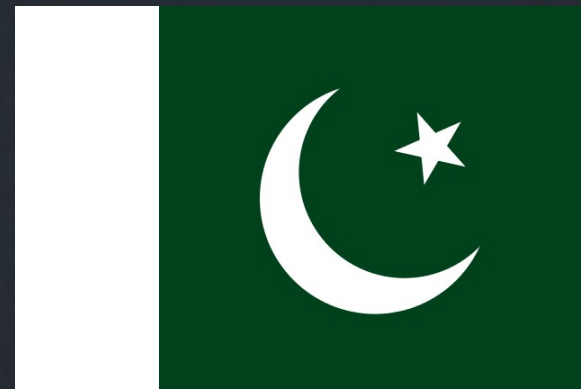
- Afghanistan, Albania, Argentina, Austria, Australia, Bosnia and Herzegovina, Barbados, Bangladesh, Belgium, Bulgaria, Bahrain, Benin, Bolivia, Brazil, Bahamas, Bhutan, Botswana, Burundi, Belarus, Canada, Democratic Republic of Congo, Switzerland, Cote d'Ivoire, Chile, Cameroon, China, Colombia, Czech 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, Kyrgyzstan, Kazakhstan, Lao People's Democratic Republic, Lebanon, Lesotho, Liberia, Lithuania, Latvia, Lithuania, Moldova, Republic of, Montenegro, Macedonia, Mozambique, Mali, Myanmar, Malta, Malawi, Mexico, Malaysia, 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

Made in Africa









50% of our team are
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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