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Current Practices

(Inclusion) Welcoming and Accessible Environment

- Community and event codes of conduct and people trained in handling reports, moderation for online and in-person communications and events
- Inclusive language, e.g. shifting away from using “master/slave”, “whitelist/blacklist” terminology
- Inclusive events: registration question about accommodations, food and drink choices, physical accessibility, captions, gender-neutral restrooms, quiet room, nursing room, childcare, pronoun and communication preferences indicators, speaker and attendee coaching, newcomer-focused workshops and sessions, guidance for first contributions, travel support (e.g. Linux Foundation [article](#) and information page for [2019](#), Linux Foundation [Inclusive Speaker Orientation course](#), Ada Initiative [AdaCamp toolkit](#))
- Discoverable information with representative diversity in images and among contributors
- Ease of joining for newcomers: guidance on how to select tasks, responsiveness in community communication channels (e.g. [GNOME Newcomers Guide](#))
- Appreciation for all types of contributions
- Growth potential: inclusive decision making and access to leadership roles

- Resources, contribution flow, and product accessible for people with disabilities, e.g. for people who are visually impaired
- Accessible communications: different languages and modes (text, video, in person), less technical jargon
- Accessible contributions: ability to contribute with intermittent and/or slow internet access, from an old computer, from a public computer
- Identity protection in community portals

(Inclusion) Mentorship and Outreach

- Internships (e.g. company, Google Summer of Code, Linux Foundation CommunityBridge)
- Partnering with educators at universities (e.g. [TeachingOpenSource](#), [POSSE](#), [Red Hat Research](#)) and coding schools
- Participating in newcomer-oriented communities and events (e.g. [CodeNewbie](#), [CodeLand](#), [Open Source 101](#))
- Youth programs

(Diversity focus) Mentorship and Outreach

- Talks and workshops at meetups (e.g. Women in Linux, Women Who Code, PyLadies, Django Girls), conferences (e.g. Grace Hopper, Tapia, [SourceRoad](#)), and hackathons (e.g. [Pearl Hacks](#), [TechTogether](#))
- Diversity scholarships to attend conferences
- Internships (e.g. Outreachy)
- Partnering on diversity-focused initiatives with educators at universities and coding schools
- Remote Mentorship (e.g. [Rust's 3-5 hours a week program](#), [Operation Code](#), [Hypatia](#))
- Bootcamps (e.g. [Project Ascend](#) did this in 2014, but there are no current examples)
- Youth programs (e.g. [CO.LAB](#), [ChickTech](#))

(Diversity focus) Fostering Connections

- D&I Communities / identity groups
- Special events at conferences (e.g. [Diversity Networking Lunch at the Open Infrastructure Summit](#), [Diversity Lunch + Hack and EmpowerUs Lunch at KubeCon](#))
- D&I focused conferences (e.g. Grace Hopper, Tapia, [SourceRoad](#)), hackathons e.g. ([Pearl Hacks](#), [TechTogether](#)), and communities (e.g. Women in Linux)
- Online forums (e.g. @outreachy on Twitter, Syssters mailing list)

(Diversity focus) Increasing Visibility

- Amplify voices in meetings, conference representation, and by re-sharing online
- Speaker directories (e.g. [Outspoken Women](#))

- Feature (e.g. [Women of Open Infrastructure](#) article series)
- Recognize in diversity-focused and general awards (e.g. Women in Open Source Award sponsored by Red Hat)

(Diversity focus) Metrics

- Surveys (e.g. [GitHub survey](#), [Mozilla survey](#))
- Standards (e.g. [CHAOSS D&I working group](#), [Open Demographics](#))
- Project contributors, governance leadership, and technical leadership (e.g. [Intel-sponsored report on gender diversity of OpenStack contributors](#))
- Event registration questions about demographics to know the demographic make-up of attendees and of keynote, panel, and other speakers

(Diversity and Inclusion) Dedicated Page, Communication, Project Team

- Dedicated page describing diversity and inclusion initiatives of the community and a team working on these initiatives (e.g. [Fedora main D+I page](#), [Fedora D+I working group](#), [list of tickets it's working on](#))
- Communicating attention to diversity and inclusion (e.g. [Diversity and Inclusion Badging](#))

(Diversity and Inclusion) Shared Learning and Solutions

- Forums for collaboration between open source communities (e.g. Mozilla D&I in Open Source [Mailing List](#) and [Community Calls](#), Open Source Diversity [Discourse forum](#) and [Twitter](#))
- Resources (e.g. Open Source Diversity [website](#))

(Diversity and Inclusion) Grants

- Community grants ([Open Source Community Grant by IBM](#) - quarterly grant for “nonprofits that are dedicated to education, inclusiveness, and skill-building for women, underrepresented minorities, and underserved communities” in open source, includes \$25K in cash and \$25K in IBM Cloud credit, IBM employees nominate and vote to select the recipient, so far awarded to [Girls Who Code](#) and to [Outreachy](#))
- Individual grants (Google Open Source Peer Bonus awards [\\$250](#) to open source contributors nominated by Google employees, they dedicated their [April 2020 cycle](#) to women in open source, and women represented 25% of nominees in that cycle compared to 8% in the previous cycle.)

(Diversity and Inclusion) Social Impact

- Projects for social good that address the needs of people from diverse backgrounds and bring them in as subject matter experts and contributors ([Call for Code](#), [Call for Code Emb\(race\)](#), [GitHub Tech for Social Good](#), [UNICEF Innovation Fund](#))

Recent Articles and Presentations

- [Diversity and inclusion: Stop talking and do your homework](#) - 12 recommendations by Mozilla
- [Diversity in Free Software: No Longer at Square One](#) talk by Marina Zhurakhinskaya (see complete speaker notes in .odp)

Code of Conduct Resources

- **PyCon**
 - [Code of Conduct](#), [procedure for reporting incidents](#), and [enforcement procedure](#) created and maintained by Sage Sharp from Otter Tech since 2018
- **More from Otter Tech by Sage Sharp**
 - ["Code of Conduct Enforcement Warning Signs"](#) a blog post by Sage Sharp with some of the important considerations for designing a code of conduct
 - "So you have a Code of Conduct, now what?" [video](#) from DevXcon 2017 and [slides](#) from the Open Source Summit North America 2017 [talk](#) by Sage Sharp
 - [Training for code of conduct incident response](#) offering
- **Safety First PDX by Audrey Eschright**
 - [resources](#) and [training materials](#), including a particularly good [incident response plan template](#)
 - ["Enforcing Your Code of Conduct: Effective Incident Response"](#) video from a talk at Open Source & Feelings 2015 by Audrey Eschright
- **Mozilla**
 - [Community Participation Guidelines \(CPG\)](#), used, for example, at [MozFest with some specific instructions](#)
 - [Partnerships and training for the enforcement process](#)
 - [Details of Mozilla's code of conduct enforcement process](#), including the triage system, the RASCI template, and the consequence ladder.
 - [Moving from policy to action: Lessons from learning to live by our Community Participation Guidelines](#) slides and video from a talk by Larissa Shapiro, Head of Diversity and Inclusion at Mozilla, at FOSDEM 2018
- **Contributor Covenant**
 - Commonly adopted [community code of conduct](#)
- **Geek Feminism**
 - Sample [conference anti-harassment policy](#) that was commonly adopted in 2010s (PyCon code of conduct above is the best starting point in 2018 and on)
 - Incident response guide on the [Geek Feminism wiki](#) and as a [PDF document](#)

Inclusive Conference Resources and Examples

- [Diversity and inclusion at the Open Source Summit North America 2019](#)

- [Linux Foundation write-up on diversity and inclusion at their conferences](#)
- Linux Foundation [Inclusive Speaker Orientation course](#)
- [Ada Initiative's AdaCamp toolkit for hosting inclusive events](#)
- [Accessibility at MozFest](#)
- [Inclusion at XOXO](#)
- [Inclusion at AWS re:Invent](#)
- [Getting Inclusion Right at DevConf.US](#)
- [Making Your In-Person Event Inclusive of Non-Binary People](#) by Kendra Albert
- [Alcohol & Inclusivity](#) by Kara Sowles (tl;dr: Provide an equal number and quality of alcoholic and non-alcoholic drink options.)
- For captions, White Coat Captioning has a big [portfolio](#) of tech conferences and was recommended by someone involved with PyCon US
- Red Hat Summit questions for proposal submissions to learn if the prospective speaker comes from an underrepresented group, but not ask intrusive demographic questions:
 - Does this speaker belong to one or more groups underrepresented in the technology industry? Underrepresented groups include, but are not limited to: people with disabilities, people with neurological differences, people from racial or ethnic groups underrepresented in the technology industry, women, non-binary people, members of the LGBTQ+ community, military veterans, and people who don't have higher education or were first-generation college students. Answers to this question are optional and confidential. They may be considered alongside many other factors to help the Summit feature diverse stories and speakers.
 - Answer options: Yes; No; Prefer not to answer; I'm not sure

Data on Diversity in Open Source

- [3%](#) of respondents in the 2017 GitHub survey were women - since the survey had a random sample of participants and included some participants from communities that do not host their code on GitHub, this can be considered representative; it's the communities that are making an effort like the ones below that are seeing results and lifting the general number; 25% of women respondents encountered language or content that made them feel unwelcome (vs. 15% of men) and 12% encountered stereotyping (vs. 2% of men)
- [11.6%](#) of Google Summer of Code 2018 participants were women
- [10.4%](#) of OpenStack contributors are women
- [9.9%](#) of Linux kernel contributors are women