

Diversity Sub-Project Report

To deliver to Council in April 2017

At a glance

- **Agenda:** Major highlights for Diversity Working Group
- [Announcement Mail](#)
- **Project report date:** Wednesday, April 26th
- **Example:** [Fedora Council Meeting 2016-06-13: Report on CommOps](#)

Background

This is retrospective-oriented. The Council would like to know the past but mostly as a way for talking about the future. I strongly encourage this presentation to be focused on what is the goal for actions in the short, medium and long terms.

Highlights

Team objectives

- Bring in more diverse people and support them in Fedora community
- Encourage and promote the behavior the code of conduct encourages
- Spread the knowledge about CoC (its presence, implementation and implications on its violation)
- Develop a system (with provided guidelines) , where people can file incidents for CoC related issues and resolve them in positive manner with the help of designed and approved guidelines.
- To give an easy platform/website to the contributors to appreciate each other, which will encourage people positively.

1. What has been done

- Selection of the first Diversity Advisor
 - As the diversity advisor has recently resigned, perhaps the presentation should focus on how the group things the next one should be chosen

- Building up team
- Setup of all required tooling
 - Wiki Pages
 - Pagure Repo
 - Tasks
 - Mailing Lists
 - Blog Posts
- Fedora Women Day
- Presence of diversity team in Flock last year
 - Diversity Panel
 - Presentation
- Diversity Team FAD
 - <https://communityblog.fedoraproject.org/fedora-diversity-fad-2017/>
- Survey / marketing campaign
- Code of Conduct analysis
- Fedora Appreciation Week

2. Work in progress

- New Diversity Advisor Selection - How, By When - in last in section questions for council
- How to attract new contributors in team
 - Easy fixes
 - On-boarding guidelines for new members
 - Badge issued on joining
- CoC expansion and Guidelines
 - Proposal to council on CoC violation
- Appreciation Week
 - POC with the help of happiness packet will be helpful in this regard
- Survey
- Revitalizing Fedora Women

3. Future plans

- How we could make it easier for people to thank each other with Fedora web services
 - Fedora Appreciation Week
 - Coordinating with CommOps on this task
 - We need to explain why this is important and something Diversity should be doing
 - Positive engagement of contributors, appreciating existing contributors
 - Promoting Fedora core values
 - Long-term tasks
 - Filing tickets against Nuancier and mapping out implementation
 - Short-term tasks

- POC - Justin has started with Happiness Packet
 - Fedora Appreciation Week ticket
 - <https://pagure.io/fedora-commops/issue/92>
 - Requirements - Badges, Social Media, Blogs, Stickers[B]
- How to use Survey Results to encourage diversity across all the projects in Fedora
 - Understand the composition of Fedora community and its concerns
 - Identify target / focus areas for next year goals and building a strategy based on those results
- CoC violation cases handling (via mail or pagure) [to revisit - with Brian?] - taken by Council
- More Diversity related events
 - Fedora Women Day (outreach)
 - D&I related events specific to regional communities
- How does Diversity interact with other sigs/groups? What concrete and planned efforts are there?
 - Providing resources to enable the Fedora contributors to foster diversity and inclusion in their teams.
 - Using survey data, identify key teams to focus on for Diversity and Inclusion strategy
 - CommOps and Diversity - Diversity leveraging CommOps for Outreach, CommOps helping Diversity to understand community and its' needs.
 - Ambassadors and Diversity - Create strategies targeted towards onboarding contributors from underrepresented groups at conferences and events.
 - Marketing and Diversity - Create content on Fedora Magazine to promote awareness about diverse Fedora community
- Creating content to spread awareness about diversity in Fedora

Tatica had some goals when she was Diversity Advisor. They are listed here :

https://fedoraproject.org/wiki/Diversity_Adviser

Are we still aligned with them ? Do we want to include them in our presentation ?