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Diversity, Equity and Inclusion Metrics Survey for Underrepresented groups

What is the purpose of the survey?

The CHAOSS DEI working group is evaluating the potency of the diversity, equity, and inclusion (DEI) Metrics among underrepresented groups in open source communities. This study attempts to comprehend the relationship between current CHAOSS DEI measurements and DEI practices in open source communities. Discover the impact of current DEI metrics in real-world circumstances, especially for underrepresented groups in open source. Learn new metrics and methods for measuring DEI and identify gaps to be addressed in current DEI metrics.

CHAOSS community is a Linux Foundation project that focuses on creating analytics and metrics around critical areas of interest to measure community health in open source. The CHAOSS Diversity, Equity, & Inclusion (DEI) Working Group aims to define metrics and methods to help others measure and centre diversity, equity, and inclusion in their own Open Source projects.

Survey Details

This survey will last no more than ten minutes. To prevent participant re-identification, it will be used to create anonymous data collections, with non-sensitive elements made public whenever possible.

You are welcome to participate in this survey if you belong to any underrepresented group and use, develop, or contemplate open-source software.

Privacy

The information gathered from this survey will be kept anonymous and will not be connected to any other sources of information. The privacy and confidentiality of all interview candidates will be upheld, as we do not intend to acquire any personally identifiable data. Any personal information that could identify you will be removed or changed before files are shared with other researchers or results are made public. Your answers will be held in strict confidentiality and will be used only for the purposes of this study. All questions are completely optional.

References

The survey's questions are based on the works of:

[Open Demographics Documentation](#)

[Outreachy](#)

[The CHAOSS Metrics](#)

[GitHub 2017 Open Source Survey](#)

NOTE:

- Before answering these questions, please consider looking at the CHAOSS DEI metrics.

Participate in this survey(10 minutes)

Open Source Experience

(Questions under this are specific to the experience this person has had with open source)

1. Have you contributed to open source before(currently or previously)?
2. How long since you join the OS community (CHAOSS), and what role do you occupy?
3. What open-source project/Event was that? Please add the GitHub repositories.
4. What open-source communities are you currently active in?
5. On a scale of 1 to 5, how diverse do you feel your community is? Does it understands and supports the DEI of its contributors/attendees
6. What is the biggest mistake organizations make regarding diversity and inclusion?
7. Do you believe the aforementioned open-source community understands and supports the needs of its contributors/attendees?
8. Have you ever felt uncomfortable discussing your social and cultural background with your colleagues?
9. Have you ever experienced any form of unconscious bias or discrimination while collaborating on a project?

10. Describe the most challenging equity, diversity, and inclusion situation that you have faced.
11. Do you identify as a person disability? If yes, does your disability affect how you participate in open source? How would you describe this experience?
12. What initiatives or steps can be taken to champion diversity & inclusion in open source?

CHAOSS DEI Metrics

(Questions in this section are meant to spark a conversation or argument about the CHAOSS DEI metrics.)

13. Are you familiar with the CHAOSS DEI metrics?
14. As a member of an open source community, do any of these metrics align with your past or present experiences?
15. Can you share a time when a CHAOSS DEI metric was helpful to you or your community?
16. Do you face unique challenges that make it difficult for you to collaborate in open source like everyone else? If yes, what is it?
17. Which CHAOSS DEI metric best addresses this challenge?
18. Do you identify as a person with any disability? If yes, do any of CHAOSS accessibility metrics address this?
19. How can CHAOSS respond to these issues with DEI in an acceptable manner using Metrics?
20. Depending on what underrepresented group you belong to, how can CHAOSS improve the DEI metrics to meet your needs?
21. How do you think we can promote & implement diversity equity and inclusive best practices in open source?
22. Please provide your online contact information if you are willing to participate in our research.
- We would love to talk to you

Personal Information

(Questions under this are mainly to understand the participant's demography)

23. Before we proceed, how comfortable are you sharing these details with us?

24. Email (Optional)
25. Organisation
26. How old are you?
27. What is the primary language you use at work? For each language you use in work, please tell us the language and your skill level. (E.g. "English, native fluent; Spanish, reading").
28. In the open source communities you're in, do you identify as a person of colour?
29. Which racial/ethnic background do you identify with? Select all that apply.
30. What gender spectrum do you identify as? Select all that apply.
31. How would you best sum up your sexual orientation or sexual identity?
32. Do you identify as having a disability, or are you a person with accessibility needs?
(As defined under the [Americans with Disabilities Act](#))
33. Do you consider yourself a minority due to your religious beliefs?
34. Do you consider yourself a member of any underrepresented group? If yes, which?

Follow-Up Interview Questionnaire (1:1 interview with interview subjects)

- Introduction
 - Can you tell us a little bit about yourself and how you got into open source
- What do diversity, equity, and inclusion mean to you?
- Describe the most challenging equity, diversity, and inclusion situation you have faced.

- Do you feel that your unique attributes, traits, skills, experience and background have affected your participation in open source? Do you mind sharing your experience?
- Are you familiar with the CHAOSS DEI metrics? if yes, can you share a time when a CHAOSS DEI metric was helpful to you(Event, community)?
- Tell me about a time when you experience a sexist, racist, or culturalist bias in an insensitive manner while collaborating in open source. How was it addressed?
- Are there focus areas that you believe should be implemented to address this DEI challenge? If yes, can you describe them?
- Considering the underrepresented group you identify with, can you give me an example of a DEI metric we can implement to foster more DEI open source?
- Working with people from different backgrounds or cultures can present challenges and opportunities. Describe a time where differences in background [choose: made communication challenging OR affected communication] in open source.
- In your opinion, how can we measure changes or growth on specific metrics within individual open-source projects?
- What initiatives or steps can be taken to regulate and champion diversity, Equity & inclusion practices in open source(Community, Event, Project)?

Call to participate!!

Hello everyone,

The CHAOSS DEI working group is curious about the effects of CHAOSS DEI metrics on underrepresented groups in open source. We are carrying out this research to improve the quality of Diversity Equity and inclusion metrics we capture. We ask anyone who might be interested in this initiative to contribute their time via our brief [online survey](#)(7minutes).

The information gathered from this survey will be kept anonymous and will not be connected to any other sources of information. All questions are completely optional.

Many thanks for your participation in advance.

Survey Form - ([Link here](#))

