

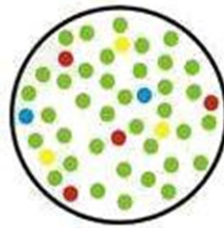
Community Health Effort Diversity and Inclusion

Diversity has many forms:

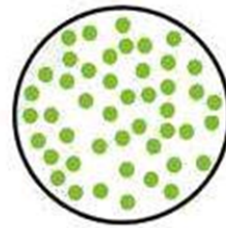


What more can you think of that we can add? Education, urban/rural, socio-economic status, color, culture – sports or others

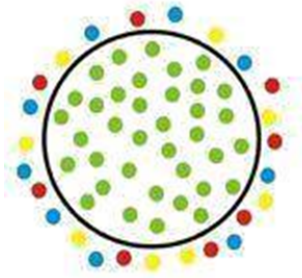
Inclusion



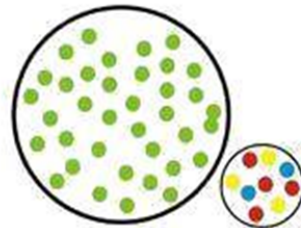
Inclusion



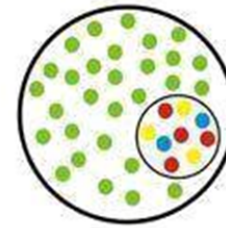
Assimilation



Exclusion



Segregation



Integration



- Inclusion is being invited to the dance**
- Feeling valued is being asked to dance**
- Belonging is knowing all the songs**

Thoughts on challenges:

Volunteer group – no compliance requirements for diversity. However, ensuring everyone has an opportunity to participate, utilize, or add value can be a goal.

Unknown diversity of current group, however a recent survey for an open source group Github surveyed 5500 open source users & developers. Demographics - 95% of respondents were male, 3% female, 1% non-binary. 16% belonged to ethnic groups in the country they lived in. Bureau of Labor Stats for US state 26% of programmers are women; and 34% are Black, Asian, and Latino. Good news 7% of respondents identified as LGBTQ – higher than US population who identified (4.1%)

Diversity infrastructure doesn't exist at this time. For example, methods to collect participant data have not been established as there is no singular point of entry to collect the data; and who would collect, house or dispose of data is unclear

- Based on the assumption is it necessary to have baseline metrics now without infrastructure, or can one be established going forward? Can the group focus instead on inclusion activities such as sharing the group value proposition to diverse markets?
- A current sensing (if the group must have one now) can be inclusive of many elements, not just diversity:
 - How did you hear about this group
 - Is your involvement part of your regular day job or is it voluntary due to need
 - What is your functional area of expertise
 - How has participating in this group helped you with your work or project
 - What other opportunities for development would you like to see
 - If there have been limitations can you explain them and how we can better serve you?
- Limiting points of entry – clicker? Questions not just about diversity but about project interests, need for mentoring, etc.
- Having a code of conduct to ensure all are welcomed and expectations for

Resources for the Community Health Group

- Open Source Diversity - Adopters already include
 - Linux
 - Intel OTC
 - Many more that this group would likely know about
 - Recommend rather than EEO, diversity, behavioral code of conduct
- Opensource.com (Mozilla)
 - Opened up problem statement to internals
 - Developed strategy holistically rather than by committee
- Awesome Diversity
- Open source inclusion checklist
- Open Stack Community Analysis

What resources are there for diversity goal setting?

- Since other sites/articles use Bureau of Labor Statistics, we can do the same. And not just on diversity – other data too – age, disability, etc.

Open source survey results & resources

- <https://opensource-survey.org/2017> Github surveyed 5500 open source users & developers. Demographics - 95% of respondents were male, 3% female, 1% non-binary. 16% belonged to ethnic groups in the country they lived in. Bureau of Labor Stats 26% of programmers are women; and 34% are Black, Asian, and Latino. Good news 7% of respondents identified as LGBTQ – higher than US population of 4.1%