

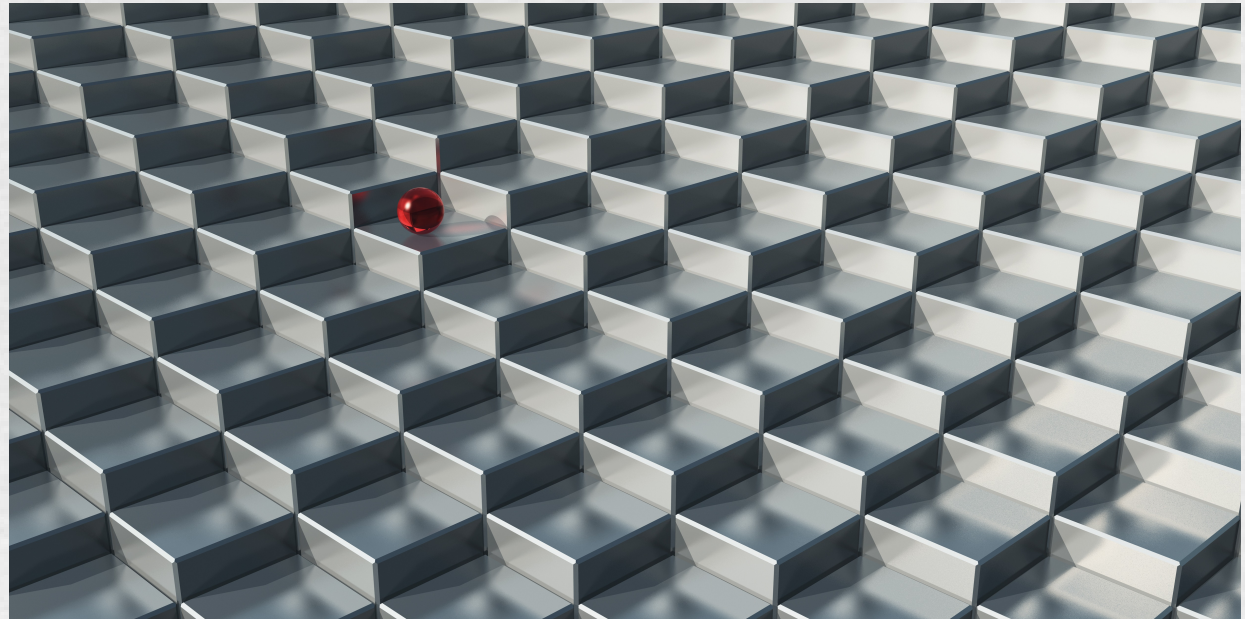
Diversity in Open Source: No Longer at Square One

Marina Zhurakhinskaya

Senior Outreach Specialist

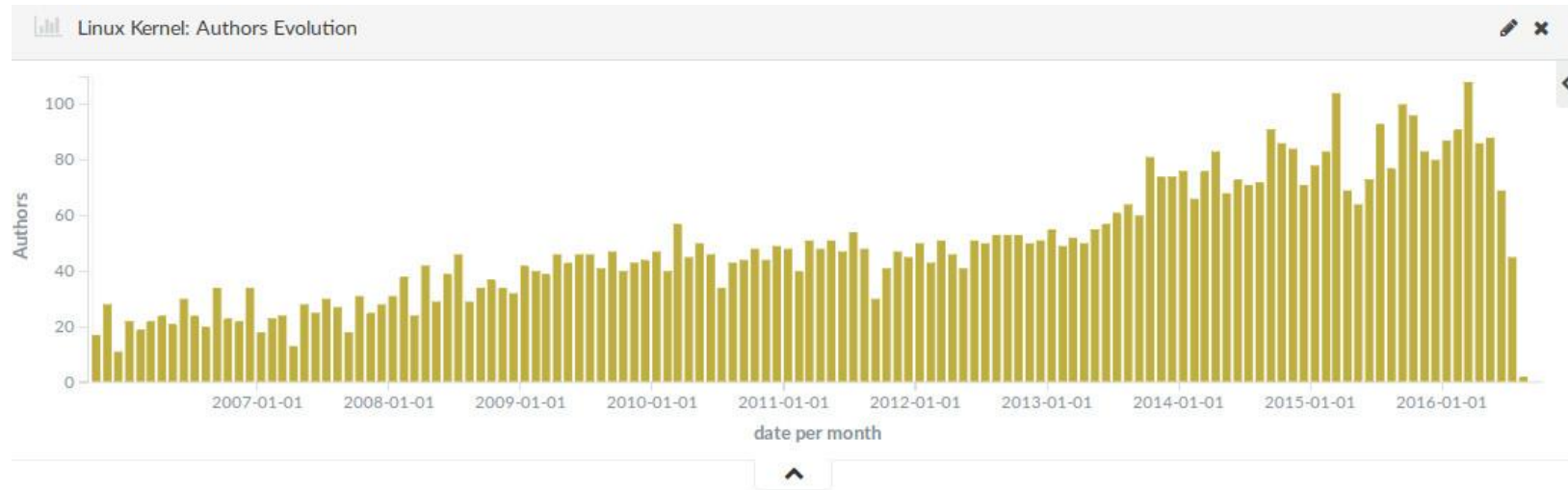
Red Hat

@marinaz



No Longer at Square One: Participation by Women

- Overall: 1.1% in 2001 to 3% in 2017
- Google Summer of Code: 7.1% in 2011 to 11.4% in 2017
- PyCon speakers: 1% in 2011 to 40% in 2016
- Linux kernel authors: 5% in 2005 to 9.9% in 2016



No Longer at Square One: Breaking the Unicorn Law



Why the Disparity?



Why Reach Out?



Change Agent: Outreachy



Change Agent: The Ada Initiative



Change Agent: Python Community



Change Agent: Grace Hopper Celebration



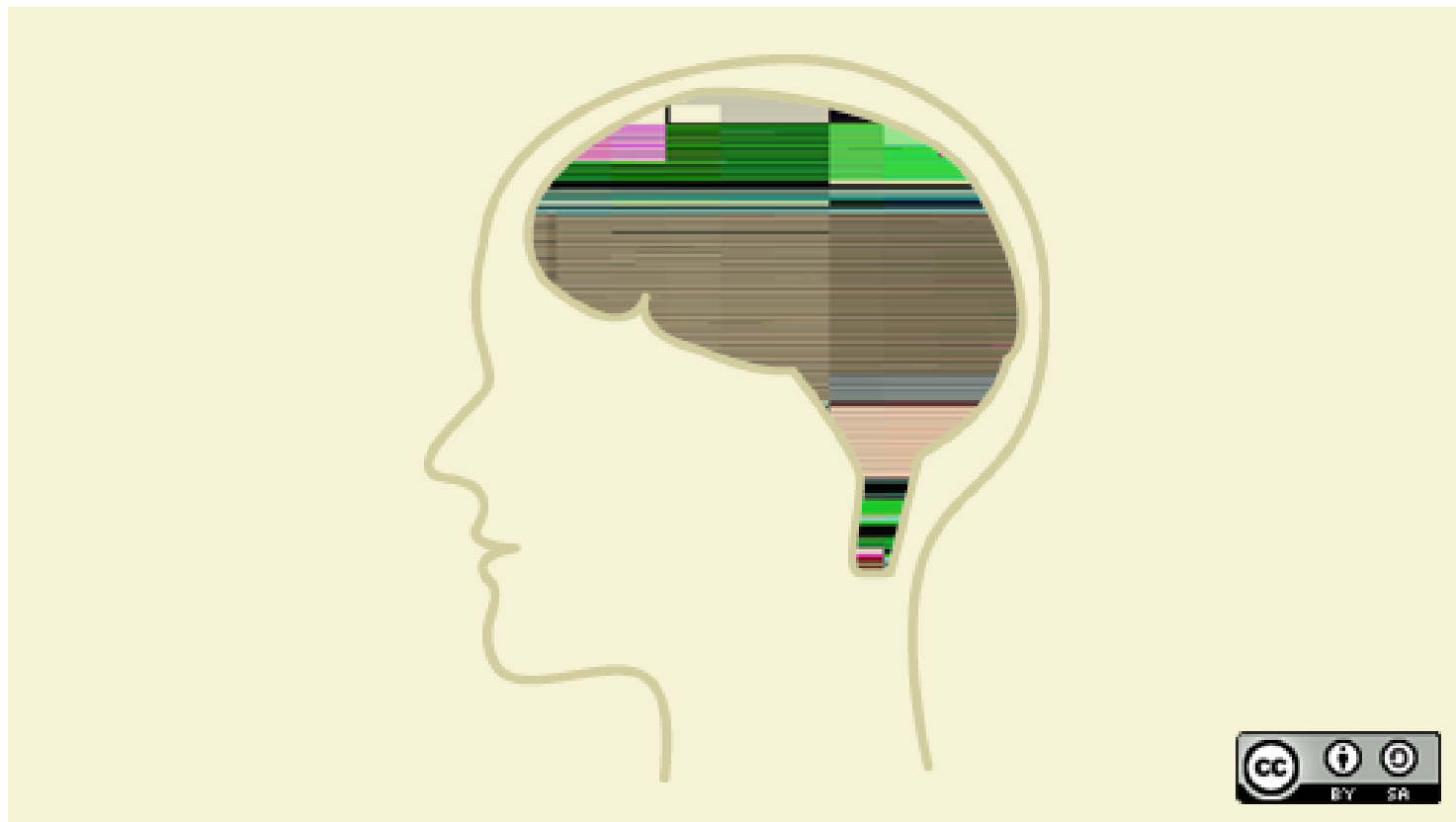
Change Agent: Women in Open Source Award



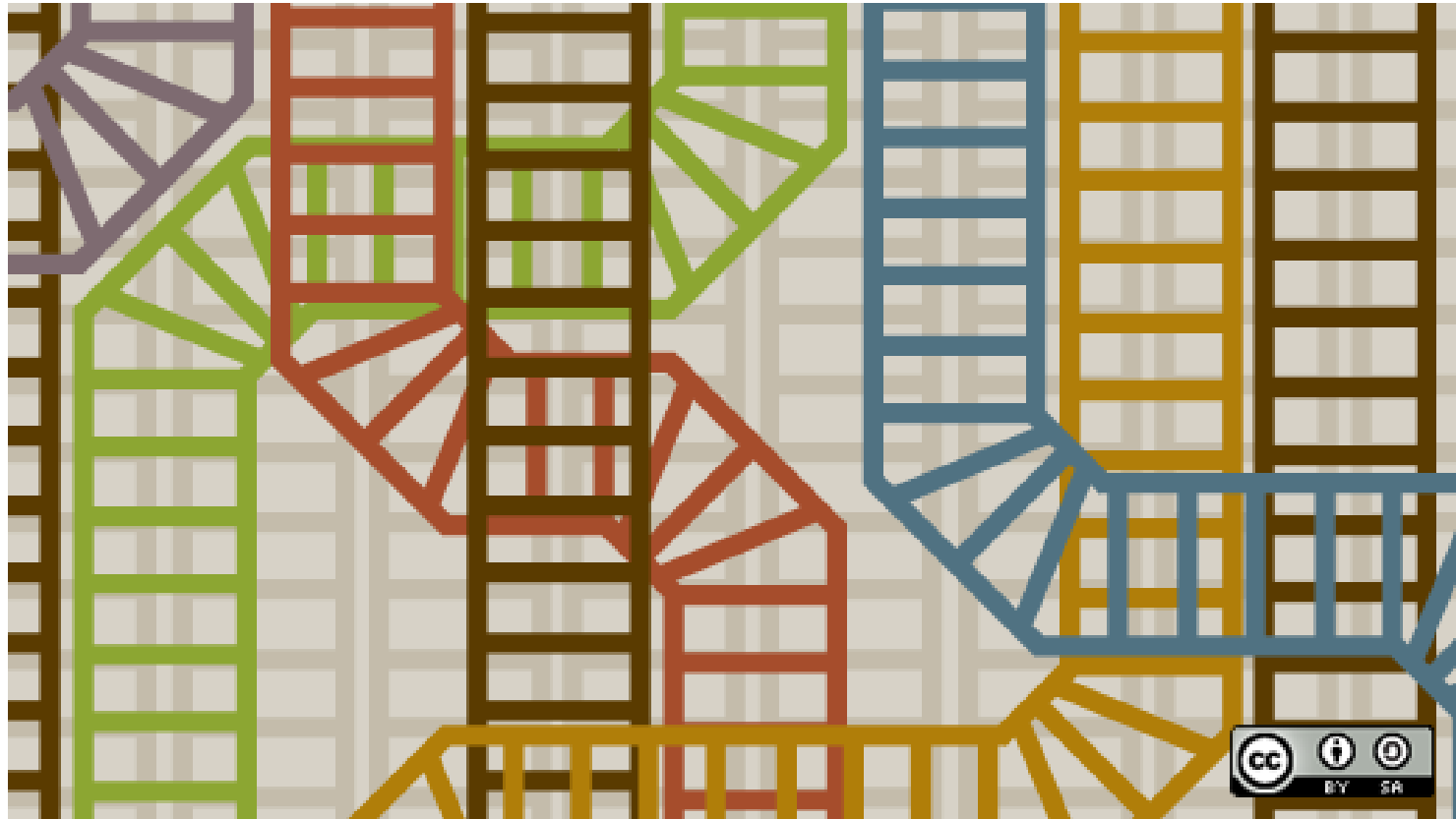
Current Trend: Building Broader Diversity



Current Trend: Diversity and Inclusion Experts



Diversity in Open Source: Our Journey Continues



Resources

- <http://tiny.cc/opensourcestats>
- <http://tiny.cc/breakingunicornlaw>
- <http://exponentialtalent.com>
- <http://tiny.cc/adainitiativeimpact>
- <http://tiny.cc/jessicamckellarinterview>
- <http://teachingopensource.org>
- <http://osfeels.com>
- <http://alterconf.com>
- <http://medium.com/@sunnydeveloper>
- <http://otter.technology>
- <http://frameshiftconsulting.com>
- <http://ashedryden.com>
- Follow @outreachy on Twitter!



Image Credits and Slides License

- Alone, 3D, Aluminium, Rise, Ball – CC0 realworkhard on Pixabay
- Linux kernel women authors graphic – CC BY-SA Daniel Izquierdo Cortázar, Bitergia
- Broken Unicorn – Standard License by Darla on GL Stock Images
- The Girl Aisle - CC BY-NC joshpuetz on Flickr
- Joyful Girls – CC BY-NC charamelody on Flickr
- Outreachy coordinators – CC BY-SA Marina Zhurakhinskaya
- AdaCamp Portland – CC BY-SA Jenna Saint Martin Photo from <http://adainitiative.org/blog>
- PyLadies map – CC BY-SA Marina Zhurakhinskaya based on the map at <http://www.pyladies.com/locations>
- GHC Open Source Day - <http://ghc.anitaborg.org/2016-attend/conference-overview/open-source-day>
- Jigyasa Grover, DeLisa Alexander, Avni Khatri - Camp Suntichotinun
- FOSS, Expert, Tracks images – CC BY-SA opensourceway on Flickr
- Agapanthus – CC0 Bluesnap on Pixabay
- Cupcakes – Leah Silber
- These slides are available under CC BY-SA 3.0 (except for the Broken Unicorn image available for purchase on GL Stock Images)

