The 7 Habits of Highly Diverse Communities

Tracy Miranda, Kichwa Coders
@tracymiranda
EclipseCon Europe 2016
Transformational Technology
Human Genome Studies

96% European Descent

4% Non-European Descent

Bustamante, Nature, 2011
Solving for Diversity

How do we change perceptions?

How do we gain critical mass?
The 7 Habits of Highly Diverse Communities

A framework for sustaining diverse tech communities.

The more diverse our tech communities the more secure and resilient society will be.
1. Be Self-Aware
1. Be Self-Aware

a.k.a

Check Privileges
BLACK LIVES MATTER
2. Promote Shared Values
VALUES-LED EDUCATION

SELF-CONTROL
HONESTY
HOPE
DETERMINATION
RESPECT
FAITH
PROMOTING RESPECT

Community Code of Conduct

Version 1.0
June 23, 2015

As members of the Eclipse community, we pledge to respect all people who contribute through reporting issues, posting feature requests, updating documentation, submitting code reviews, pull requests, patches, and other activities.

We are committed to making participation in the Eclipse community a harassment-free experience for everyone, regardless of level of experience, gender, gender identity and expression, sexual orientation, disability, personal appearance, body size, race, ethnicity, age, religion or analogous grounds.

Examples of unacceptable behavior by participants include the use of sexual language or imagery, derogatory comments or personal attacks, trolling, public or private harassment, insults, or other unprofessional conduct.

Eclipse Foundation staff have the right and responsibility to remove, edit, or reject comments, commits, code, wiki edits, issues, and other contributions that are not aligned to this Code of Conduct. Project leaders, committers and contributors who do not follow the Code of Conduct may be removed from the project.

This code of conduct applies within Eclipse project spaces, or in public spaces when an individual is representing the project or the Eclipse community.

Instances of abusive, harassing, or otherwise unacceptable behavior may be reported by emailing the Eclipse Management Organization: codeofconduct@eclipse.org.

This Code of Conduct is adapted from the Contributor Covenant (http://contributor-covenant.org), version 1.1.0, available at http://contributor-covenant.org/version/1/1/0/
3. Learn & Grow Together
4. Be Open & Inclusive
7 Habits of Highly Diverse Communities

1. Be Self-Aware
2. Promote Shared Values
3. Learn & Grow Together
4. Be Open & Inclusive
THE PRIVILEGE GAME
THE SMART PRIVILEGE BUCKET
THE PRIVILEGE BUCKET (v0.1)

With LEDs and stickers!
5. Give everyone a voice
5. Give everyone a voice

- Speak Up
- Shut Up
- Advocate for others
6. Acknowledge Biases
FUNDAMENTAL ATTRIBUTION ERROR
7. Invest in Equality
Tips for safely walking and biking through a roundabout

Walk around the outside; don’t cross through the middle

Ride your bike as a vehicle or walk your bike as a pedestrian

Research is ongoing on additional treatments and design considerations to address the needs of visually impaired pedestrians.
7 Habits of Highly Diverse Communities

1. Be Self-Aware
2. Promote Shared Values
3. Learn & Grow Together
4. Be Open & Inclusive
5. Give Everyone A Voice
6. Acknowledge Biases
7. Invest in Equality
THE END

Tracy Miranda
@tracymiranda
Diversity BOF

Everybody Welcome!!
Tuesday, 20:00, Silchersaal
Promoting Diversity at Eclipse

Tracy Miranda
EclipseCon Europe 2016
“Kim Moir and I had an excellent discussion at EclipseCon about how to encourage diversity at the conference, which started an email thread that I thought we could open up to the wider community. I am not a diversity expert at all, but I definitely noticed the demographic at EclipseCon tended to be white men, and tended to be seasoned software developers. I would love to see our community become more diverse, both at EclipseCon and outside of it. I'm particularly interested in getting more women involved, but other races and more junior developers would be great too.”

-Tamar Cohen, NASA
Since Then...

• Community Code-of-Conduct
• More focus on Intro Tracks
• Mentoring Initiatives (SpeakEasy)
• Mentor Meetups at Conferences
• & more
EclipseCon Europe 2016

Program Committee

11

4
EclipseCon Europe 2016

Keynote Speakers

4 0
EclipseCon Europe 2016

Speakers

123
EclipseCon Europe 2016

Speakers

123

5
Whatever we’ve been doing isn’t enough
What Does Work?

Diversity Champions

• Jessica McKellar
  – Python Community

• Abby Kearns
  – VP Industry Strategy, Cloud Foundry
FOSS4G NA 2015

• Committee: 50% women
• Speakers: 30% women
• Attendees: 25-30% (estimate)
• Keynote: 1/3 (33%)
• A dinner meetup for women, a BoF for women in geo, and more.
Who’s Job Is It To Promote Diversity at Eclipse?

• The Eclipse Foundation needs to take that decision to hire or otherwise dedicate the time and budget to have a smart, passionate individual lead the charge on diversity.

• We as a community need to commit to supporting them and taking the steps to change.
A New Community Initiative

- Alex Schladebeck
- Melanie Bats
- Angelika Wittek
- Susan Iwai
- Tracy Miranda

- Paul White – point of contact
What We’re Doing

• Raising Awareness: Blog Posts
• Help finding Keynote Speaker for ECE
• Talking About Diversity
  – Session at EclipseCon France
  – “7 Habits of Highly Diverse Communities”
  – Mattermost channel
  – Diversity BOF at EclipseCon Europe 2016
• Workshops
  – Eclipse IOT sponsored ‘Getting Started With The Open Internet of Things’ workshop with Women Who Code
What Else? What Next?

• The Board can promote and support diversity efforts in the community
  – Come to the diversity talk & BOF!
  – Encourage others to join in too!
• Be diversity champions at Eclipse & in your own communities
• Have the conversations & be accountable
Long Term?

Imagine what we could achieve together?

I dream of an Eclipse community with the reputation as the open source community of choice for women. And that’s just the beginning of it.