A Time for Action

Innovating for D&I in Open Source
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Who we talked to: Methodology & Background
Quantitative
Who we talked to

**Region**
- European: 33%
- North American: 13%
- South American: 15%
- Asian: 35%
- African: 4%

**Gender Identity**
- Female: 33%
- Male: 58%
- Another: 9%

**Tenure (in Years)**
- 1-3 years: 32%
- <1 year: 19%
- 3-5 years: 18%
- 5+ years: 25%

**Background**
- Technical: 35%
- Non-Technical: 65%
“Even though I am a confident English Speaker I feel like I have to think twice before I speak up because any small mistake I make would not only make me more vulnerable to next, but also make the community members feel that I am not capable enough—or in some cases, even cloud their impressions of other Indians.”

Bhagyashree Padalkar
(Hindi Interviewer)
1. Build & Sustain Diverse Communities
“Building a sense of belonging in small groups, no matter the focus (Tech Speakers, Women of Color, Spanish Speaking), is an inclusion methodology.”

Non-Binary contributor, USA
1. Build & Sustain Diverse Communities
What **Lack of Org Support** Looks Like For Womoz

- Culturally acceptable way to convene
- A **Label** for Mozillian **Women**
- A way to escape abusive core communities of men
- A stereotypical way to reference ‘women’s contribution’
Design Inclusive Leadership Models
Governance

Mozilla is an open source project governed as a meritocracy. Our community is structured as a virtual organization where authority is distributed to both volunteer and employed community members as they show their abilities through contributions to the project.

Learn more about who is involved with governance and how our global community works together on our common mission.

1. Roles and Responsibilities  
2. Policies  
3. Organizations  
4. Discussion forum
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Build Project Strategy for Toxic Behavior
1. Build & Sustain Diverse Communities

**Build Regionally Specific Strategies**
Innovate for Inclusive Events
Innovate for Inclusive Events

“From my perspective, making things more accessible to neurodiverse folks. We’re a big portion of the community (and over-represented in tech!), but events are still designed around neurotypical people, who can afford to go non-stop for several days at a time.”

Neurodiverse contributor
USA
2.

We See You!

Reaching Diverse Audiences in FOSS
Avoid Exclusion
By ‘Tech Jargon’
Break the Language Barrier
Experiment with Accessible Communication Methods
Engage Diverse Audiences by name

“I see nonbinary people get lumped in “women” in diversity things which is very dysphoria inducing as someone was assigned female but is definitely not. ... aligning with “women's” initiatives is highly uncomfortable for me because it involves misgendering me by definition.”

“Non-English speakers struggle to find opportunity before it expires - People want to feel part, but they feel they are late to everything that Mozilla throws. They need enough contact with those responsible or someone who speaks their language.”

South American Community Member
3. Frameworks for Governance, Consequence & Incentive
Community Governance Frameworks are Critical to Empowered Processes, Adoption & Credibility
Recognition skews to those most able to **surface their accomplishments**, to the exclusion of many.

"Recognition itself **varies wildly** across the project to the omission or inflation of achievement or impact on the project. Often we recognize those best at being seen; **the loudest** and most consistent voices."

- Research Finding

"Social connections are the **only way** volunteers progress: You are limited by what you know, and who you know, not by what you do."

- Male Contributor, India
4. D&I Design for Volunteer Lifecycles
Building Metrics that Matter
"When we count community, we count who made it through the gauntlet of difficulty, challenge, personalities vrs who turns up at our door. How do we count people at the door to really understand where we lose diversity?"

staff, USA
Build Inclusive Standards & Best Practices Across Volunteer Lifecycles

Tenure distribution by gender

- Male
- Female
- Trans
- Prefer not to say
Design Inclusive Systems for Identity
Ways to stay connected to this work

Links to slides, video, and related information:
Thank you!