IBM
Welcome, Women of OpenStack

JESSICA MURILLO

- FOCUS ON OUR MENTOR PROGRAM, LUNCH & LEARN

- SPONSORED PANEL DISCUSSIONS IN BARCELONA, AUSTIN, TOKYO, VANCOUVER

- ENGAGEMENT ACTIVITIES @ SUMMITS

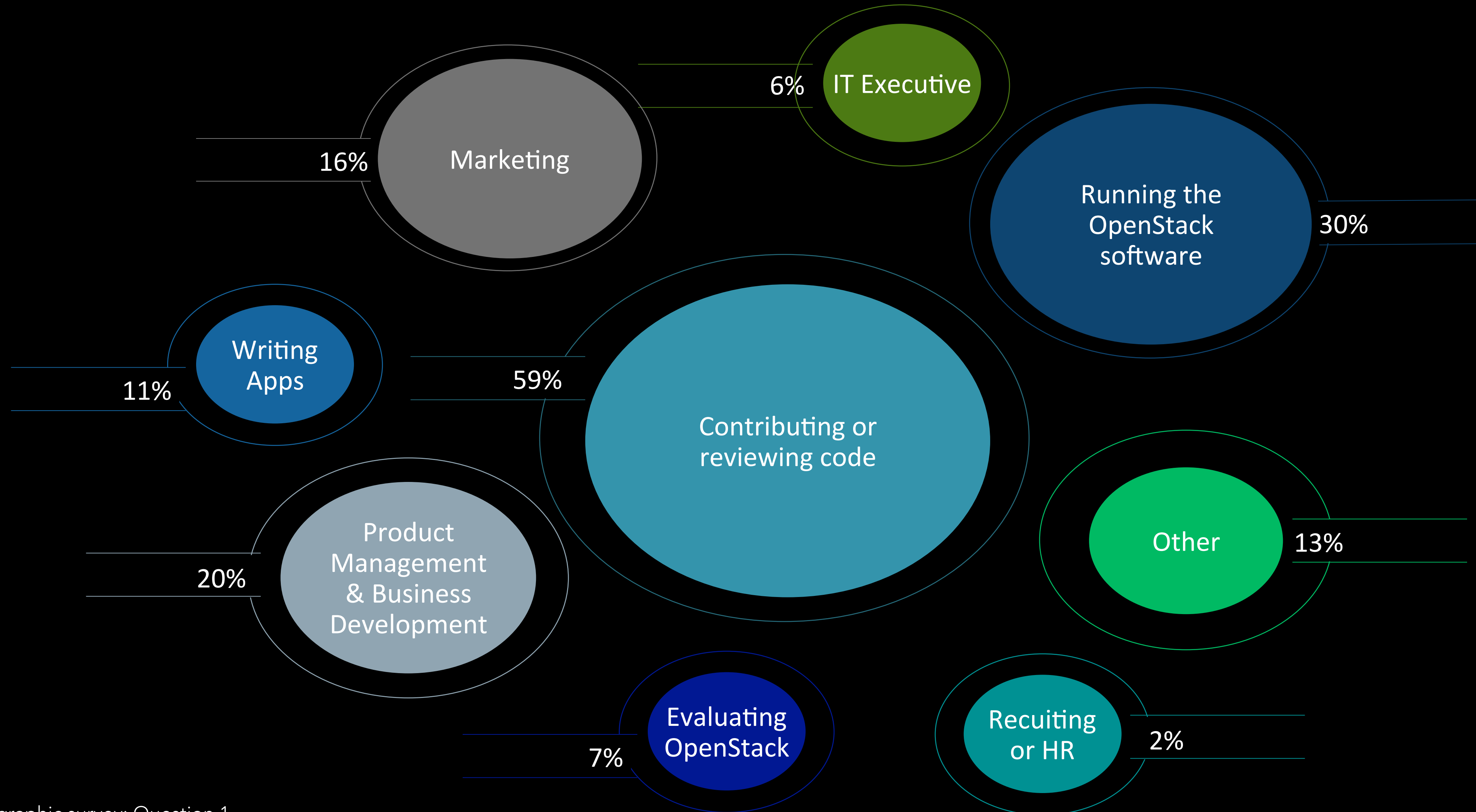- REGULAR MEETINGS BETWEEN SUMMITS AND COMMUNICATION THROUGH WOMEN-OF-OPENSTACK
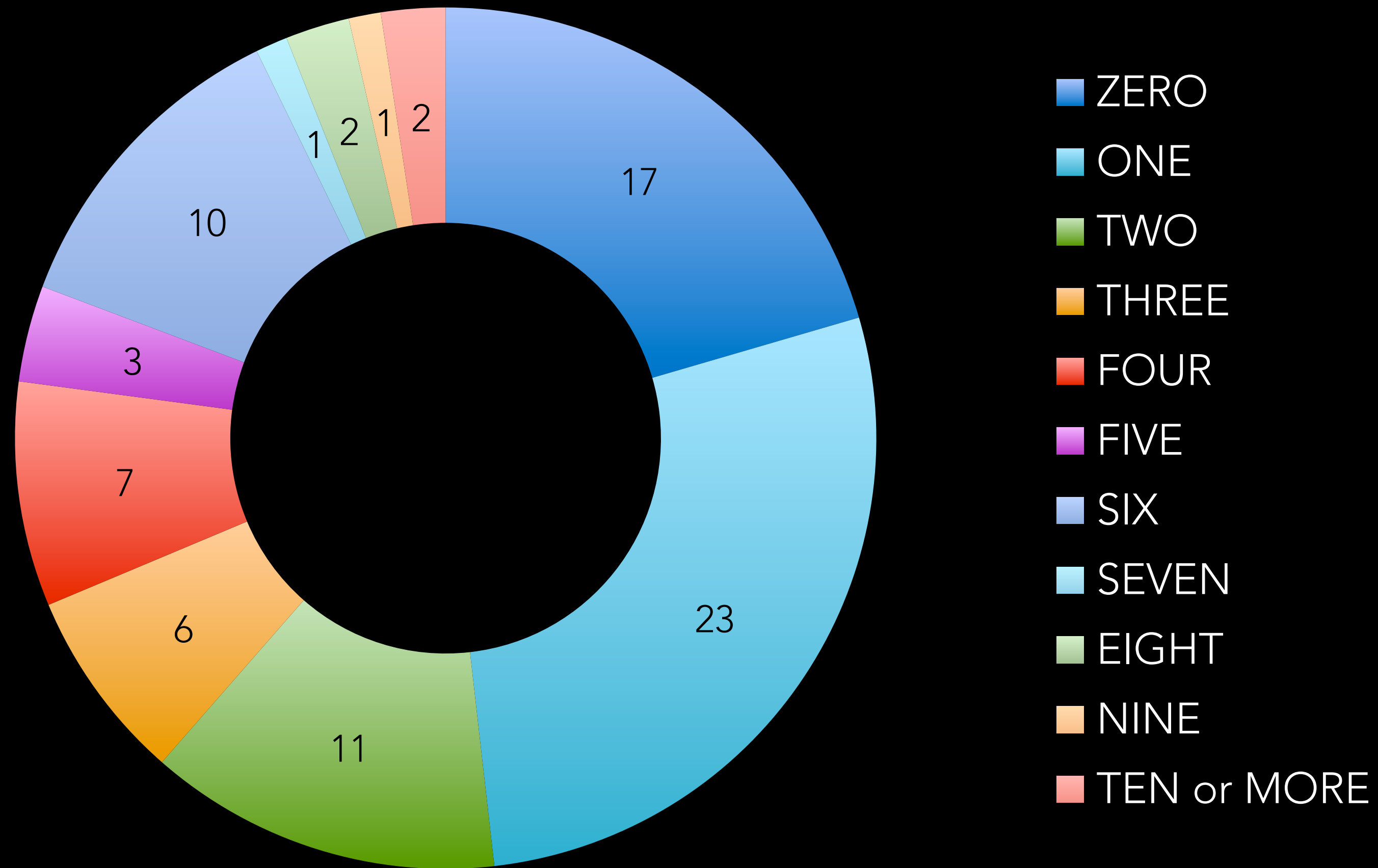
Today's AGENDA

- WOMEN OF OPENSTACK DEMOGRAPHIC SURVEY

- LIGHTENING TALKS

- SMALL GROUP NETWORKING DISCUSSION

Flickr: Dave Nelson

WHAT BEST DESCRIBES YOUR ROLE?

6% IT Executive

16% Marketing

Running the OpenStack software 30%

11% Writing Apps

59% Contributing or reviewing code

20% Product Management & Business Development

Other 13%

7% Evaluating OpenStack

Recuiting or HR 2%

Demographic survey: Question 1

83 RESPONDENTS REPORTED 136 ROLES

OPENSTACK SUMMIT ATTENDANCE

ZERO — 17
ONE — 23
TWO — 11
THREE — 6
FOUR — 7
FIVE — 3
SIX — 10
SEVEN — 1
EIGHT — 2
NINE — 1
TEN or MORE — 2

75% HAVE ATTENDED WOMEN OF OPENSTACK EVENT

Demographic survey: Questions 2 and 3

WHERE SHOULD WE FOCUS

1. NETWORK BUILDING

2. EDUCATION AND TECHNICAL WORKSHOPS FOR WOMEN

3. LEADERSHIP TRAINING

4. MENTORING AND COACHING

WHO SHOULD WE COLLABORATE WITH?

Girls Who Code, Women Who Code
Grace Hopper Open Source Day
LinuxChix
Local meetups, Bay Area Geek Girl Dinners
Rladies
NCWIT
Open Source Communities like Linux and Zabbix
Outreachy
Python girls group, PyLadies
Ruby on Rails girls
STEM
SWE
WICT
WISE
WITI
WOTC - Women at Open Source Technology Center

LIGHTENING TALKS

- NITHAYA RUFF, Director Western Digital Open Source and CTO Office
  - Using OpenStack contribution analytics to improve diversity

  - HOLLY BAZEMORE, Director of Elastic Cloud Strategy @ Comcast
    - Importance of building your network

- SMALL GROUP NETWORKING DISCUSSION

METRICS ON WOO CONTRIBUTIONS TO OPENSTACK

What gets measured, gets done

- Metrics were a priority in the Austin and Japan WOO Meetings

- Worked with Bitergia to see what the WOO contributions were in code and code review

- Want to share the report to spark conversations on how we can learn and improve these numbers

Women in OpenStack 2010 - 2016

report

Code contributions

839 (10.63%) women

27,162 (7.35%) commits

200 women

0

Top 5 projects (by committers)

1. Documentation
2. Nova
3. Neutron
4. Infrastructure
5. Quality Assurance

Code reviews

589 (10.85%) women

120,738 (8,41%) reviews

70 women

0

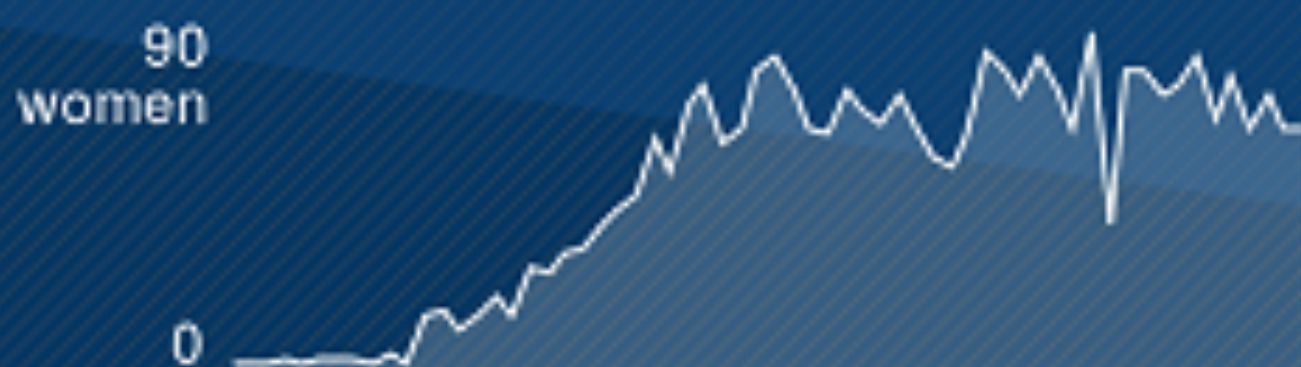**Top 5 projects (by submitters)**

1. Nova
2. Horizon
3. Neutron
4. Infrastructure
5. Documention

100 (10.42%) women core reviewers

43,641 (7,9%) reviews
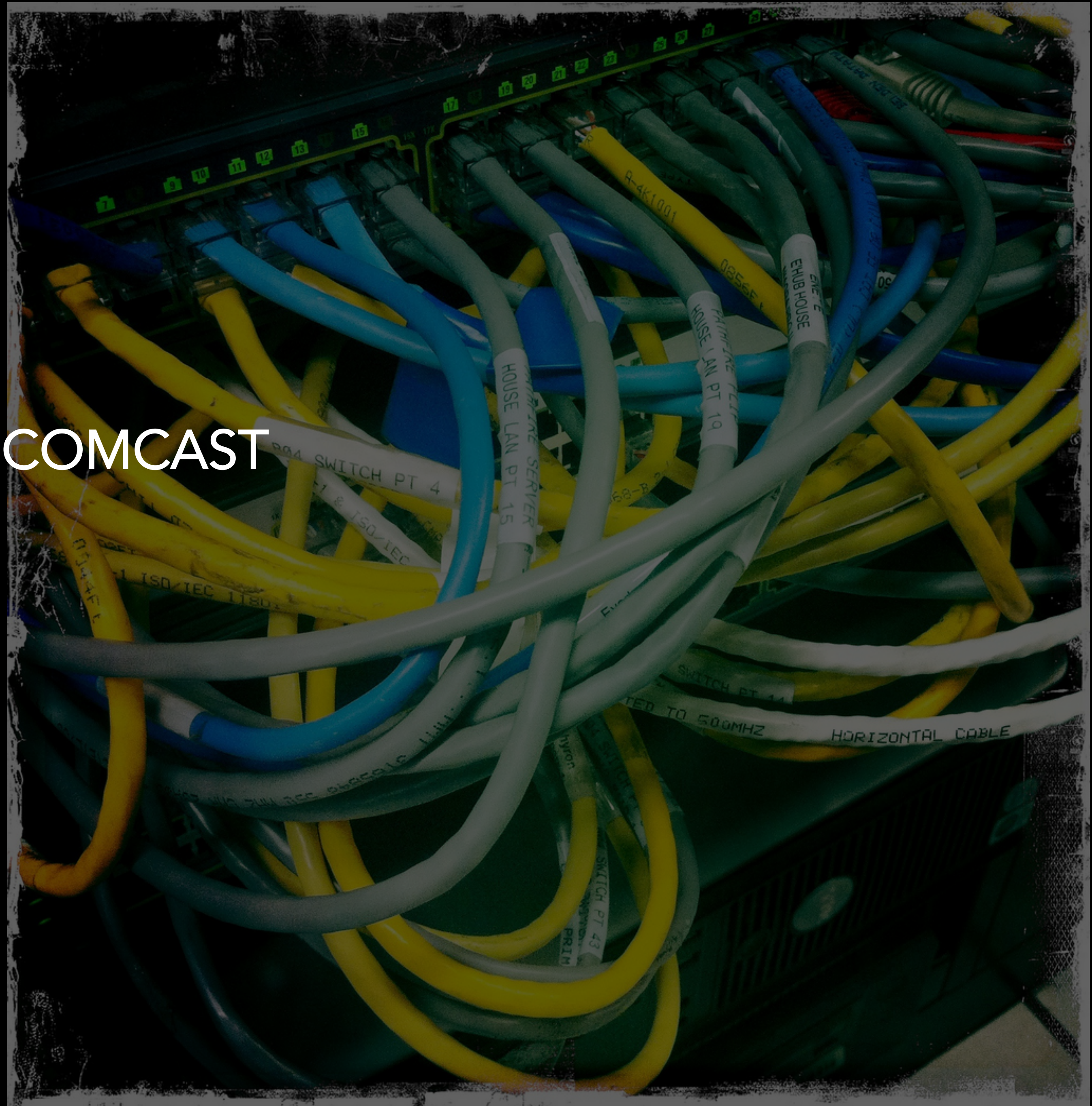
Mailing lists

672 (9.07%) women

14,015 (9,08%) emails

90 women

0

- HOLLY BAZEMORE

DIRECTOR OF ELASTIC CLOUD @ COMCAST

START THE DISCUSSION

1. MY NAME IS _____

2. IN OPENSTACK, I WORK ON _____

3. MY DREAM JOB IS _____

POSSIBLE DISCUSSION TOPICS

WHAT CAN WE DO TO RETAIN WOMEN WHO START THROUGH OUTREACHY & UPSTREAM UNIVERSITY TO CONTINUE TO CONTRIBUTE?

WHAT ARE THE BARRIERS TO ENTRY INTO PROJECTS IN OPENSTACK?

ARE THERE OTHER METRICS SHOULD WE COLLECT?

WHAT ARE SOME QUESTIONS YOU CAN ASK TO DRAW SOMEONE INTO CONVERSATION?

DISCUSS WHAT RESULTS IN A POSITIVE IMPRESSION WHEN YOU MEET SOMEONE

WHAT ARE YOU GOING TO DO DIFFERENTLY IN NETWORKING SITUATIONS?

IT'S A WRAP

STAY ENGAGED

- SUBSCRIBE TO THE MAILING LIST

- MEETINGS: ODD WEEKS, MONDAY 2000 UTC VOICE CALL - NEXT CALL IS NOVEMBER 14

REACH OUT TO OTHERS

- JOIN IN OUR MENTORING PROGRAM