Diversity Working Group Update for Board/TC

October 26, 2015 Egle Sigler & Carol Barrett On behalf of the Work Group Team

Team Meeting Update

- Logistics
 - IRC: #openstack-diversity
 - Etherpad: OpenStackDiversity.X
 - Even weeks (US/EMEA-Friendly): Thursday 0500 UTC
 - Odd Weeks (APAC-Friendly): Thursday 1700 UTC
- APAC meeting led by Kavit
 - Low Attendance (3-6 ppl/meeting)
- US/EMEA meeting led by Egle
 - Attendance fluctuates (7 28 ppl/meeting)

Work Plan

- The team agreed to a Diversity Category phased approach:
 - Phase 1: Gender identity/expression, Sexual orientation, Geography/Culture
 - Phase 2: Race/ethnicity, Religion, Education/Field
 - Phase 3: Age, Disabilities
- For each Diversity Category in Phase 1:
 - Establish a data-driven baseline for the current community population
 - Establish a data-driven desired end state
 - Define an action plan including timeline and success metrics to address the gap
 - Review with Board Seek approvals as needed
 - Execute action plan and provide regular updates to the Board
 - Capture learnings, revise approach
 - Repeat for Phase 2....PhaseN
- Additionally survey the community to:
 - Gather data required to establish baselines (for all phases)
 - Identify additional categories of diversity which the Community believes are important and may require analysis and action
 - Capture learnings, revise approach

DIVERSITY SURVEY SUMMARY

How Welcome and included...

- Scale of 0 to 10 (10 = most welcome)
 - 10: 20.94%
 - 9: 15.09% 60.56%
 - 8: 24.53%
 - 7: 12.26%
 - 6: 8.11% 28.67%
 - 5: 8.30%
 - 0-4: 10.76%

Over half of the respondents feel welcome and included. ~40% would like to see improvements

Do you face barriers...

• Data

- No Barriers: 51.13%
- Few Barriers: 37.74%
- Several Barriers: 9.62%
- Many Barriers: 1.51%

11.13 %

88.87 %

- Types of Barriers (Analysis based upon Verbatim)
 - Tools
 - Project/Community Dynamics
 - Complexity of OpenStack
 - Engagement

Key Results

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- Barriers faced
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~ 10% face significant barriers to participation
 ~ 40% need inclusion improvements

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- Welcome/Included (10 = most welcome)
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 - 10-8 60.56%

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Barrier Summary

- Tools Git, Gerrit, IRC
 - Installation/Configuration
 Challenges
 - IRC not always best tool for discussion
- Project/Community Dynamics
 - Contribution Challenges
 - Newcome Challenges
 - Inclusion Challenges

- Complexity of OpenStack
 - Where to start/learning curve
 - Keeping up with Big Tent
 - Current Information
- Engagement
 - Financial
 - Time zones
 - Language
 - License

Next Steps

- TC Ask: TC appoint a representative to participate in the Diversity Working Group and be the liaison for action planning and execution.
- Diversity WG: Review Survey feedback, discuss implications to Work Plan, update and execute.

Discussion Topics

 How do we attract more diverse people to join our community?

 How do we help people move from "joining" to "participating"?

 How do we support "participation" becoming "leadership"?