

A photograph of two women with long dark hair, one with curly hair and one with straight hair, both wearing white blouses. They are sitting at a wooden desk in an office environment, looking at a laptop. The woman on the right is pointing at the screen with a pen. A glass of water is on the desk. The background is slightly blurred, showing office equipment and shelves.

## Diversity in Open Source

Susan Wu, CTO Cloud Network of Women (CloudNOW)

Daniel Izquierdo, CDO, Bitergia

Nicole Rutherford, Community and Developer Advocate, Intel



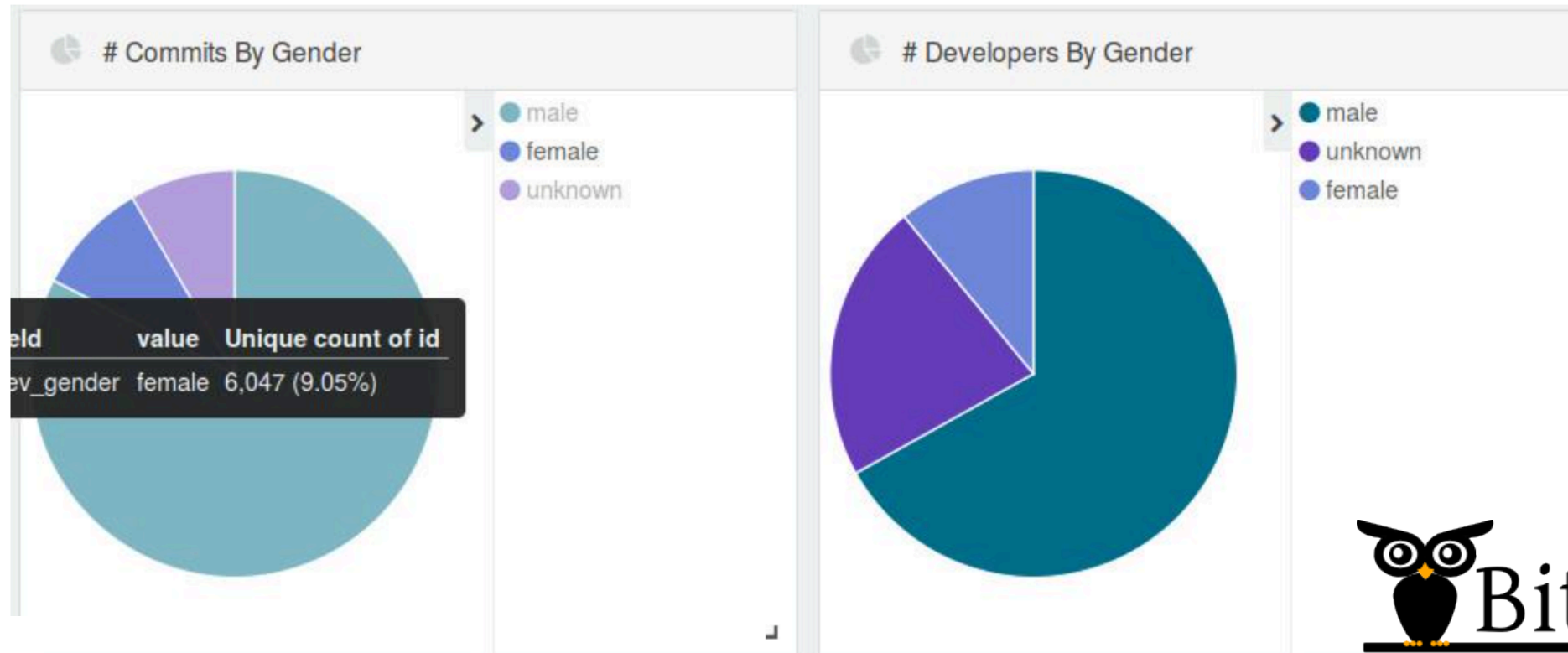
KANTAR TNS

# OpenStack (Austin) numbers

Women activity (**last year**):

~ 11% of the population ( ~ 340 active developers )

~ 9% of the activity (  $\geq 6k$  commits )

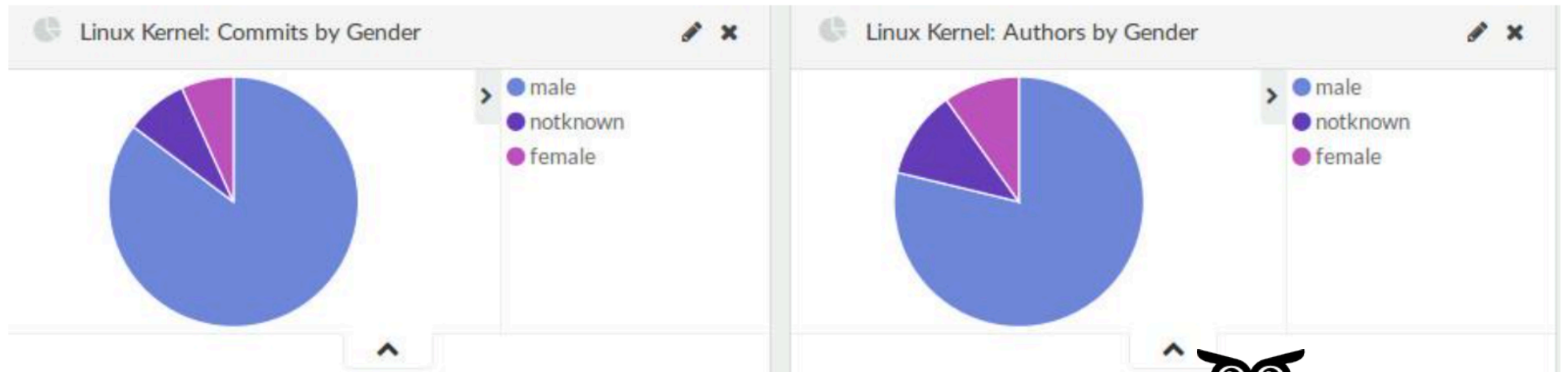


# Linux Kernel Numbers

Women activity (last year):

~ 6.8% of the activity ( ~ 4k commits )

~ 9.9% of the population ( ~ 330 active developers )



# Git Activity and Population - Hadoop

Women activity (**last year**):  
~2K commits (6.5% of the activity)  
71 developers (8.5% of the population)





## Key findings

- While a substantial number of **women are satisfied in their jobs**, many women are still experiencing gender discrimination at work
- The financial impacts of missed opportunities due to gender can be substantial
- Even in ideal work environments gender bias exists, but **female mentors and role models make a positive difference**
- **Technical capability and networking** are most important for advancing the careers of women
- Despite the challenges, **women persevere in tech** and support future generations in pursuing technology careers

## Women in cloud are satisfied with their jobs

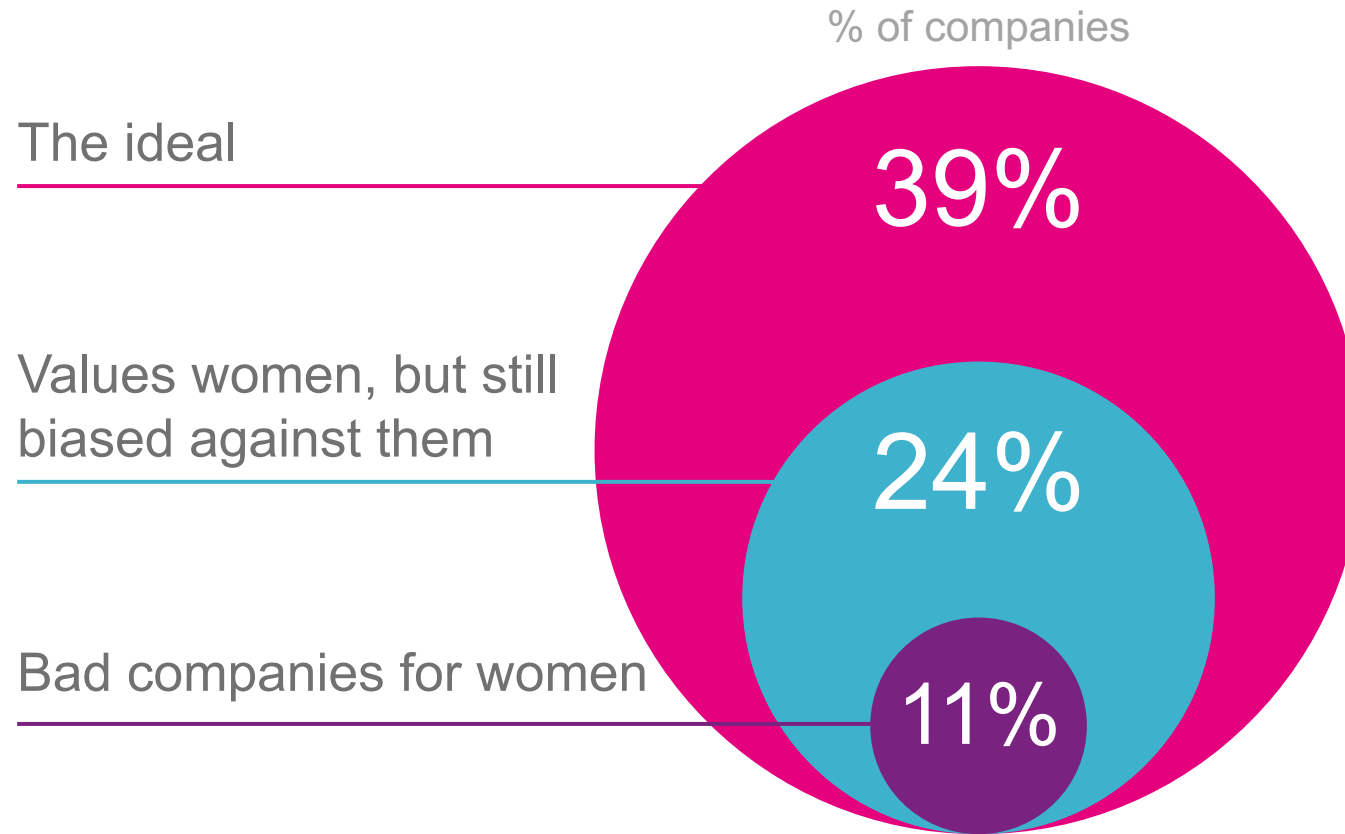


## Yet women still feel excluded and stereotyped



**Less than half** believe their company is a true meritocracy

# Gender bias still exists even in companies that value women's contributions





# Men, please stop “mansplaining”



**70%** “Mansplaining”

**68%** Directing technical questions only to male coworkers

**67%** Not including women as “one of the guys”

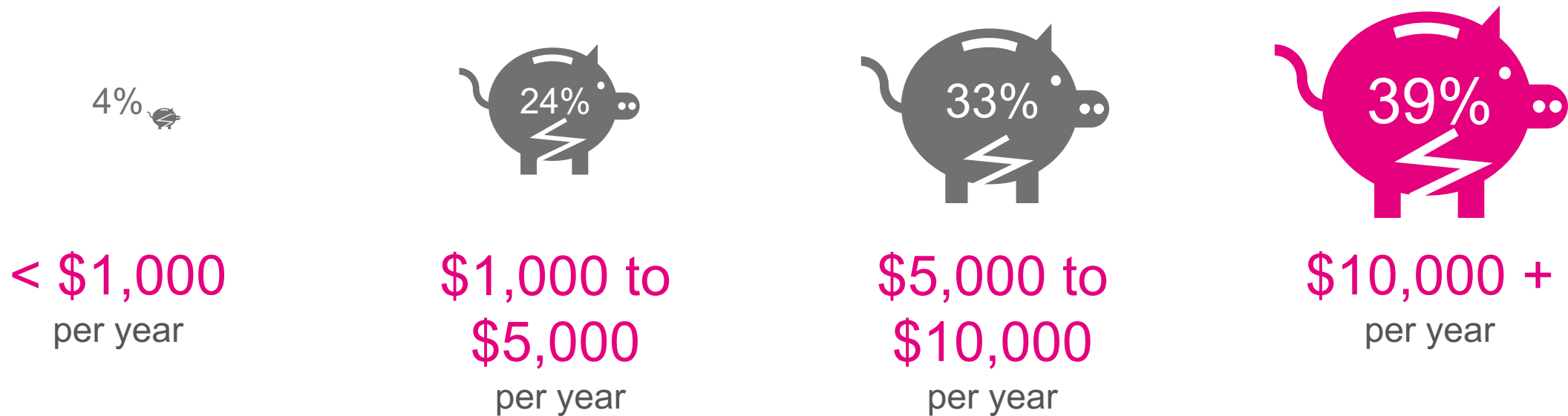
**64%** Being dismissive towards women’s ideas

**62%** Acting like a fraternity

Common gender inappropriate behaviors  
(% occasionally or more frequent)

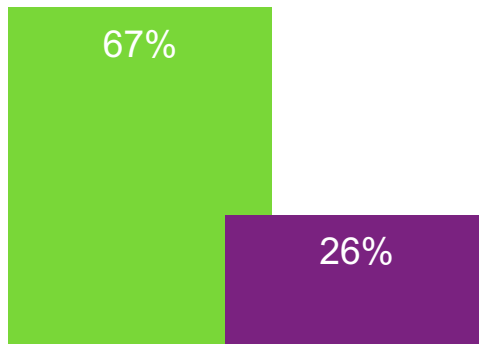
Almost a third of women believe they've been excluded from key opportunities at work because of their gender...

...the financial cost to them is perceived as **significant**

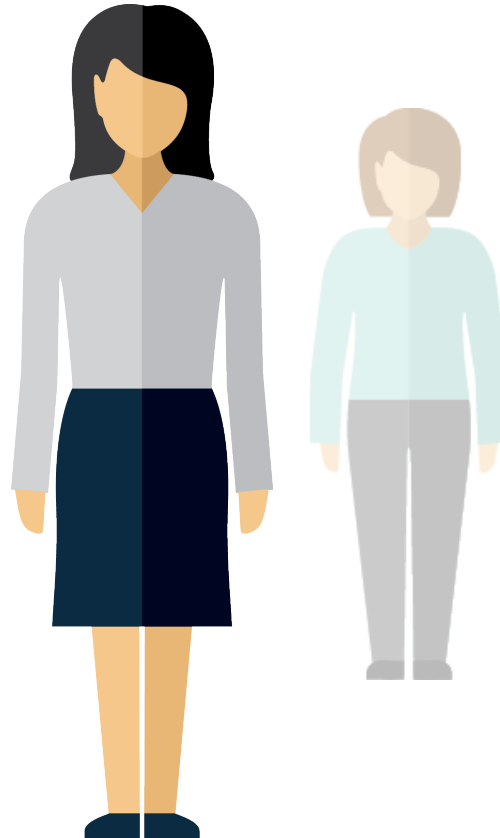


# Female role models have a positive impact on job satisfaction

- Women with Higher Job Satisfaction
- Women with Lower Job Satisfaction



**I have a female  
role model  
in my company  
that I look up to**



**48%**

**do not have a mentor**

**42%**

**do not have a female role model  
to look up to in their company**

## Technical capability and networking are most important for career advancement



**And you don't need to sacrifice your family to get ahead!**

# Technology is still a place for women

83%

Definitely or probably would **recommend a tech career for their daughters**



## Advice for daughters

- *“Always assume the position of the job you want, not the job you have. Always make sure that you have a great role model to continuously learn from within your position.”*
- *“Study hard, work hard, and be better than the men.”*
- *“Be yourself, be the best in your domain, and act with authenticity and **don't forget to be bold and leverage your network.**”*
- *“Believe in yourself and never give up.”*





Find a mentor or be a mentor to someone else



Build your network and maintain it



Explore your options