Diversity in Open Source

Susan Wu, CTO Cloud Network of Women (CloudNOW)
Daniel Izquierdo, CDO, Bitergia
Nicole Rutherford, Community and Developer Advocate, Intel
OpenStack (Austin) numbers

Women activity (last year):
~ 11% of the population (~ 340 active developers)
~ 9% of the activity (>=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)
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

40% Very Satisfied
40% Satisfied
15% Neither Satisfied nor Dissatisfied
5% Dissatisfied
1% Very Dissatisfied

Of these less than satisfied women, 65% are individual contributors
Yet women still feel excluded and stereotyped

30% Feel women are stereotyped in their company

48% Feel senior management is a boys club

33% Say gender bias is part of their company culture

Less than half believe their company is a true meritocracy
Gender bias still exists even in companies that value women’s contributions

The ideal

Values women, but still biased against them

Bad companies for women

% of companies

39%

24%

11%
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

67% I have a female role model in my company that I look up to

48% do not have a mentor

26% do not have a female role model to look up to in their company
Technical capability and networking are most important for career advancement

- 79% Update technical skills
- 74% Networking
- 57% Get certifications
- 36% Working overtime
- 23% Sacrificing family

And you don’t need to sacrifice your family to get ahead!
Technology is still a place for women

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.”

83%
Definitely or probably would recommend a tech career for their daughters
Find a mentor or be a mentor to someone else

Build your network and maintain it

Explore your options