Let's Open Source Diversity and Inclusion: The Open Source Way

@dwcheatham

Demetris Cheatham

Senior Director, Diversity and Inclusion Strategy, GitHub

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“

I want to open source diversity and inclusion.

So what does **open sourcing diversity and inclusion** mean?

Inclusion happens at the community level

Maintainer or community leader sets the tone for inclusion

Small community maintainers

Resources

Time

Bandwidth

Influence

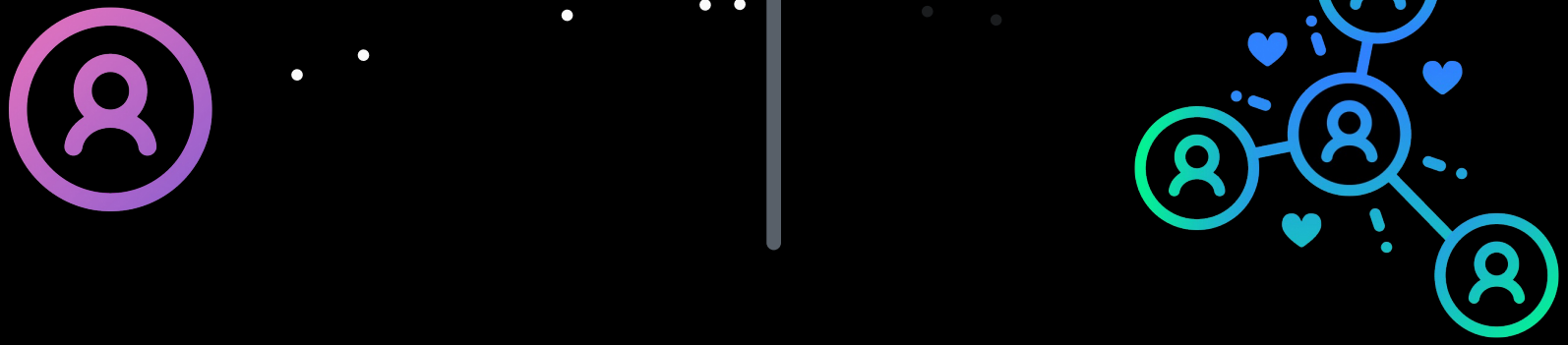
Large community maintainers

Resources

Time

Bandwidth

Influence



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Open Sourcing Diversity and Inclusion
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Open Sourcing Diversity and Inclusion

Access

Community

Equity

Data

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Open Source DEI Survey

Maintainers Listening Tour

All In 12-month Pilot

Open Source Diversity, Equity & Inclusion Survey

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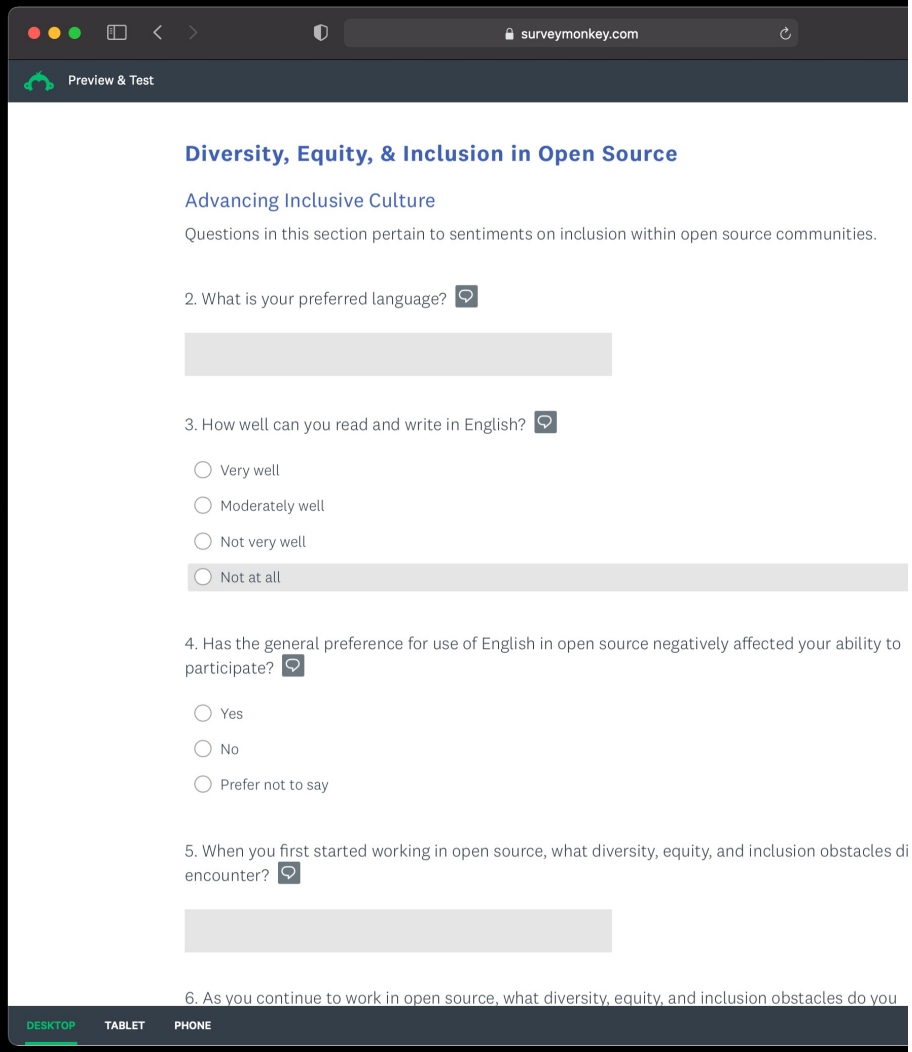

I feel welcome
in open source.

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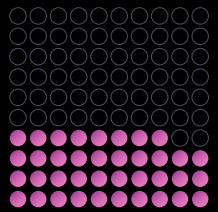
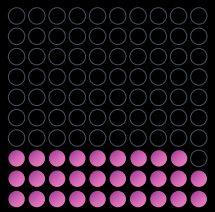
Do not feel welcome in open source

38%



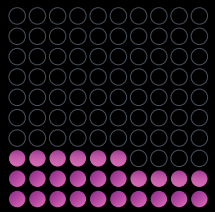
Non-Binary, Third Gender or Other

29%



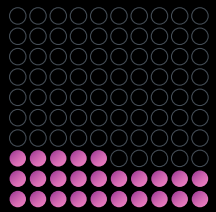
BIPOC - North America

26%



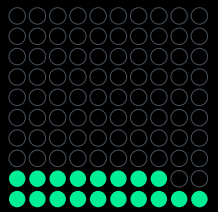
Women

25%



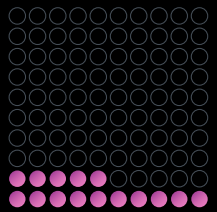
Person with Disability

18%



Study Average

15%



Men

1. Technical skills and knowledge
2. Lack of response and rejections to contributions
3. Voice isn't heard and contributions aren't valued
4. Microaggressions and stereotypes in written and spoken language

“

Inclusion is not the exception, it’s the norm.

Maintainers Listening Tour

1. Focus groups
2. Individual interviews
3. Online feedback

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12 Month Pilot

1. Maintainers
2. Students

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Aug. Sep. Oct. Nov. Dec. Jan. Feb. Mar. Apr. May Jun. Jul. Aug.

Aug. - Dec. 2021

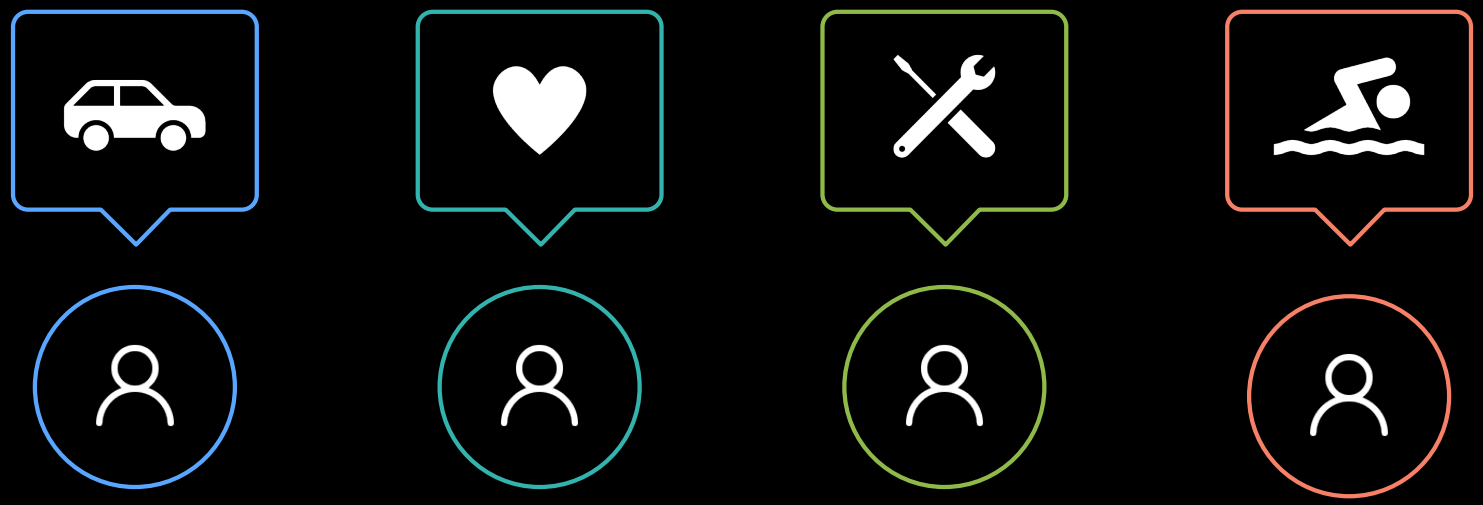
Open Source Education and Professional Development

Jan. - Apr. 2022

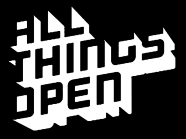
12 Week Open Source Experience

May - Aug. 2022

Internship Experience



{all in} Founding partners



{all in} 2022 Graduates

Ebunoluwa Adebesin
Huston-Tillotson University
@ebadebesin

Bolanle Adisa
Huston-Tillotson University
@Bolanle-adisa

Jeffrey Adkisson Jr.
Shaw University
@jadkisson5

Biana Bateman
UNC Pembroke
@bbatemant

Diamond Bryant
North Carolina Central University
@dbryan58

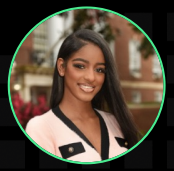
Kezia Cook
Clark Atlanta University
@keziacatrece01

Elikem Des-Amekudi
Shaw University
@Deselikem

Kayla Farrar
North Carolina Central University
@kdfarrar

Ryan Finn
UNC Pembroke
@ryanfinnrepo

Mykayla Graham
North Carolina Central University
@mykaylagraham



Asante Harris
Clark Atlanta University
@asanteaharris4

Krisin Mannino
Winston-Salem State
@krismannino

Angel Maynor
Winston-Salem State
@dbryan58

Chris McSweeney
Shaw University
@cmcweene

Kayla Partee
Clark Atlanta University
@kaylapartee01

Caleb Simmons
Shaw University
@iHoopes

Joseph Smith
UNC Pembroke
@jsmith2320

Linda Sylvie
UNC Pembroke
@lns011

William Talbert
Winston-Salem State
@wctrocky

Szaria Thompson
Winston-Salem State
@st327

Khalil Warner
Shaw University
@kwarner0126

Adrian Whitehurst
Clark Atlanta University
@adrianw90

Bernard Zandonda
Saint Augustine's University
@zandondab

{all in}
is not a program,
it's a community.

I'm {all in}!

allinopensource.org

Join the community

Become a corporate partner

Contribute

@dwcheatham

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Let's open source inclusion!