Let’s Open Source Diversity and Inclusion: The Open Source Way
Demetris Cheatham
Senior Director, Diversity and Inclusion Strategy, GitHub
"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
all in
Open Sourcing Diversity and Inclusion
{all in}
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

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Open Source Diversity, Equity & Inclusion Survey

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Diversity, Equity, & Inclusion in Open Source

Advancing Inclusive Culture

Questions in this section pertain to sentiments on inclusion within open source communities.

2. What is your preferred language?

3. How well can you read and write in English?
   - Very well
   - Moderately well
   - Not very well
   - Not at all

4. Has the general preference for use of English in open source negatively affected your ability to participate?
   - Yes
   - No
   - Prefer not to say

5. When you first started working in open source, what diversity, equity, and inclusion obstacles did you encounter?

6. As you continue to work in open source, what diversity, equity, and inclusion obstacles do you
I feel welcome in open source.

18% do not agree

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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
all in

12 Month Pilot

Maintainers

Students
{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  
@kfarrar

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  
@Ins011

William Talbert  
Winston-Salem State  
@wctrooky

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}!

Join the community
Become a corporate partner
Contribute

allinopensource.org
Let’s open source inclusion!