Issues Particular to FOSS

- Lack of diversity in engineering talent
- Lack of structure and rules
- Self-perpetuating cliquishness – FOSS communities key on reputation
- Volunteer burden – work without pay
Does it really matter?

➢ Diverse teams achieve better performance
➢ Reputational risk for projects and organizations
➢ Promote diverse participation in technology and build fairer products
Why Code of Conduct?
Self-governance
Listening
Fairness and Kindness
Code of Conduct

General principles:

➢ State purpose
➢ Identify specific expectations for behavior
➢ Identify scope - should extend outside formal conferences
➢ Outline reporting and enforcement mechanisms
➢ Identify specific persons or titles to handle problems, and ensure on-site staff to follow through
Models/Templates

Geek feminism
Contributor covenant

Popular Projects

Linux Foundation
Django

Companies

Twitter
Ubuntu
Microsoft
Issue Resolution Process

1. Issue Reported
2. Acknowledgment
3. Assignment
4. Resolution
“In the interest of fostering an open and welcoming environment, we as contributors and maintainers pledge to making participation in our project and our community a harassment-free experience for everyone, regardless of age, body size, disability, ethnicity, sex characteristics, gender identity and expression, level of experience, education, socio-economic status, nationality, personal appearance, race, religion, or sexual identity and orientation.”
Mishi Choudhary

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