Standing Out in the Crowd

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http://infotrope.net
Open source developers: 1.5%
Perl users: 5%
Drupal: 10%
Tech industry: 20%
Open source developers: 1.5%
WOW, YOU SUCK AT MATH.

\[ \int x^2 = \pi \]

WOW, GIRLS SUCK AT MATH.

\[ \int x^2 = \pi \]

xkcd.com
Have you noticed sexism in the open source community?
An Archive Of Our Own

http://archiveofourown.org/
OTW is committed to protecting and defending fanworks from commercial exploitation and legal challenge.
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... a noncommercial and nonprofit central hosting place for fanfiction and other transformative fanworks ...
THE THRILLING TALE
Python and Ruby meet in a dark alleyway. What happens?
1) They fight!
2) They kiss!
Your choice: 1
Ruby is victorious! Python weeps bitter tears and plots revenge.
THE END
60,000 lines of Ruby etc.

20+ coders

100% female
Dreamwidth

http://dreamwidth.org/
210,000 lines of Perl etc.

40+ coders

75% female
‘We welcome people of any gender identity or expression, race, ethnicity, size, nationality, sexual orientation, ability level, religion, culture, subculture, and political opinion.’
“We think accessibility for people with disabilities is a priority, not an afterthought. We think neurodiversity is a feature, not a bug.”
I’d never contributed to an open source project before, or even considered that I could.
I didn’t feel like I was wanted.
I never got the impression that outsiders were welcome.
I considered getting involved in Debian, but the barriers to entry seemed high.
It’s kind of like being handed a box full of random bicycle parts: it doesn’t help when you don’t know how they go together and just want to learn how to ride a bike.
People without a ton of experience get shunted off to side areas like docs and support, and those areas end up as the ladies’ auxiliary.
What I like most is that there isn’t any attitude of ‘stand aside and leave the code to the grown-ups’. If there’s something that I’m able to contribute, however small, then the contribution is welcome.
Deep down, I had always assumed coding required this kind of special aptitude, something that I just didn’t have and never would...
... It lost its forbidding mystique when I learned that people I had assumed to be super-coders (surely born with keyboard attached!) had only started training a year ago. ...
People without any prior experience!
Women! Like me! Jesus!
It's like a barrier broke down in my mind.
Recruit diversity.
Say it.
Mean it.
Tools.
(tools are easy)
Transparency.
Don’t stare.
Value all contributions.
Call people on their crap.
Pay attention.
Image credits

Linux Kernel Summit
Jonathan Corbet, lwn.net

How it works
Randall Munroe, xkcd.com

Kirk/Spock
dreamlittleyo on LiveJournal

Further reading
gEEKfeminism.wikia.com