



Signaling Diversity and Inclusion for Open Source Project Health

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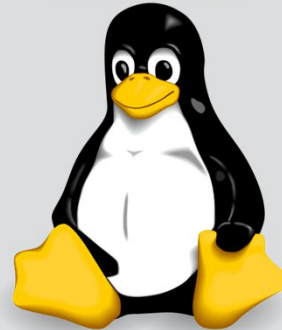
Today's talk

- Open Source
- Diversity and Inclusion
- Signaling Theory
- Method
- Findings
- Takeaways

A glowing neon sign with the word "OPEN" in orange and yellow letters, set within a cyan neon border. The sign is hanging from a black chain against a dark blue background.



Open Source Projects





About Open Source Projects

- Rooted in Free Software Movement
- Freedoms enforced by licenses
- Many people collaborate remotely



About Open Source Projects

- Rooted in Free Software Movement
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KLINT FINLEY BUSINESS 06.02.17 07:00 AM

DIVERSITY IN OPEN SOURCE IS EVEN WORSE THAN IN TECH OVERALL

WIRED

Most People

- White
- Male
- English speaker
- Western culture





Diversity and Inclusion

- Innovation
- Fairness
- Equity

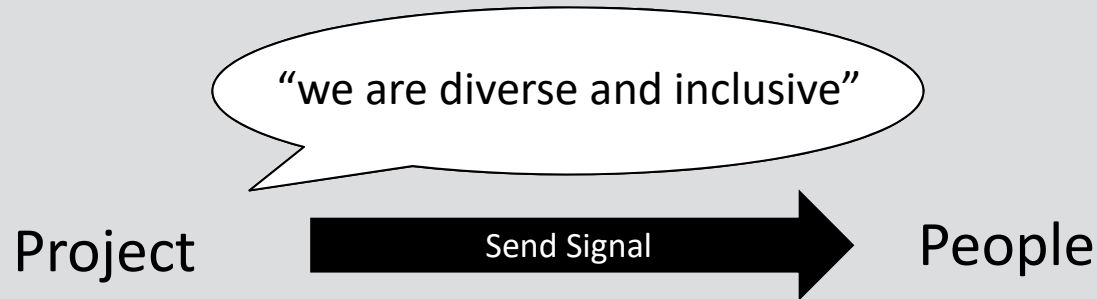


Signaling Theory



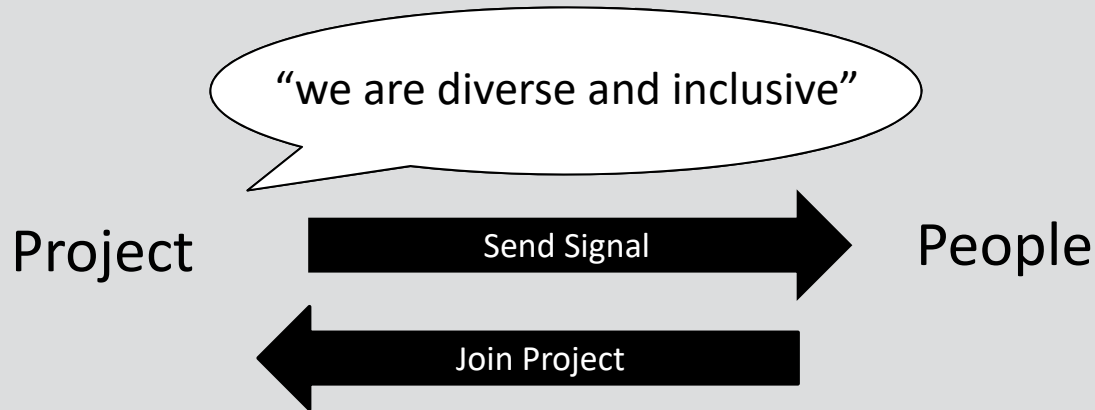


Signaling Theory



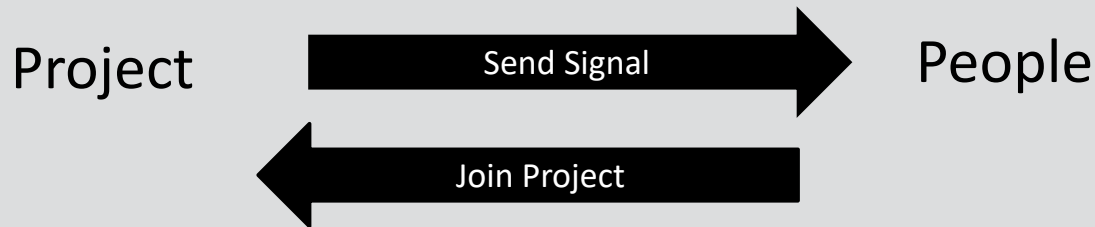
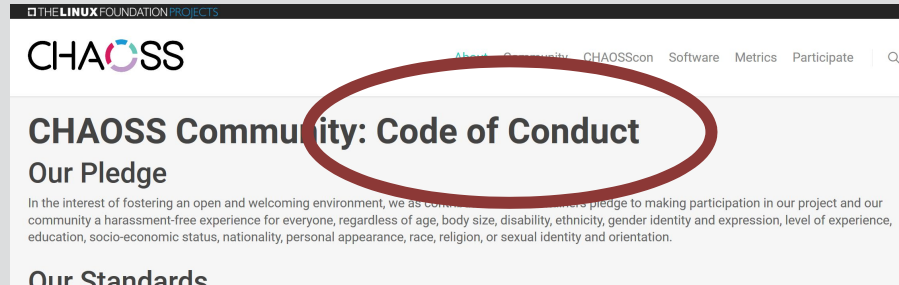


Signaling Theory





Signaling Example





Method

- Engaged Scholarship
- Case Study
- Interviews



Findings

- Signals attract members
- Displaying a signal improves project
- New signals are created by projects

"We need to use D&I signals to attract the kind of people into the work that's necessary in our project."

"There's nothing to encourage you to perform well like displaying it publicly."

"It's been bottom-up, projects that wanted to be measured, measured themselves, and propagated the signal up."



Takeaways

- Projects signal to improve themselves
- Signals are cooperatively developed

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