

# BOF: Improving Diversity



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August 24-28, 2020

We've made progress, but how can we impact the rate of change?

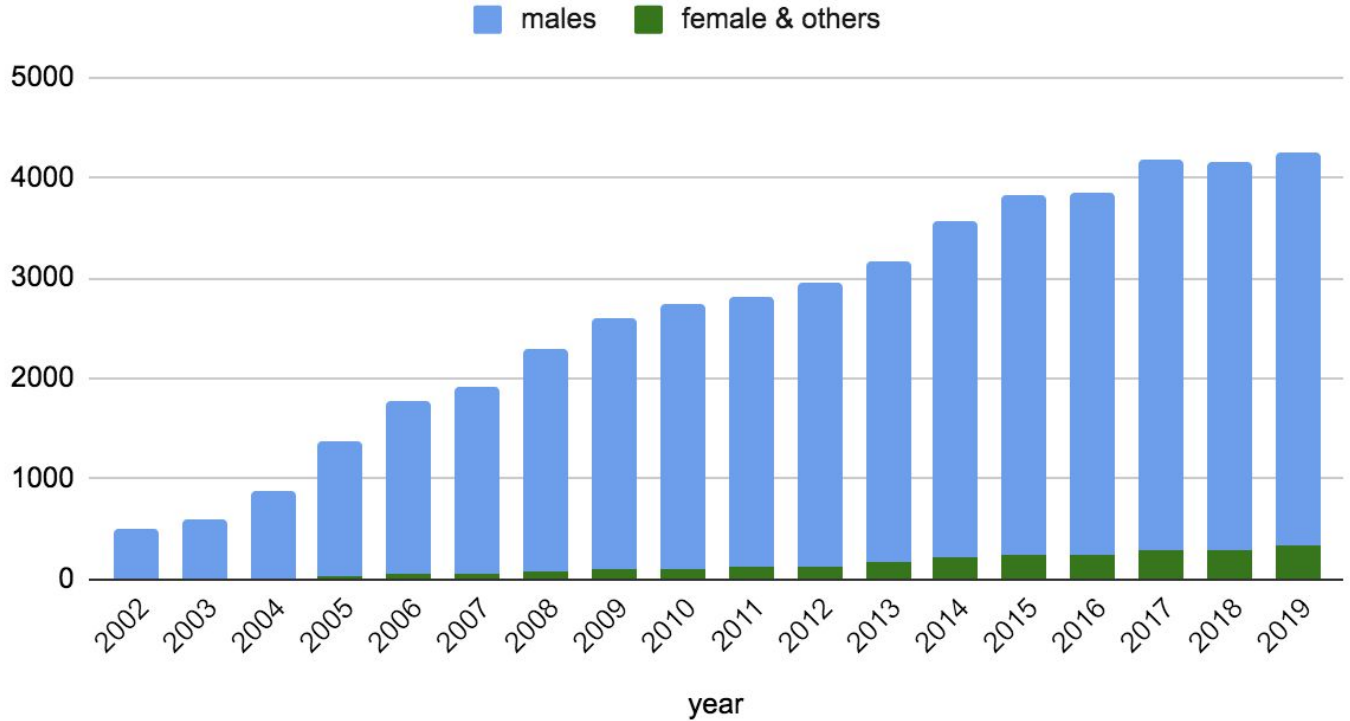




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## Gender of Contributors



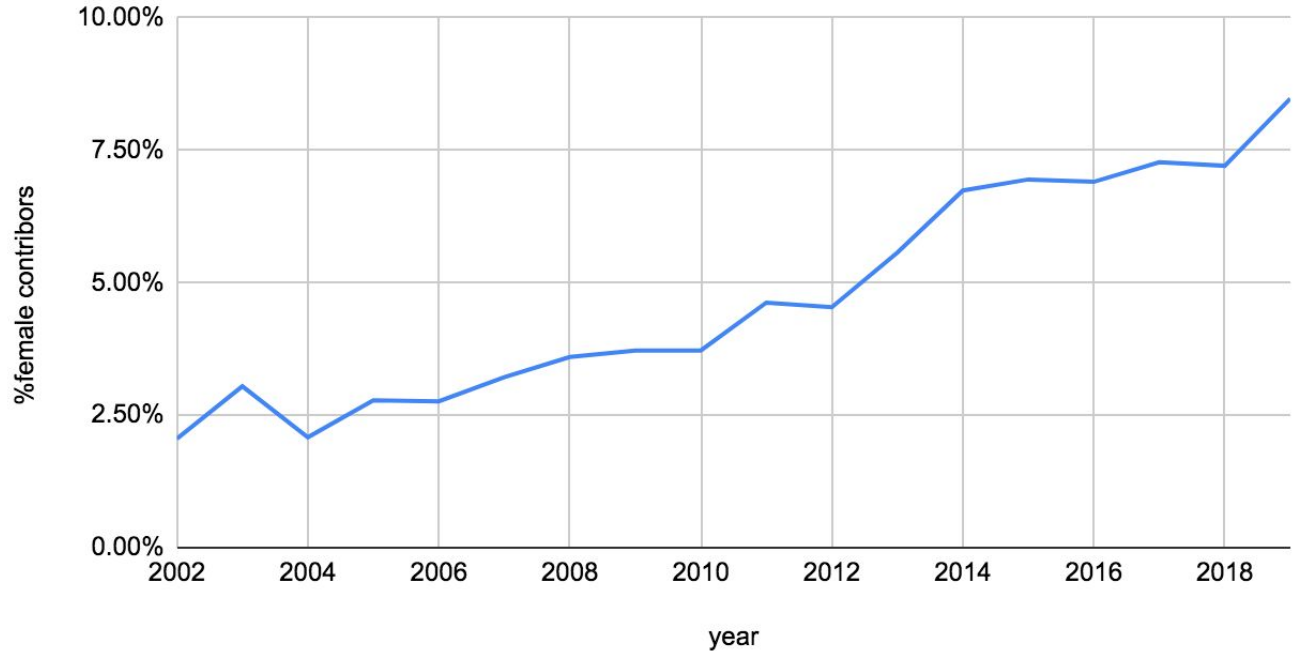


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# Relative Improvement over Time

% of Contributors to Linux Kernel that are Estimated to be Female



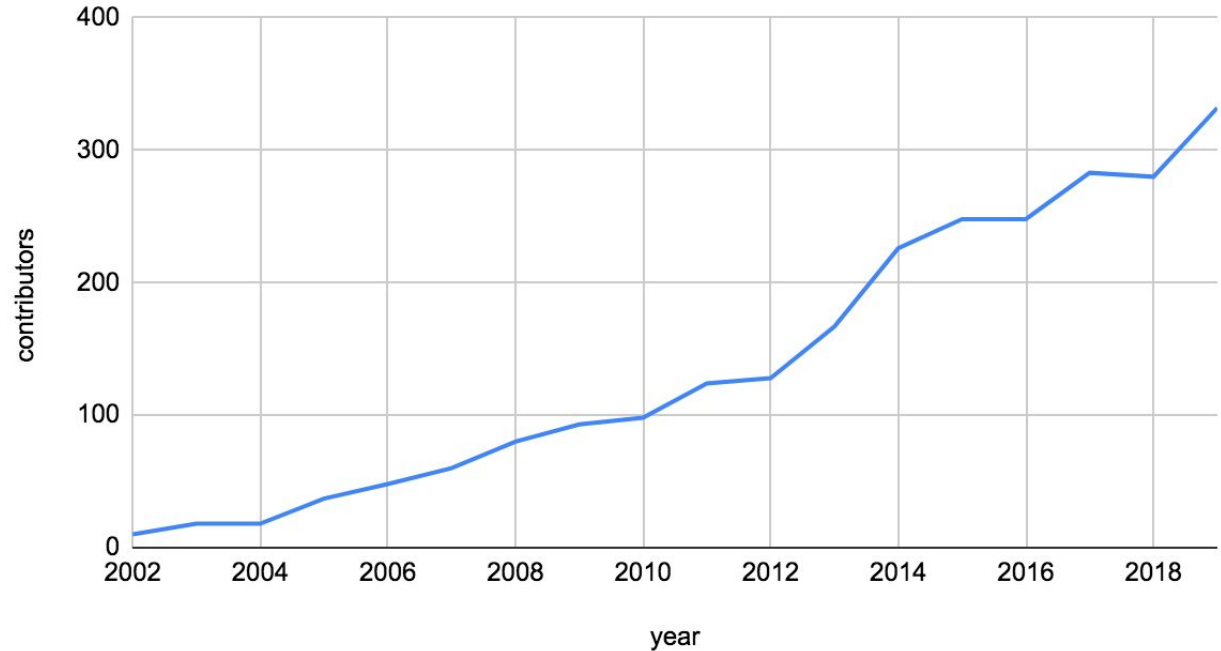


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## Specific Counts...

Estimated Female Contributors to the Linux Kernel per Year





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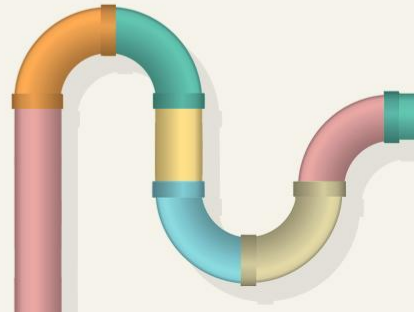
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# Methodology:

To identify the gender of contributors, we used GenderComputer (<https://github.com/tue-mdse/genderComputer>) developed by researchers at the Eindhoven University of Technology and Carnegie Mellon University.

Reviewed and Improved with personal knowledge.

Challenge identifying Chinese & Indian names





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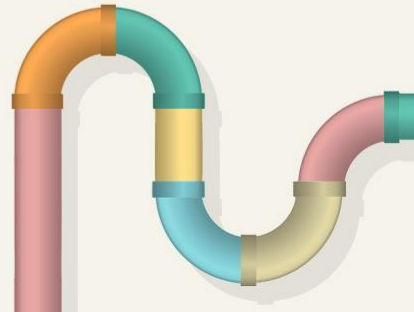
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# Mentoring programs impact?

Aggregate Commits from 2007 - 2019:

- # 43: Outreachy
  - 2,809 commits
- # 60: FOSS Outreach Program for Women
  - 1,671 commits

Note: LKM started in 2019, no data yet.





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# Welcome to Female Contributors

For each release, email welcome and survey to subset of new contributors including any new females we can identify, asking for suggestions for improving the materials and guidance available to new contributors.

A few takeaways from the feedback:

- Online resources are inadequate or outdated and require updates.
- More FAQs on subsystems patch submission guidelines will be helpful.
- More FAQs or blogs on best practices for contributing to Linux Kernel will be helpful.
- Communication about patch acceptance status can be improved.
- More beginner-friendly courses and videos such as Shuah Khan's LFD103<sup>[28]</sup> and Greg Kroah-Hartman's "Write and Submit your first Linux kernel Patch"<sup>[29]</sup> are helpful for students with limited resources



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# What else can we do?

Want to change the trajectory of growth of new diverse contributors?

- Ideas for additional initiatives?

How can we encourage more diverse participants to take on leadership roles in the community?

- Maintainers
- Thought leaders

Ways to enable self-grouping for more accuracy?