Diversity Equity & Inclusion Microconference
Background

BOF: Improving Diversity

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

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- Online resources are inadequate or outdated and require updates.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\textsuperscript{[82]} and Greg Kroah-Hartman’s “Write and Submit your first Linux kernel Patch”\textsuperscript{[83]} are helpful for students with limited resources.

Specific Counts...

Estimated Female Contributors to the Linux Kernel per Year
Paths Forward

- Closed Source is the enemy
- Tell other people “you did good” when they deserve it…
- Keep scratching the itch…
- Guide the meeting from the back of the room…
- Building the team is at least as important as building the code
  - We are all getting older….

Paths Forward

- Become a mentor to a newbie
  - Master Plumbers have apprentices
<table>
<thead>
<tr>
<th>Time</th>
<th>Session</th>
<th>Speaker</th>
<th>Venue</th>
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<tbody>
<tr>
<td>07:00</td>
<td>Diversity, Equity, Inclusion MC: Welcome and Introduction</td>
<td>Kate Stewart et al.</td>
<td>Microconference4/Virtual-Room, LPC Virtual</td>
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<tr>
<td>08:00</td>
<td>Diversity, Equity, &amp; Inclusion in Open Source Communities: Key Themes &amp; Preliminary Results from LF’s 2021 Research</td>
<td>Jessica Groopman</td>
<td>Microconference4/Virtual-Room, LPC Virtual</td>
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<td>Women of Open Source Software: Motivations and Experiences</td>
<td>Dr Vandana Singh</td>
<td>Microconference4/Virtual-Room, LPC Virtual</td>
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<td>09:00</td>
<td>Linux Developers: Motivations &amp; Challenges (preliminary insights)</td>
<td>Bianca Trinkenreich</td>
<td>Microconference4/Virtual-Room, LPC Virtual</td>
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<td>Mentoring at scale: Acknowledging Implicit Mentoring</td>
<td>Dr Anita Sarma</td>
<td>Microconference4/Virtual-Room, LPC Virtual</td>
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<td>Linux Kernel Trends and Future Goals for Diversity</td>
<td>Dr Daniel German et al.</td>
<td>Microconference4/Virtual-Room, LPC Virtual</td>
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<td>10:00</td>
<td>Community Diversity + Events: Impacts and Trends</td>
<td>Angela Brown</td>
<td>Microconference4/Virtual-Room, LPC Virtual</td>
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<td>Wrap up &amp; Next Steps</td>
<td>Shuah Khan</td>
<td>Microconference4/Virtual-Room, LPC Virtual</td>
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Break: 08:40 - 09:00
"Shared Notes" are where we’ll be recording the outcome for this session.

If you want to follow shared notes and chat, suggest using: https://matrix.lpc.events/#/room/#diversity-equity-and-inclusion-mc:lpc.events

Please interact by turning on camera and unmuting, if you want to discuss a topic. Comments in the chat are welcome too, but are awkward for extended discussion.
Goals

By increasing our pool of diverse contributors we want to:
- Increase the pool of maintainers, and help with improving quality and frustrations
- Increase the number of new contributors to the kernel and retain them over time

After the workshop we will try to act on today’s suggestions by:
- Working with the Linux Foundation and member companies
- Working with the TAB
- Working with kernel maintainers

We’ll track and checkpoint the progress at LPC2022