Equity and inclusion in Tech is not just about diversity in hiring, but has profound implications for downstream accessibility, user experience, and the next generation of products. Open source has unique challenges and opportunities to advance DEI and drive more inclusive innovation. To better understand these dynamics and the key resources and solutions needed, The Linux Foundation is conducting research across the entire open source ecosystem. This talk will share some of the key themes and preliminary results from this ongoing effort, followed by an interactive discussion with the Kernal community.