

# Building a Stronger Community

Drupal Diversity & Inclusion





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# Today's topics

1. Defining important concepts
2. Statistics
3. About **Drupal Diversity & Inclusion (DDI)**



# Defining diversity and inclusion

“Diversity is being invited to the party. Inclusion is being asked to dance.”

- Vernā Meyers, Vice President of Inclusion Strategy, Netflix





**Diversity makes us  
stronger and smarter**







# More creative & collaborative



“Being around people who are different from us makes us more creative, more diligent and harder-working.”

- “How Diversity Makes Us Smarter”,  
Scientific American (2014)





# More effective & successful



“New research makes it increasingly clear that companies with more diverse workforces perform better financially.”

- “Why diversity matters”,  
McKinsey (2015)



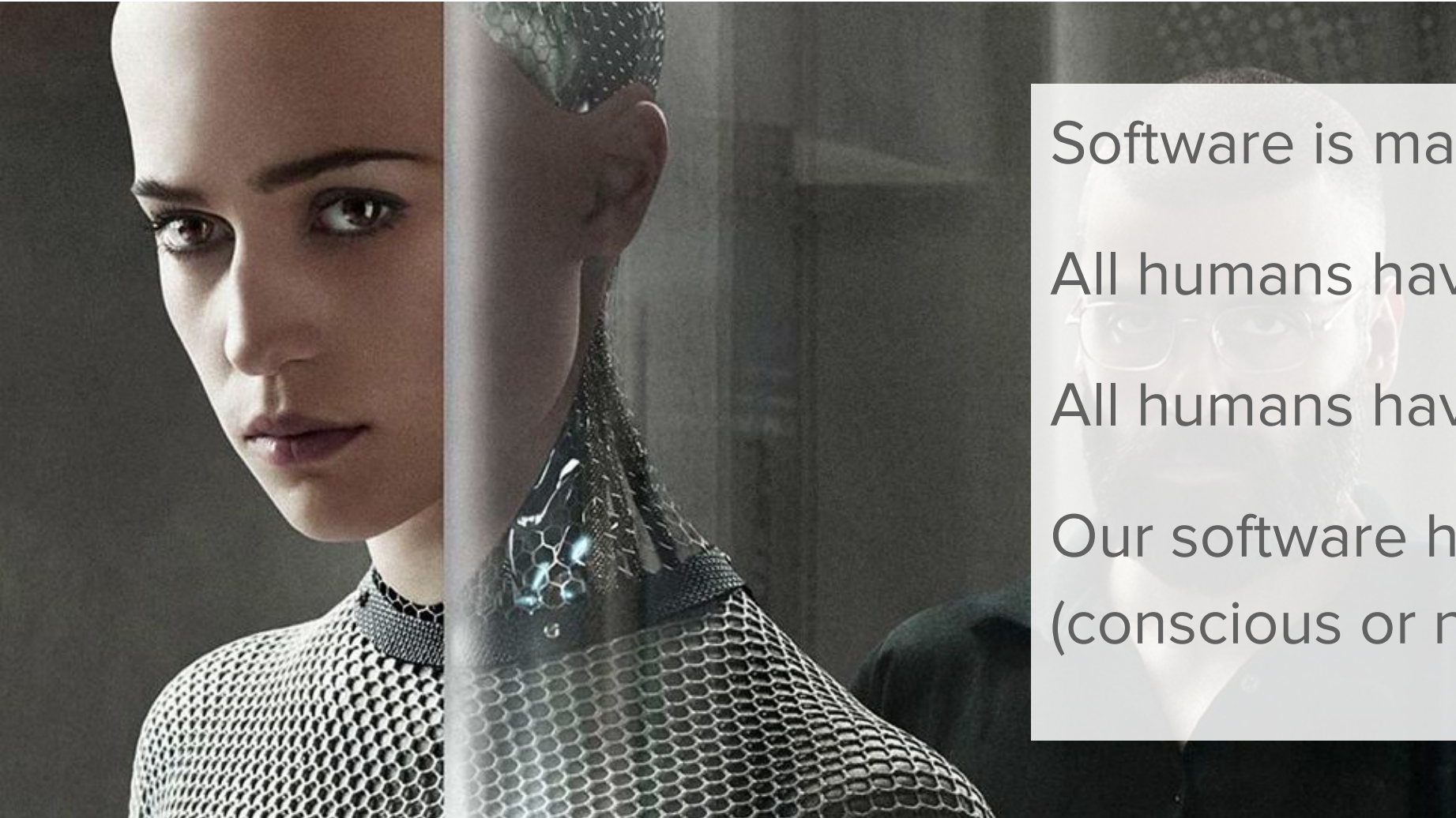
# Unpacking inequality







# We encode our values into things we create



Software is made by humans.

All humans have values.

All humans have biases.

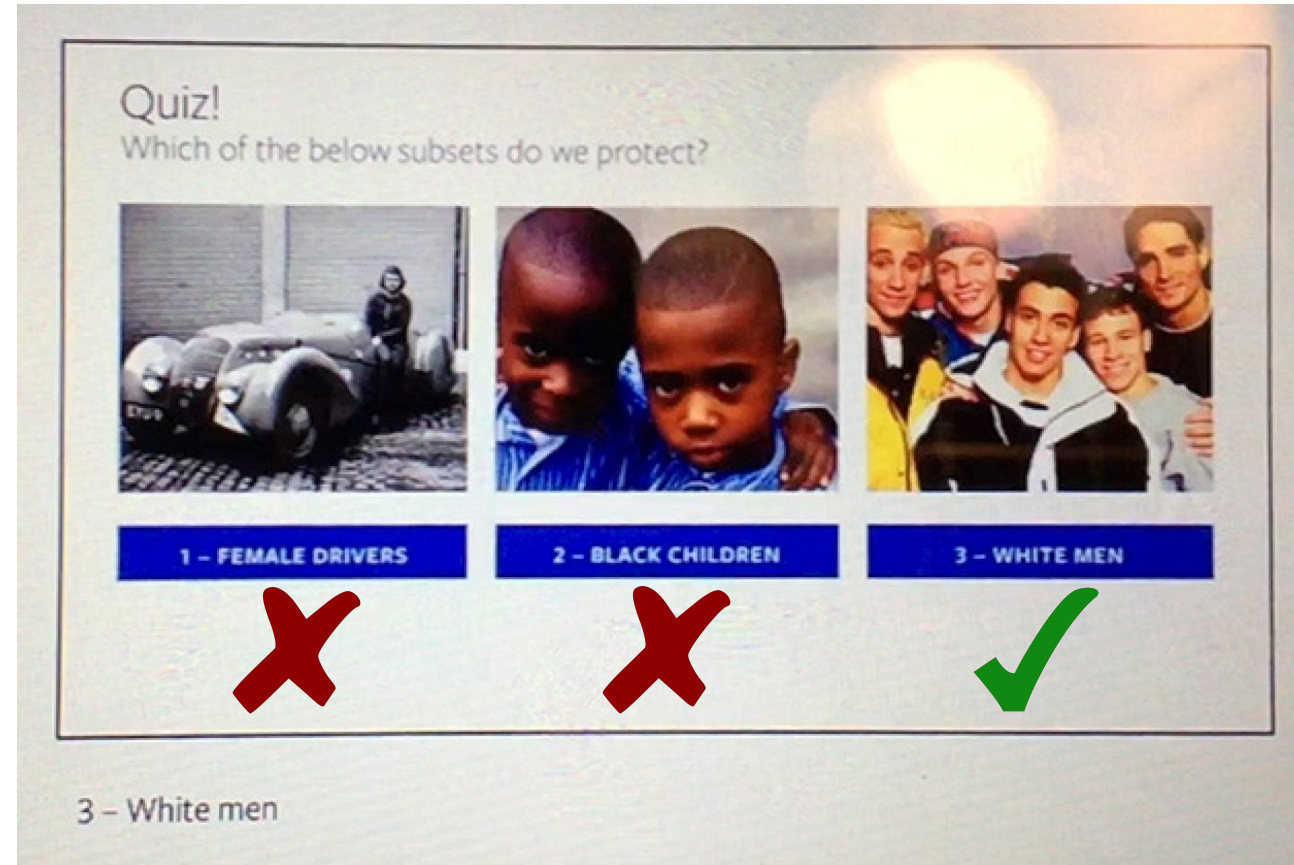
Our software has our biases  
(conscious or not) built in to it.



# Algorithms are not neutral

“Facebook trains its censors to delete hate speech against ‘protected categories,’ including white males, but to allow attacks on ‘subsets’ such as female drivers and black children.”

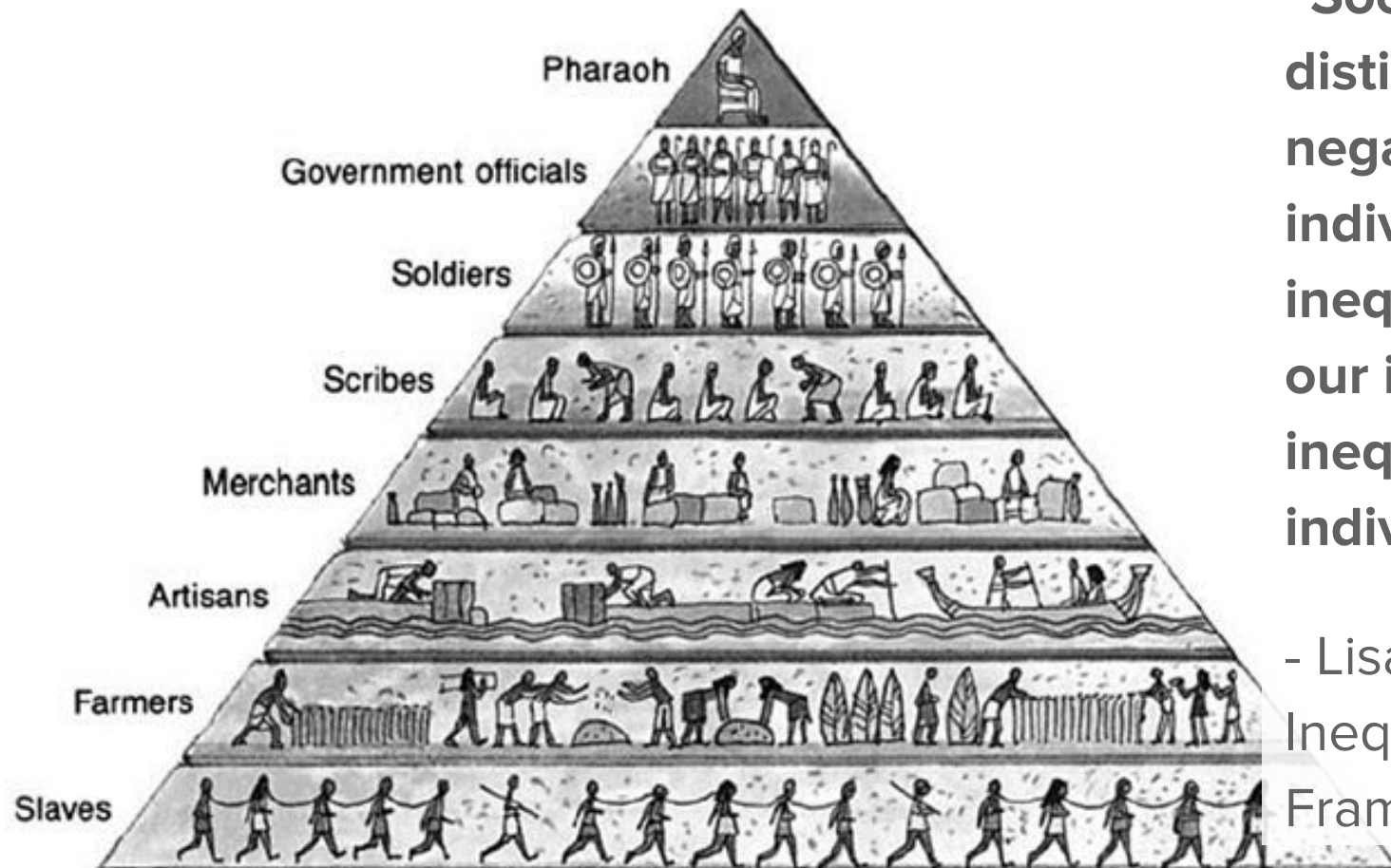
- ProPublica, “Facebook’s Secret Censorship Rules Protect White Men From Hate Speech But Not Black Children” (2017)







# Structural inequality



Source: Barry K. Beyer et al., *The World Around Us: Eastern Hemisphere*, MacMillan Publishing (adapted)

“Sociologists who study inequality distinguish between individual bias, negative beliefs about a group held by individual persons, and systemic inequality, unequal outcomes built into our institutions that will produce inequality even in the absence of biased individuals.”

- Lisa Wade, PhD, ‘What Causes Inequality? Systemic and Individual Frames for Racism in Media’ (2014)



# Understanding privilege

“In the role playing game known as The Real World, ‘Straight White Male’ is the lowest difficulty setting there is... You can lose playing on the lowest difficulty setting. The lowest difficulty setting is still the easiest setting to win on.”

- John Scalzi, Hugo award winning science fiction author (2012)









# Issues intersect and amplify each other



“Intersectionality is a lens through which you can see where power... interlocks and intersects.”

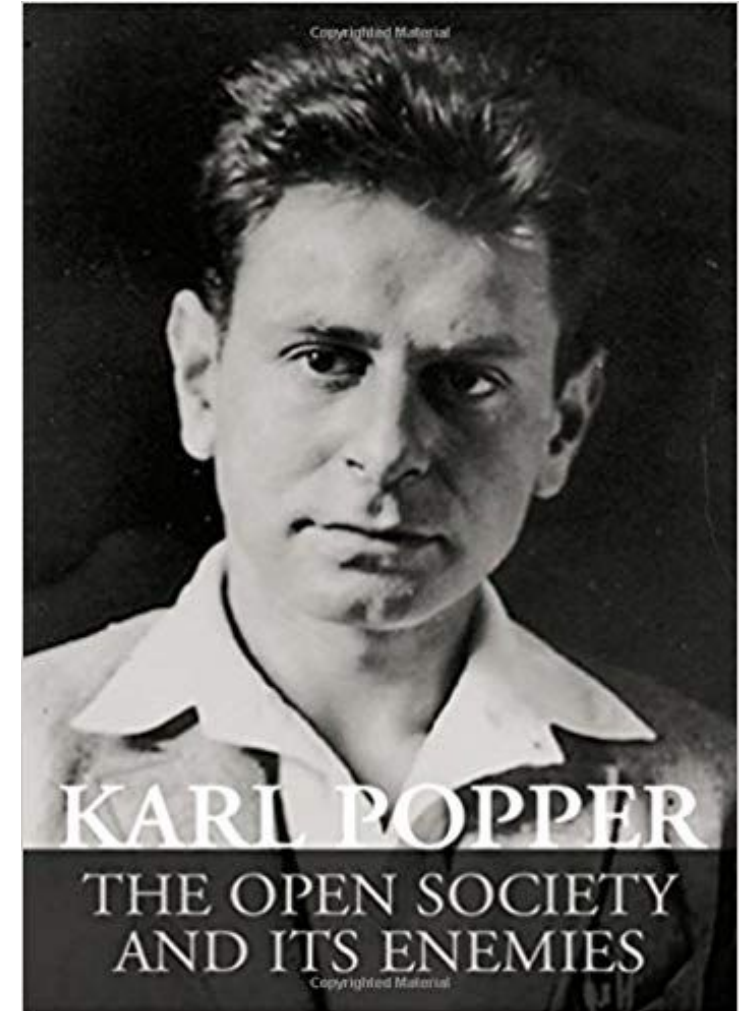
- Kimberlé Williams Crenshaw, Professor of Law at UCLA and Columbia University



# The paradox of tolerance

“If we are not prepared to defend a tolerant society against the onslaught of the intolerant, then the tolerant will be destroyed, and tolerance with them.”

- Karl Popper, *The Open Society and Its Enemies* (1945)





# Tolerance cannot include intolerance

Yes:



No:







# By the numbers





# Why numbers matter

Women who spend time as “the Only” are  
**1.5 times more likely** to think about leaving their jobs.

**Eighty percent** of women in the Only category...experienced  
microaggressions.

Women who are Onlys also report being sexually harassed at  
higher numbers.



**Statistics are tough.**





# By the numbers - gender identity

IDENTITY	STACK OVERFLOW SURVEY	GITHUB SURVEY	US DEVELOPE RS (Bureau of Labor Statistics)	DrupalCon Baltimore (2016)	DrupalCon Nashville (2017)	DrupalCon Vienna (2017)	GLOBAL POPULATION (World Bank)	US POPULATIO N (Census, Gallup, Williams Inst)
Male	88.6% ↑	95.0% ↑	67.7% ↑	75% ↑	52% ↑	74% ↑	50.4%	49.2%
Female	↓ 7.6%	↓ 3.0%	↓ 32.3%	↓ 23%	↓ 18%	↓ 14%	49.6%	50.8%
Other	1.2%			0.3%	30%	12%		
Non-binary	0.9%	1.0%						
LGBT		7.0%						3.8%
Transgender	0.05%	1.0%						0.58%

Stack Overflow Developer Survey Results 2017 - 64,000 respondents

Bureau of Labor Statistics 2017

Github Survey of Open Source Users 2017 - 5,500 respondents





# Representation of Women Developers

**1.5% < 7% < 32% < 51%**

OSS Devs

Drupal Devs

US Devs

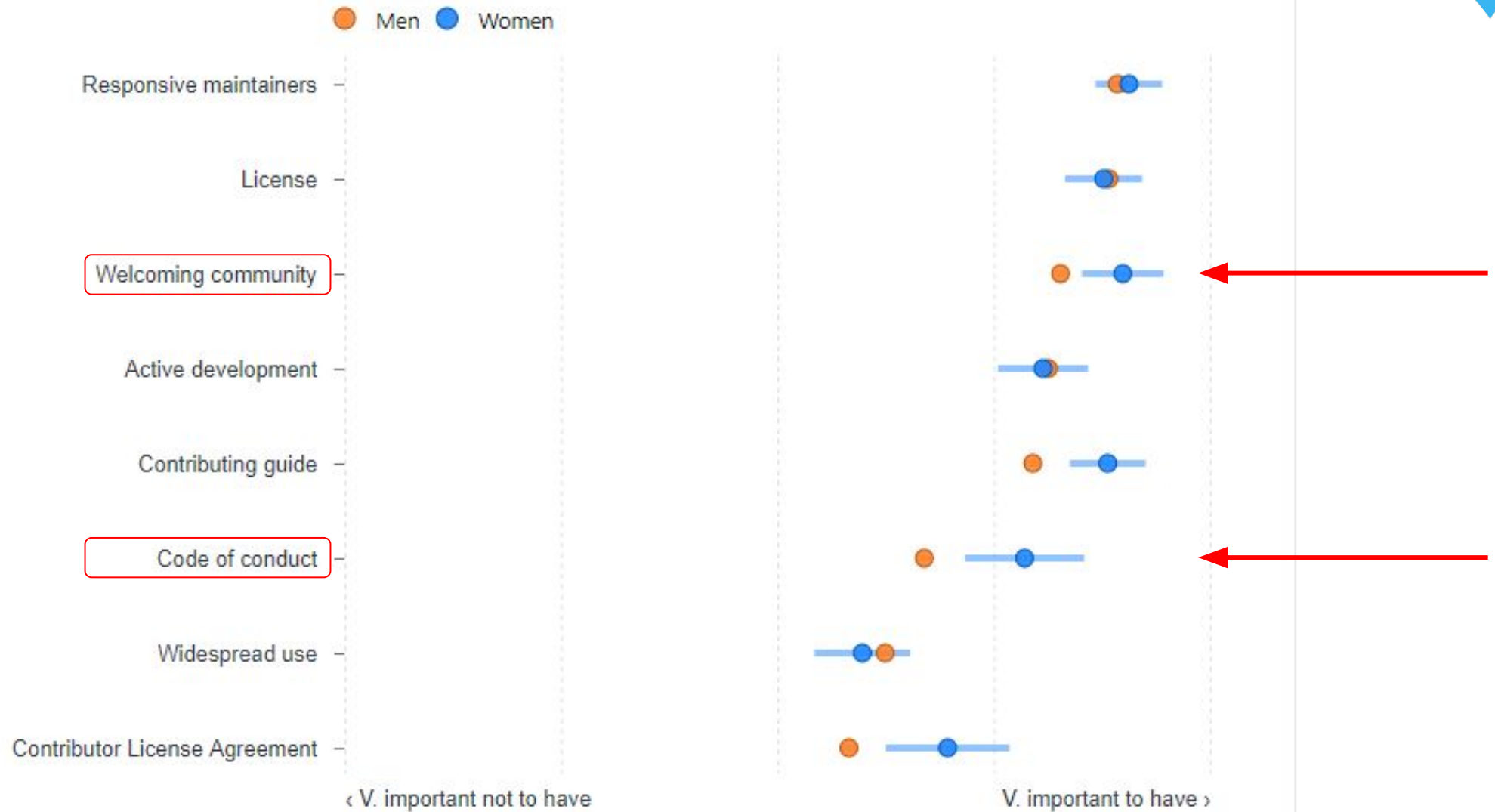
US Population





**Fig3. - Importance to project**

Source: [opensource.surveymonkey.com](https://opensource.surveymonkey.com)





# By the numbers - race/ethnicity in the US

IDENTITY	STACK OVERFLOW SURVEY	US DEVELOPERS (Bureau of Labor Statistics)	US POPULATION (Census)
White/European descent	74.4% ↑	80.0% ↑	60.7%
Hispanic/Latino/Latina	↓ 5.6%	↓ 5.8%	18.1%
Asian	13.7% ↑	9.8% ↑	5.8%
Middle Eastern	3.6%		
Black or African descent	↓ 2.5%	↓ 4.5%	13.4%
Native American, Pacific Islander, or Indigenous Australian	↓ 0.9%		1.5%
Two or more/other			2.7%



## Representation of People of Color

**20% < ?% < 26% < 39%**

US Devs

Drupal Devs

OSS Devs

US Population







# By the numbers - disability status

IDENTITY	STACK OVERFLOW	US POPULATION (2016 Report)	GERMAN POPULATION (2017)
None/prefer not to say	96.3%	↑ 73.3%	
Severely Disabled			9.4%
Other	1.8%		
Blind/Vision	1.0%	2.4%	
Deaf/Hearing	0.05%	3.6%	
Unable to walk/ambulatory	0.02%	7.1%	
Unable to type	0.01%		
Independent living		5.7%	
Cognitive		5.2%	
Self-care		2.7%	

“[Cutting accessibility from a project] adversely impacts experiences for up to 20% of the population who use our products and services.”

- Tim Frick, Mightybytes



# Representation of People with Disabilities

**?% < ?% < 4% < 27%**

US Devs

Drupal Devs

OSS Devs

US Population





# We have the power & responsibility to change our community

“...There’s no shortage of people with opinions on what Drupal should be doing... Like many other open source communities, [Drupal] is a **do-ocracy** . The folks who go beyond talk and start contributing to the project tend to [succeed].”

*But Angie, doesn't meritocracy just reinforce existing privilege and the status quo?*

*I agree that do-ocracy is definitely a superior word to describe the Drupal community's interactions and structure.”*





**So we decided to do something**



“The Drupal diversity and inclusion group was started because we wanted to make Drupal a safer space for women, people of color, minorities, people who are differently-abled, people who are not neurotypical — all of the people who we don't see a lot of at [community events].”

- Nikki Stevens, founder





# ***Some of the issues we are working to address***

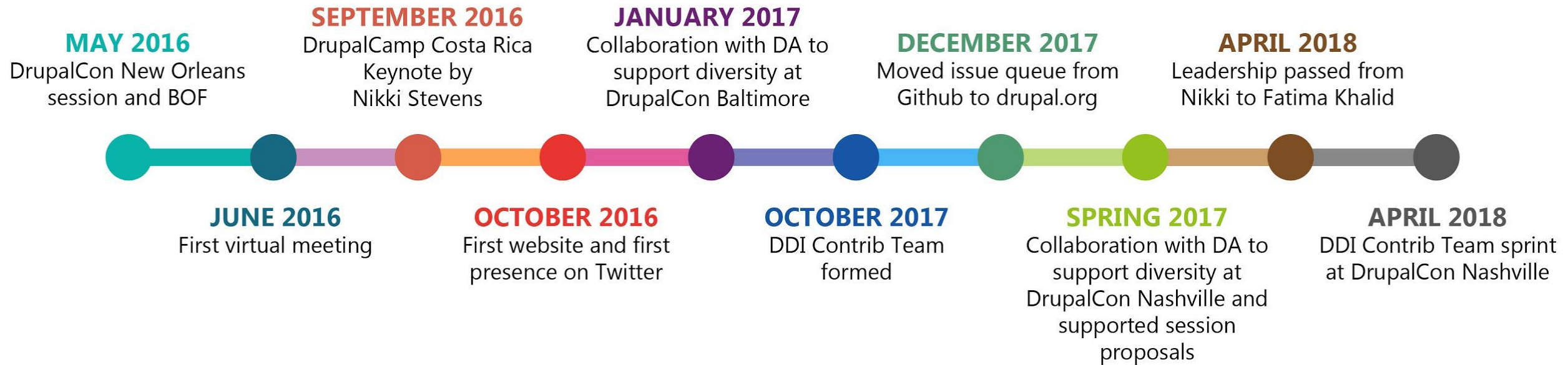
- Racism
- Sexism
- Ableism
- Classism
- Transphobia
- Homophobia
- Ageism



- Islamophobia and anti-semitism
- Xenophobia
- Language barriers
- Discrimination based on body type or appearance
- Other forms of oppression and marginalization



# History of DD&I





# DDI Leadership Team

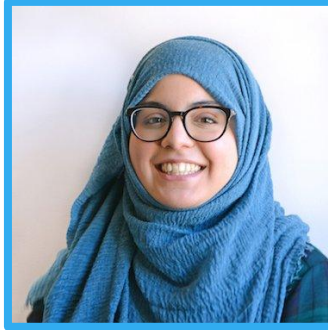
leaders



**Alanna Burke**  
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@aburke626



**Marc Drummond**  
D.o: mdrummond  
@marcdrummond



**Fatima Khalid**  
D.o: sugарoverflow  
@sugaroverflow

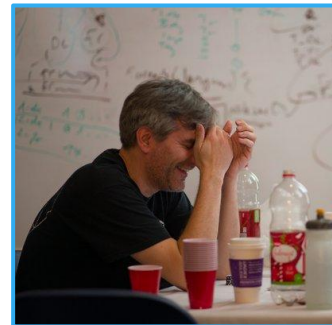


**Tara King**  
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advisors



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**Ruby Sinreich**  
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**Nikki Stevens**  
D.o: drnikki  
@drnikki



# DD&I efforts

- Weekly meetings
- Community building
- Safe space and support for underrepresented people in Slack discussion channels and at events
- Advice and feedback to community leaders
- Rabble-rousing



# DD&I initiatives

- **DDI Contrib Team**
  - Gender Field/Open Demographics, Outreachy internships, Virtual Contrib Day, and DDI Website.
- Highlighting and supporting diversity at **Drupal events**
  - #WeAreDrupal, pronoun stickers, facilitating BOFs
- **Resource library** of articles and organizations
- **Presentations** at Drupal events
- **Speaker training** and support for marginalized people
- **Job search support** for marginalized people

Title	Status	Priority	Category	Version
Create a a standardized DD&I talk & policy of use. new	Active	Normal	Feature request	
Speaker training and outreach	Active	Normal	Task	
Drupal Europe DD&I planning	Active	Normal	Plan	
DD&I Resources	Active	Normal	Task	
Crediting all forms of contribution with Drupal.org projects and issues (not just development)	Active	Normal	Task	
Migrate resources into D&I Resources Page	Active	Normal	Task	





# Ways to get involved

- Join our **weekly meetings** Thursdays at 9am PT/noon ET in Drupal Slack in #diversity-inclusion <http://drupalslack.herokuapp.com>
- Work in our **issue queue** <https://www.drupal.org/project/issues/diversity>
- Add to our **Resource Library** <http://drupaldiversity.com/resources>
- Follow us on **Twitter** <https://twitter.com/drupaldiversity>
- Join the **DDI Contrib Team** [https://www.drupal.org/project/ddi\\_contrib](https://www.drupal.org/project/ddi_contrib)



**Questions? Discussion?**





# Thank you!

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*Nikki Stevens*



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