



Unearthing the impact of survivorship bias on women in FOSS to build more inclusive communities

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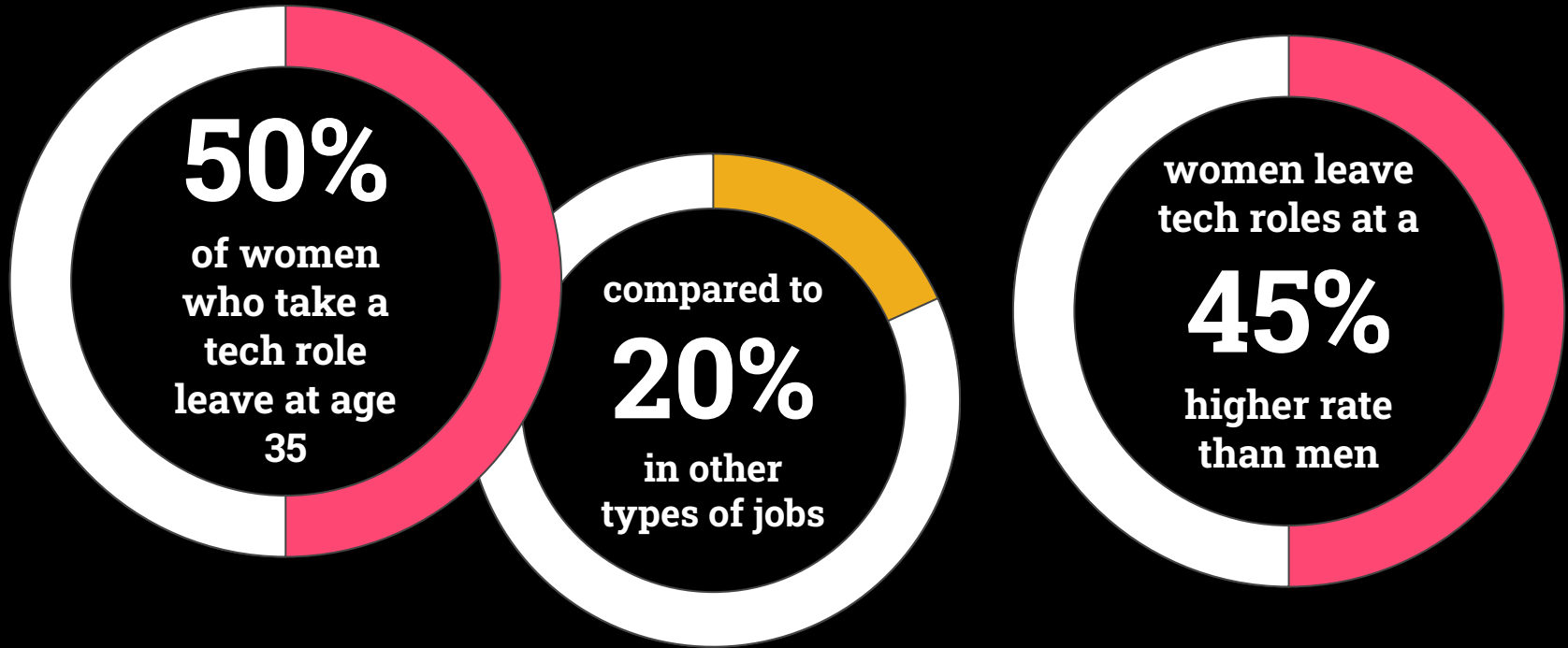
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What to expect from this presentation?

1. **The Landscape of Women in Tech & FOSS**
2. **Barriers to Entry and Retention**
3. **Survivorship Bias**
4. **Intersectionality and Survivorship Bias**
5. **Building Diverse & Inclusive Communities**

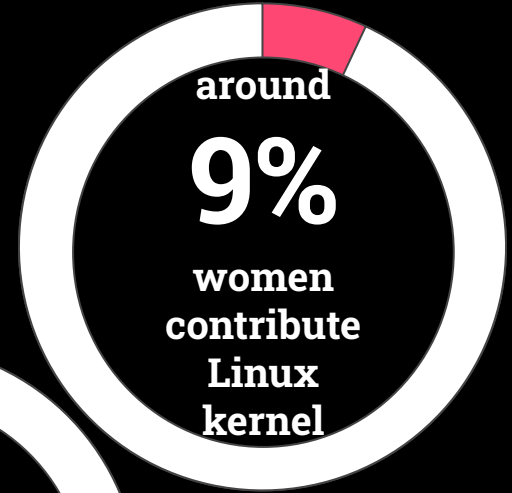
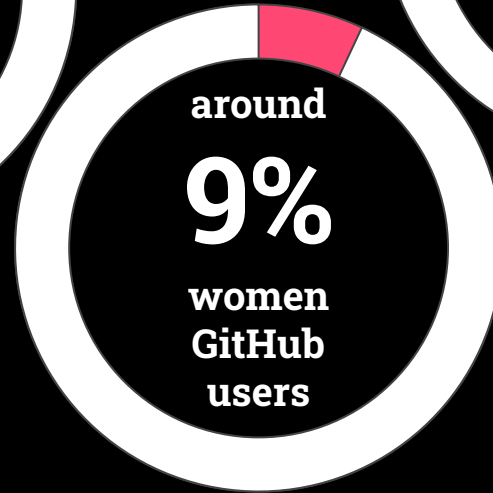
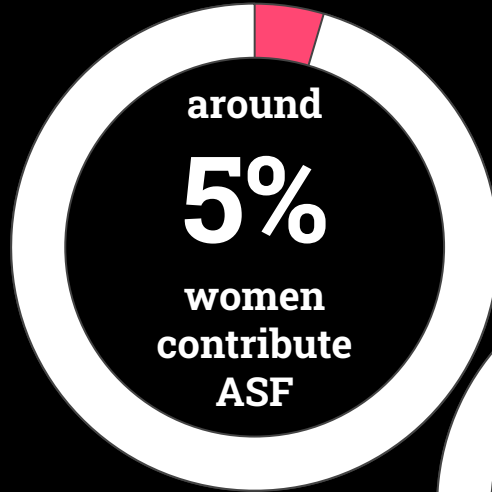


1. The Landscape of Women in Tech



<https://www.accenture.com/content/dam/accenture/final/a-com-migration/pdf/pdf-134/accenture-a4-gwc-report-final1.pdf> (2020)

1. The Landscape of Women in FOSS

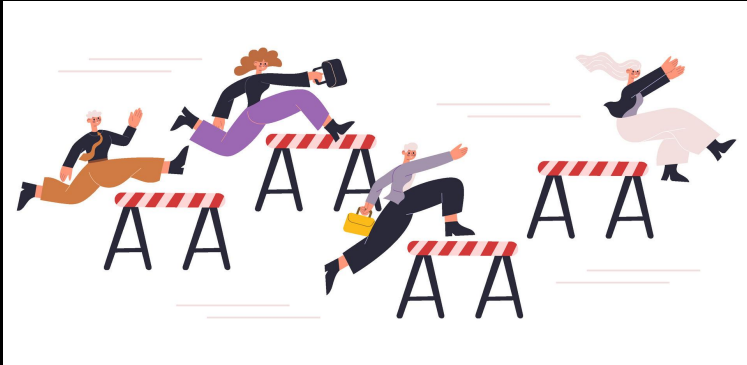


<https://openforumeurope.org/where-are-women-of-open-source> (2017)
<https://www.womentech.net/en-es/women-in-tech-stats> (2024)



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2. Barriers to Entry and Retention



lacking access to resources
gender pay gap
caregiving
different communication styles
gender bias and discrimination
work-life balance
online abuse
exclusion from informal networks
lack of opportunities
microaggressions
harassment
lack of mentors
lack of role models



2. Barriers to Entry and Retention

**I changed my
GitHub profile to
make my gender
non-identifiable**

**I feel pressure to be
perfect because I feel
people are watching
me and judging me as
a woman in tech**



**It's hard to find time
to contribute to open
source when I'm also
juggling a full-time
job and family
responsibilities**

**I'm constantly
being interrupted
or talked over in
meetings. It's like
my voice doesn't
matter**



2. Barriers to Entry and Retention

I feel like I'm not good enough to contribute to open source. I'm afraid of making mistakes or being publicly judged

I had to develop a thick skin to deal with the negativity and harassment. It was exhausting



I was tired of being the only woman in the room. It was isolating and made it hard to feel like I belonged

I wish there were more female mentors in open source. It would be great to have someone to look up to and learn from



3. Survivorship Bias

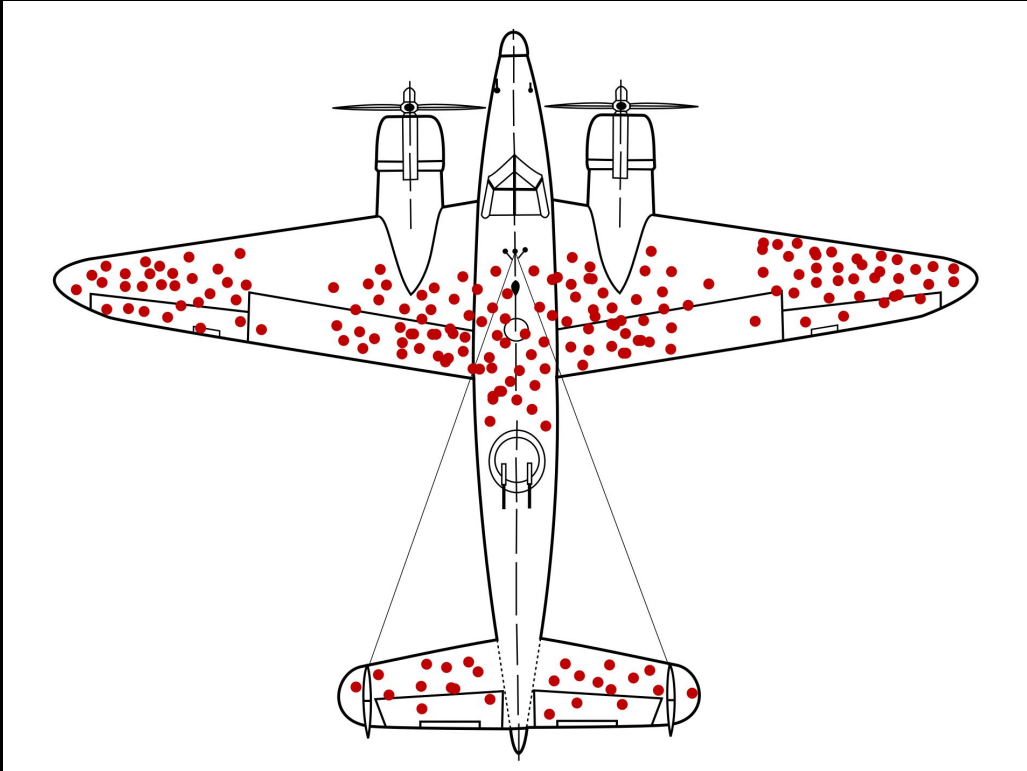
What is Survivorship Bias?

https://en.wikipedia.org/wiki/Survivorship_bias



3. Survivorship Bias

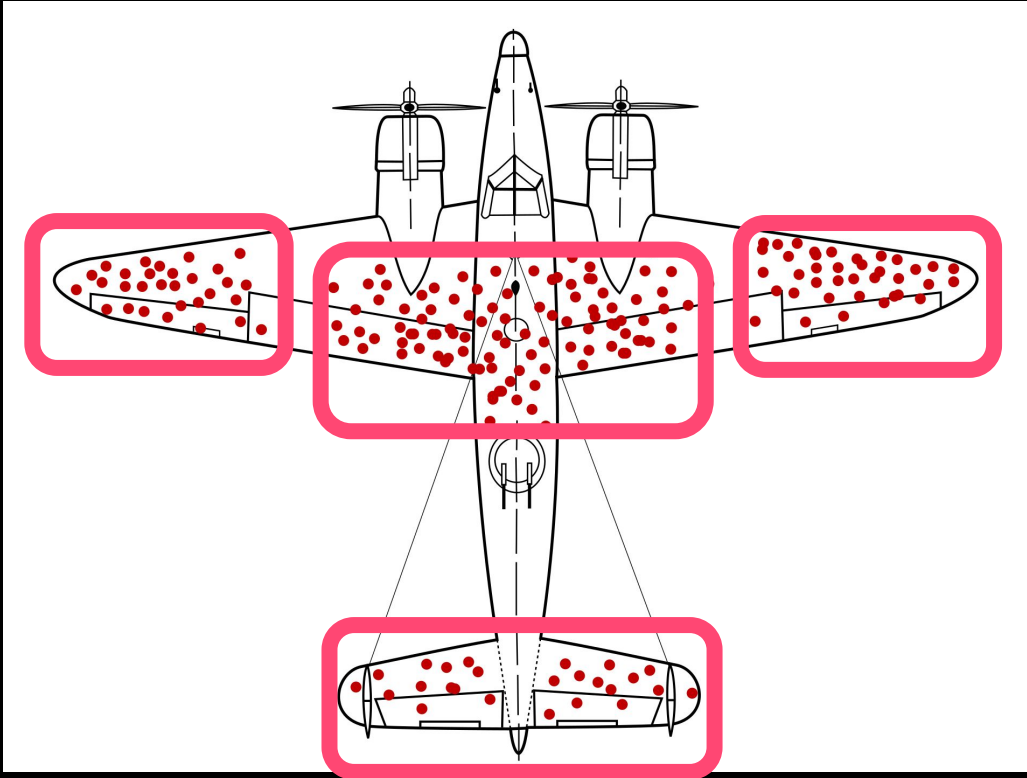
https://en.wikipedia.org/wiki/Survivorship_bias#/media/File:Survivorship-bias.svg



**World War 2:
Location of the
bullet holes on
the surviving
bombers**

3. Survivorship Bias

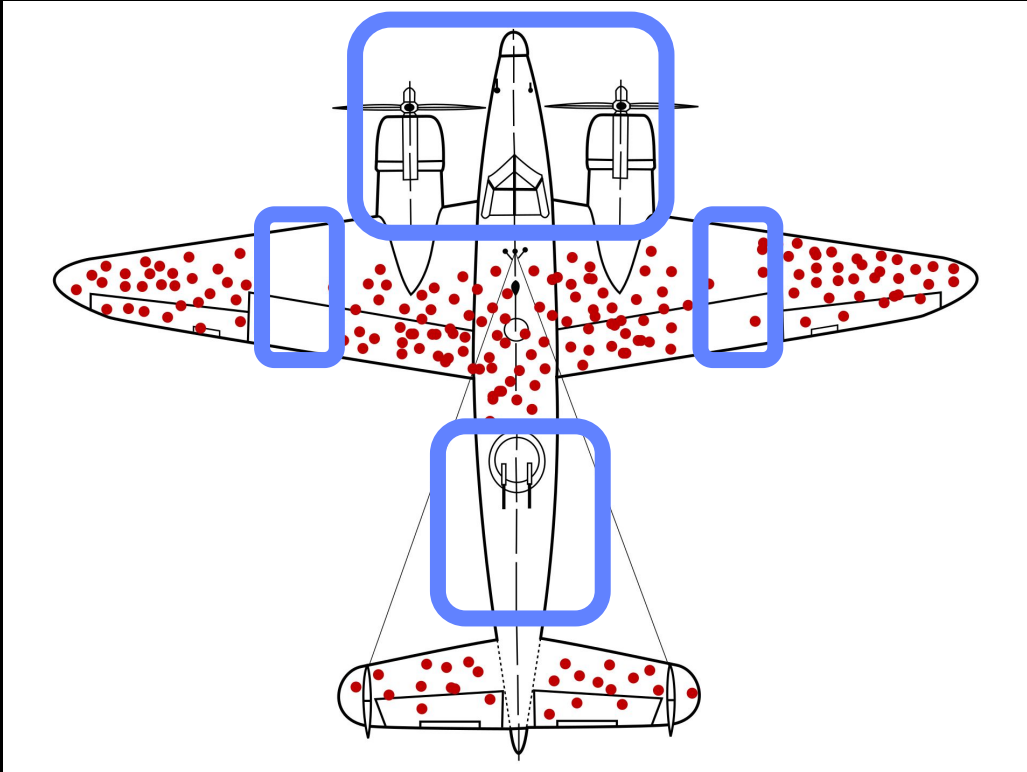
https://en.wikipedia.org/wiki/Survivorship_bias#/media/File:Survivorship-bias.svg



**Make the
planes safer in
the future by
strengthening
the damaged
areas!**

3. Survivorship Bias

https://en.wikipedia.org/wiki/Survivorship_bias#/media/File:Survivorship-bias.svg



**Protection was
needed where
deadly shots
are located**

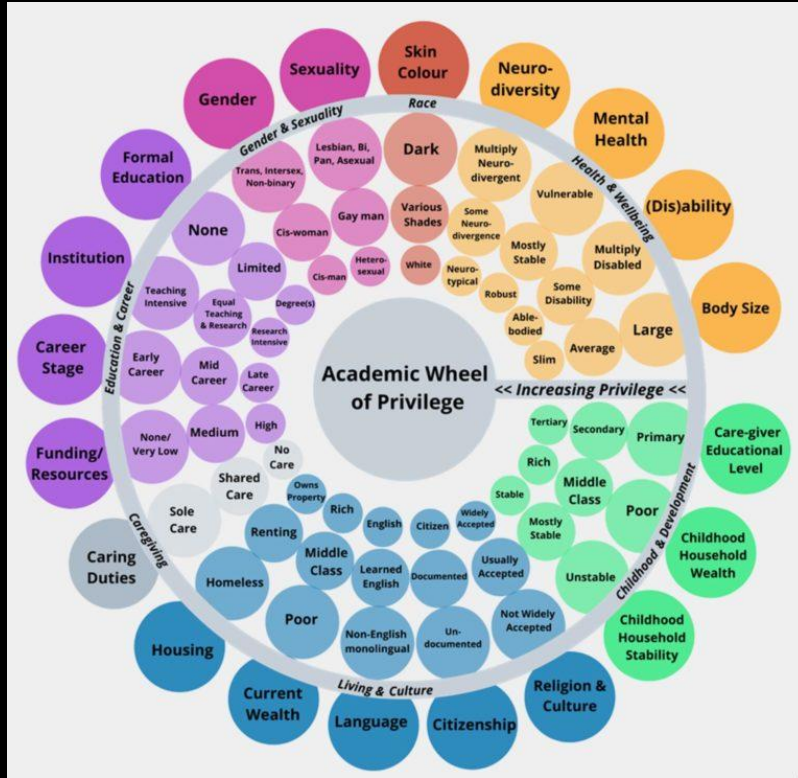
3. Survivorship Bias

**How do we Identify our Own
Survivorship Bias?**



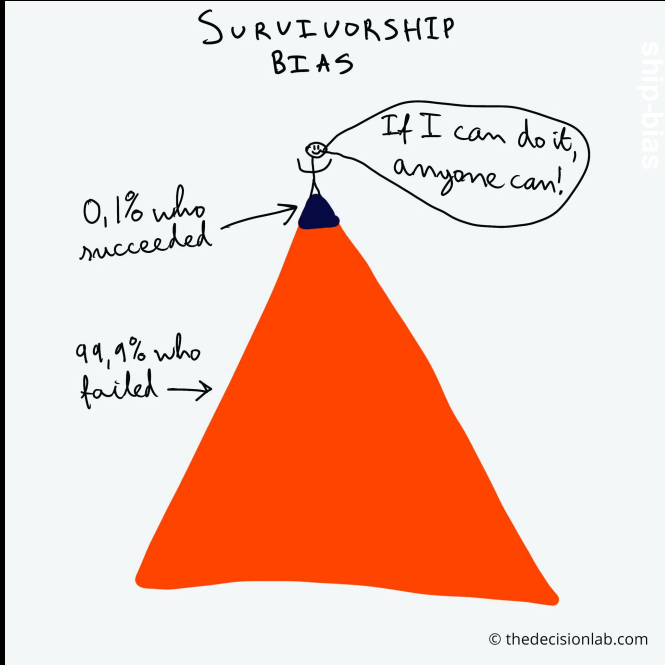
4. Intersectionality and Survivorship Bias

<https://sites.nd.edu/com/2023/02/20/the-intersectionality-of-privilege/>



The Intersectionality of Privilege

4. Intersectionality and Survivorship Bias



neuro-typical
middle-class
engineer
white European
late career
no-caree
Cis-Woman
learned English
able-bodied
citizen
Spain
degree



5. Building Diverse & Inclusive Communities



- **Diversity is inviting a variety of people to contribute**
- **Inclusion is making sure they feel welcome, comfortable and safe to contribute**

5. Building Diverse & Inclusive Communities



- Better Software
- Stronger Communities
- Innovation
- Sustainability
- Social Impact

5. 1. Resources for building Diverse & Inclusive Communities

- Create & enforce a CoC | <http://bit.ly/coc-scenarios> & https://www.youtube.com/watch?v=h6bmwkL_-FM
- Inclusive language | <https://www.aswf.io/blog/inclusive-language>
- Mentoring | <https://www.fossilife.org/value-mentorship-open-source>
- Feedback | <https://www.radicalcandor.com/>
 - Cultural differences | <https://erinmeyer.com/books/the-culture-map/>



5.2. Communities & Initiatives

- Outreachy | <https://www.outreachy.org/>
- Google Women TechMakers | <https://developers.google.com/womentechmakers>
- GirlScript Summer of Code | <https://gssoc.girlscript.tech/>
- Women in APIs | <https://www.apidays.global/initiatives-women-in-apis/>
- Ladies that FOSS | <https://luciekaffee.github.io/projects/ladies-that-foss/>
- Women of Open Source | <https://womenofopensource.org/>
- Write/Speak/Code | <https://www.writespeakcode.com/> (not active)
- Local communities | <https://techfems.org/> ...



Points to Take Home

WARMTH
RESPONSIVE
UNDERSTAND
UNDERSTANDING
MUTUAL AWARENESS
GIVING
I HEAR YOU
COMPASSION
SAFETY
DIALOGUE
INSIGHT
EMPATHY
COMMUNICATION
SELF-EMPATHY
AUTHENTICITY
LISTENING
CONNECT



Q & A



Thanks!

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<https://bit.ly/unearthing-survivorship-bias-women-foss>

SLIDES



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