



APACHECON
North America

Montréal, Canada
24-27 September, 2018

Building and Sustaining Inclusive Communities

Joan Touzet



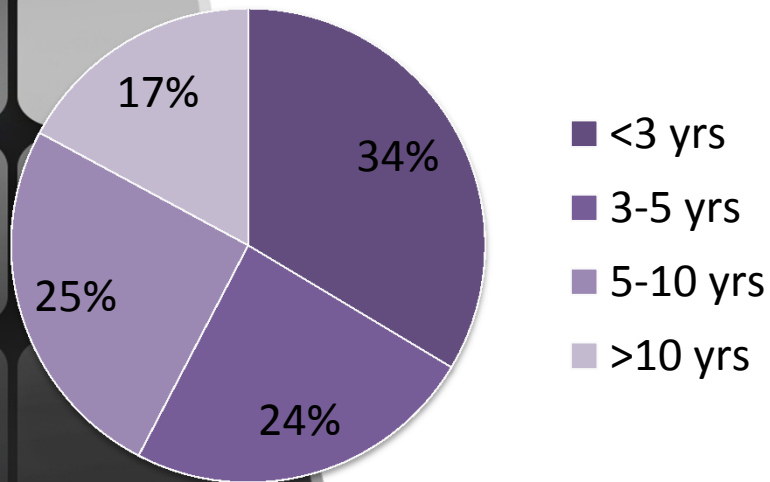
<https://atypical.net/>



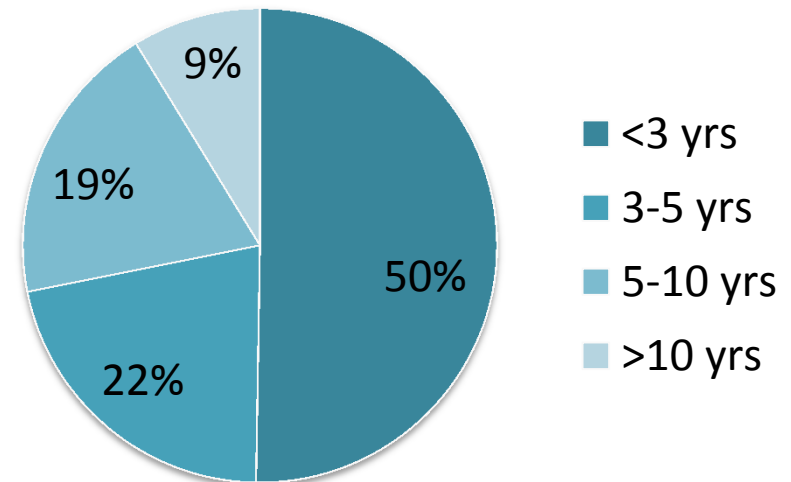
wohali@apache.org

Length of Commitment

How long involved in a community?

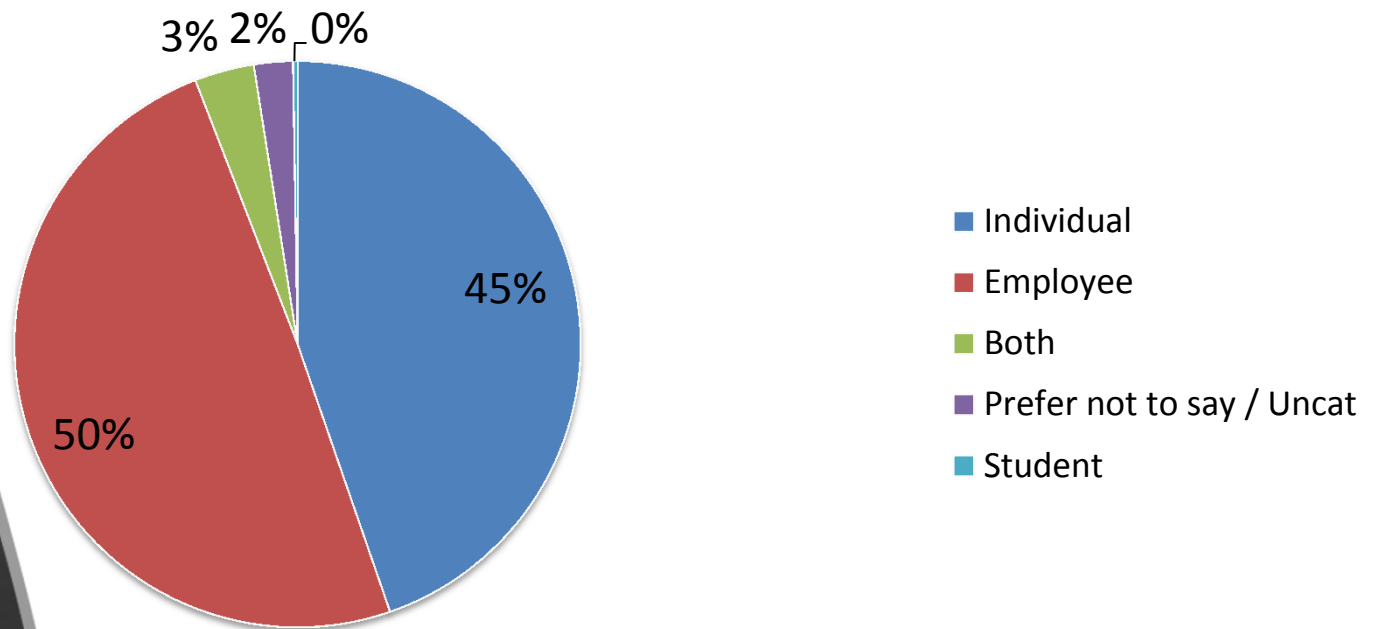


How long an ASF committer?



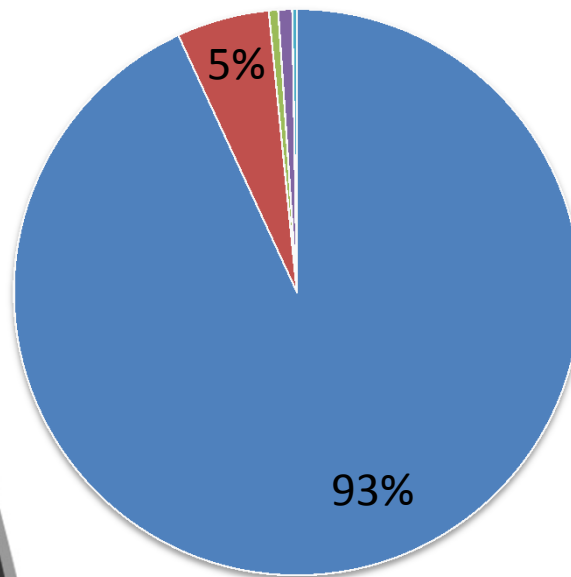
Source: ASF Committer Diversity Survey, 2016

Employee or Volunteer?



Source: ASF Committer Diversity Survey, 2016

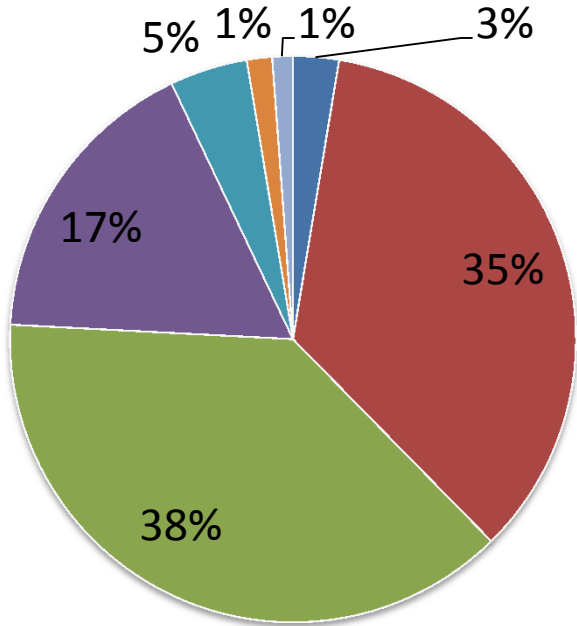
Gender



- Male
- Female
- Trans M/F
- Non-binary
- Prefer not to say

Source: ASF Committer Diversity Survey, 2016

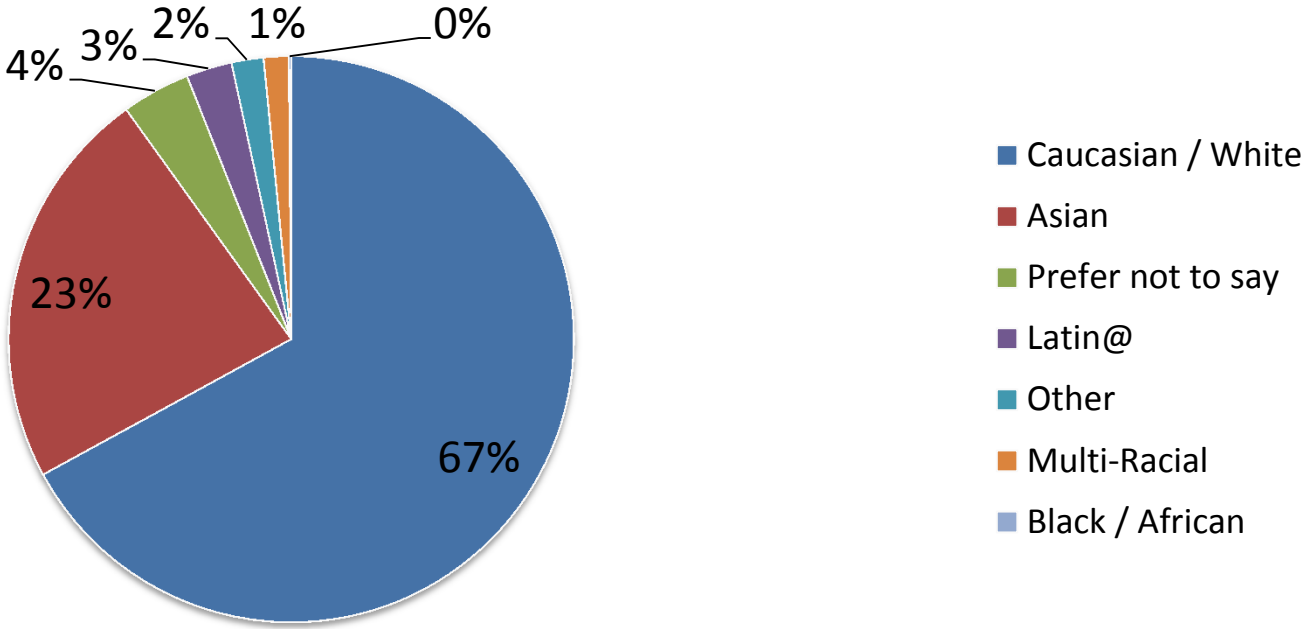
Age



- ≤ 24
- 25-34
- 35-44
- 45-54
- 55-64
- Over 65
- Prefer not to say

Source: ASF Committer Diversity Survey, 2016

Ethnic / Racial Identity



Source: ASF Committer Diversity Survey, 2016

Recurse Center



Recurse Center Social Rules

1. No feigning surprise.
2. No well-actuallys.
3. No backseat driving
4. No subtle -isms.

<https://www.recurse.com/manual>

Recurse Center Statement

“We do *not* have different admissions criteria or standards for people from underrepresented groups. No one has ever been denied admission to RC in the name of improving diversity. We accept every person who applies who we believe would benefit from and contribute to RC.”

<https://www.recurse.com/diversity>

Recurse Center



Outreachy



Linux Kernel for Newbies



First Patch Tutorial



KernelNewbies: Outreachyfirstpatch
Last updated on 2017-12-30 01:30:16

Hooray! Thanks for your interest in working on the Linux kernel. The next step is to [apply](#) to Outreachy, and use this tutorial to create your first patch to the Linux kernel.

Intro

If you run into any issues with this tutorial, please ask questions on the [#kernel-outreachy](#) IRC channel on [irc.oftc.net](#), or on the [outreachy-kernel mailing list](#). Please make sure to set your real name in your IRC client, so that we can correlate names and emails with irc handles.

Contribution Instructions

Intro

All patches, to be considered **must** be sent to the [outreachy-kernel mailing list](#) (outreachy-kernel@googlegroups.com). In this round, we also ask that you submit your patches to the maintainers of the various staging drivers. Information about this is below. If you have any questions about any aspect of the patch submission process, please ask on the mailing list.

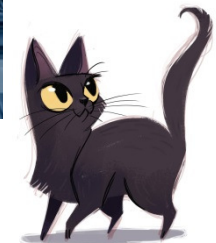
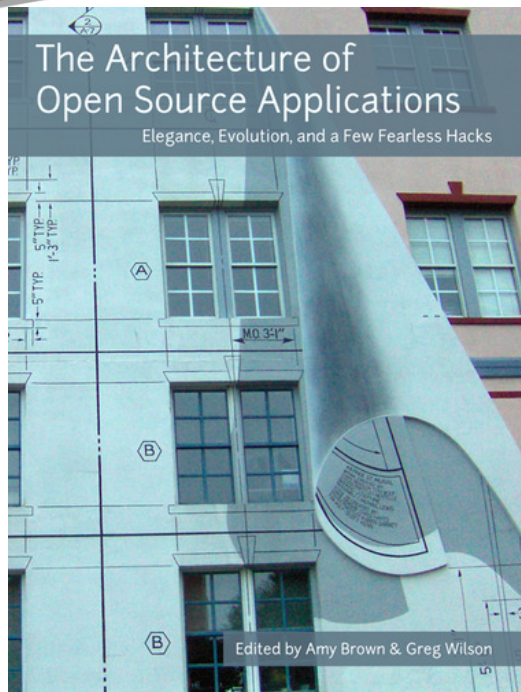
This tutorial will cover how to get your first patch submitted. You have three choices for how to complete this tutorial:

1. Run Linux in VMPlayer from Windows.
2. Run Linux natively on your own machine.
3. Run Linux within VMPlayer on Linux.

We recommend running Linux natively. Most Linux kernel developers run Linux natively, so you may as well get used to it. 😊 If you want to run Linux in VMPlayer, follow [these directions](#). Note, you will not be able to compile the Linux kernel on a Mac, because the filesystem defaults to case-insensitive. This tutorial assumes you are running Ubuntu or Debian. If you are running Fedora, Suse, Arch, or Gentoo, the package installation commands or package names may be slightly different. Ask for help on [#kernel-newbies](#) on [irc.oftc.net](#) if you get stuck. If (and only if) you are an applicant for



Architecture of OS Apps



<https://aosabook.org/>

Outreachy Resources



<https://kernelnewbies.org/Outreachyfirstpatch>

<https://www.outreachy.org/sponsor>



JSCConf EU / CSSConf EU

1. Extended scholarship programme (100+ people / 15% attendees)
2. Childcare, including a dedicated room for nursing caregivers
3. Diverse speakers and MCs
4. “Safe space” areas where marginalised folks can organise
5. Pay CoC enforcement team, made up of PoC/queer/etc. folks that are on the job during the whole conference, and all social events
6. PoC training for conference production company
7. Double-blind talk selection
8. Draw on, and support, Global Diversity CFP Day events (www.globaldiversitycfpday.com)
9. Guides for speakers & MCs on avoiding non-inclusive language in talks and announcements
10. Real-time transcript of talks for the hearing impaired – including non-native speakers
11. De-emphasizing of alcohol at social events; no framing of events as “party”
12. Consciously adding more diverse folks to the organising and volunteer teams



ApacheCon 2018 Costs

- Round trip flight: USD 350 - 500
- Hotel fee: CAD 225 x 5 nights: CAD 1125 = USD 868
- Passport fees: USD ~175 (including photo, postage)
- Daily expenses / per diem: USD 65 x 5 days = USD 325
- **Subtotal: USD 1868**
- Conference fee: USD 0 (let's be generous!) – USD 900 (late)
- ...plus time off from work, that may be vacation or unpaid
- ...plus saddling another caregiver with family responsibilities (children, elders, pets)

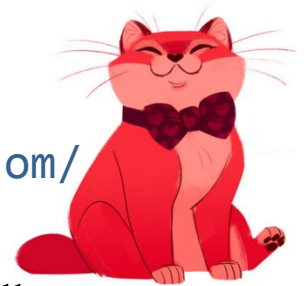


Change is hard.

Here are some cats to help you feel better.

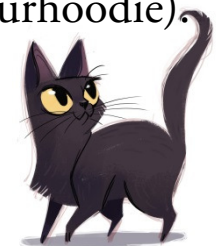


All cats courtesy of <https://dailycatdrawings.tumblr.com/>



Big thanks to Sumana Harihareswara for her help in preparing this talk.

Thanks also to Fred Jacobs (VMWare) and Jan Lehnardt (Neighbourhoodie).



Thank you for listening!



Joan Touzet 🍷 <https://atypical.net/> 🍷 wohali