Diversity is the Spice of Life

Chris Aniszczczyk
caniszczczyk@gmail.com

Ed Merks
merks@ca.ibm.com
Outline

- What is Diversity?
- Types of Diversity
- Diversity in Eclipse
- Building Diversity
- Conclusion
- Q&A
Outline

- **What is Diversity?**
- Types of Diversity
- Diversity in Eclipse
- Building Diversity
- Conclusion
- Q&A
Defining Diversity

• According to Meriam-Webster:
  • “composed of distinct or unlike elements or qualities”

• According to Chris and Ed:
  • “something like the variation of life forms of a tropical reef or rain forest
    ▪ Animals/fish
    ▪ Plants/corals/fungi
    ▪ Macroscopic/microscopic
    ▪ Intimately interrelated
    ▪ Complementary niches
Why should I care?

• Diversity is a **key aspect** in the **health** of an ecosystem, including that of an open-source project.

• Without diversity a project can stagnate and die.
Outline

- What is Diversity?
- Types of Diversity
- Diversity in Eclipse
- Building Diversity
- Conclusion
- Q&A
Classic Diversity

• Classic Diversity Types
  • Gender
  • Race
  • Culture
  • Age
  • Religion
  • Sexual Orientation
  • And so on…

• These are still important in open-source!

• However… open-source is slightly a different playing field
Open-source Diversity

• Macro-Diversity
  ◦ E.g., top-level project (Modeling)
• Micro-Diversity
  ◦ E.g., component or project (EMF)
• Different Backgrounds
  ◦ Corporate
  ◦ Academic
  ◦ Independent
• Different Types of Committers
  ◦ Full-time
  ◦ Part-time
  ◦ Contributors
Outline

- What is Diversity?
- Types of Diversity
- Diversity in Eclipse
- Building Diversity
- Conclusion
- Q&A
Statistics

- Mining macro diversity data from dash.eclipse.org

  - Rich

<table>
<thead>
<tr>
<th>Company</th>
<th>USA</th>
<th>India</th>
<th>Russia</th>
<th>China</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>IBM</td>
<td>100%</td>
<td>22%</td>
<td>38%</td>
<td>19%</td>
<td>54%</td>
</tr>
<tr>
<td>Oracle</td>
<td>1%</td>
<td>18%</td>
<td>15%</td>
<td>22%</td>
<td>39%</td>
</tr>
<tr>
<td>Thales</td>
<td>4%</td>
<td>3%</td>
<td>4%</td>
<td>4%</td>
<td>3%</td>
</tr>
<tr>
<td>Individual</td>
<td>22%</td>
<td>6.2%</td>
<td>54%</td>
<td>38%</td>
<td>30%</td>
</tr>
<tr>
<td>Unknown</td>
<td>0.1%</td>
<td>0.3%</td>
<td>1%</td>
<td>1%</td>
<td>1.3%</td>
</tr>
</tbody>
</table>

  - Poor

<table>
<thead>
<tr>
<th>Company</th>
<th>USA</th>
<th>India</th>
<th>Russia</th>
<th>China</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>BEA</td>
<td>1%</td>
<td>1%</td>
<td>.2%</td>
<td>1%</td>
<td>.9%</td>
</tr>
<tr>
<td>IBM</td>
<td>66%</td>
<td>31%</td>
<td>93%</td>
<td>31%</td>
<td>37%</td>
</tr>
<tr>
<td>IntelCorporation</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>.3%</td>
</tr>
<tr>
<td>TransysSoftware</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>1%</td>
</tr>
<tr>
<td>QNDSoftwareSystemsCo.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>.3%</td>
</tr>
<tr>
<td>SAS</td>
<td>1%</td>
<td>1%</td>
<td>1%</td>
<td>1%</td>
<td>1%</td>
</tr>
<tr>
<td>com[]peopleAG</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>.3%</td>
</tr>
<tr>
<td>Individual</td>
<td>43%</td>
<td>1%</td>
<td>53%</td>
<td>1%</td>
<td>23%</td>
</tr>
<tr>
<td>Unknown</td>
<td>29%</td>
<td>2%</td>
<td>2%</td>
<td>4%</td>
<td>1%</td>
</tr>
</tbody>
</table>
Statistics

• Micro diversity data from dash.eclipse.org

<table>
<thead>
<tr>
<th></th>
<th>Anyware Technologies</th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>EM</td>
<td>100%</td>
<td>68%</td>
<td>59%</td>
<td>35%</td>
<td>39%</td>
</tr>
<tr>
<td></td>
<td>OREO</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>individual</td>
<td>1%</td>
<td>11%</td>
<td>29%</td>
<td>35%</td>
<td>65%</td>
</tr>
<tr>
<td></td>
<td>unknown</td>
<td>31%</td>
<td>1%</td>
<td>1%</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

|               | BEA                  |          |          |          |          |          |
|               |                      |          |          |          |          |          |
|               | IBM                  | 43%      | 96%      | 98%      | 99%      | 99%      |
|               | Intel Corporation    |          |          |          |          |          |
|               | QNX Software Systems Co |          |          |          |          |          |
|               | SAS                  |          |          |          |          |          |
|               | individual           | 73%      | 13%      | 13%      | 13%      | 13%      |
|               | unknown              | 48%      | 24%      | 1%       | 1%       | 1%       |
Outline

- What is Diversity?
- Types of Diversity
- Diversity in Eclipse
- Building Diversity
- Conclusion
- Q&A
How do I build diversity in my project?

• **BUILDING** Diversity Checklist
  - Blogging
  - User Groups
  - Incubator Projects
    - Academic Participation
  - Mailing Lists
  - Demonstrations/Webinars
  - IRC
  - Newsgroups
  - Google Summer of Code
  - Wiki
Blogging

• Signup: http://dev.eclipse.org/blogs/

• Share your experience and knowledge

• Better notification than email or websites (RSS)

• Syndication @ PlanetEclipse [http://planet.eclipse.org]
  ♦ The pulse of the Eclipse community

• Build a sense of community through a larger audience

• Generate excitement and interest
User Groups

• Java User Groups (JUGs)
• Eclipse Regional Communities
  • http://wiki.eclipse.org/Regional_Communities
Incubator Projects

• Altruism
  ♦ Find people with a passion

• Academic Participation
  ♦ Researchers have a strong desire to do relevant work

• If you truly love something, set it free…
  ♦ Others will share your passion if you enable them

• Give up control
  ♦ Control is an illusion, there is only influence; give up control in order to grow your influence

• Incubation will create a snowball effect
  ♦ The more people already involved, the more new people will want to join
Mailing Lists

• Transparent Development
  • If it’s worth talking about, it’s worth talking about it in public

• Use mailing lists for
  • Development Discussions
  • Meeting Notices
  • Meeting Minutes

• http://www.eclipse.org/mail
Demonstrations/Webinars

• Conferences
  ◆ The community is dying to see you in action
  ◆ The community is doing fantastic things you’ll want to see

• Articles
  ◆ EclipseCorner: http://www.eclipse.org/articles
  ◆ DeveloperWorks @ IBM

• EclipseLive [http://live.eclipse.org]
  ◆ Share the cool things your project does
  ◆ Learn about the cool things other projects are doing
  ◆ There’s no better way to spend an hour
IRC

• A public forum like live chat rooms

• Help users and build community

• Get to know committers on a different level

• http://wiki.eclipse.org/IRC
Newsgroups

• Your users are the most important source of useful feedback you’ll ever get

• Help them use your tools and frameworks; use their issues to improve your documentation and code

• Learn to harness them; they are your community and ultimately your extended team

• http://www.eclipse.org/newsgroups
Google Summer of Code (GSOC)

• One of the best ways to get new people involved

• http://wiki.eclipse.org/GSOC
Wiki

• Harness your users to help make your website better

• Empower them to turn the things you’ve helped them learn into useful information for others
Outline

- What is Diversity?
- Types of Diversity
- Diversity in Eclipse
- Building Diversity
- Conclusion
- Q&A
Conclusion

• Committers don’t fall out of thin air

• Share your passion with others and they will share theirs with you

• Set a good example, others will copy you

• Listen more to the people who criticize than to the people who flatter; you’ll learn more from the former

• Always criticize in the form of constructive suggestions

• Building diversity will make you and your project healthier and happier, and therefore more sustainable

• *Diversity is the spice of life*
Outline

- What is Diversity?
- Types of Diversity
- Diversity in Eclipse
- Building Diversity
- Conclusion
- Q&A
Further Reading (1)

• [http://dash.eclipse.org](http://dash.eclipse.org)
• Police your own diversity 😊
Further Reading (2)

• “The Difference: How the Power of Diversity Creates Better Groups, Firms, Schools, and Societies”

• Groups that display a range of perspectives outperform groups of like-minded experts. Diversity yields superior outcomes!

• http://press.princeton.edu/titles/8353.html
Q&A