

Challenging the gender gap

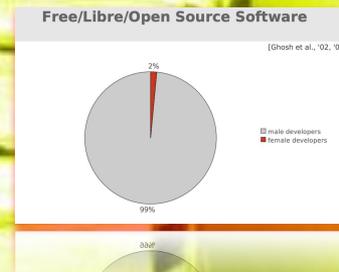
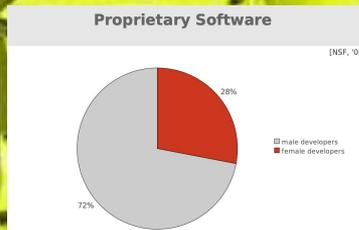


**DIGITAL
FEMS**

FLOSS communities reproduce the gender gap issue

There is low Gender presence

There is low Gender participation



FLOSS communities reproduce the gender gap issue

Gender, Representation and Online Participation: A Quantitative Study of StackOverflow

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Abstract—Online communities are flourishing as social meeting web-spaces for users and peer community members. Different online communities require different levels of competence for participants to join, and scattered evidence suggests that women can be overly under-represented. Moreover, anecdotal evidence of the Q&A website StackOverflow suggests that women withdraw from unfriendly online communities.

Due to the lack of empirical evidence on the matter, this paper provides a quantitative study of the phenomenon, in order to assess the representation and social impact of gender in StackOverflow. This study positions itself within recent and focused international initiatives, launched by the European Commission in order to encourage women in the field of sciences and technology. Our findings confirm that men represent the vast majority of contributors to StackOverflow. Moreover, men participate more, earn more reputation, and engage in the “game” more than women do.

1. INTRODUCTION

Online communities and social sites represent an extension of the very well known “open source” phenomenon: individuals who share their knowledge and skills with others in the form of code, documentation, and other artifacts. The most prominent examples of this are the Linux kernel, Apache, and the Python programming language.

1. INTRODUCTION

The focus on gender and STEM-related studies and careers in general, there is also the issue of representation of women in the use of technology and online communities. The use of Internet technologies is not as unbalanced as the access to careers and vocational studies [5]. Still, software development remains a predominantly male activity, especially for Open Source: all surveys reviewed in [10] agree that only 1-5% of the open source developers are women. This is in sharp contrast with the 28% female employees with computer and mathematical occupations reported in [26].

sciences, in terms of both majoring in STEM-related studies as well as choosing STEM-related career paths. In particular, encouraging more women to participate in Information Technology, Computer Science, and Computer Engineering is seen as having potential benefits not only to women, but also to society [4], p.235.

In addition to gender and STEM-related studies and careers in general, there is also the issue of representation of women in the use of technology and online communities. The use of Internet technologies is not as unbalanced as the access to careers and vocational studies [5]. Still, software development remains a predominantly male activity, especially for Open Source: all surveys reviewed in [10] agree that only 1-5% of the open source developers are women. This is in sharp contrast with the 28% female employees with computer and mathematical occupations reported in [26].

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Name of the survey	YEAR	% women
FLOSSPOLS	2006	1.1%
Ubuntu census	2006	2.4%
Drupal	2008	7%
Pearl	2010	3%
Women in Debian	2013	1.8%
Drupal	2014	17%
GNOME Foundation members	2015	8.1%
GUATEC, GNOME's annual conference	2015	8%
OpenStack	2015	11%
PyCon, Python's annual conference (statistics on speakers)	2016	40%
Linux kernel	2016	9.9%
Google Summer of Code participation	2017	11.4%
GitHub 2017 survey	2017	3%

Source [Gender, Representation and Online Participation: A Quantitative Study of StackOverflow.](#)

Source: Liqen DataLab

FLOSS communities reproduce the gender gap issue

We need to challenge the Gender GAP



We have a plan



- DESIGN
- DEADLINES & MEETINGS

FRI 01

01

BRANDING =
2.5 BLOCKS (02 h)



08

INT. REVIEW.
LAYOUT RESEARCHING

DIGITAL

MY DEPARTMENT

FINAL LOGO
WEBSITE DES.



POINTS FOR ALIGNMENT

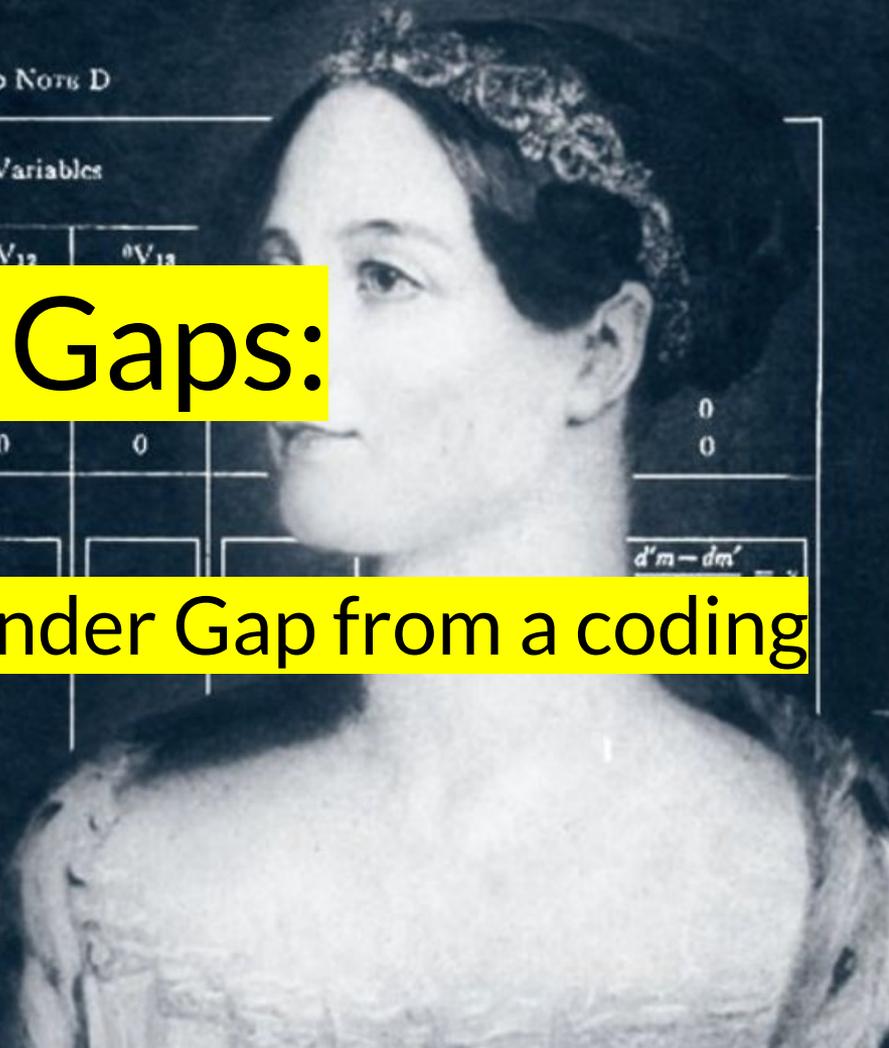


DIAGRAM BELONGING TO NOTE D

Number of Operations	Nature of Operations	Variables						Working Variables							
		$1V_0$	$1V_1$	$1V_2$	$1V_3$	$1V_4$	$1V_5$	$0V_6$	$0V_7$	$0V_8$	$0V_9$	$0V_{10}$	$0V_{11}$	$0V_{12}$	$0V_{13}$
		0	0	0	0	0	0	0	0	0	0	0	0	0	0
		m	n	d	m'	n'	d'								
1	x														
2	x														
3	x														
4	x	0					d'								
5	x	0					0								
6	x		0	0											
7	+							0	0						mn'
8	+								0	0					
9	+									0	0				
10	+														mn'

Challenging Tech Gaps:

Strategic Plan to close Gender Gap from a coding perspective





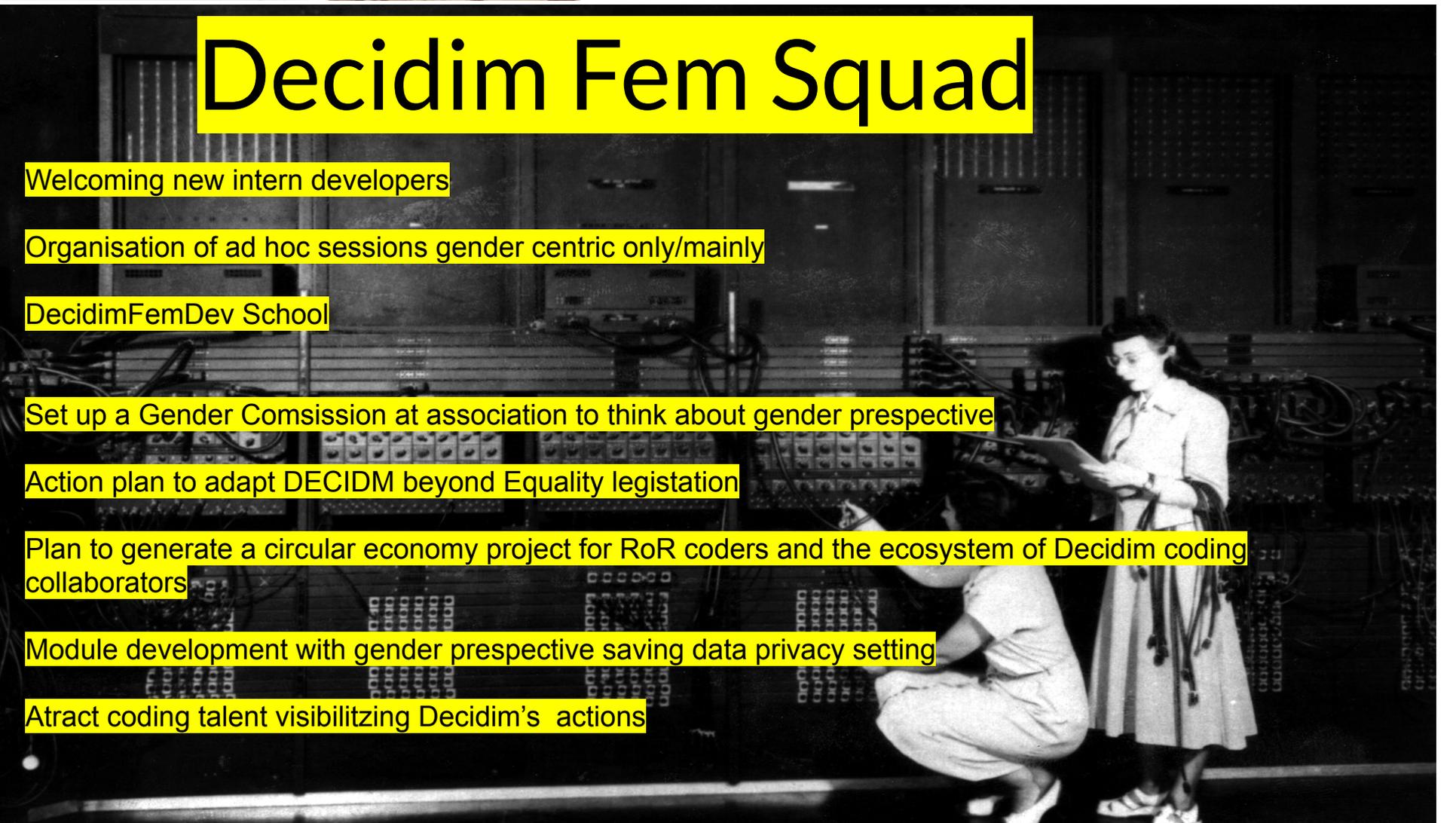
Decidim
FemDevSchool

Decidim
Community

Beyond
legislation on
Gender
Equality

Action Plan
Decidim
Coding
organizations

Decidim Fem Squad



Welcoming new intern developers

Organisation of ad hoc sessions gender centric only/mainly

DecidimFemDev School

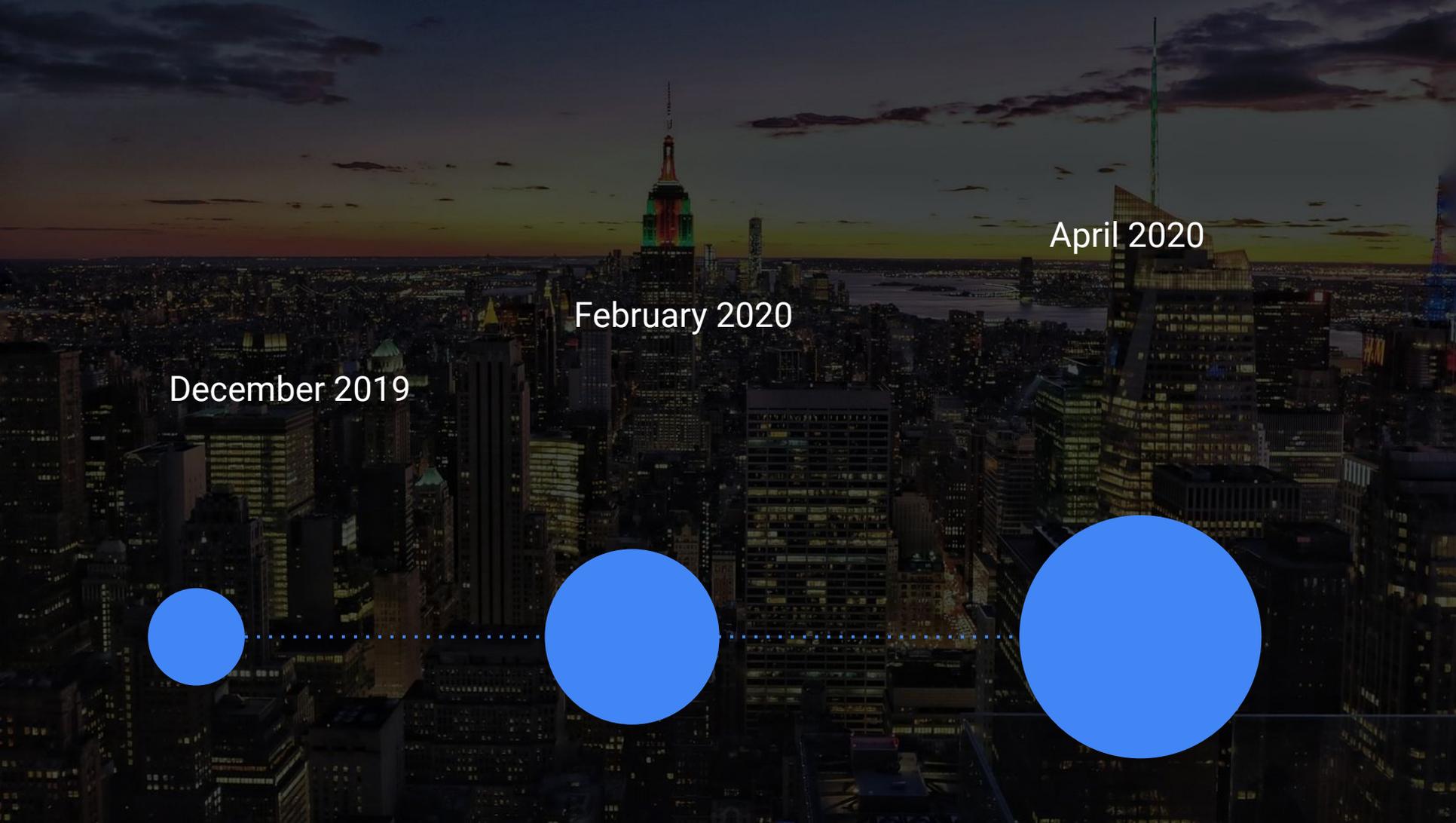
Set up a Gender Commission at association to think about gender perspective

Action plan to adapt DECIDM beyond Equality legislation

Plan to generate a circular economy project for RoR coders and the ecosystem of Decidim coding collaborators

Module development with gender perspective saving data privacy setting

Attract coding talent visibilizing Decidim's actions



December 2019

February 2020

April 2020

Teaming



DigitalFems

Non Profit

Develops strategic plans
for Gender Inclusion in
Tech



Codebar

Non profit

Coding mentoring

We would love to hear your feedback about it

DEANBRIDGE CONSULTING :

- DESIGN
- DEAD LINES & MEETINGS

	MON	TUE	WED	THU	FRI	
FEB	25 LOG LANDSCAPE	26 • REVIEW LL INT.	27 • REVIEW LL w/ client	28	01	BRANDING = 2.5 BLOCKS (CGZ h) ✓
	04	05	06	07	08	

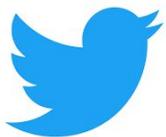
ROADWAY DEVELOPMENT

SHARE FINAL LOGS
GET WEBSITE REQ.

06	09 • INT REVIEW	10 • client APPROVAL	11	12	
15	16 • INT REVIEW	17 • review w/ client	18	19	
22 • final sign-off	23 • launch	24	25	26	
MAY	29	30	01	02	03
06	07	08	09	10	

POINTS FOR ALIGNMENT :





[@digitalfems](https://twitter.com/digitalfems)