Encouragingly, 82% feel welcome in open source, but demographic segmentations show varied sentiments.

DEI IN 2021

DEI CHALLENGES

People who do not feel welcome in open source are from disproportionately underrepresented groups.

DEI IN 2021

DEI CHALLENGES

Of survey respondents, 22% disagreed that equal opportunity exists for people with different backgrounds to be part of the decision-making process in open source.

DEI CHALLENGES

DEI IN 2021

DEI CHALLENGES

Of survey respondents, 83% feel welcome in open source, but demographic segmentations show varied sentiments.

DEI IN 2021

DEI CHALLENGES

Of survey respondents, 22% disagreed that equal opportunity exists for people with different backgrounds to be part of the decision-making process in open source.

DEI CHALLENGES

DEI IN 2021

DEI CHALLENGES

Women, non-binary, LGBQ+, and people with disabilities were 2X as likely to have experienced threats of violence in the context of an open source project. Transgender respondents were 3X as likely.

DEI CHALLENGES

DEI IN 2021

DEI CHALLENGES

While 81% of people surveyed can read and write English well, there are others for whom language presents a barrier to participation or belonging in open source communities.

DEI CHALLENGES

DEI IN 2021

DEI CHALLENGES

Of survey respondents, 37% agree that there are clear processes to becoming a leader or maintainer in an open source project.

DEI IN 2021

DEI CHALLENGES

Language that makes people feel unwelcome includes profanity, racist jokes, sexual imagery, hostility, rudeness, name calling, etc.

DEI CHALLENGES

DEI IN 2021

DEI CHALLENGES

When respondents participate in a project, 30% are unsure that codes of conduct will be enforced or somewhat disagree with that assertion.

DEI CHALLENGES

DEI IN 2021

DEI CHALLENGES

Of survey respondents, 55% feel their opinion is valued by leadership in open source projects where they participate, while 10% disagree.

DEI CHALLENGES

DEI IN 2021

DEI CHALLENGES

Of survey respondents, 17% experienced exclusionary behaviors occasionally or frequently.

DEI CHALLENGES

DEI IN 2021

DEI CHALLENGES

Of survey respondents, 36% have experienced some sort of stereotyping behavior based on perceived demographic characteristics.
Of survey respondents, only 14% get paid for their open source contributions.

**DEI IN 2021**

Evolve education. Extend DEI training programs into areas unique to open source.

**DEI OPPORTUNITIES**

**DEI IN 2021**

Time is the #1 determinant for participation in open source. Things like time zones, unpaid time, and onboarding time factor into when or how people can participate.

**DEI OPPORTUNITIES**

Enact structural change. Embrace more than code as open source evolves into a tool for a more inclusive digital economy.

**DEI OPPORTUNITIES**

When surveyed about their curriculum, only 16% of students report that open source is taught.

**DEI IN 2021**

Measurement matters. Take (and share) a data-driven approach to learning and improving.

**DEI OPPORTUNITIES**

Of respondents, 89% feel they can have a positive impact on the world by participating in open source.

**DEI IN 2021**

Be proactive with inclusion. Improve equity with active steps and dedicated efforts.

**DEI OPPORTUNITIES**

When surveyed about their curriculum, only 16% of students report that open source is taught.

**DEI IN 2021**

Resources matter. Prioritize funding to build inclusive designs into open source programs.

**DEI OPPORTUNITIES**

Of respondents, only 14% get paid for their open source contributions.

**DEI IN 2021**

Enact structural change. Embrace more than code as open source evolves into a tool for a more inclusive digital economy.

**DEI OPPORTUNITIES**

Resources matter. Prioritize funding to build inclusive designs into open source programs.

**DEI OPPORTUNITIES**

Embrace Ecosystems. Distribute agency and responsibilities to drive adoption across overlooked stakeholders.

**DEI OPPORTUNITIES**

Offer open source hospitality. Cultivate newcomers’ experience to increase the number of new open source contributors.

**DEI OPPORTUNITIES**

Copyright © 2021 The Linux Foundation | December 2021
This report is licensed under the Creative Commons Attribution-NoDerivatives 4.0 International Public License