Contents

Demographics 5
Key Findings 16
Language 23
Obstacles and Challenges Faced 27
Making a Difference 32
Conduct & Responses 37
Employment & Education Opportunities 44
Activities 50
Documentation 52
Tooling 56
Internet Access & Connectivity 59
Dis/ability 64
Miscellaneous 68
Methodology
Methodology

Sample

• Survey fielded: July 2021

• Population investigated: Anyone who uses, contributes to, or thinks about open source software and is over 17 years old.

• Scope: Worldwide, with translated versions in Arabic, Chinese (simplified), French, German, Hindi, Japanese, Korean, Portuguese, Russian, and Spanish. 89% of the usable responses came from the English questionnaires, 5% from the Spanish, and 3% from the German.

• Usable sample: 2,350. Overall, 3,192 participants answered 2 of the 3 initial questions, which included an age-related screening question. Cases with high levels of non-response were ultimately excluded from the sample.

Margin of Error (MoE) is +/- 3.1% with 90% confidence and +/- 2.6% with 95% confidence (N=2,350)
Demographics
What best describes your location?

- 36% Europe
- 36% North America
- 8% South Asia
- 8% Central America, South America, and the Caribbean
- 3% East Asia and the Pacific Islands
- 3% Oceania
- 2% Middle East and North Africa
- 2% Eastern and Southern Africa
- 1% Central Asia
- 1% West and Central Africa

Sample Size = 2,344
With which racial background(s) do you identify? If multiracial, check all that apply.

- 70% White
- 10% Black
- 10% Hispanic/Latino
- 8% Asian
- 6% None of the above
- 5% Native or Indigenous
- 1% Pacific Islander
- 6% Prefer not to answer
What is the highest level of formal education that you have completed?

What is the highest level of formal education that either of your parents completed?

- Less than secondary (high) school
- Secondary (high) school graduate or equivalent
- Some college, no-degree vocational/trade program or apprenticeship
- Bachelor's degree
- Master's degree, Doctorate (Ph.D.) or other advanced degree (e.g. M.D., J.D.)
- Prefer not to answer

Sample Size: Education completed (n=2,344), Parents’ education completed, Sample Size = 2,343
Which word best describes the area where you live?
Which word best describes the area where you work?

Sample Size: Where you live (n=2,346), Where you work (n=2,319)
What is your gender?

- 82% Man
- 14% Woman
- 4% Non-binary/Third gender
- 1% Other
- 0.5% Prefer not to answer

Sample Size = 2,344, Total Mentions = 2,378
Do you consider yourself to be gender non-conforming, gender diverse, gender variant, or gender expansive?

- 78% No
- 10% Yes
- 3% Questioning
- 8% Prefer not to answer
Do you consider yourself to be transgender?

- 93% No
- 4% Yes
- 1% Questioning
- 2% Prefer not to answer

Sample Size = 2,331
What is your sexual orientation? (check all that apply)

- 74% Heterosexual or straight
- 8% Bisexual
- 6% Asexual
- 4% Queer
- 3% Pansexual
- 3% Gay
- 2% None of the above
- 2% Questioning
- 2% Lesbian
- 10% Prefer not to answer

Sample Size = 2,300, Total Mentions = 2,598
What is your age?

- **8%** 18 to 24 years
- **22%** 25 to 34 years
- **29%** 35 to 44 years
- **21%** 45 to 54 years
- **13%** 55 to 64 years
- **4%** 65 to 74 years
- **2%** 75 years or older
- **1%** Prefer not to answer

Sample Size = 2,346
Do you have caregiving responsibilities? Select all that apply.

- 54% No
- 30% Yes, for a child
- 14% Yes, for an elder
- 9% Yes, other
Key Findings
To what extent do you agree or disagree with the following statement?

“I feel welcome in open source.”

86% White Man in North America
85% Man
82% Study average (total sample)
80% White in North America
78% Hispanic/Latinx in North America
77% North American
75% Person with a dis/ability
75% Must leave home to access the Internet
74% Lesbian, gay, bisexual, asexual, pansexual, queer, questioning
74% Woman
69% Indigenous people in North America and Pacific Islander
65% Woman in North America
62% Non-binary, third gender, or other
55% Black in North America

Note that race categorizations were only asked of North American respondents | Sample Size = 2346. White Man in North America (n=641), Man (n=1625), White in North America (n=587), Hispanic/Latinx in North America (n=82), North American (n=651), Person with a dis/ability (n=387), Must leave home to access the Internet (n=68), Lesbian, gay, bisexual, asexual, pansexual, queer, questioning (n=390), Woman in North America (n=147), Indigenous people in North America and Pacific Islander (n=51), Non-binary, third gender or other (n=116), Black in North America (n=84)
Have you ever experienced any of the following behaviors directed at you in the context of an open source project?

- Lack of response or rejection of contributions or questions
- Conflict or interpersonal tension between you and another contributor
- Written or spoken language that made you feel unwelcome (e.g. profanity, racist jokes, sexual imagery, hostility, rudeness, name calling, etc.)
- Stereotyping based on perceived demographic characteristics
- Threats of violence, stalking
- Unsolicited sexual advance or comments
- Impersonation or malicious publication of personal information (doxxing)

Sample Size = 2,291. Impersonation or malicious publication of personal information (doxxing) (n=2,281), Unsolicited sexual advances or comments (n=2,278), Threats violence, stalking (n=2,277), Stereotyping based on perceived demographic characteristics (n=2,276), Written or spoken language that made feel unwelcome (e.g. profanity, racist jokes, sexual imagery, hostility, rudeness, name calling etc.) (n=2,286), Conflict or interpersonal tension between you and another contributor (n=2,277), Lack of response to or rejection of contributions or questions (n=2,282).
Have you ever experienced written or spoken language that made you feel unwelcome in the context of an open source project?

Written or spoken language that made you feel unwelcome (e.g., profanity, racist jokes, sexual imagery, hostility, rudeness, name calling, etc.)

Respondents, by demographic, answering “frequently” or “occasionally."

- 54% Non-binary, third gender, or other
- 38% Indigenous people in North America and Pacific Islander
- 36% Lesbian, gay, bisexual, asexual, pansexual, queer, questioning
- 34% Woman
- 33% Person with a dis/ability
- 31% Must leave home to access the Internet
- 28% Black in North America
- 25% Hispanic/Latinx in North America
- 18% Study average (total sample)

Note that race categorizations were only asked of North American respondents | Sample Size = 2,286. Black in North America (n=81), Indigenous people in North America and Pacific Islander (n=45), Hispanic/Latinx in North America, (n=81) Must leave home to access the Internet (n=67), Non-binary, third gender or other (n=114), Lesbian, gay, bisexual, asexual, pansexual, queer, questioning (n=377), Women (n=325), Person with a dis/ability (n=379).
Have you ever experienced stereotyping based on perceived demographic characteristics directed at you in the context of an open source project?

Never

Rarely

Occasionally

Frequently

Non-binary, third gender, or other

Indigenous people in North America and Pacific Islander

Woman

Black in North America

Lesbian, gay, bisexual, asexual, pansexual, queer, questioning

Must leave home to access the Internet

Person with a dis/ability

Asian in North America

White in North America

Middle East and Africa

Note that race categorizations were only asked of North American respondents. Sample Size = 2,276. Asian in North America (n=66), Black in North America (n=80), Hispanic/Latinx in North America (n=82), Indigenous people in North America and Pacific Islander, Middle East and Africa (n=124), Must leave home to access the Internet (n=66), Non-binary, third gender or other (n=112), North America (n=814), Lesbian, gay, bisexual, asexual, pansexual, queer, questioning (n=377), White in North America (n=566), Woman (n=325), Person with a dis/ability (n=379).
To what extent do you agree or disagree with the following statement?

“People from different backgrounds have equal opportunities to participate in open source projects.”

- 41% Strongly Agree
- 24% Somewhat agree
- 12% Neither agree nor disagree
- 14% Somewhat disagree
- 8% Strongly Disagree

Sample Size = 2,341
To what extent do you agree or disagree with the following statement?
“I feel that people from different backgrounds have an equal opportunity to be a part of the decision-making process within open source projects.”

Strongly or somewhat agree

Neither agree nor disagree

Strongly or somewhat disagree

Participants who feel valued by leadership
Participants who do not feel valued by leadership

Sample Size = 1,490. Strongly or somewhat agree that “I feel included and my opinion is valued by leadership in open source projects where I participate” (n=1,269). Strongly or somewhat disagree that “I feel included and my opinion is valued by leadership in open source projects where I participate” (n=221)
Language
What is your preferred language?

- 69% English
- 9% Spanish
- 6% German
- 3% French
- 2% Portuguese
- 11% All other answers

Sample Size = 2,234
How well can you read and write in English?

- **82%** Very well
- **16%** Moderately well
- **3%** Not very well
- **0.3%** Not at all

Sample Size = 2,346
Respondents answering “yes” to the question:
Has the general preference for use of English in open source negatively affected your ability to participate?

- 28% Completed a translated version of the survey
- 26% Does not read English very well
- 26% Spanish is preferred language
- 11% French is preferred language
- 9% German is preferred language
- 8% Portuguese is preferred language
- 8% Study Average (total sample)
- 4% English is preferred language

Sample Size = 2,346. Completed a translated version of the survey (n=258), Does not read English very well (n=112), Spanish is preferred language (n=191), French is preferred language (n=61), German is preferred language (n=137), Portuguese is preferred language (n=48), English is preferred language (n=1,540)
Obstacles and Challenges Faced
To what extent do you agree or disagree with the following statements?

- **“I feel welcome in open source.”**
- **“People from different backgrounds have equal opportunities to participate in open source projects.”**
- **“I feel that people from different backgrounds have an equal opportunity to be a part of the decision-making process within open source projects.”**

Sample Size: “I feel welcome in open source” (n=2,346), “People from different backgrounds have equal opportunities to participate in open source projects.” (n=2,341), “I feel that people from different backgrounds have an equal opportunity to be a part of the decision-making process within open source projects.” (n=2,328)
To what extent do you agree or disagree with the following statement?

“I feel people from different backgrounds have equal opportunities to participate in open source projects.”

Respondents answering “strongly agree” or “somewhat agree”

- 75% Asia-Pacific
- 74% Does not read English very well
- 66% Study average (total sample)
- 61% North America
- 59% Person with a dis/ability
- 53% Woman
- 51% Lesbian, gay, bisexual, asexual, pansexual, queer, questioning
- 50% Portuguese is preferred language
- 47% Non-binary, third gender, or other

Sample Size = 2,341. Woman (n=332), North America (n=844), Person with a dis/ability (n=386), Lesbian, gay, bisexual, asexual, pansexual, queer, questioning (n=390), Does not read English very well (n=431), Portuguese (n=48), Asia-Pacific (n=339)
Respondents who “strongly agree” or “somewhat agree” with the following statement:

“I feel that people from different backgrounds have an equal opportunity to be a part of the decision-making process within open source projects.”

- 65% Asia-Pacific
- 55% Study average (total sample)
- 48% White in North America
- 45% Woman
- 43% Indigenous people in North America and Pacific Islander
- 42% Portuguese is preferred language
- 39% Non-binary, third gender, or other

Sample Size = 2,328. Portuguese is preferred language (n=48), Woman (n=328), Non-binary, third gender or other (n=115), Asia-Pacific (n=338) Indigenous people in North America and Pacific Islander (n=51)
Have you felt like your identity has affected the ability to reach your goals when contributing to open source? For example, gaining the needed skills or networking with people?

Lack of participation affects goal achievement. On average, 30% believe their identity has had an impact on their ability to reach their goals when contributing to open source.
Making a Difference
To what extent do you agree or disagree with the following statements?

- I feel that through participating in open source, I can have a positive impact in the world.
- I have a visible leadership role in open source.
- There is a clear process to become a leader or maintainer in an open source project.
- I feel included, and my opinion is valued by leadership in open source projects where I participate.

Sample size:
- "I feel that through participating in open source, I can have a positive impact in the world." (n=2,344)
- "I have a visible leadership role in open source." (n=2,328)
- "There is a clear process to become a leader or maintainer in an open source project." (n=2,292)
- "I feel included, and my opinion is valued by leadership in open source projects where I participate." (n=2,285)
Respondents who “strongly agree” with the following statement with the following statement:

“I feel that through participating in open source, I can have a positive impact in the world.”

- 80% Frequently engaged in open source maintainer/leadership tasks
- 79% Central and South America
- 70% Ages 18 to 34 years old
- 65% Study average (total sample)
- 55% 65 years and older

Sample Size = 2,344. Frequently engaged in open source maintainer/leadership tasks (n=276), 18 to 34 years old (n=664), 65 years or older (n=122), and South America (n=170)
Respondents who “strongly agree” or “somewhat agree” with the following statement: “There is a clear process to become a leader or maintainer in an open source project.”

- 61% Middle East and Africa
- 56% Asia-Pacific
- 48% White in North America
- 48% Must leave home to access the Internet
- 37% Study average (total sample)
- 29% Non-binary, third gender, or other
- 26% Portuguese is preferred language
- 25% Lesbian, gay, bisexual, asexual, pansexual, queer, questioning
- 19% French is preferred language

Sample Size = 2,292. Asia-Pacific (n=325), Middle East and Africa (n=125), White in North America (n=578), Must leave home to access the Internet (n=68), Lesbian, gay, bisexual, asexual, pansexual, queer, questioning (n=384), Non-binary, third gender or other (n=112), French is preferred language (n=59), Portuguese is preferred language (n=47)
Respondents who “strongly agree” or “somewhat agree” with the following statement: “I have a visible leadership role in open source.”

- 65% Asia-Pacific
- 55% Middle East and Africa
- 48% No Internet access
- 32% Asian in North America
- 24% Study average (total sample)
- 19% Europe
- 18% Indigenous people in North America and Pacific Islander
- 17% Central and South America

Sample Size = 2,308. Central and South America (n=180), Asia-Pacific (n=326), Europe (n=845), Asian in North America (n=66), Indigenous people in North America and Pacific Islander (n=51), No Internet access (n=46)
Conduct & Responses
Have you ever experienced any of the following behaviors directed at you in the context of an open source project?

- Lack of response or rejection of contributions or questions
- Conflict or interpersonal tension between you and another contributor
- Written or spoken language that made you feel unwelcome (e.g., profanity, racist jokes, sexual imagery, hostility, rudeness, name calling, etc.)
- Stereotyping based on perceived demographic characteristics
- Threats of violence, stalking
- Unsolicited sexual advance or comments
- Impersonation or malicious publication of personal information (doxxing)

Sample Size = 2,291. Impersonation or malicious publication of personal information (doxxing) (n=2,281), Unsolicited sexual advances or comments (n=2,278), Threats violence, stalking (n=2,277), Stereotyping based on perceived demographic characteristics (n=2,276), Written or spoken language that made feel unwelcome (e.g., profanity, racist jokes, sexual imagery, hostility, rudeness, name calling etc.) (n=2,286), Conflict or interpersonal tension between you and another contributor (n=2,277), Lack of response to or rejection of contributions or questions (n=2,282)
Have you ever experienced any of the following behaviors directed at you in the context of an open source project?

Frequency of Behaviors Experienced in the Context of an Open Source Project by Those That Do Not Feel Welcome in Open Source

- Written or spoken language that made you feel unwelcome (e.g., profanity, racist jokes, sexual imagery, hostility, rudeness, name calling, etc.)
- Lack of response to or rejection of contributions or questions
- Stereotyping based on perceived demographic characteristics
- Conflict or interpersonal tension between you and another contributor

Sample Size = 130. Respondents Included = 18%, Filter Applied. (To what extent do you agree or disagree with the following statement: "I feel welcome in open source = Disagree")
If you have experienced harassment, do you think the situation was connected to your background?

- 78% Yes
- 22% No

Sample Size = 1,799
If you’ve witnessed or experienced hostility or harassment within an open source community, how do you typically respond? Choose all that apply.

<table>
<thead>
<tr>
<th>Response Description</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>I did not react/ignored the incident</td>
<td>45%</td>
</tr>
<tr>
<td>Asked the user(s) to stop the harassing behavior</td>
<td>45%</td>
</tr>
<tr>
<td>Reported the incident to project maintainers</td>
<td>36%</td>
</tr>
<tr>
<td>Blocked the user(s) harassing me</td>
<td>34%</td>
</tr>
<tr>
<td>Solicited support from other community members</td>
<td>27%</td>
</tr>
<tr>
<td>Left the project/open source community temporarily or permanently</td>
<td>25%</td>
</tr>
<tr>
<td>Stopped contributing to a project</td>
<td>25%</td>
</tr>
<tr>
<td>Reported the incident to event organizers</td>
<td>22%</td>
</tr>
<tr>
<td>Engaged in private discussion with community members about the issue</td>
<td>22%</td>
</tr>
<tr>
<td>Engaged in public discussion with community members about the issue</td>
<td>16%</td>
</tr>
<tr>
<td>Worked, asked questions, or collaborated in private channels more often</td>
<td>14%</td>
</tr>
<tr>
<td>Made changes in my life online (e.g., stopped attending meetups or conferences, etc.)</td>
<td>10%</td>
</tr>
<tr>
<td>Removed or changed content on my public online presence</td>
<td>9%</td>
</tr>
<tr>
<td>Reported the incident to the hosting service or ISP</td>
<td>8%</td>
</tr>
<tr>
<td>Changed or deleted a username</td>
<td>7%</td>
</tr>
<tr>
<td>Started contributing under a pseudonym</td>
<td>6%</td>
</tr>
<tr>
<td>Consulted legal counsel / an attorney</td>
<td>4%</td>
</tr>
<tr>
<td>Contacted law enforcement</td>
<td>3%</td>
</tr>
</tbody>
</table>

Sample Size = 1,537 Mentions = 6,211
To what extent do you agree or disagree with the following statement?
“When I participate in open source, I trust that the code of conduct is enforced.”

- 36% Strongly agree
- 34% Agree
- 22% Neutral
- 5% Disagree
- 4% Strongly disagree

Sample Size = 2,307
If you don’t feel welcome, you also don’t trust that the Code of Conduct is being enforced.

To what extent do you agree or disagree with the following statement?
When I participate in open source, I trust that the code of conduct is enforced.”

Sample Size = 2,028. Strongly or somewhat agree that “I feel welcome in open source” (n=1,895). Strongly or somewhat disagree that “I feel welcome in open source” (n=1,895). Somewhat disagree “ and Strongly disagree “ (n=133).
Employment & Education Opportunities
Which best describes your employment (paid work) status?

- **65.7%** Employed full time
- **10.8%** Self-Employed full or part time
- **5.3%** Retired
- **5%** Temporarily not working
- **4.8%** Full-time university student
- **4.3%** Employed part time
- **2.7%** Other
- **1.2%** Permanently not working due to disability or other commitments
- **0.3%** Full-time high school student

Sample Size = 2,333. North America (n=839), Central and South America (n=181), Asia Pacific (n=335), Europe (n=848), Middle East and Africa (n=128)
Which best describes your employment (paid work) status?

- Employed full time
- Employed part time
- Self-Employed full or part time
- Full-time student
- Temporarily not working
- Retired
- Permanently not working due to disability or other commitments
- Other

Sample Size = 2,333. North America (n=839), Central and South America (n=181), Asia-Pacific (n=335), Europe (n=848), Middle East and Africa (n=128)
In your main job, how often do you contribute to open source communities?

- **Women**
  - Never: 20%
  - Rarely: 40%
  - Occasionally: 20%
  - Frequently: 20%

- **Non-binary, third gender, or other**
  - Never: 20%
  - Rarely: 40%
  - Occasionally: 20%
  - Frequently: 20%

- **Study average (total sample)**
  - Never: 20%
  - Rarely: 40%
  - Occasionally: 20%
  - Frequently: 20%

- **Men**
  - Never: 20%
  - Rarely: 40%
  - Occasionally: 20%
  - Frequently: 20%

Note that the question was only asked if the respondent is a full-time student. Sample Size = 1,898. Woman (n=270), Man (n=1,551), Non-binary, third gender or other (n=83)
Respondents answering “yes” to the question: Do you receive/accept payments for your contributions to open source?

- 33% Portuguese is preferred language
- 25% French is preferred language
- 23% Employed part time
- 20% Self-employed full or part time
- 18% German is preferred language
- 14% Study average (total sample)
- 14% Spanish is preferred language
- 13% Employed full time
- 12% English is preferred language

Sample Size = 2,316. Employed full time (n=1,516), Employed part time (n=95), Self-Employed full or part time (n=247), English is preferred language (n=1,521), French is preferred language (n=61), German is preferred language is preferred language (n=136), Portuguese is preferred language (n=48), Spanish is preferred language (n=189)
Is open source taught as part of your school's curriculum?

Note that the question was only asked if the respondent is employed. Sample Size = 234. North America (n=53), Central and South America (n=30), Asia-Pacific (n=69), Europe (n=59), Middle East and Africa (n=23)
Activities
Where are your efforts focused in open source participation and how often do you engage in those activities?

- Listening
- Advocacy, Knowledge Sharing, Mentoring
- Software Development
- Website, Blog Posts, Podcasts, Social Media
- Documentation/Technical Writing
- Q/A, Testing
- User Support
- Community Building
- Design Usability
- Maintainer/Leadership Tasks
- Translation/Localization
- Diversity Inclusion, Accessibility, Code of Conduct Enforcement
- Event Planning

- Never
- Rarely
- Occasionally
- Frequently

Sample Size = 2,309
To what extent do you agree with this statement?
“Open source projects I work on have documentation that captures process documentation in addition to technical documentation?”

- 16% Strongly agree
- 34% Agree
- 31% Neutral
- 14% Disagree
- 5% Strongly disagree

Sample Size = 2,254
To what extent do you agree with this statement?
“Open source projects I work on have documentation that captures process documentation in addition to technical documentation?”

- Strongly agree
- Somewhat agree
- Neither agree nor disagree
- Somewhat disagree
- Strongly disagree

Sample Size = 2,190. Frequently engage in maintainer/leadership tasks (278), Not focused on leadership (1,912)
To what extent do you agree with this statement?

“Open source projects I work on have documentation that is easily findable, searchable, and accessible?”

- 23% Strongly agree
- 40% Agree
- 22% Neutral
- 12% Disagree
- 3% Strongly disagree

Sample Size = 2,281
Tooling
What source code hosting platforms do you most regularly use when participating in open source?

- **89%** GitHub
- **37%** GitLab
- **20%** SourceForge
- **14%** BitBucket
- **10%** Other
- **5%** Launchpad
- **2%** Gitee

Sample Size = 2,283, Total Mentions = 4,028
Have you had difficulty participating in an open source community because of tools used in an open source project?

- 80% No
- 20% Yes
Internet Access & Connectivity
Do you have access to a reliable Internet connection?

- Yes, at home
- Yes, but I have to leave my home
- No

Study average (total sample)
18 to 24 years
Middle East and Africa
Asia-Pacific
Central and South America
Europe
North America

© 2021 The Linux Foundation

Middle East and Africa (n=128), Asia-Pacific (n=337), Central and South America (n=179), Europe (n=849), North America (n=836)
Please select all of the devices that you have access to (leave blank if you do not have any of the listed devices).

99% Computer or laptop
85% Smartphone
40% Android-based tablet (Samsung Galaxy Tab, Lenovo Tab, Fire, etc.)
27% iOS-based tablet (iPad, iPad Pro)
11% Chromebook
8% Other
How old were you when you first had access to a computer connected to the Internet or other public network such as BBSes?

- 27% Younger than 13 years old
- 31% 13-17 years old
- 26% 18-24 years old
- 14% 25-45 years old
- 1% Older than 45 years old

Sample Size = 2,338
Where did you first have regular access to a computer with an Internet connection?

- **51%** At home
- **27%** In a classroom, computer lab, or library at school
- **7%** At an Internet cafe or similar space
- **6%** At work
- **4%** At a public library or community center
- **2%** University
- **3%** Other

86% of “at school” and 84% of the at “public library or community center” respondents do not have reliable Internet access at home.

The “At work” and “University” categories were added as a result of coding open-ended “other” responses.
Dis/ability
Do you identify as a person with a dis/ability?

For the purpose of this survey we define dis/ability as a long-term physical, mental, intellectual, or sensory impairment which, in interaction with various attitudinal and environmental barriers, hinders your full and effective participation in society on an equal basis with others.

Sample Size = 2,345

- 83% No
- 17% Yes
Does your dis/ability affect how you work?

For the purpose of this survey we define dis/ability as a long-term physical, mental, intellectual, or sensory impairment which, in interaction with various attitudinal and environmental barriers, hinders your full and effective participation in society on an equal basis with others.

- **68%** Yes
- **25%** No
- **6%** Prefer not to answer

Sample Size = 389
What parts of your life does your dis/ability affect? Select all that apply:

- 50% My dis/ability affects my focus, memory, and attention
- 46% My dis/ability affects my mood, thinking, and behavior
- 42% My dis/ability affects my emotions and how I perceive the emotions of others
- 27% My dis/ability affects how I move
- 18% My dis/ability affects my hearing
- 16% My dis/ability affects my vision
- 13% Other
- 10% Prefer not to answer

Sample Size = 389, Total Mentions = 869
Miscellaneous
What are your pronouns?

Analysis of over a thousand open-ended responses indicates that usage of gender-neutral pronouns is not widespread in the open source community.

We looked at the results according to how respondents answered, “Do you consider yourself to be gender non-conforming, gender diverse, gender variant, or gender expansive?”

• The gender conforming respondents’ pronouns typically conformed also. Seventy-one percent use a pronoun like “he / him / his” or “she / her / hers.”

• Slightly fewer (61%) of those questioning their gender still named either a “he / him / his” or “she / her / hers” type formulation.

• Forty-five percent of gender non-conforming respondents describe their pronouns in the traditional manner. At the same time, 35% did provide an answer that purposefully mentioned “they” or “he and/or she” or some other combination seemingly as a means to be inclusive.

• “There are no pronouns in my native language.”