

Outreach Program for Women: Lessons in Collaboration GUADEC 2013

Marina Zhurakhinskaya

GNOME Participation in Google Summer of Code

Year	Total Participants	Women
2005	11	0
2006	20	0

Women's Summer Outreach Program in 2006

A black and white poster for the GNOME Women's Summer Outreach Program. The background features large, stylized white shapes on a black field, resembling a woman's silhouette. The text is arranged in a clean, modern layout.

GNOME
Women's Summer Outreach Program

women!

**collaborate:
develop::
code:::**

learn more.
apply.
<http://www.gnome.org/>

sound like
a fun way to
spend your
summer?

jul-aug 2006 (applications due 1 jul 2006)

USD \$3,000 stipend

Open to all interested women
with programming experience

Gain experience developing
Linux desktop applications

Collaborate with open source
developers

The GNOME logo, consisting of a stylized paw print above the word "GNOME".

GNOME Participation in Google Summer of Code

Year	Total Participants	Women
2005	11	0
2006	20	0
2007	29	1
2008	30	1
2009	25	0

GUADEC 2009 – 5% women



GNOME Participation in Google Summer of Code

Year	Total Participants	Women
2005	11	0
2006	20	0
2007	29	1
2008	30	1
2009	25	0
2010	21	1

GNOME Outreach Program for Women



Outreach Program for Women Internships

LADIES!

**LOOKING FOR A SUMMER INTERNSHIP
MAY - AUGUST 2012?**

KICK IT UP A NOTCH!

Work on a cool GNU/Linux desktop!

MAY 21 - AUG 20
PROGRAM DATES

APRIL 6

APPLICATION DEADLINE



\$5000

STIPEND (USD)

GNOME.ORG/OPW

LEARN MORE & APPLY!

Use your skills in programming, graphic design, documentation,
or marketing, working with an experienced mentor.

.....
Work remotely from home while collaborating
within a world-wide free software community!

Open to all interested women available for a full-time internship.

GNOME Participation in Google Summer of Code

Year	Total Participants	Women
2005	11	0
2006	20	0
2007	29	1
2008	30	1
2009	25	0
2010	21	1
2011	27	7
2012	29	5
2013	32	5

GUADEC 2012 – 17% women



Growing participation by women

- GUADEC speakers
 - 4 out of 58 in 2012 => 7%
 - 10 out of 47 in 2013 => 21%
- GUADEC attendees
 - 8 out of 160 in 2009 => 5%
 - 41 out of 247 in 2012 => 17%
 - 41 out of 223 in 2013 => 18%

Kevin Carillo's Newcomers Survey

Organizations: Debian, Fedora, FreeBSD, Gentoo, GNOME, KDE, Mozilla, NetBSD, OpenSUSE, Python, Ubuntu, Wikimedia

Newcomers: people who joined the project in the last 3 years and stayed involved

Organization	Total Participants	Women	Percentage Women
GNOME	44	22	50%
All Other	321	20	6% (0-15% range)

FOSS Outreach Program for Women

FREE & OPEN SOURCE SOFTWARE
Outreach Program for Women Internships

LADIES!

LOOKING FOR AN INTERNSHIP JUNE - SEPTEMBER 2013?

MAKE A DIFFERENCE!
Support software freedom!

JUN 17 - SEP 23
PROGRAM DATES

MAY 1
APPLICATION
DEADLINE



\$5000
STIPEND (USD)

GNOME.ORG/OPW
LEARN MORE
& APPLY!

FREE & OPEN SOURCE ORGANIZATIONS THAT PARTICIPATED IN THE PAST INCLUDE:



Use your skills in programming, design, documentation,
or marketing, working with an experienced mentor.

Work remotely from home while collaborating within
a world-wide free & open source software community!

Open to all interested women available for a full-time internship.

FOSS Outreach Program for Women

- December 2011 – March 2012: 11 interns with GNOME
- May – August 2012: 10 interns with GNOME and 1 with the Software Freedom Conservancy's Twisted project
- January – April 2013: 25 interns with 10 organizations; 4 with GNOME
- June – September 2013: 37 interns with 16 organizations; 7 with GNOME
- Women in GSoC: 7.1% in 2011, 8.3% in 2012, 9.5% in 2013

OPW June – September 2013 sponsors

Equalizers



Promoters



Includers



OPW special support



ROPES & GRAY

It Works Because During the Application Process We

- Provide a sample e-mail, social network update and a flyer for people to help spread the word
- Address women directly
- Have the program open to non-students and non-coders
- Connect women with mentors
- Require a contribution as part of the application

It Works Because During the Internship We

- Provide an opportunity to focus for a long period of time on building a free software experience
- Encourage manageable tasks that can land throughout the internship period
- Require participants to blog and incorporate their blogs on planets

<http://planeteria.org/wfs>

- Have an IRC channel and meetings that help foster the community of interns and mentors
- Bring interns to relevant conferences and hackfests

It Works Because After the Internships Alumnae

- Continue working with mentors
- Pursue other free software opportunities
- Present at conferences
- Help out with the program by becoming mentors, helping answer the questions, and spreading the word
- Value and understand free software, even if they move on to something else

OPW alums spreading the freedom

- Women in Free Software and Culture in India started by Satabdi Das
- Chicagoans Hacking on GNOME started by Meg Ford
- Student Opportunity Lab table about OPW at Grace Hopper by Valerie Juarez

GNOME Mentors for Everyone

- [Accessibility \(#a11y\)](#)
 - The GNOME Accessibility project develops solutions for making the free desktop accessible to people with various disabilities, such as visual impairments.
 - General, e.g. [Orca](#), [ATK](#)
 - mentors: [Joanmarie Diggs \(Joanie\)](#), [Alejandro Piñeiro Iglesias \(API\)](#)
 - [WAI-ARIA Automated Testing](#)
 - mentors: [Joseph Scheuhammer \(clown\)](#)
 - WAI-ARIA is a W3C standard for making web pages accessible, particularly DHTML. It requires testing with Firefox to insure that the accessibility information in the markup is properly published to AT-SPI. The goal is to automate the process by adding functionality to [Accerciser](#).
- [Anjuta \(#anjuta\)](#)
 - mentor: [Johannes Schmid \(jhs\)](#)
 - Anjuta is a versatile Integrated Development Environment (IDE) for C/C++ and other languages.
- [Cheese \(#cheese\)](#)
 - mentors: [David King \(amigadave\)](#), [Luciana Fujii \(fujii\)](#), [daniel g. siegel \(_ke\)](#)
 - Cheese uses your webcam to take photos and videos, applies fancy special effects and lets you share the fun with others. We are always interested in new, great ideas and an even tighter integration in GNOME
- [Empathy \(#empathy\)](#)
 - mentors: [Danielle Madeley \(danni\)](#), [Guillaume Desmottes \(cassidy\)](#)
 - Empathy is a messaging program which supports text, voice, and video chat and file

Improved Resources

- Newcomers tutorial
- Developer tutorials
- “gnome-love” bugs
- Every Detail Matters initiative

GNOME Google Summer of Code Improvements

- A relevant contribution is an application requirement
 - 56 of 69 applicants in 2013 made at least one
- Blogging is a requirement for participants and blogs are aggregated on the planet
- Emphasis on manageable, agreed-upon tasks

Yearbook of All Interns

■ EMILY GONYER



*„Not all those who wander
are lost.“*



CONTACTS

Blog: <http://todoentempo.wordpress.com>

Mail: emilyyrose@gmail.com

IRC: Taj

Project: GNOME Clock ([Project Page](#))

Mentor: Seif Lotfy

Studies: Spanish Translation

Location: Ohio, USA

Tell us about your project!

GNOME Clocks is a clock application for GNOME which I am developing with Seif Lotfy, Allan Day and Eslam Mostafa. It will allow users to quickly determine the time of day anywhere in the world, as well as set alarms, a timer and stop watch. I also previously worked with the Marketing Team during Outreach Program for Women during the previous round, working on news reports, quarterly reports and the 2010/2011 Annual Report.

Why this project and organization?

Because I have used GNOME for many years. It is a great feeling to finally be giving back to the community rather than simply being a user.

What do you like to do when not hacking on GNOME?

Play with my kids, go swimming, hiking, camping, rock climbing and horse back riding.

Any plans in the future?

Keep working on GNOME!

Favorite travel experience?

Meeting my now-husband in the Bahamas :)

Favorite food?

Green Chili Enchiladas.

Things You Can Do To Help

- Be a mentor!

<http://wiki.gnome.org/GnomeLove/Mentors>

- Create step-by-step newcomers tutorials and direct newcomers to easy, relevant tasks
- Send information about any events and opportunities to women in technology groups

<https://live.gnome.org/OutreachProgramForWomen/SpreadTheWord>

http://geekfeminism.wikia.com/wiki/List_of_academic_organizations_interested_in_women_in_CS

- Encourage women in your project, even ones who joined within a year, to present at conferences

More Things You Can Do To Help

- Get your company to sponsor internships
- Donate to the GNOME Foundation

More Initiatives



More Things You Can Do To Help

- Create an OpenHatch profile
- Help out with or host an OpenHatch workshop
- Get conference you are involved with to adopt the Ada Initiative's anti-harassment policy
- Attend AdaCamp
- Donate to OpenHatch and the Ada Initiative

Women in Tech BoF
2-4 pm Wednesday, August 7

Thank you!