Diversity is the Spice of Life

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Outline

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

- Mining macro diversity data from dash.eclipse.org

  - Rich

  ![Rich Data Chart]

  - Poor

  ![Poor Data Chart]
Statistics

- Micro diversity data from dash.eclipse.org

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</table>
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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](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](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
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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**
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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