

# 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**



## Outline



**What is Diversity?**



**Types of Diversity**



**Diversity in Eclipse**



**Building Diversity**



**Conclusion**



**Q&A**





## 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](http://dash.eclipse.org)

### ◆ Rich

<u>modeling</u>		<u>AnywareTechnologies</u>								1%	1%
		<u>BorlandSoftwareCorp.</u>						7%	24%	22%	39%
		<u>IBM</u>		100%	23%	38%	32%	19%	19%		5%
		<u>OBEQ</u>						1%	18%	15%	22%
		<u>Thales</u>			44%			3%	4%	4%	1%
		<u>individual</u>			22%	61%	54%	33%	38%		30%
		<u>unknown</u>			10%	1%	1%	1%			

### ◆ Poor

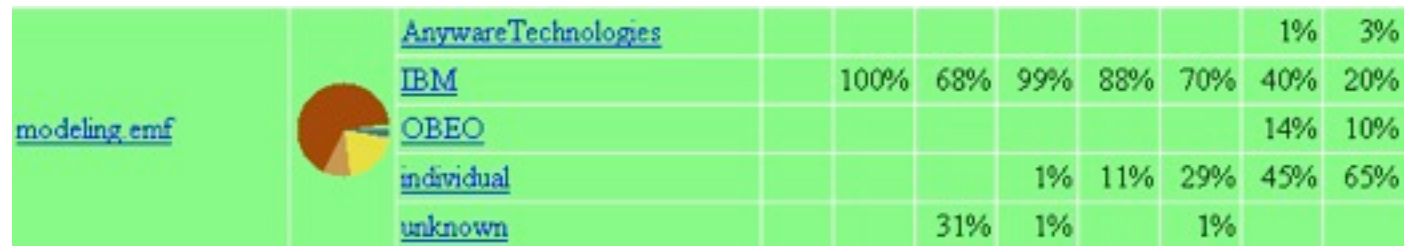
<u>eclipse</u>		<u>BEA</u>						1%	1%	1%	1%
		<u>IBM</u>	66%	95%	91%	93%	98%	96%	96%	97%	
		<u>IntelCorporation</u>									
		<u>ProsystSoftware</u>								1%	1%
		<u>QNXSoftwareSystemsCo.</u>								1%	
		<u>SAS</u>					1%	1%	1%		
		<u>compeopleAG</u>								1%	1%
		<u>individual</u>	4%	1%	5%	2%	1%	2%	2%		1%
		<u>unknown</u>	29%	3%	2%	4%	1%				

## Statistics

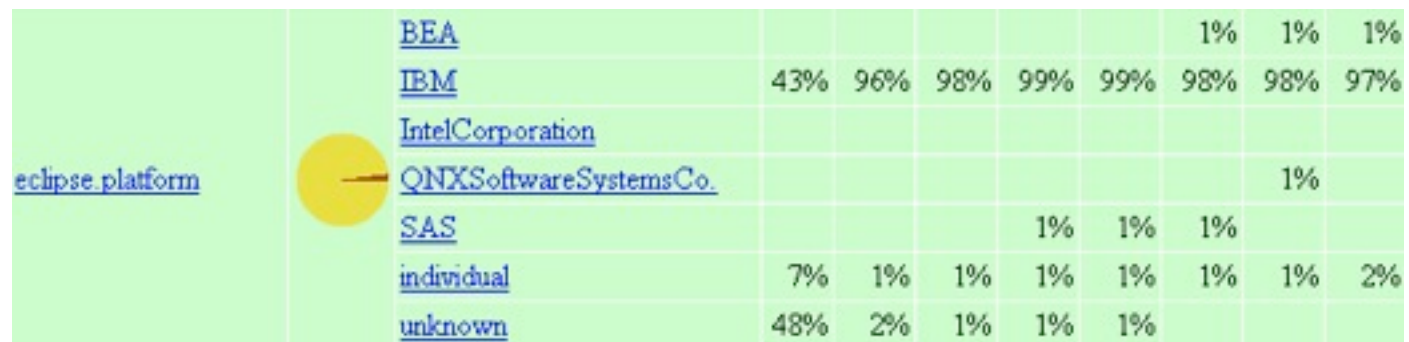
- Micro diversity data from dash.eclipse.org



### ♦ Rich



### ♦ Poor





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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](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>





## 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>

## 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>



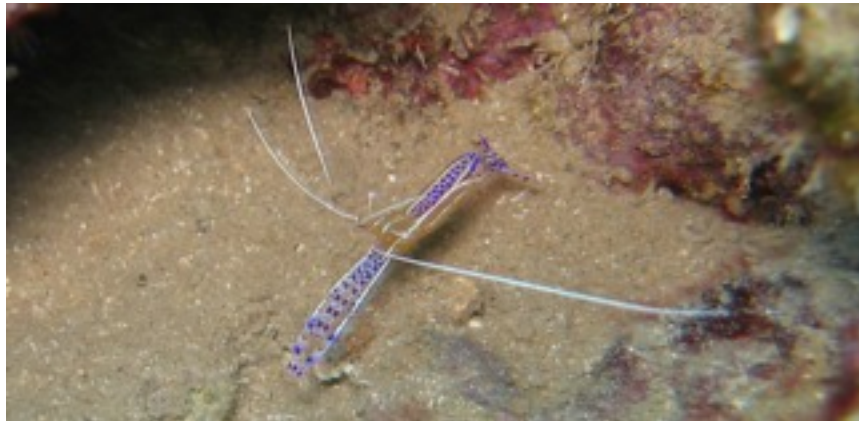
## Google Summer of Code (GSOC)

- 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



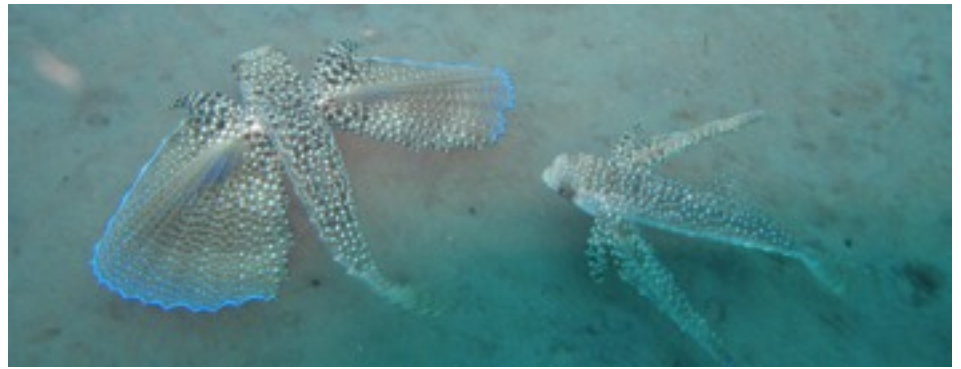
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## Conclusion



- 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>
- 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

