

# Drupal is more than code

John Albin Wilkins  
Drupal 8 Mobile Initiative Lead  
[PreviousNext.com.au](http://PreviousNext.com.au)



# An Experiment in Collaboration

# I'm going to ask a question.

- Divide into groups of 4-7 people
- Introduce yourselves
- Write down your guesses onto a piece of paper



# What do these people have in common?



# Collecting metrics

1. How many people in your group?
2. How many total cups of coffee has your group had this morning?
3. How many guesses did you make?
4. How many people in your group went to High School or University outside of Taiwan?
5. Before this exercise, did everyone in the group know each other?
6. Did you guess the correct answer? “Y” or “N”

Answer:

# Diversity

( Mixed parents, in these cases. )

Software industry has  
a diversity problem



# Google's Workforce

GLOBAL TOTALS	OVERALL	TECH	NON-TECH	LEADERSHIP
<b>MEN</b>	<b>70%</b>	<b>83%</b>	<b>52%</b>	<b>79%</b>
<b>WOMEN</b>	<b>30%</b>	<b>17%</b>	<b>48%</b>	<b>21%</b>
U.S. TOTALS	OVERALL	TECH	NON-TECH	LEADERSHIP
<b>WHITE</b>	<b>61%</b>	<b>60%</b>	<b>65%</b>	<b>72%</b>
<b>ASIAN</b>	<b>30%</b>	<b>34</b>	<b>23%</b>	<b>23%</b>
<b>BLACK</b>	<b>2%</b>	<b>1%</b>	<b>3%</b>	<b>1.5%</b>
<b>HISPANIC</b>	<b>3%</b>	<b>2%</b>	<b>4%</b>	<b>1%</b>
<b>OTHER*</b>	<b>&lt;1%</b>	<b>&lt;1%</b>	<b>&lt;1%</b>	<b>&lt;1%</b>
<b>TWO OR MORE**</b>	<b>4%</b>	<b>3%</b>	<b>5%</b>	<b>1.5%</b>

Source: Google Inc.

Totals and % denominators do not include unknown, null, or "decline-to-state" fields.

\* "Other" category includes: Native Hawaiian, Native American, and Pacific Islander.

\*\* "Two or more races" category includes all Googlers who identify with more than one race.

# Gaming Culture

63% of women have  
been harassed  
during online games

<http://www.vg247.com/2012/09/08/study-80-of-gamers-believe-sexism-is-rampant-in-the-gaming-community/>

blame & denial

Why is diversity  
important?

diversity  
leads to better  
outcomes

Scott E. Page

**THE  
DIFFERENCE**

HOW THE POWER OF DIVERSITY  
CREATES BETTER GROUPS, FIRMS,  
SCHOOLS, AND SOCIETIES

Diverse groups  
outperform  
experienced groups

# Diversity matters

**Perspectives:** ways of representing problems

**Interpretations:** ways of categorizing perspectives

**Heuristics:** ways of generating solutions

**Predictive models:** ways of inferring cause & effect



# Diversity of experience

- Gender and sexual orientation  
( Women, Men, Lesbian, Gay,  
Bisexual, Transgender, Hetrosexual )
- Education
- Race
- Geography

Diversity is important  
for any problem-  
solving group

Diversity is hard

# On the drupal.org homepage



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1,099,161 people in 230 countries\*  
speaking 181 languages power Drupal.

# From the founder, Dries

## **Fostering inclusivity and diversity**

The past few weeks, I've been thinking over and over again trying to rationalize how to best foster a culture of inclusivity and diversity. ...

<http://buytaert.net/fostering-inclusivity-and-diversity>

# Drupal core committers

Drupal 7

Drupal 8



David Rothstein  
Core committer  
**Release manager**



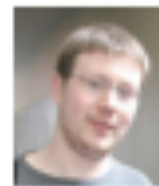
Dries Buytaert  
Core committer



Angela Byron  
Core committer



Jennifer Hodgdon  
Docs committer



Nat Catchpole  
Core committer  
**Release manager**



Dries Buytaert  
Core committer



Angela Byron  
Core committer



Jennifer Hodgdon  
Docs committer



# Expand your definition of “contributor”

2215 *code* contributors to Drupal 8

100s of code sprint *organizers*

100s of *translators, writers, UX, designers, project managers*





# Create a safe place

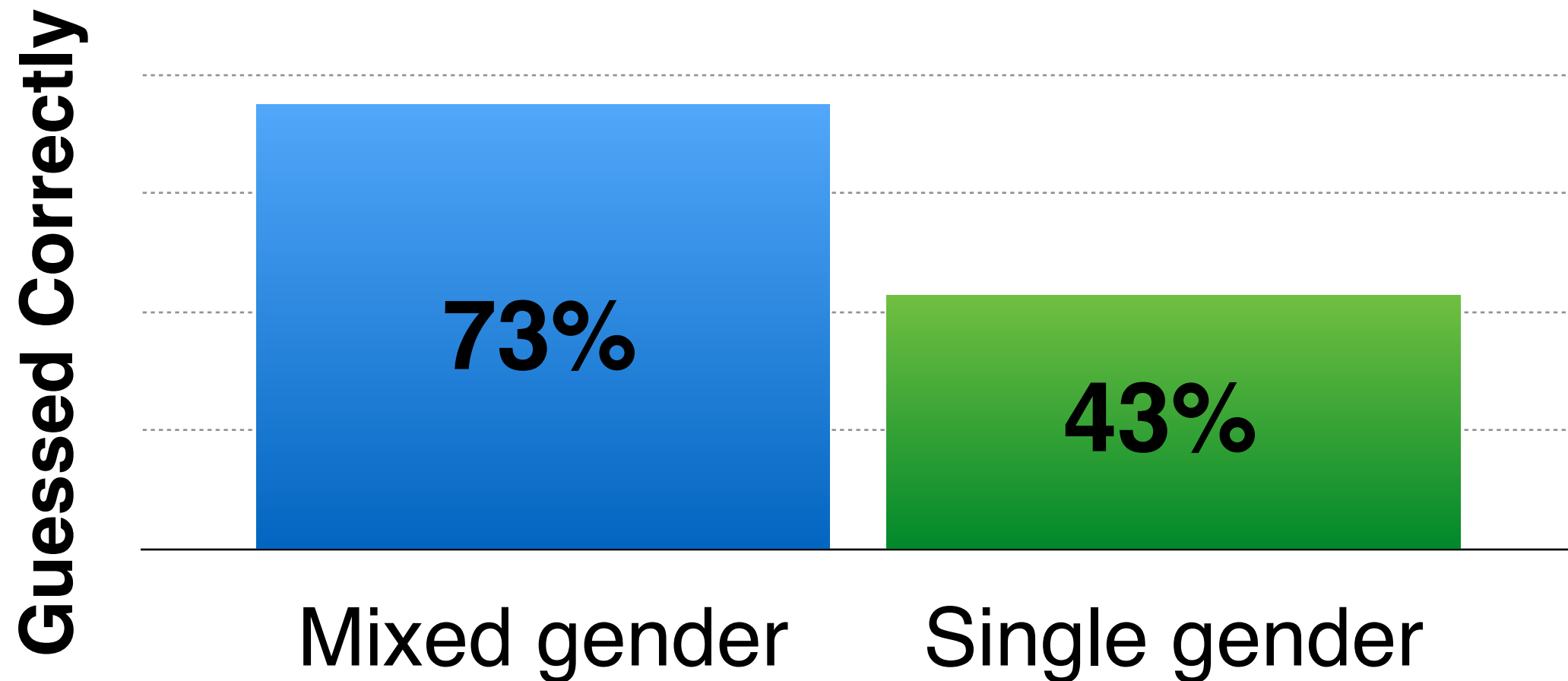
Drupal Code of Conduct

<https://www.drupal.org/dcoc>

We want better software.

We need diversity.

# Results of our experiment



11 total groups

**8 “diverse” groups**

**3 “non-diverse” groups ← No correct guesses!**

Some slides were from:

<http://www.slideshare.net/k88hudson/contributors-wanted-k88hudson>

# Contributors wanted - Increasing diversity in your open source project

Kate Hudson  
@k88hudson

Web engineer at the Mozilla Foundation

Thank you!