LIBREOFFICE WITH A FEMALE TOUCH
WHERE HAVE ALL THE WOMEN GONE?

KATARINA BEHRENS, CIB LABS
LIBREOFFICE CONFERENCE BRNO
AUGUST 24, 2017
A year in LibreOffice community

Board

Board of Directors

The Board of Directors (or "BoD") is the Foundation’s Board of Directors, the main administration of the teams. Directors are directly elected by Community Members. The Board of Directors consists of several deputies. The Board of Directors may launch any other teams or committees ad hoc if necessary.

Board Members

Marina Latini
Chairwoman of the Board, LibreOffice Division at
Marina Latini studied Computer Science at the
software advocate since 2007, promoting for
she was one of the first Italian members of
been an active member of the Fedora Pro
openSUSE advocate since October 2007
and has been involved in several events at LibreOffice. She is currently working at Stux Division.

Michael Meeks
Deputy Chairman of the Board, VP of Productivity, Collabora
Michael is a Christian and enthusiastic believer in Free software. His long tenure with OpenOffice.org started before it was open sourced, working with Sun to support it to integrate it into the Linux Desktop. OpenOffice.org replaced his previous

March 8, Women’s Day

Paris, France on 08 March 2019

March 8 is an international day to honor women and girls. In 1975, the United Nations declared March 8 as International Women’s Day to empower women and girls.”

CIB
Let's talk about ... 

- LibreOffice women in numbers
- Why does gender diversity matter
- Current problems and some solutions
FLOSS vs. closed source software development

FLOSS
source: FLOSS Survey 2013

- Men: 87
- Women: 11
- Other: 2

Closed source
source: NCWIT

- Men: 72
- Women: 27
- Other: 1
LibreOffice code commits

Core code commits

September 2016

1016

Men

Women

33
The Document Foundation Members

TDF Members 2015

- Men: 190
- Women: 20

TDF Members 2016

- Men: 170
- Women: 15
WHY SHOULD WE CARE?
Why does (gender) diversity matter?

- Diversity leads to better decision making and more innovation
- Diversity brings better project results
- Diversity attracts broader base of clients
- Diversity brings us wider talent pool
- Diversity creates more interesting workplace
PROBLEMS AND (MAYBE) SOLUTIONS
THE CONFIDENCE GAP
The confidence gene

- Women tend to have lower self-confidence
- This is in particular true in STEM field
Toys for boys

- Marketing of computers, games etc. heavily male-centric
- Girls get introduced to computers at later age
La Mala Educacion

- „I'm not going to waste my time teaching principles of combustion engine to girls.“
- „I will now explain the algorithm one more time, so that even girls have chance to understand.“
- „This code is so bad that it must've been written by a woman!“
- „Gosh, are you really a software engineer? You are too pretty for that.“
Consequences

- Women don't apply for jobs, internships,...
- Women tend not to contribute to FLOSS unless convinced about quality of their contributions
Tackling the confidence gap

- Outreach programme for women
- Female role models and mentors
- Actively seeking out female speakers, hackers, non-code contributors
The leaky pipeline

LEAKS IN THE PIPELINE FOR WOMEN PHDS IN THE SCIENCES*

<table>
<thead>
<tr>
<th>PhD Receipt</th>
<th>Entering Tenure Track Position</th>
<th>Achieving Tenure</th>
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<tbody>
<tr>
<td>MARRIED FATHERS</td>
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<tr>
<td>SINGLE WOMEN</td>
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<tr>
<td>MARRIED MOTHERS</td>
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Single Women
Single women without children do almost the same as married fathers

Married Mothers
35% lower odds than married fathers to get a tenure track position

Married Mothers
27% lower odds than married fathers with young children to become tenured

Desperate women do desperate things

- Women assume majority of domestic and care-taking/child-rearing responsibilities in most of the cultures
- Those fill their after-work time
- FLOSS is largely free-time activity
- Hacker events unfriendly to parents with children
Tackling the second shift problem

- **Jobs in FLOSS**
  - Actively seek talented female applicants

  "Female Applicants Preferred. Due to the sad shape of the technology industry in terms of gender imbalance that is unfortunately also represented in our own company, when provided with two similarly qualified people, we will prefer female applicants."

- **Family-friendly events**
  - DebConf, GUADEC, FrOSCon,...
THE HACKER „CULTURE“
Issues women face in majority-male environment

- **Invisibility**
  - „There are no women hacking on LibreOffice“

- **Unwanted attention**
  - „OMG a girl! And she's even making her hands dirty with LibreOffice code“

- **Gender essentialism**
  - „Girls are just not interested in hacking, they are much better at marketing, or l10n“

- **Sexist comments and „jokes“**
Solutions?

Come to our “Making LibreOffice project more inclusive” workshop
THANK YOU!