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

Let's talk about ...

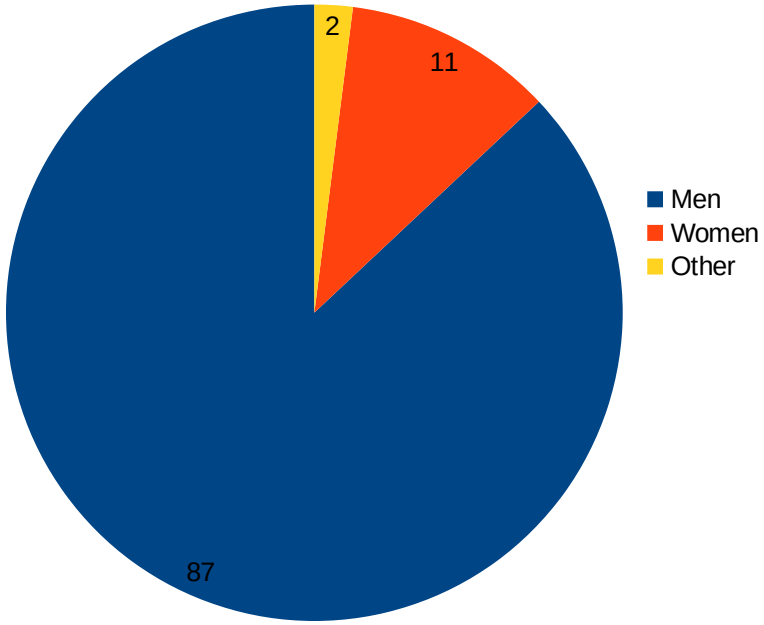
- LibreOffice women in numbers
- Why does gender diversity matter
- Current problems and some solutions

WOMEN IN NUMBERS

FLOSS vs. closed source software development

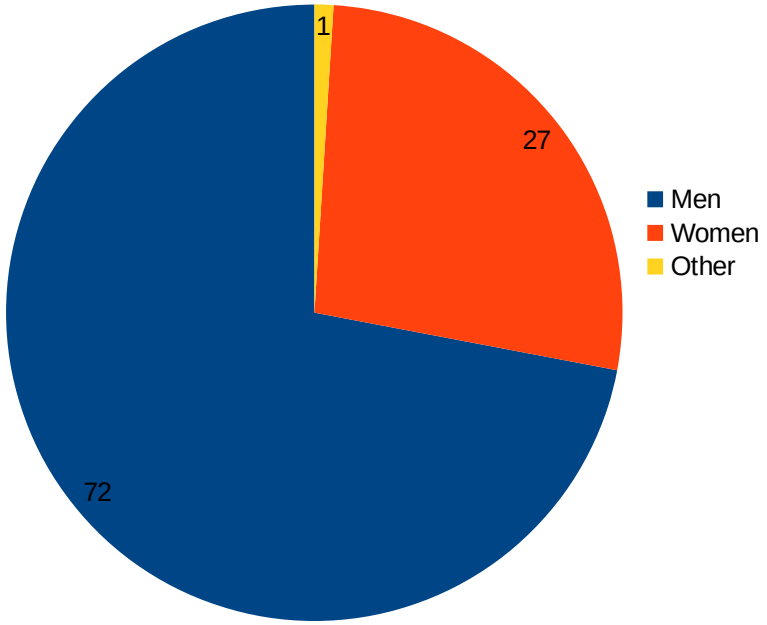
FLOSS

source: FLOSS Survey 2013

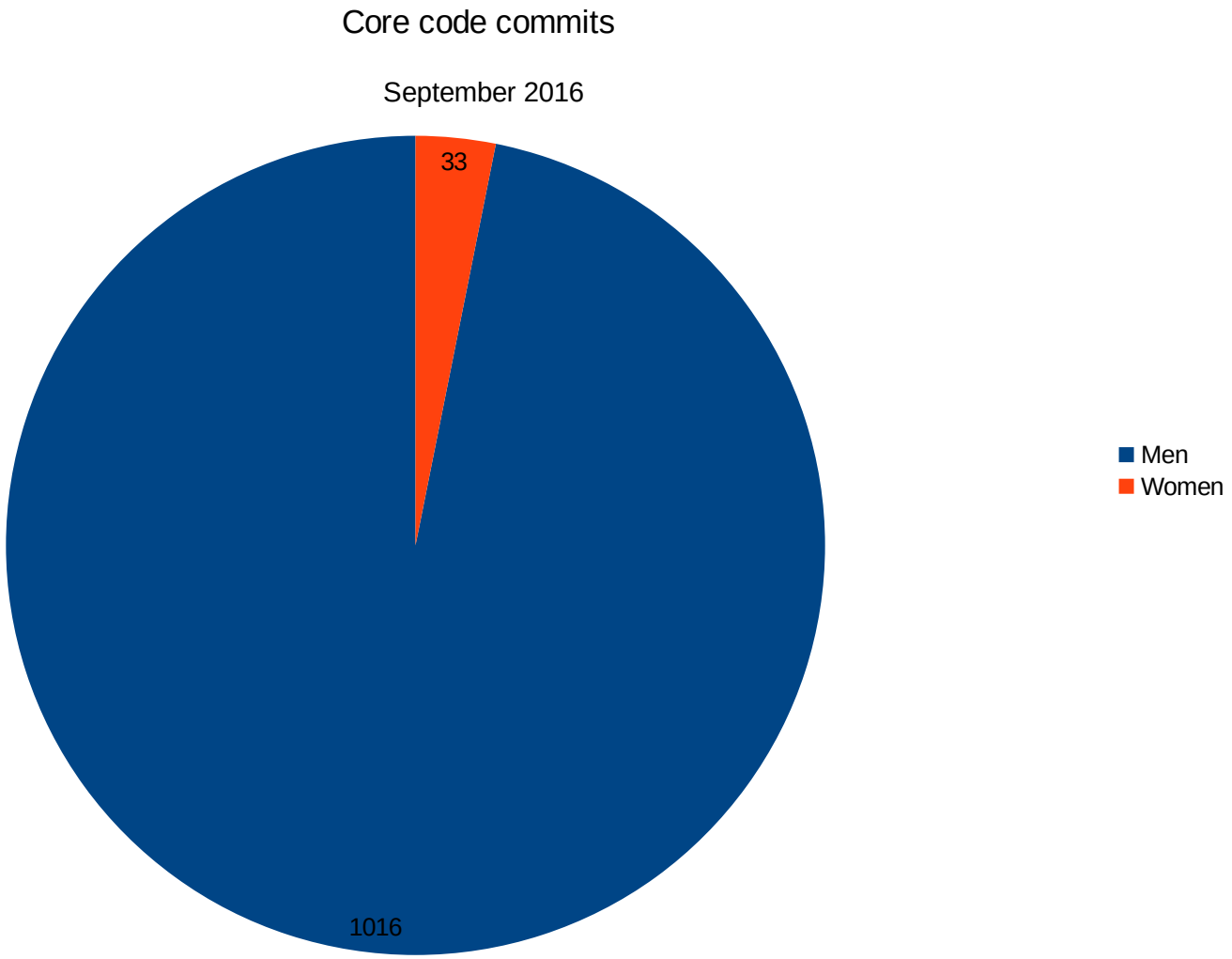


Closed source

source: NCWIT

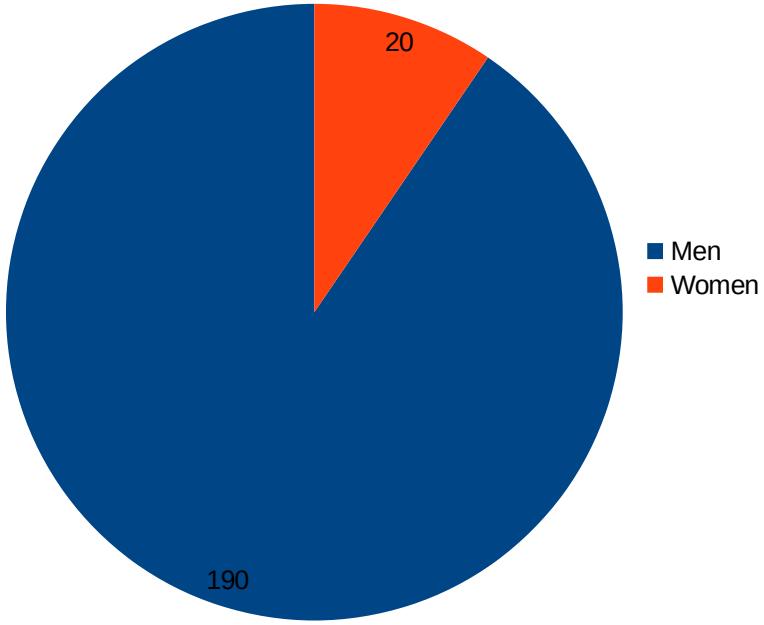


LibreOffice code commits

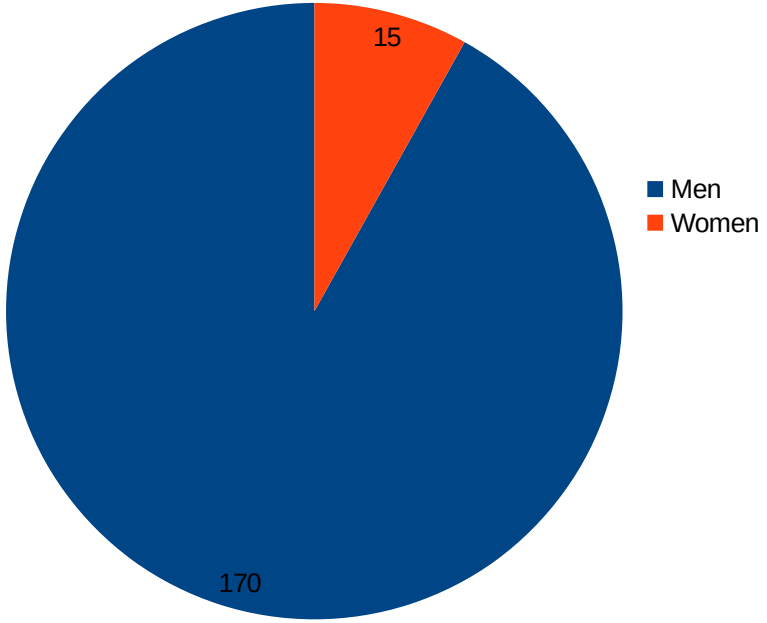


The Document Foundation Members

TDF Members 2015



TDF Members 2016



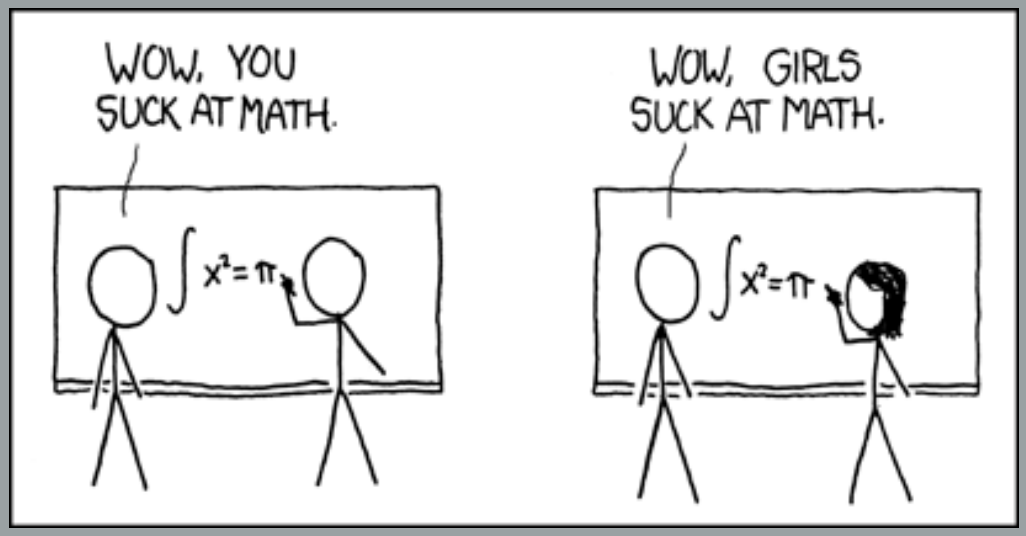
WHY SHOULD WE CARE?

Why does (gender) diversity matter?

- Diversity leads to better decision making and more inovation
- 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

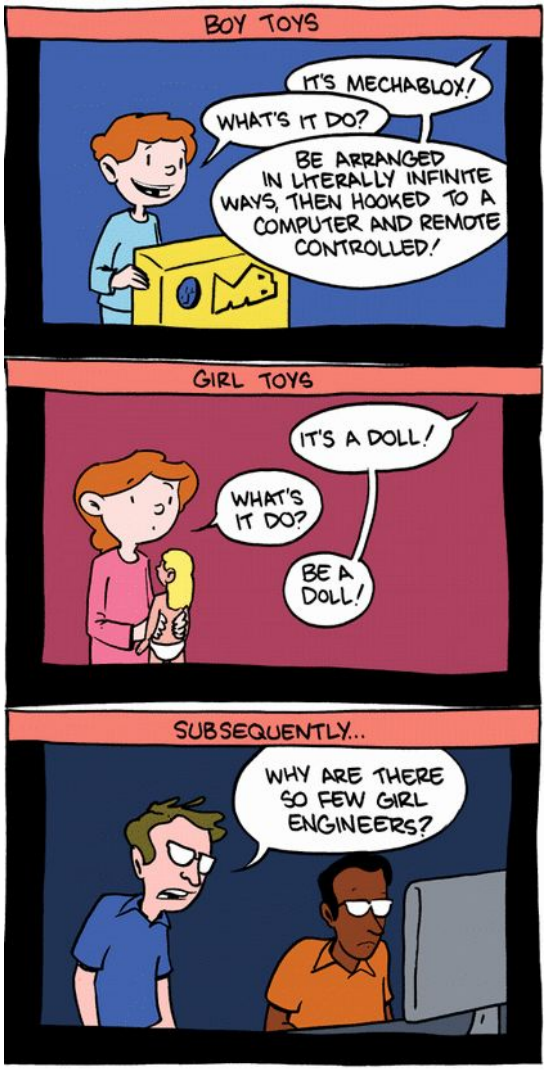


The confidence gene

- 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

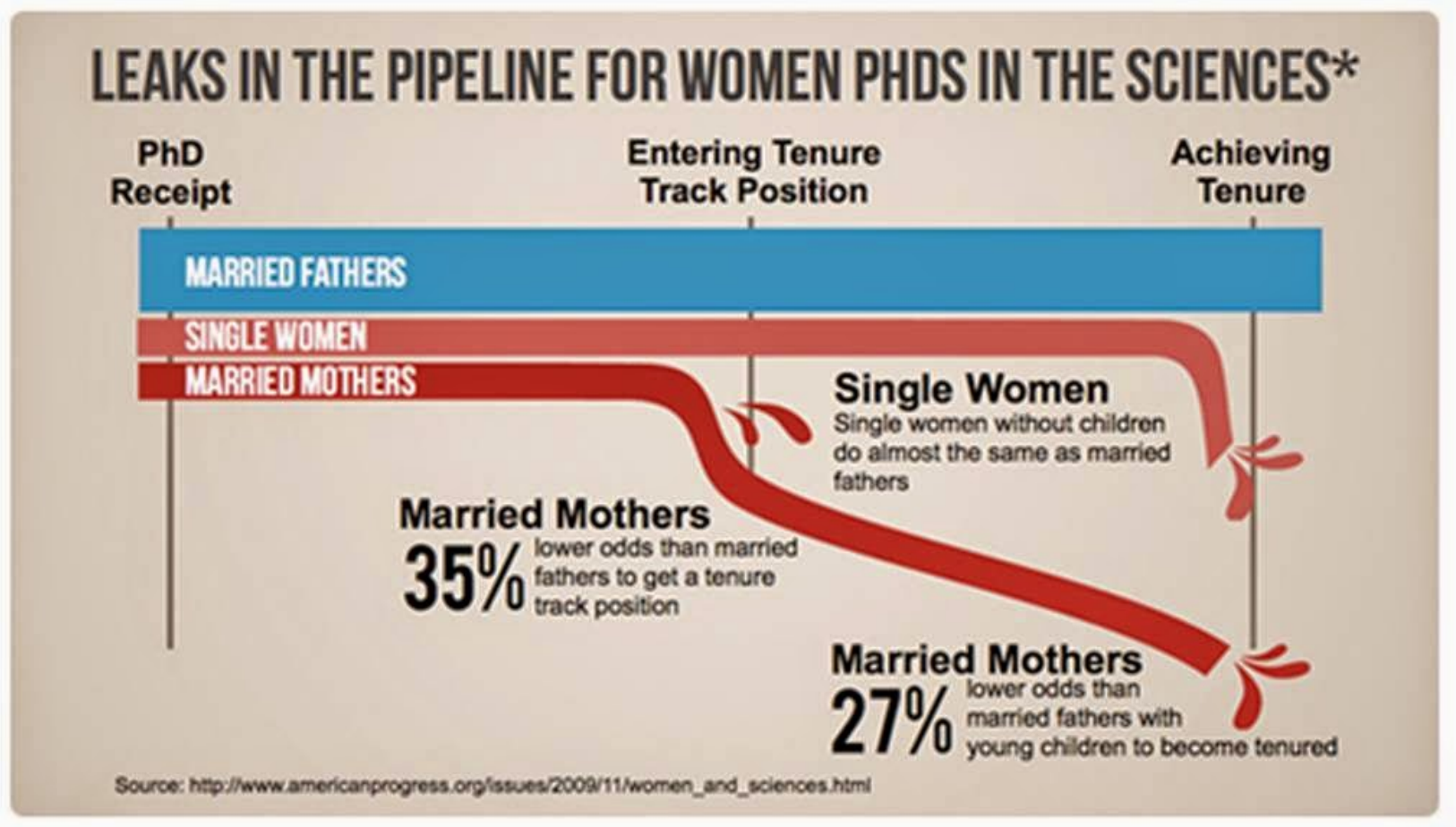
- Women don't apply for jobs, internships,...
- Women tend not to contribute to FLOSS unless convinced about quality of their contributions

Tackling the confidence gap

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

THE SECOND SHIFT

The leaky pipeline



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!