

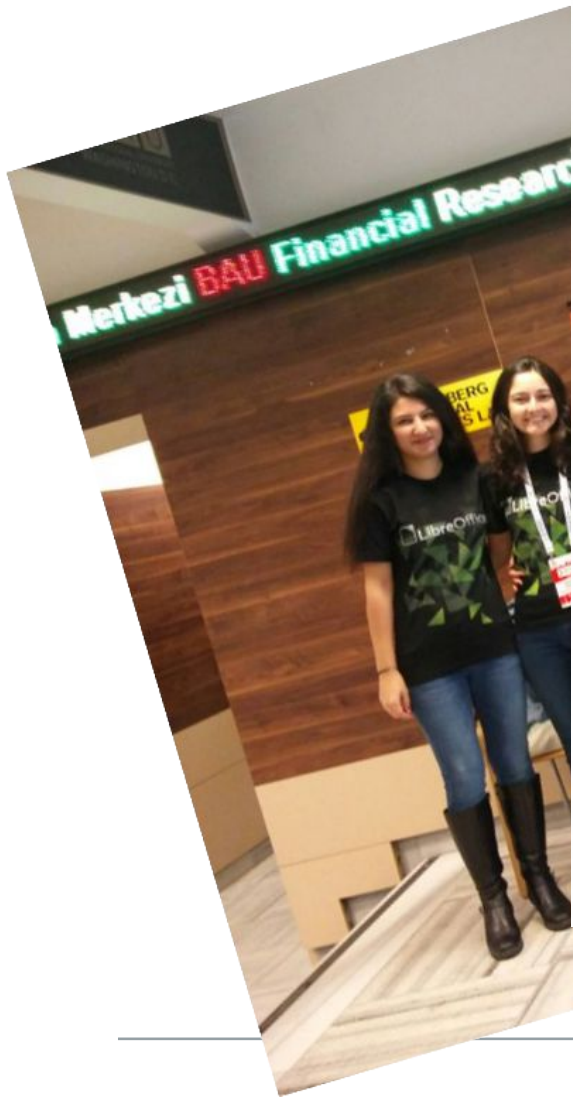
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# **LIBREOFFICE WITH A FEMALE TOUCH WHERE HAVE ALL THE WOMEN GONE?**

**KATARINA BEHRENS, CIB LABS  
LIBREOFFICE CONFERENCE BRNO  
AUGUST 24, 2017**



# A year in LibreOffice community



Governance / Board

## 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 seven members and their deputies. The Board of Directors may launch any other teams or committees ad hoc if necessary.

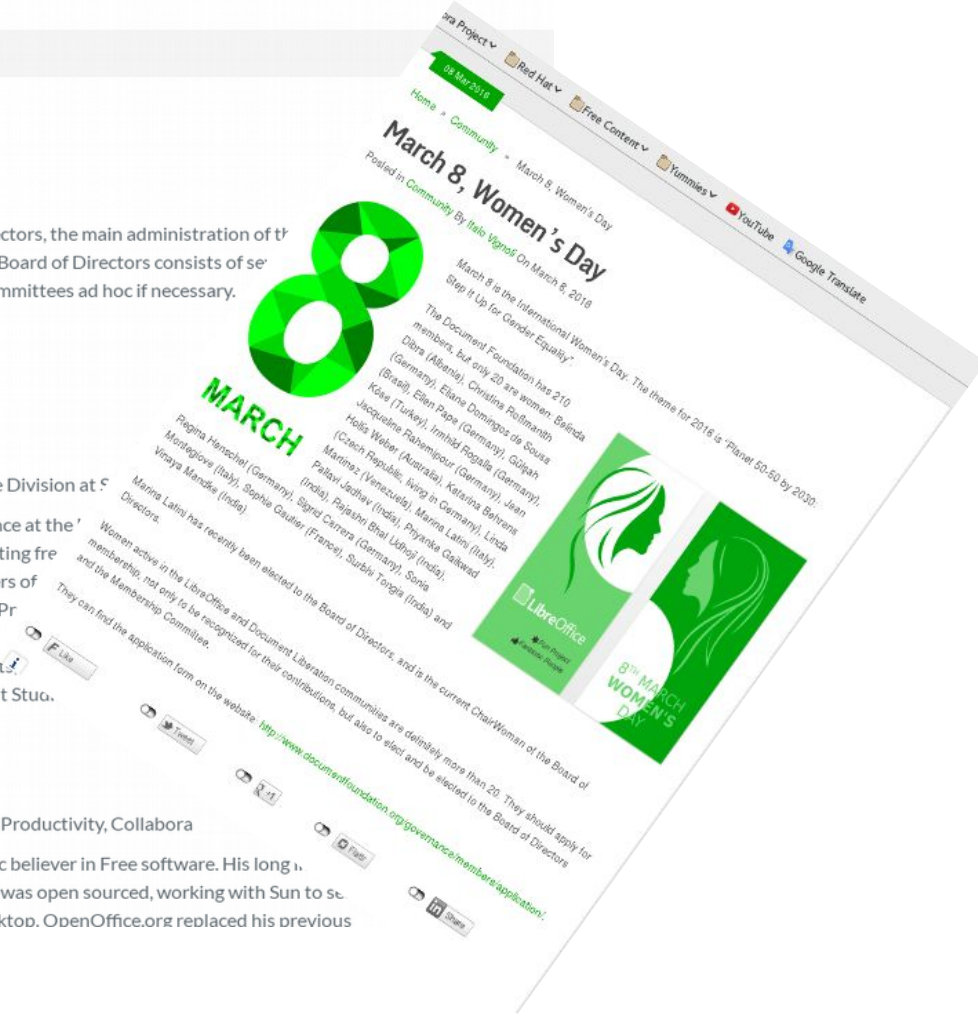
### Board Members



**Marina Latini**  
Chairwoman of the Board, LibreOffice Division at Stug.  
Marina Latini studied Computer Science at the University of Turin, where she was a software advocate since 2007, promoting free software. She was one of the first Italian members of the Fedora Project and has been involved in several events. She has been an active member of the LibreOffice community since October 2010 and has been involved in several events. She is currently working at Stug. Division.



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



Let's talk about ...

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

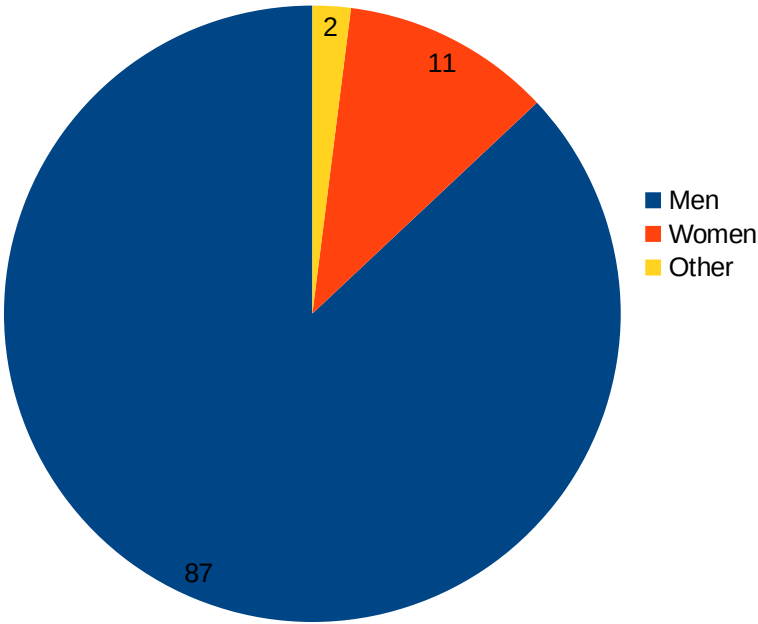
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# **WOMEN IN NUMBERS**

# FLOSS vs. closed source software development

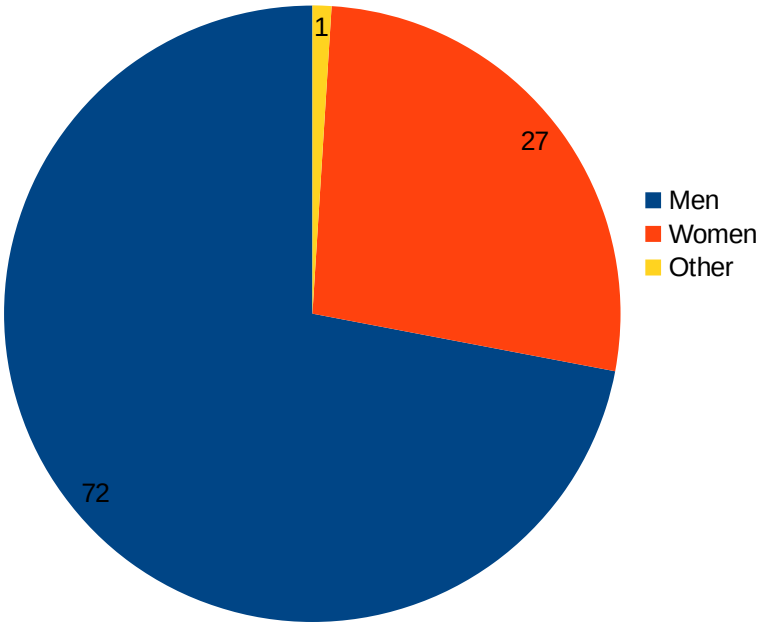
FLOSS

source: FLOSS Survey 2013



Closed source

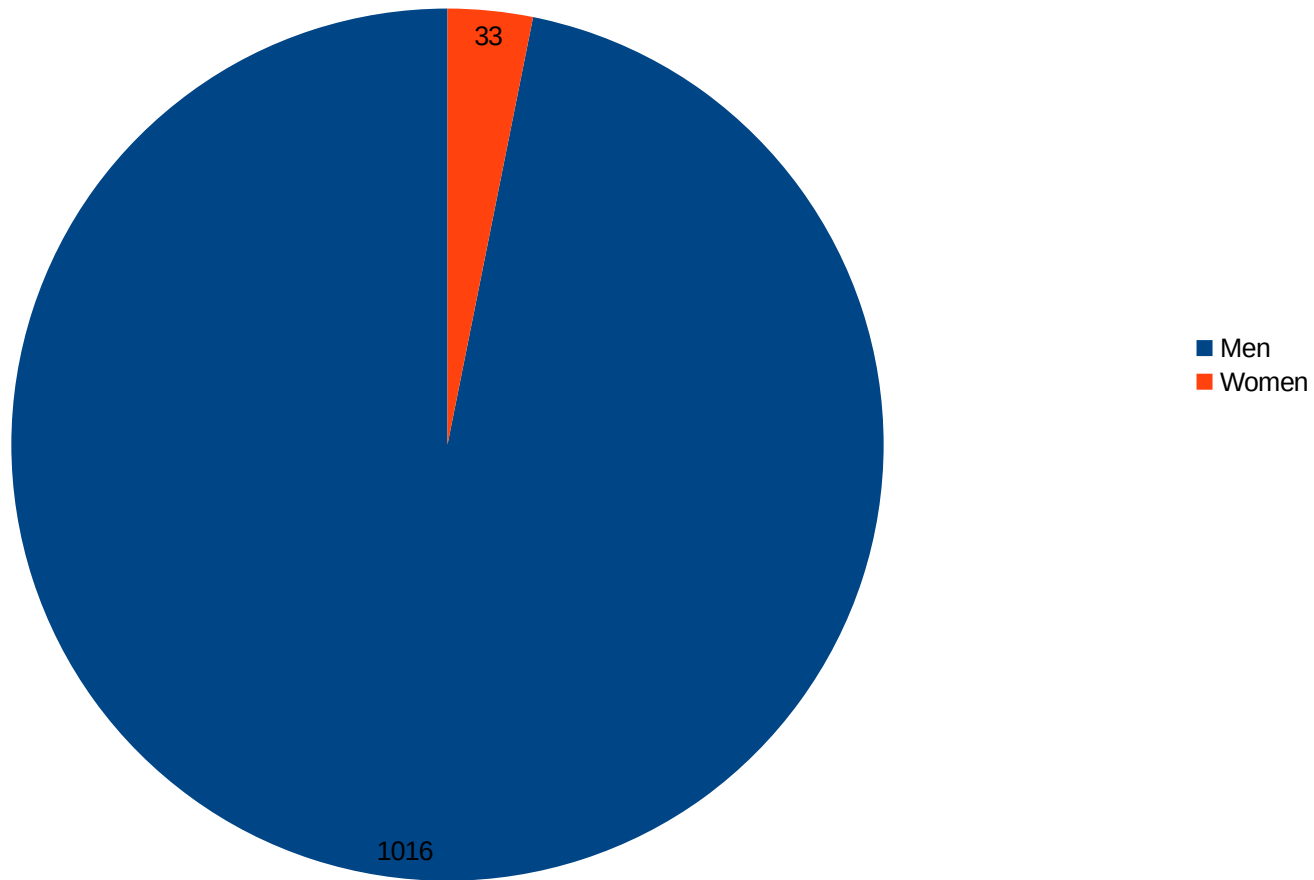
source: NCWIT



# LibreOffice code commits

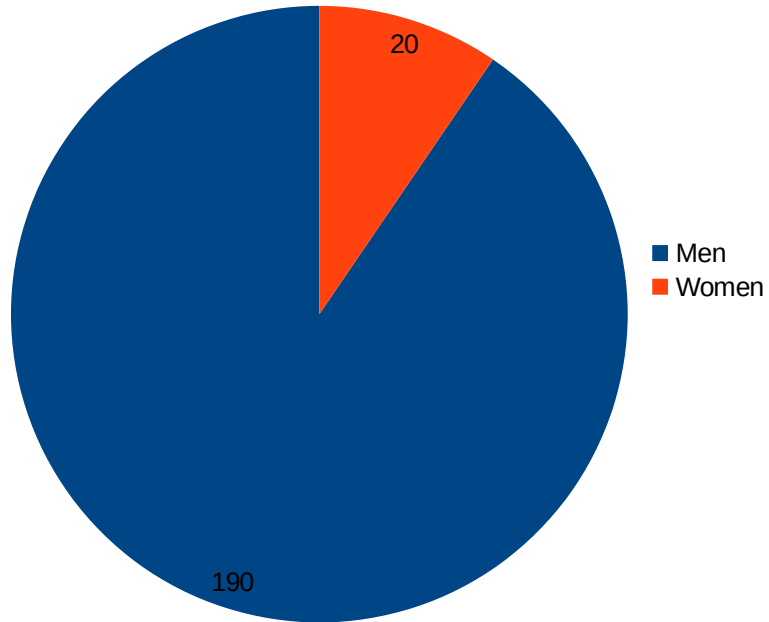
Core code commits

September 2016

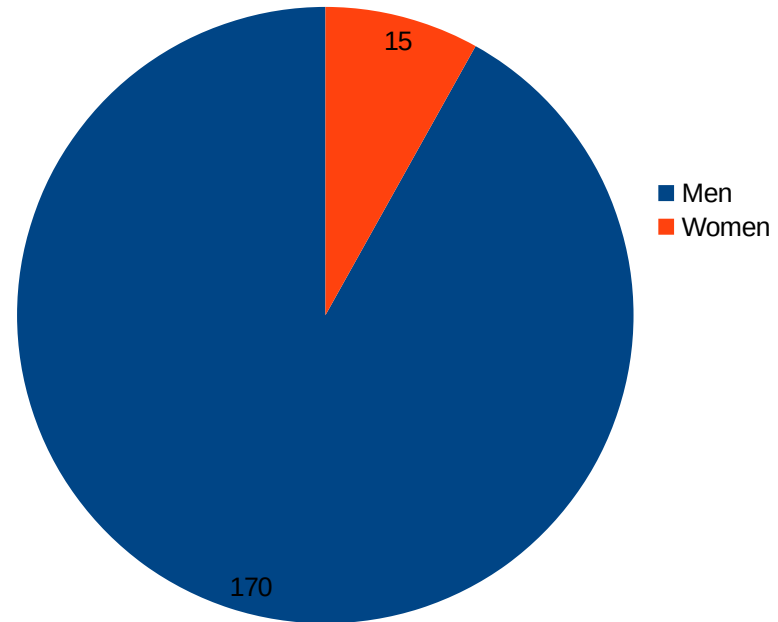


# The Document Foundation Members

TDF Members 2015



TDF Members 2016



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**WHY SHOULD WE CARE?**



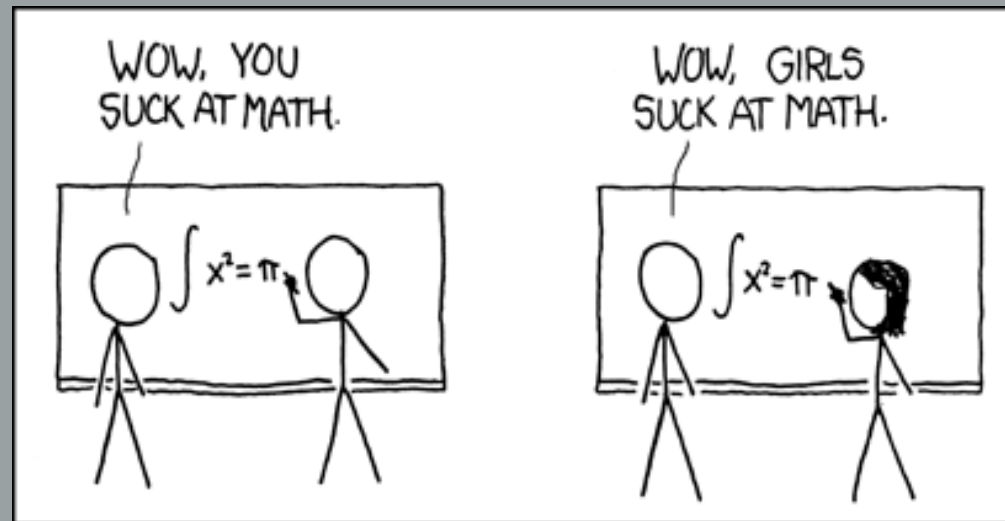
## Why does (gender) diversity matter?

- 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
-

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## PROBLEMS AND (MAYBE) SOLUTIONS

# THE CONFIDENCE GAP

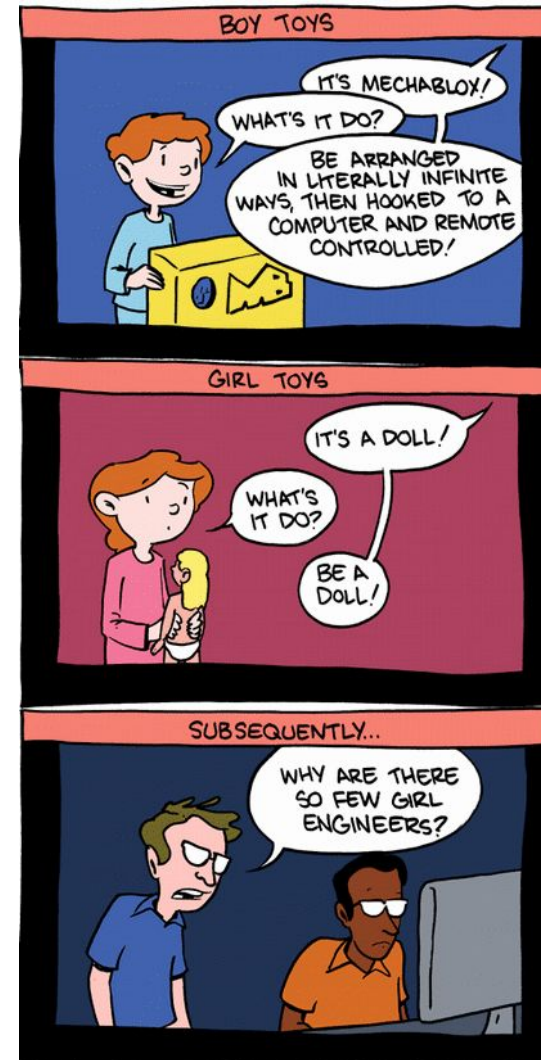


## The confidence gene

- Women tend to have lower self-confidence
  - This is in particular true in STEM field
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## 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
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## Tackling the confidence gap

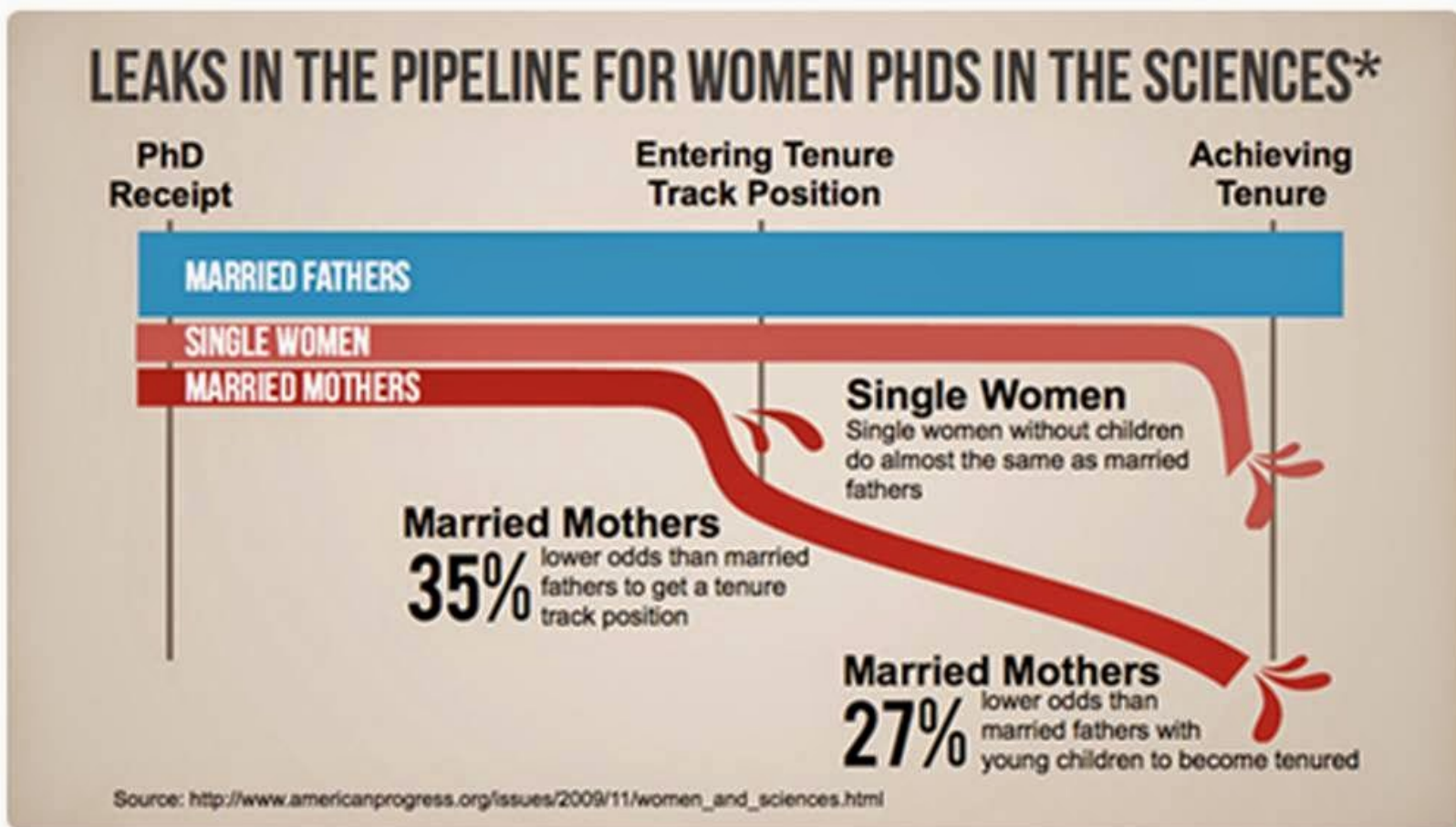
- Outreach programme for women
  - Female role models and mentors
  - Actively seeking out female speakers, hackers, non-code contributors
-



# 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

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**THANK YOU!**

