Encouragingly, **82% feel welcome in open source,** but demographic segmentations show varied sentiments.

DEI IN 2021

Of survey respondents, when asked about their ability to reach their goals when contributing to open source, **30% report that some aspect of their identity was a factor.**

DEI CHALLENGES

Of respondents, **22% disagreed that equal opportunity exists** for people with different backgrounds to be part of the decision-making process in open source.

DEI CHALLENGES

People who do not feel welcome in open source are from **disproportionately underrepresented groups.**

DEI IN 2021

Women, non-binary, LGBQ+, and people with disabilities were **2X as likely to have experienced threats of violence** in the context of an open source project. **Transgender respondents were 3X as likely.**

DEI CHALLENGES

While 81% of people surveyed can read and write English well, there are others for whom **language presents a barrier to participation or belonging** in open source communities.

DEI CHALLENGES

Of survey respondents, **37% agree that there are clear processes to becoming a leader** or maintainer in an open source project.

DEI IN 2021

Language that makes people feel unwelcome includes profanity, racist jokes, sexual imagery, hostility, rudeness, name calling, etc.

DEI CHALLENGES

When respondents participate in a project, **30% are unsure that codes of conduct will be enforced** or somewhat disagree with that assertion.

DEI CHALLENGES

55% of respondents feel their opinion is valued by leadership in open source projects where they participate, while 10% disagree.

DEI CHALLENGES

Of survey respondents, **17% experienced exclusionary behaviors** occasionally or frequently.

DEI CHALLENGES

Of survey respondents, **36% have experienced some sort of stereotyping behavior** based on perceived demographic characteristics.

DEI CHALLENGES

THE LINUX FOUNDATION | Research

DEI IN 2021

Of survey respondents, **only 14% get paid** for their open source contributions.

Evolve education.
Extend DEI training programs into areas unique to open source.

DEI OPPORTUNITIES

Localize efforts.
Deliberately drive global inclusion across underrepresented regions.

DEI OPPORTUNITIES

Time is the #1 determinant for participation in open source. Things like time zones, unpaid time, and onboarding time factor into when or how people can participate.

DEI IN 2021

Enact structural change.
Embrace more than code as open source evolves into a tool for a more inclusive digital economy.

DEI OPPORTUNITIES

Resources matter.
Prioritize funding to build inclusive designs into open source programs.

DEI OPPORTUNITIES

When surveyed about their curriculum, **only 16% of students report that open source is taught.**

DEI IN 2021

Measurement matters.
Take (and share) a data-driven approach to learning and improving.

DEI OPPORTUNITIES

Embrace Ecosystems.
Distribute agency and responsibilities to drive adoption across overlooked stakeholders.

DEI OPPORTUNITIES

Of respondents, **89% feel they can have a positive impact on the world** by participating in open source.

DEI IN 2021

Be proactive with inclusion.
Improve equity with active steps and dedicated efforts.

DEI OPPORTUNITIES

Offer open source hospitality.
Cultivate newcomers' experience to increase the number of new open source contributors.

DEI OPPORTUNITIES

THE LINUX FOUNDATION | Research