Being Trans in OSS

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Introduction

- Open source software is growing in size and importance
  - 60 million projects repos added last year*
  - Github expects 100 million developers by 2025*
- Code that is free for anyone to use, and can be created by anyone, anywhere
- Anyone (in theory) can contribute

*https://octoverse.github.com/

*https://www.infoworld.com/article/3599874/github-expects-100-million-software-developers-by-2025.html

Gender Bias in OSS

- Only 1.5-5% of OSS contributors are women (Ghosh et al., 2002)
  - Compared to 28% in the industry overall (Evans et al., 2007; Ghosh et al., 2002)
- OSS has a history of being unwelcoming to newcomers, especially women and other minority groups (Steinmacher et al., 2015)
- Trans and non-binary individuals are vulnerable to personal attacks in tech
  - Gamergate
- Trans people are also very visible in the space as 'OSS celebrities'
  - Coraline Ada Ehmke
  - Sage Sharp

Research Questions

1. How do trans and non-binary individual's careers progress in open source?
   a. Especially around transition/making their identity publicly known
2. Are trans people more prone to attacks and/or early dropout rates?
3. Where do trans people find support within OSS?
4. How do they reflect their identity (or change) online?

Proposal Plan

Qualitative Analysis

Semi-structured Interviews

- Interview trans or non-binary people who actively contribute to OSS
- Ask about:
  - Background in OSS
  - How they get involved in projects
  - What it's like to be Trans in OSS
  - Positive and Negative experiences
  - How they reflected their identity change online

Grounded Theory

- Open coding of transcribed interviews
- Develop codebook with experiences of trans people in OSS
- Apply codes from coding scheme
- Analyze and present results

Questions?