



Quête d'inclusivité dans le logiciel libre

Récits de la ligne de front

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Séminaire du groupe parité, CC-IN2P3

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Inria

▶ **ingénieur de recherche** depuis 15 ans

- ▶ soutien aux équipes HPC (calcul intensif)
- ▶ PEPR NumPEX
- ▶ Comité pour la Science Ouverte (CoSO)

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▶ **contributeur logiciel libre** depuis 20 ans

- ▶ Guix, démarré en 2012
- ▶ Guile, co-mainteneur depuis 2008
- ▶ ...

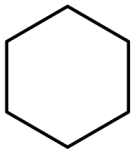
Permet aux utilisateurices :

- ▶ d'**utiliser**
- ▶ d'**étudier**
- ▶ de **redistribuer**
- ▶ de distribuer des **versions modifiées**

<https://gnu.org/p/free-sw.fr.html>

Environnements reproductibles : 2 fichiers, 2 commandes

1. `guix describe -f channels > channels.scm`
2. `guix time-machine -C channels.scm -- \`
`shell -m manifest.scm`



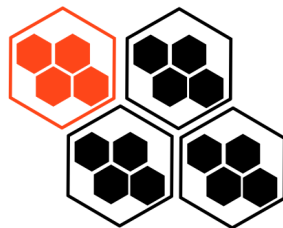
package



environments



containers



systems



► Guix depuis 2012

► **100 contributeurices** de code chaque mois

► + revue de code, documentation, support,
traduction, web, graphisme, admin sys,
évènementiel, conférences...



Contributors per Month



<https://openhub.net/p/gnuguix>

Personnes contribuant du code chaque mois :

- ▶ **Open MPI** : 15
- ▶ **Slurm** : 25
- ▶ **ROOT** : 30
- ▶ **Python** : 100
- ▶ **GCC** : 100
- ▶ **Linux** : 1200

publier $\neq$ “créer une communauté”

Le but :

- ▶ construire **un commun**
- ▶ travailler **entre pairs**
- ▶ sur du **long terme**



Quand vais-je prendre
ma retraite?

**Qu'est-ce qui fait
qu'on va vouloir contribuer?**

1. se sentir **bienvenu·e et respecté·e**
2. **trouver sa place** dans le collectif
3. comprendre la **prise de décision** et y participer

Inria : **22%** des scientifiques
sont des femmes





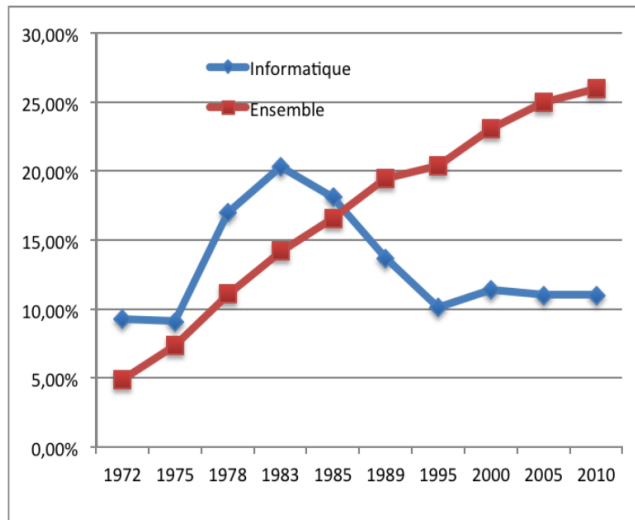


Figure 1 : Pourcentage des femmes diplômées d'écoles d'ingénieurs de 1972 à 2010³, la rubrique informatique a été renommée STIC au début des années 2000.



Liberté !



Liberté !

logiciel libre : $\approx$ 5% de femmes

<https://coexlab.github.io/oss-census-2023/overview>

“I suggest three possible causes [for gender imbalance in free software] :

- 1. some **geek identities** can be narrow and unappealing,*
- 2. open communities are especially susceptible to **difficult people**, and*
- 3. the ideas of freedom and openness can be used to **dismiss concerns and rationalize the gender gap** as a matter of preference and choice.”*

– Joseph Reagle (2013)

<https://reagle.org/joseph/2012/fas/free-as-in-sexist.html>



“Did You Miss My Comment or What?”

Understanding Toxicity in Open Source Discussions

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ABSTRACT

Online toxicity is ubiquitous across the internet and its negative impact on the people and that online communities that it effects has been well documented. However, toxicity manifests differently on various platforms and toxicity in open source communities, while frequently discussed, is not well understood. We take a first stride at understanding the characteristics of open source toxicity to better inform future work on designing effective intervention and detection methods. To this end, we curate a sample of 100 toxic GitHub issue discussions combining multiple search and sampling strategies. We then qualitatively analyze the sample to gain an

volunteering their time, talk openly about how sometimes interactions with others in open source can be toxic, rude, mean, or unkind [e.g., 3, 24, 44, 54, 108]. Toxicity, defined here as “rude, disrespectful, or unreasonable language that is likely to make someone leave a discussion”¹ is a huge problem online [26]. Virtually all online platforms recognize the threat that toxicity, or the various types of behavior under its umbrella, poses on the health and safety of online communities. As a result, a number of prevention and mitigation policies and interventions have been proposed, including codes of conduct, moderation, counterspeech, shadow banning, or just-in-time guidance to authors.

<https://doi.org/10.1145/3510003.3510111>

deleted for
]. Especially
criticism [33].

a hostile or elitist place, especially newer coders, women, people of color, and others in marginalized groups” [41].

the modera
new users i
that might

offensive lan-
guage com-
pared to other
types of toxi-
crogant com-
rogant tool
have unrea-
sonable write toxic
comands.

Prior work: Open-source contributors deciding whether to work on a project consider the friendliness of project correspondence [76]. Some newcomers disengage due to negative interactions [94]. Some maintainers report stress and burnout [79]. *Our results:* Maintainers often invest substantial time to respond to toxic comments.

Prior work:
but no aut
city detect
Our results:
frequently
icity in our
issues as to

*“Contrary to what we would like to believe, there is **no such thing** as a structureless group. [...]*

*A ‘laissez faire’ group is about as realistic as a ‘laissez faire’ society; the idea becomes a **smokescreen** for the strong or the lucky to **establish unquestioned hegemony** over others.”*

– Jo Freeman (1972)

<https://www.jofreeman.com/joreen/tyranny.htm>

Essayer d'en sortir.

1. se sentir **bienvenu·e et respecté·e**
2. **trouver sa place** dans le collectif
3. comprendre la **prise de décision** et y participer

1. se sentir **bienvenu·e et respecté·e**

- ▶ **charte** : <https://www.contributor-covenant.org/>
- ▶ empathie, communication non-violente

2. **trouver sa place** dans le collectif

- ▶ **transparence** et lisibilité des activités (comm'!)
- ▶ revue entre pairs, *mentoring*

3. comprendre la **prise de décision** et y participer

- ▶ recherche du **consensus**
- ▶ des procédures, pas de privilèges ni d'arbitraire

Contributor Covenant



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A Code of Conduct for Open Source Communities

Participating in open source is often a highly collaborative experience.

<https://www.contributor-covenant.org/>



pas d’**“influenceur toxique”**

- ▶ personne utile
- ▶ respecte les règles (charte)
- ▶ mais crée un environnement tendu

<https://intenseminimalism.com/2020/the-impact-of-toxic-influencers-on-communities/>

Et aussi...

- ▶ communication non genrée
- ▶ communication non-violente
- ▶ pas de mecsplification (*mansplaining*)
- ▶ retenue (laisser la place aux autres)
- ▶ représentation dans les événements
- ▶ ...



<https://outreachy.org>

~~Benevolent Dictator for Life~~



Clarifier les rôles :

- ▶ **contributeurice** (100+ personnes par mois)
 - ▶ travaille sur le code, la documentation, la traduction, etc.
 - ▶ pas nécessairement d'engagement à long terme
- ▶ **membre d'une équipe** ($\approx$ 50 personnes)
 - ▶ auto-affecté·e à un domaine (code ou autre)
 - ▶ chaque équipe prend des décisions dans son domaine
- ▶ **“committer”** ($\approx$ 40 personnes)
- ▶ **“maintainer”** (actuellement 4 personnes)
 - ▶ appliquent la charte de bonne conduite
 - ▶ en charge de l'animation

bienveillance $\neq$ paternalisme

▶ le quotidien : modification du code, etc.

- ▶ décision par **consensus informel**
- ▶ + **règles communes** : licences, style de code, etc.

▶ les “gros changements”

- ▶ processus **Guix Consensus Document** (GCD)
- ▶ 1 à 2 mois pour **construire un consensus**

Vers des modèles de **gouvernance coopérative** “sur étagère” ?

<https://antonin.delpauch.eu/posts/off-the-shelf-governance-models-for-small-foss-projects/>

**Le logiciel libre sans autogestion,
c'est du bricolage.**

Facile ? Non.

- ▶ épuisement
- ▶ incompréhensions
- ▶ apathie
- ▶ dilution de responsabilités
- ▶ ...

A large group of approximately 50 people, mostly young adults, are posing for a group photo on the wide stone steps of a building. The building has a classical architectural style with large, multi-paned windows and stone columns. The people are dressed in casual attire, including sweaters, jackets, and jeans. Many are wearing name tags. The group is arranged in several rows, with some people standing on the ground in front of the steps. The overall atmosphere is professional yet relaxed.

“Je suis venu **pour le code**, je
suis resté **pour la communauté**.”

**Construire un commun,
dans le respect mutuel,
en autogestion.**

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Couronne barrée, <https://peopleshistoryarchive.org/content/contra-la-monarquia>

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