F as in Freedom

Or,
I haven't read the Code of Conduct, but I'm pretty sure I'm about to violate it

Linux Kernel Mailing List

This seemed like a good idea at the time.

The Linux Kernel Mailing List is Known For Being Awful

Methodology - Part II

Create list of words that are damaging

Compare use pre-and-post Code of Conflict

sexuality

misogyny

Porn spam is also a problem

Racism

Does this actually matter?

Messages and Impact

As of February 2017, there were 2,641,204 messages in the LKML archives (1996-2017).

Rome has 2.8m residents

Paris has 2.2m

Brussels has 1.2m

Messages and Impact

November, 2016

115 messages considered

2,577,702 on mailing list total

CoC

Pronounced C-o-C

Code of Conflict

The Linux Kernel Mailing List merged a Code of Conflict in early March of 2015.

Code of Conflict - 1/3

The Linux kernel development effort is a very personal process compared to "traditional" ways of developing software. **Your code and ideas behind it will be carefully reviewed, often resulting in critique and criticism.** The review will almost always require improvements to the code before it can be included in the kernel. **Know that this happens because everyone involved wants to see the best possible solution** for the overall success of Linux. T**his development process has been proven to create the most robust operating system kernel ever**, and **we do not want to do anything to cause the quality of submission and eventual result to ever decrease**.

Code of Conflict - 2/3

If however, anyone feels **personally abused, threatened, or otherwise uncomfortable due to this process, that is not acceptable**. If so, **please contact the Linux Foundation's Technical Advisory Board** at <tab@lists.linux-foundation.org>, or the individual members, and **they will work to resolve the issue** to the best of their ability. For more information on who is on the Technical Advisory Board and what their role is, please see:
http://www.linuxfoundation.org/programs/advisory-councils/tab

Code of Conflict - 3/3

As a reviewer of code, **please strive to keep things civil and focused on the technical issues** involved. We are all humans, and frustrations can be high on both sides of the process. Try to keep in mind the immortal words of Bill and Ted, "**Be excellent to each other**."

Did this help?

Post CoC World

Total Results:

XXX - last post 2013

XXXXXX - last post February, 2015

XXXXXXX - 12 results

Post CoC World

XXXX - last post 2014

XXXXX - last post 2005

XXXXX* - last post 2013

XXXXXXX* - last post: February, 2015

So people stopped saying "FFFFFF" and "FFFFFFFF"

F as in...

Total usage of "XXXX" - 893

Since 03/01/2015 - 3

F as in...

Someone said "...." once in 2015

(79 total occurrences)

F as in…

People actually also said "please" and "thanks" less frequently post-CoC

Do these people matter?

Yes.

Back to behavior

Other ways we talk about how people act

Are behavior al guideline s helpful?

Nope.

Incidents

OSCON: pervasive sexual attention (2014).

Chaos Communication Congress: genderqueer attendees harassed. (2014)

ConText (science fiction): Had Anti-Harassment policy. Ineffective. (2014)

ISC2: Woman drugged against "Code of Ethics." (2015)
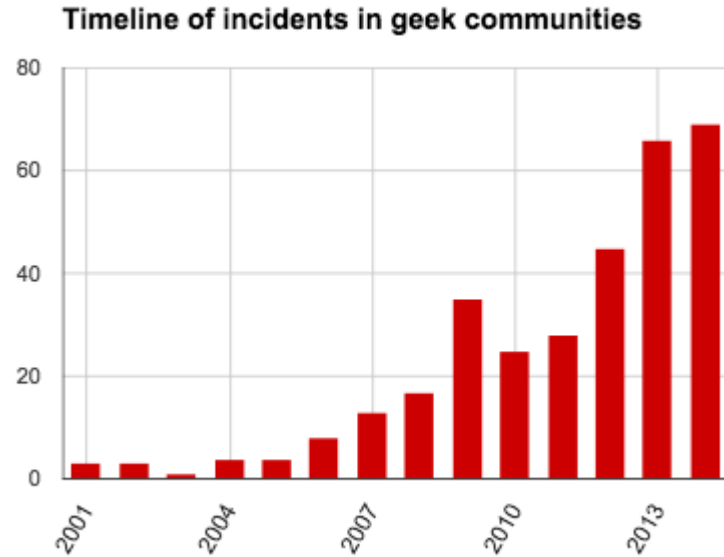
Etc, etc.

Incidents

Timeline of incidents in geek communities

Chart from geekfeminism.com, 2014

Codes of Conduct are becoming more common.

Success

Not everything sucks all the time

Success?

Attendees removed from events

Attendees banned from events

More Codes of Conduct

Creating an institutional norm

Call to action

How we can help each other

Helping

Tell your stories

Tell event stories

Be nice to each other

Call out bad behavior

Enforce policies

I still love free software

Questions?