F as in Freedom

Or,
I haven’t read the Code of Conduct, but I’m pretty sure I’m about to violate it
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.
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. This 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.
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
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
XXXXXXXXX* - 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)
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 behavioral guidelines helpful?
Nope.
Incidents


Chaos Communication Congress: genderqueer attendees harassed. (2014)


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?