

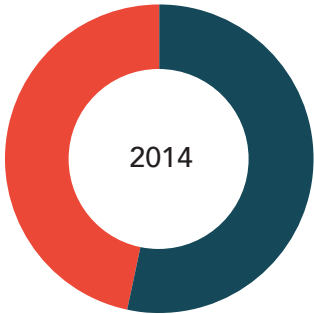
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# **OPENCON 2014-2016 SELF ASSESSMENT**

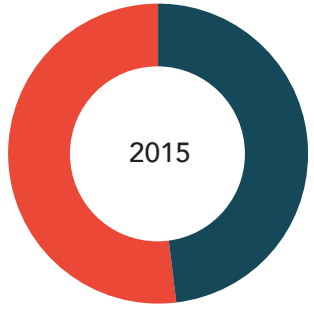
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# GENDER REPRESENTATION

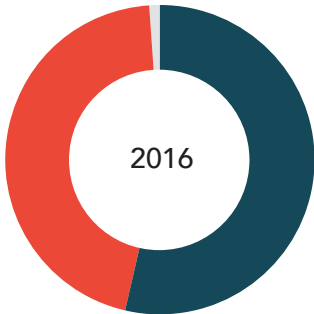
## ATTENDEES



151 attendees

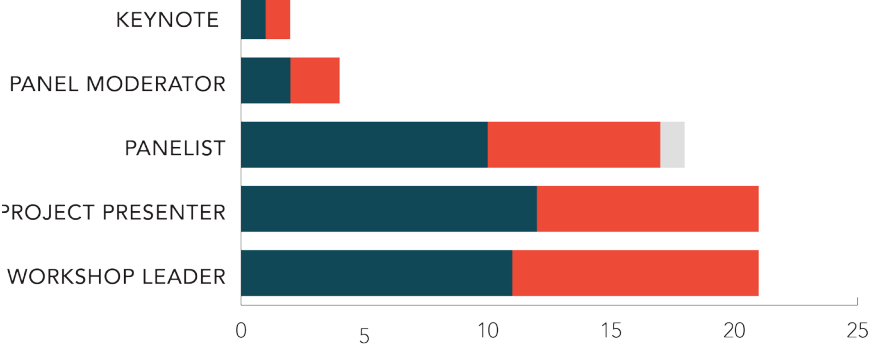
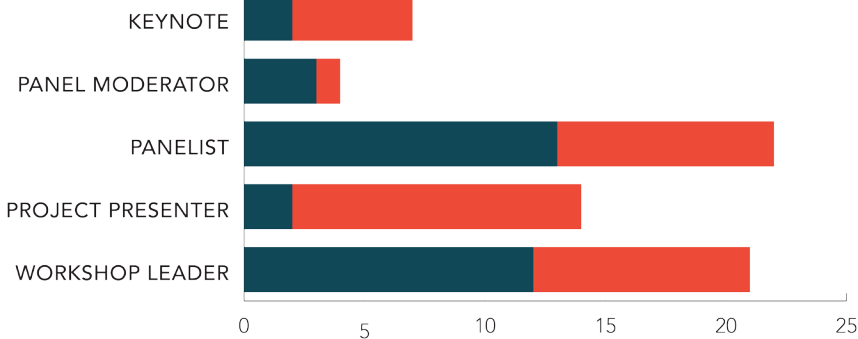
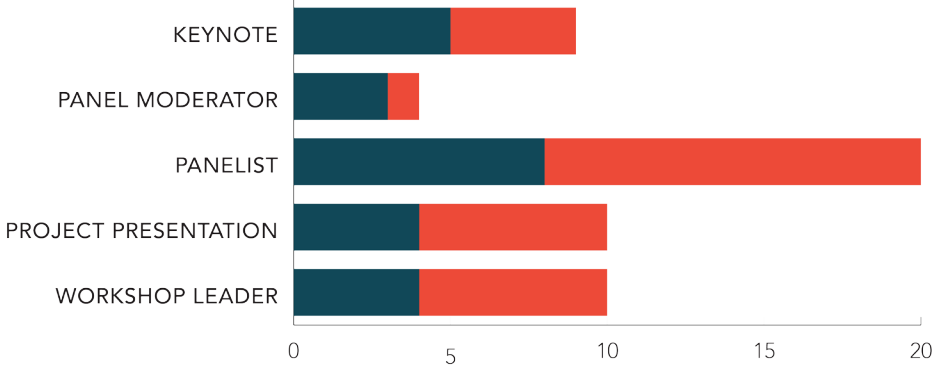


154 attendees



221 attendees

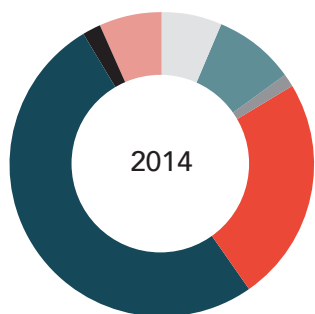
## SPEAKERS



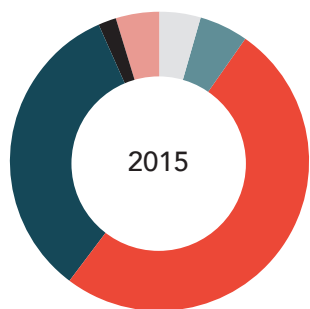
Female    Non-Binary    Male

# REGIONAL REPRESENTATION

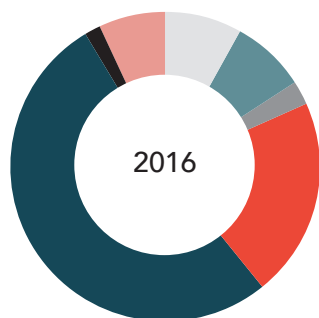
## ATTENDEES



151 attendees

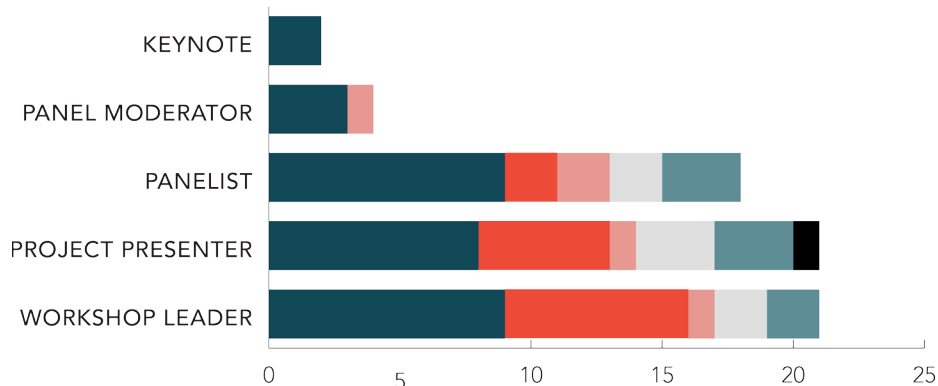
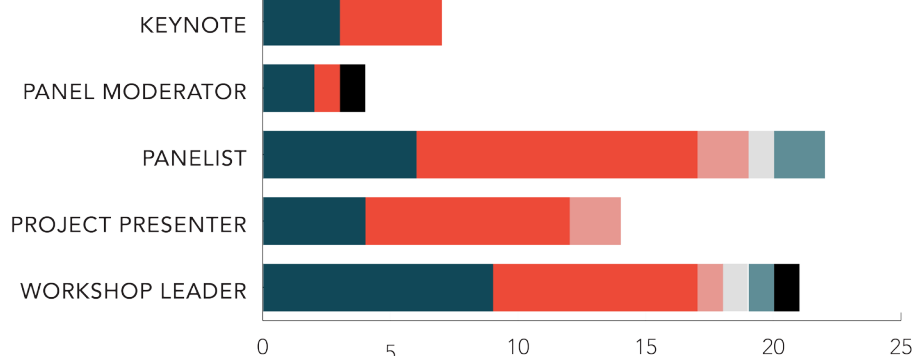
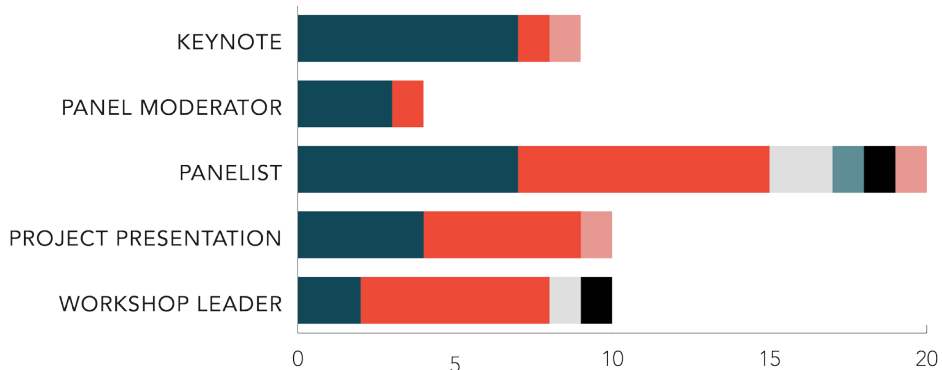


154 attendees



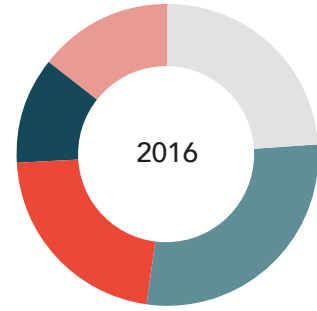
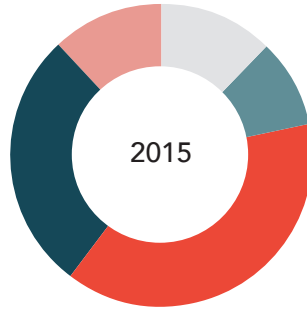
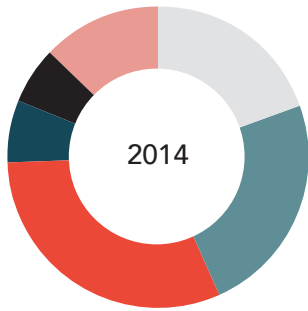
221 attendees

## SPEAKERS

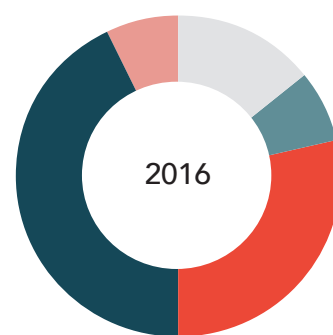
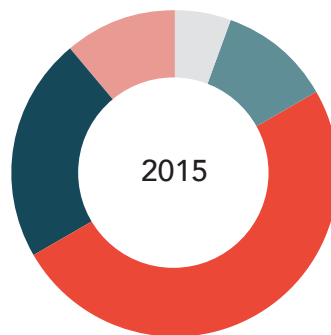
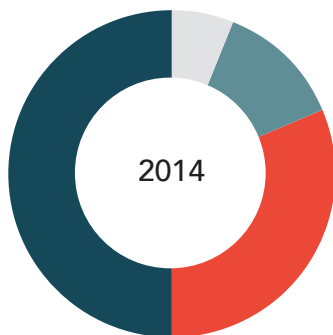
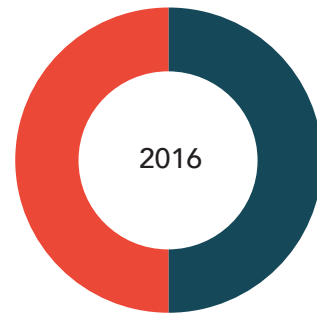
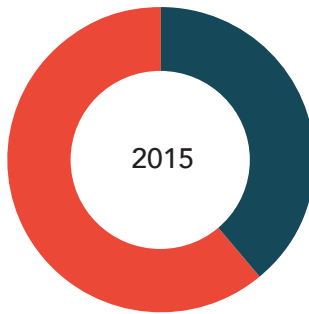
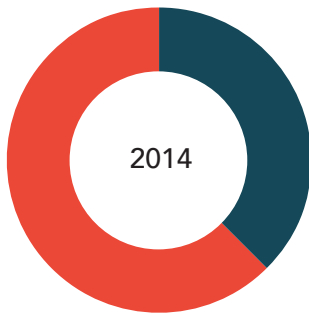


Unknown Northern America Europe Africa Latin America and the Caribbean Asia Oceania

# GENERAL SCHOLARSHIP ALLOCATION



# ORGANIZING COMMITTEE



# TABLES

TABLE 1. GENDER REPRESENTATION ACROSS ATTENDEES

	Female	Male	Non-Binary
2014	81	70	0
2015	74	80	0
2016	119	100	2

TABLE 2. GENDER REPRESENTATION ACROSS SPEAKER TYPES

		Keynote	Panel Moderator	Panelist	Project Presenter	Workshop Leader
2014	Female	5	3	8	4	4
	Male	4	1	12	6	6
2015	Female	2	3	13	2	12
	Male	5	1	9	12	9
2016	Female	1	2	10	12	11
	Male	1	2	7	9	10
	Non-Binary	0	0	1	0	0

TABLE 3. REGIONAL REPRESENTATION ACROSS ATTENDEES

	Unknown	Africa	Asia	Europe	Latin America & the Caribbean	Northern America	Oceania
2014	2	10	13	36	10	77	3
2015	0	7	8	78	7	51	3
2016	5	18	17	46	15	116	4

TABLE 4. REGIONAL REPRESENTATION ACROSS SPEAKER TYPES

		Keynote	Panel Moderator	Panelist	Project Presenter	Workshop Leader
2014	Africa	0	0	2	0	1
	Asia	0	0	1	0	0
	Europe	1	1	8	5	6
	Latin America & the Caribbean	1	0	1	1	0
	Northern America	7	3	7	4	2
	Oceania	0	0	1	0	1
2015	Africa	0	0	1	0	1
	Asia	0	0	2	0	1
	Europe	4	1	11	8	8
	Latin America & the Caribbean	0	0	2	2	1
	Northern America	3	2	6	4	9
	Oceania	0	1	0	0	1
2016	Africa	0	0	2	3	2
	Asia	0	0	3	3	2
	Europe	0	0	2	5	7
	Latin America & the Caribbean	0	1	2	1	1
	North America	2	3	9	8	9
	Oceania	0	0	0	1	0

TABLE 5. GENERAL SCHOLARSHIP ALLOCATION BY REGION

	Africa	Asia	Europe	Latin America & the Caribbean	Northern America	Oceania
2014	\$15,074.41	\$18,088.4	\$23,936.28	\$9,697.00	\$5,065.2	\$4,578.00
2015	\$3,781.70	\$2,882.58	\$11,784.72	\$3,596.05	\$8,426.03	\$250.00
2016	\$16,766.45	\$19,934.31	\$15,200.95	\$9,987.33	\$8,028.20	\$950.00

TABLE 6. ORGANIZING COMMITTEE GENDER REPRESENTATION

	Female	Male	Non-Binary
2014	6	10	0
2015	7	11	0
2016	7	7	0

TABLE 7. ORGANIZING COMMITTEE REGIONAL REPRESENTATION

	Africa	Asia	Europe	Latin America & the Caribbean	Northern America	Oceania
2014	1	2	5	0	8	0
2015	1	2	9	2	4	0
2016	2	1	4	1	6	0

## NOTES ON THE DATA PRESENTED

- For the demographic breakdown of participants, organizing committee, and speakers we used each participant’s country of citizenship to define their region for the purpose of this report, (as opposed to their current country of residence).
- The anonymized data that underlies this report is made openly available and can be accessed at: <https://github.com/sparcopen/opencon-dei-report>
- The option to select “non-binary” or submit an alternative answer for gender identity was only introduced in 2016
- The general scholarship pool does not include selected sponsorships, which are funded by particular institutions/ organizations for members of those institutions/organizations, and does not include members of the Organizing Committee.
- For this report, keynote speakers are speakers who are given their own speaking slot on the program

## REGIONAL DIVERSITY OF SPEAKERS

We recognize that the diversity of a meeting is reflected not only in the participant pool, but through invited speakers and presenters—those who often have the highest visibility during a meeting. People are working to advance Open Access, Open Data, and Open Education in a large variety of contexts and cultures, and it is important that our program reflects that, though we recognize OpenCon can still improve significantly in this respect.

Since 2014, a component of OpenCon has included lightning talks called “project presentations” where participants give 3-minute talks on a project or project idea. The first two years we allocated these based on an open call, which led to significant overrepresentation of speakers from Western countries. For instance, in 2015, project presenters were almost entirely Northern American or European; there were only 2 presenters from Latin America/the Caribbean, and no presenters from Asia, Africa, or Oceania (Table 4).

In 2016, we made a concerted effort to reach out to potential project presenters from regions outside of Northern America and Europe. We found that the increase in geographic representation on stage strengthened the program by showcasing projects and initiatives across a wider range of geographical and cultural contexts.

With all this in mind, we recognize that we still have significant room for improvement in this domain. Since 2014, we have asked for established speakers to cover their own cost of attendance (which nearly all have done) in order to allocate as much funding as possible toward travel scholarships. However, this has contributed to a significant overrepresentation of Northern American and European speakers in OpenCon’s panels and keynotes. We are committed to continuing to improve the regional diversity of speakers at OpenCon in future years by continuing to draw speakers from our global scholarship participant pool and providing travel funding to speakers where necessary.

## GENDER DIVERSITY OF SPEAKERS

In 2015, we began tracking the gender representation across all speakers on our program. However, without tracking the balance within different speaker categories (i.e. panelists, keynote speakers, project presenters), we neglected to note an overrepresentation of male keynotes: in 2015, five out of seven keynote speakers were male. There was a similar overrepresentation of male project presenters that year who volunteered during the open call: twelve of fourteen presenters were male.

Since 2015, we have paid closer attention to gender representation across all speaker types—especially to keynotes, due to their heightened visibility and prominence in the program. For lightning talk project proposals, we have since taken into account gender balance in the selection process. We understand the importance of recognizing that there is no scarcity of female-identifying people working in Open: organizers can visit the Women Leaders in Open database, which has over 500 women listed, when looking for female-identifying speakers. Access the database here: <https://fyoaw.vickys-teeves.com/index.html>



## **RACIAL AND ETHNIC DIVERSITY OF SPEAKERS**

In past conference years, we have not collected data on the racial background/ethnicity of our speakers. We have received feedback from conference participants regarding the lack of racial diversity with respect to keynote speakers. We recognize that in addition to gender and geographical diversity, racial diversity of speakers is something that needs to be paid attention to. Moving forward, we are committed to ensuring keynote speakers come from a wider diversity of racial backgrounds. We will also be asking speakers to indicate their racial/ethnic background when registering.

## **CAREER STAGE OF SPEAKERS**

While this report doesn't detail the career stage of speakers, we made a shift in 2016 to construct much of the program with early career presenters from the participant pool. This preference reflects OpenCon's mission to engage the next generation. However, we would also encourage other organizers to ensure a variety of career stages are represented on stage.

## **SCHOLARSHIP ALLOCATION**

OpenCon's general scholarships (provided to those who apply to attend through our general application process) are a defining characteristic of the conference and enable the participant pool to be as globally inclusive as possible within financial constraints. The allocation of general scholarships is decided by community reviews of applications followed by individual decisions made by our Organizing Committee. In 2014 and 2016, the bulk of scholarship funding was allocated to applicants from countries outside of Northern America and Europe; however, in 2015, a majority of funding went to Northern American and European recipients. In 2016, we made a concerted shift to allocate a greater amount of funds to those outside these regions (see Table 5) and will continue to make this a priority moving forward. The ability of OpenCon to continue providing significant scholarship funding depends on the continued financial support from the wider community.

## **ORGANIZING COMMITTEE**

The OpenCon Organizing Committee plays a central role in shaping the meeting. Organizing Committee members help determine the program, deciding which applicants to accept, as well as whom to offer scholarships. While our first three organizing committees have included members from across different geographic regions, we plan to continue increasing representation from Africa, Asia, Latin America and the Caribbean, and Oceania. We also will ensure the gender balance remains close to 50/50 for future meetings (our previous committees have had more men than women).

We've found that having voices from different regions and different disciplines in an Organizing Committee has been essential to crafting a successful meeting—working with the community we hope to empower rather than just creating a meeting for them. We would strongly encourage other conference organizers to utilize an organizing committee to solicit representative input from the community you're working within and ensure that committee has representation across various characteristics—region, discipline, career stage, etc.

## KEY AREAS FOR IMPROVEMENT

To summarize, OpenCon is committed to making the following improvements for future conferences:

1. Continue prioritizing participant diversity
2. Continue increasing speaker diversity, especially for keynotes
3. Improve the way the Code of Conduct is communicated and enforced:
4. Clearer communication of Code of Conduct, both in pre-conference communications and on-site
5. Establish a process for reporting Code of Conduct violations on-site (including at social events)
6. Stronger enforcement process, decided on and communicated in advance to participants
7. Build in supports and accommodations for English as a second language speakers
8. Include alcohol-free evening events
9. Begin conference opening with a land acknowledgement, when appropriate
10. Communicate venue accessibility information in pre-conference communications
11. Communicate with conference participants more proactively in advance of conference to collect information about and to better understand their accessibility needs.
12. Send presenters guidelines on designing accessible slide decks
13. Recruit formal note-taking team for conference sessions, and if possible, include closed captioning for OpenCon video materials
14. Provide a list of resources for those travelling with children
15. Continue providing space for conversations around diversity, equity, and inclusion to occur—both during the physical conference, and in the Open communities more broadly.
16. Collecting feedback on issues related to diversity, equity, and inclusion from our community.
17. Explore hosting future OpenCon global meetings outside Europe and Northern America