

## Diversity and Inclusion Statement - NumPy

Historically the NumPy project has struggled to attract a diverse team - all the Steering Council members are male and white. Over the last year, the NumPy team has worked hard to try to address that issue. We have adopted a code of conduct, which was unanimously approved after an in-depth discussion. As part of the first ever grant that NumPy received, we worked with Outreachy to offer an internship to a member of an underrepresented group. This internship went to Kriti Singh, a female computer science student from India, and we are hopeful she will keep contributing to the project after her internship ends.

NumPy is a complicated project, reducing the likelihood of “fly by” contributions. Instead, developers require a deep understanding of both low and high-level programming, of the underlying NumPy array principles, and of various technical details specific to NumPy. In other words, contributors need to invest a significant amount of time learning, and then even more contributing their new feature. This is a high barrier to entry, and there are not many people with enough technical skills and time available to participate.

We have worked to lower the barrier to entry, by improving our onboarding guide and developer documentation. More importantly, we are working on diversifying the roles in the project. The main focus this year has been on building a documentation and web team. We got NumPy accepted for the first Google Season of Docs, and have invested a lot of energy in talking to interested tech writers. We also reserved part of the BIDS grant for additional funds to be able to hire more of the high-quality applicants (Google only guarantees us one slot). As a result, we have been able to attract three excellent candidates, all of whom are women.

At the SciPy'19 conference Ralf Gommers gave a talk titled "Inside NumPy: preparing for the next decade", which went into all the other ways in which NumPy needs help and welcomes volunteers. That resulted in Inessa Pawson, who has extensive experience in the nonprofit sector, to volunteer to help with project management and fundraising.

In 2019 we will therefore have at least five women, including two from non-Western countries, involved in the project in a significant way. We will continue to focus our efforts on attracting and retaining a diverse group of contributors and core team members, and on continuous improvement of the culture of the project. Our next goal is to grow contributors from underrepresented groups to a more senior level, so we can also diversify our Steering Council.

Finally, we are currently discussing including translations for the website. Language can be a significant barrier to interacting with a project, therefore having the website available in other languages will make non-native speakers feel more welcome. To participate in code development, communicating in English will still be necessary. However, we see having content in other languages available as another important signal that we welcome anyone from anywhere.