

Perceptions of the State of D&I and D&I Initiative in the ASF

(Supplemental Materials)

ICSE SEIS, Oct 2021

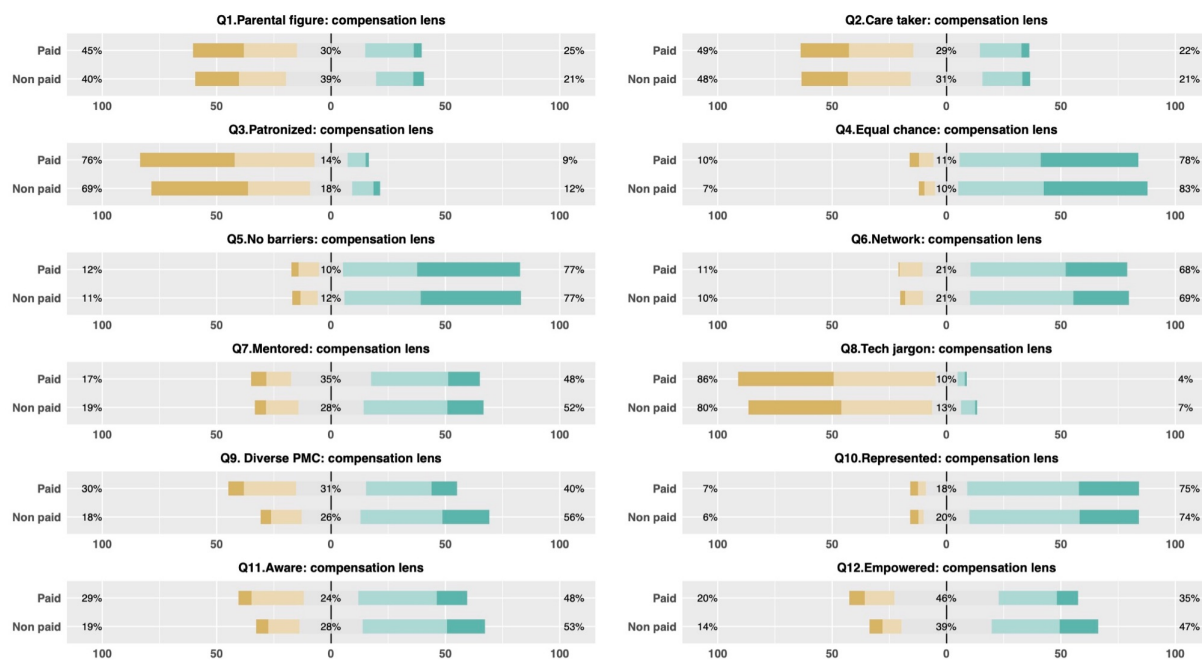
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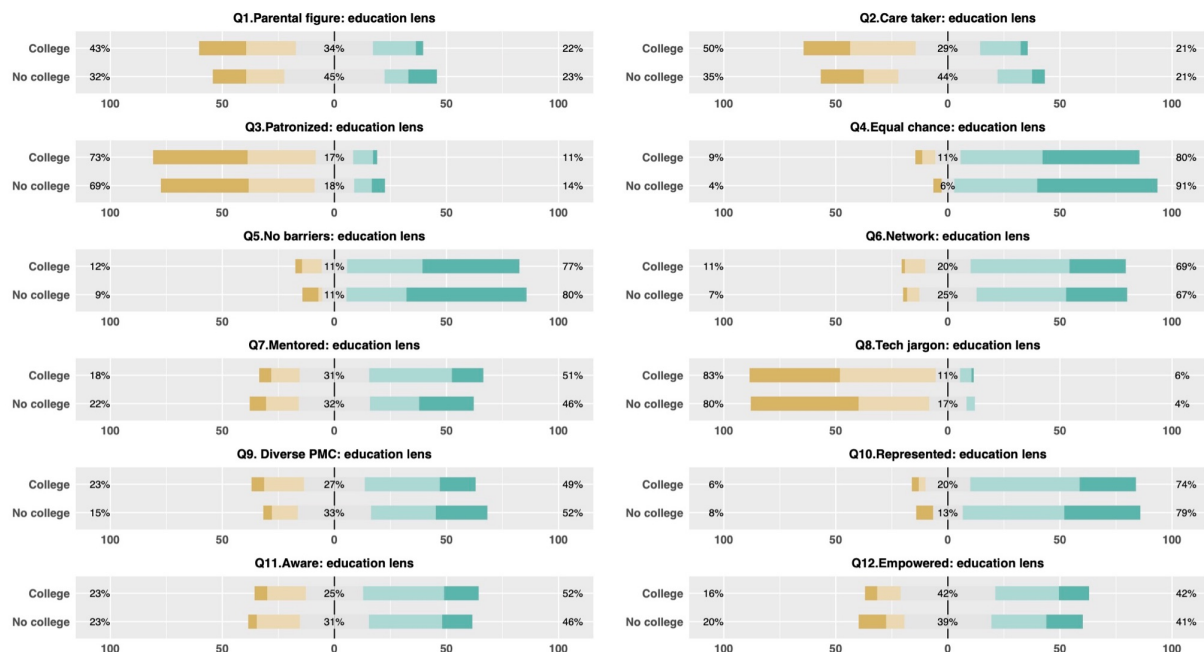
Results supplemental materials

Twelve Likert-scale questions

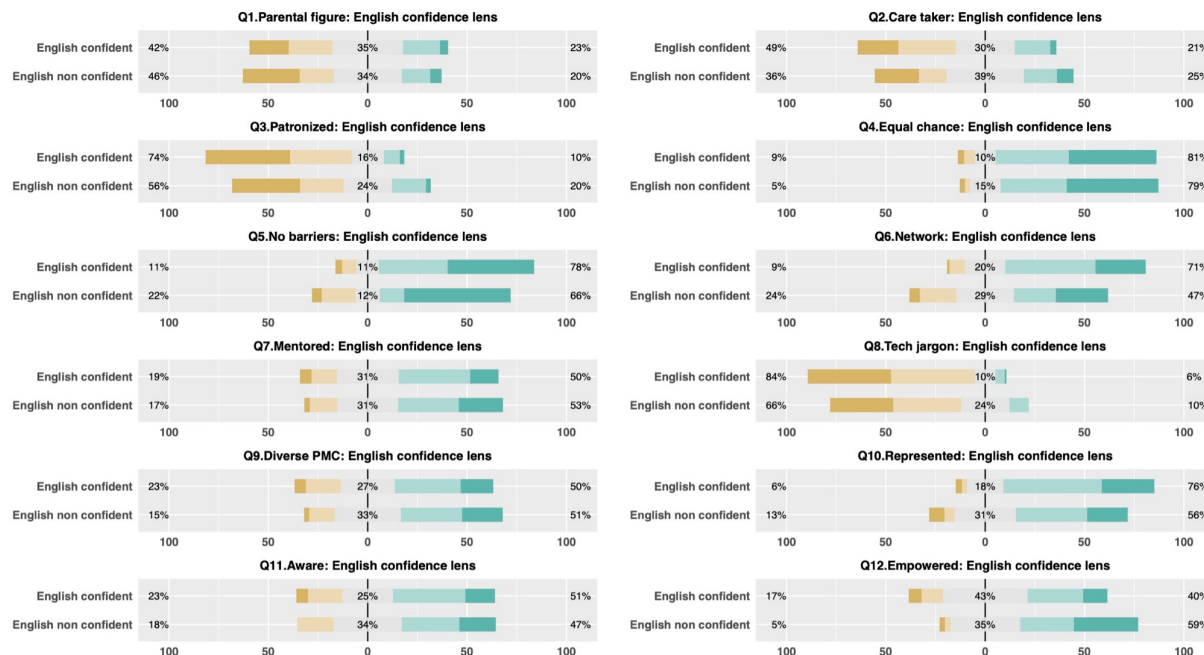
Compensation lens



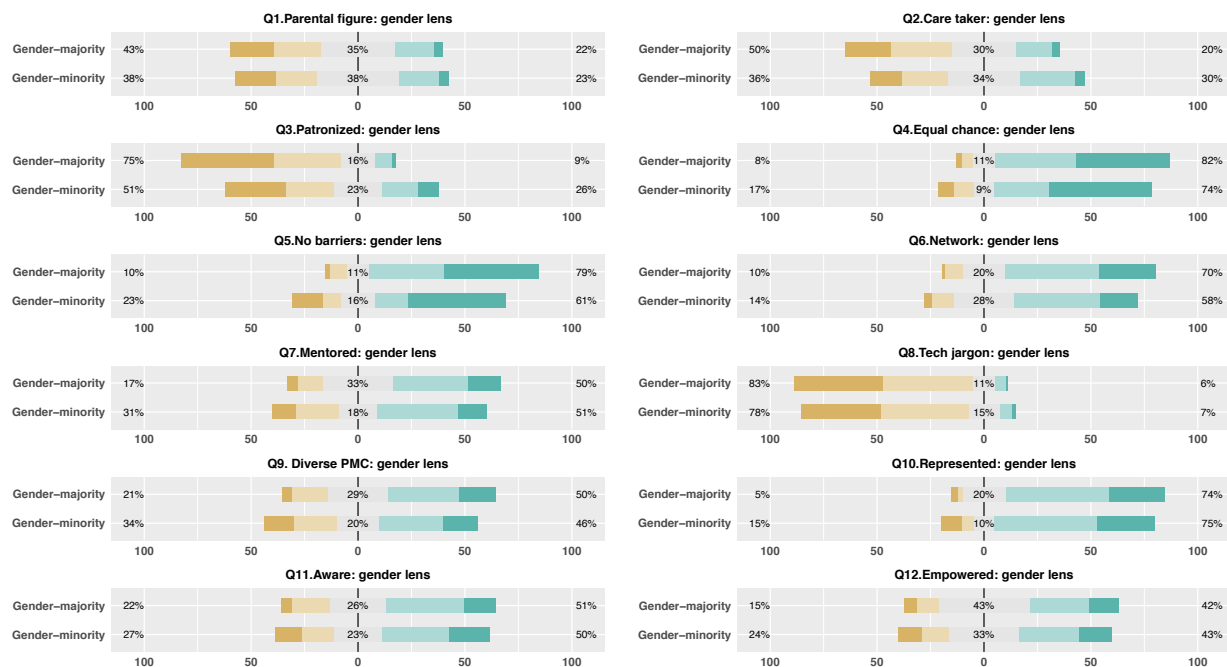
Education lens



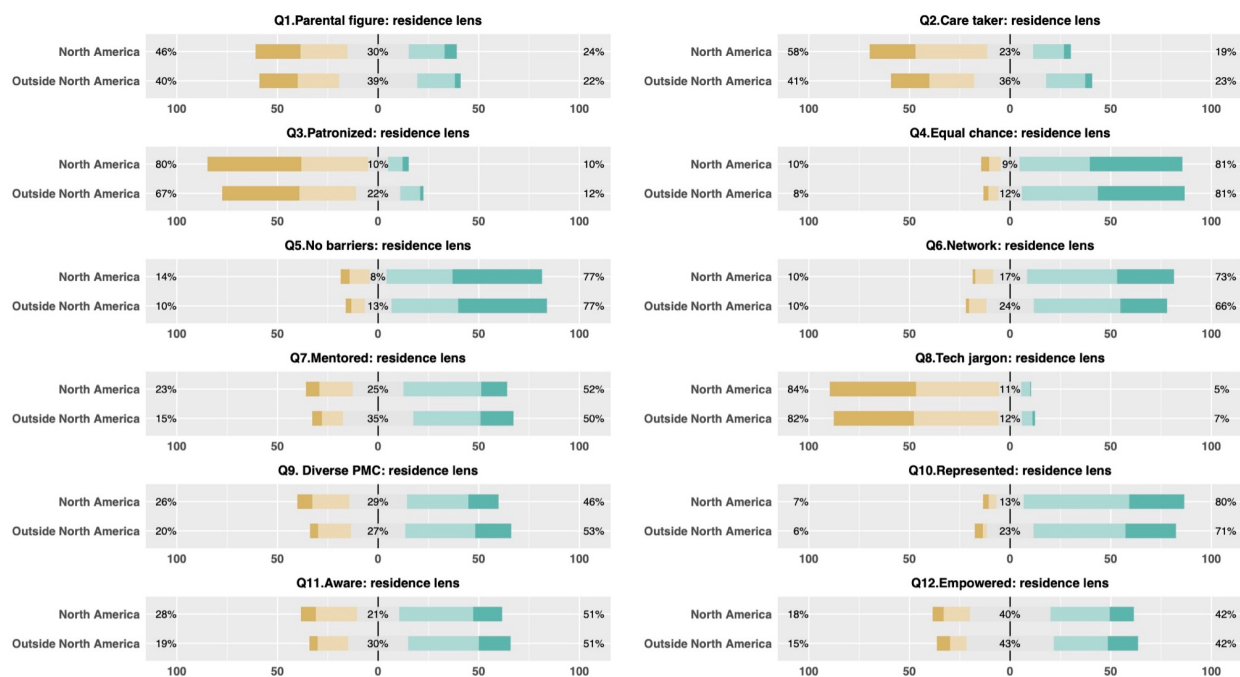
English confidence lens



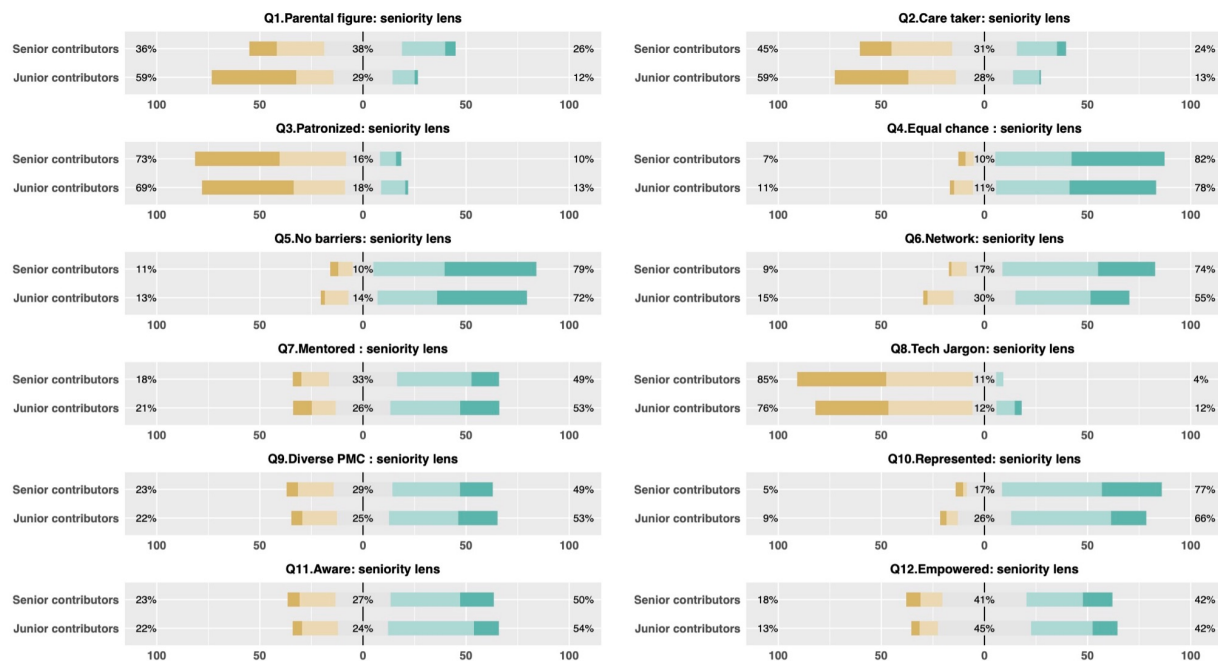
Gender lens



Residence lens



Seniority lens



Survey questions



The ASF is researching the state of our community through this survey. It will prompt you to provide basic information on your contributor role, your experiences with, and perceptions of, the Apache community, as well as some demographic information. The Apache Software Foundation (ASF) promotes open, community-focused projects that are welcoming to all. Your survey responses will help us understand to what extent we are meeting our equality, diversity, and inclusion objectives.

The survey is estimated to take approximately 15 minutes of your time and is voluntary. Data will be aggregated and anonymized to help us understand the experiences of different groups. Your responses will be anonymous unless you want to share your email address for follow-up questions. No IP addresses will be recorded.

See our Blog post or Wiki page for more information about this survey. If you have further questions, please contact the administrators of this survey:

**[REDACTED], [REDACTED] or [REDACTED]
[REDACTED]**

For collected data, we are following the Apache Privacy Policy.

By clicking "next", you acknowledge to participate voluntarily and to have read the text on this page.



Section A: Diversity and Inclusion

For the following section, we would ask you about your experiences in a project that you are most active in OR a project that you would like to tell us about EDI (Equality, Diversity, and Inclusion) aspects.

A1. How long have you been involved with the ASF?

Less than 1 year ☐

1 to 2 years ☐

3 to 5 years ☐

6 to 10 years ☐

Over 10 years ☐

A2. In general, do you contribute to the ASF as paid or unpaid work?

Paid work only ☐

Unpaid only ☐

An equal mix of paid and unpaid ☐

A mix, but mostly paid ☐

A mix, but mostly unpaid ☐

A3. Please choose your country of residence.

Afghanistan ☐

Albania ☐

Algeria ☐

Andorra ☐

Angola ☐

Antigua & Deps ☐

Argentina ☐

Armenia ☐

Australia ☐

Austria ☐

Azerbaijan ☐

Bahamas ☐

Bahrain ☐





- Bangladesh
- Barbados
- Belarus
- Belgium
- Belize
- Benin
- Bhutan
- Bolivia
- Bosnia Herzegovina
- Botswana
- Brazil
- Brunei
- Bulgaria
- Burkina
- Burundi
- Cambodia
- Cameroon
- Canada
- Cape Verde
- Central African Rep
- Chad
- Chile
- China
- Colombia
- Comoros
- Congo
- Congo {Democratic Rep}
- Costa Rica
- Croatia





- Cuba
- Cyprus
- Czech Republic
- Denmark
- Djibouti
- Dominica
- Dominican Republic
- East Timor
- Ecuador
- Egypt
- El Salvador
- Equatorial Guinea
- Eritrea
- Estonia
- Ethiopia
- Fiji
- Finland
- France
- Gabon
- Gambia
- Georgia
- Germany
- Ghana
- Greece
- Grenada
- Guatemala
- Guinea
- Guinea-Bissau
- Guyana





- Haiti
- Honduras
- Hungary
- Iceland
- India
- Indonesia
- Iran
- Iraq
- Ireland {Republic}
- Israel
- Italy
- Ivory Coast
- Jamaica
- Japan
- Jordan
- Kazakhstan
- Kenya
- Kiribati
- Korea North
- Korea South
- Kosovo
- Kuwait
- Kyrgyzstan
- Laos
- Latvia
- Lebanon
- Lesotho
- Liberia
- Libya





- Liechtenstein
- Lithuania
- Luxembourg
- Macedonia
- Madagascar
- Malawi
- Malaysia
- Maldives
- Mali
- Malta
- Marshall Islands
- Mauritania
- Mauritius
- Mexico
- Micronesia
- Moldova
- Monaco
- Mongolia
- Montenegro
- Morocco
- Mozambique
- Myanmar, {Burma}
- Namibia
- Nauru
- Nepal
- Netherlands
- New Zealand
- Nicaragua
- Niger





	Nigeria	<input type="checkbox"/>
	Norway	<input type="checkbox"/>
	Oman	<input type="checkbox"/>
	Pakistan	<input type="checkbox"/>
	Palau	<input type="checkbox"/>
	Panama	<input type="checkbox"/>
	Papua New Guinea	<input type="checkbox"/>
	Paraguay	<input type="checkbox"/>
	Peru	<input type="checkbox"/>
	Philippines	<input type="checkbox"/>
	Poland	<input type="checkbox"/>
	Portugal	<input type="checkbox"/>
	Qatar	<input type="checkbox"/>
	Romania	<input type="checkbox"/>
	Russian Federation	<input type="checkbox"/>
	Rwanda	<input type="checkbox"/>
	St Kitts & Nevis	<input type="checkbox"/>
	St Lucia	<input type="checkbox"/>
	Saint Vincent & the Grenadines	<input type="checkbox"/>
	Samoa	<input type="checkbox"/>
	San Marino	<input type="checkbox"/>
	Sao Tome & Principe	<input type="checkbox"/>
	Saudi Arabia	<input type="checkbox"/>
	Senegal	<input type="checkbox"/>
	Serbia	<input type="checkbox"/>
	Seychelles	<input type="checkbox"/>
	Sierra Leone	<input type="checkbox"/>
	Singapore	<input type="checkbox"/>
	Slovakia	<input type="checkbox"/>
		▼



- Slovenia
- Solomon Islands
- Somalia
- South Africa
- South Sudan
- Spain
- Sri Lanka
- Sudan
- Suriname
- Swaziland
- Sweden
- Switzerland
- Syria
- Taiwan
- Tajikistan
- Tanzania
- Thailand
- Togo
- Tonga
- Trinidad & Tobago
- Tunisia
- Turkey
- Turkmenistan
- Tuvalu
- Uganda
- Ukraine
- United Arab Emirates
- United Kingdom
- United States





- Uruguay ☐
- Uzbekistan ☐
- Vanuatu ☐
- Vatican City ☐
- Venezuela ☐
- Vietnam ☐
- Yemen ☐
- Zambia ☐
- Zimbabwe ☐

A4. How confident are you in your ability to read, write and speak in English when performing the following activities?

	Uncomfortable	Not confident (can speak, but difficult)	Average	Confident	Very confident (fluent)
Performing reviews	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Participating in a non-technical discussion on the email list	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Participating in technical discussions on the email list	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Speaking with others (face to face)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

A5. What is your education level (or equivalent)?

- No formal education ☐
- High school ☐
- Technical training ☐
- Undergraduate degree ☐
- Master's degree ☐
- Ph.D ☐

A6. How do you identify yourself?



Section B: Wrap up

- B1.** What else do you think we should know about this survey or about D&I in the ASF?

- B2.** Would you like to volunteer for a follow-up interview to help us explore the survey results in more detail?

Yes ☐

No ☐

- B3.** If you would like to volunteer for a follow-up video conference interview to help us explore the survey results in more detail, please provide us your email address below.

Thank you for thoughtfully completing the survey! Your response has been recorded.

If you have any questions, please contact the administrators of this survey:

**[REDACTED], [REDACTED] or [REDACTED]
[REDACTED]**