How does team diversity relate to team effectiveness on GitHub?

**Types of Diversity**

- **Gender diversity**
  - mix women/men
- **Tenure (experience) diversity**
  - mix junior/senior
- **Cultural diversity**
  - mix countries

**Theory**

- Varied backgrounds and ideas provide access to broader information and enhanced problem solving skills.
- In more diverse teams, members are more likely to engage in stereotyping, cliquishness, and conflict.

**Approach: Mixed Methods**

- Survey: 4,500 invites, 816 responses
- Data Set: 23,493 projects

**Q: Experiences working in a diverse team**

- "code sees no color or gender"
- "diverse viewpoints often lead to lively discussions and new ideas"
- "I have used a fake GitHub handle (my normal GitHub handle is my first name, which is a distinctly female name) so that people would assume I was male"

**Infer Gender**

- The repository owner and others who can push directly
- People who contribute code frequently
- People who work on my particular feature/branch
  - less inclusive
  - more inclusive

**Everyone who does something in this repository**

**Q: Which of the following characteristics of your team members are you aware of?**

- Programming skills 74%
- Gender 48%
- Real name 45%
- Social skills 42%
- Country of residence 40%
- Personality 39%
- Reputation as programmer 31%
- Ethnicity 30%
- Employment 30%
- GitHub experience 28%
- Educational level 26%
- Age 23%
- Hobbies 11%
- Political views 4%

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**References**

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