



# The Future is Open: Women Leading the Way

Inspiring Women in Open Source

by Aurélie Caron,  
Senior Manager, Event Operations and Strategy



# Ada Lovelace

## The first computer programmer



- 1800s: Ada Lovelace envisioned programmable machines.
- She wrote the first algorithm, making her the world's first programmer.
- At a time when women had little access to science, she imagined a future where technology and creativity merged.

### **Ada's legacy reminds us:**

The inventor of computing was a woman.

She remains a powerful symbol of women's place at the very origin of tech.

# Katherine Johnson

## NASA mathematician, critical to spaceflight



### The Human Computer who reached the stars

- African-American mathematician who broke barriers at NASA during segregation
- Calculated trajectories for John Glenn's flight and Apollo 11 Moon landing
- Shattered racial and gender barriers in 1960s science
- Her story inspired the movie Hidden Figures

# Nadia Aimé

## Cybersecurity expert at Microsoft



### From homeless to cybersecurity expert

- Kenyan-born, raised in Switzerland & Belgium
- Orphaned at 16, self-taught in tech
- Now Microsoft cybersecurity expert
- Founded She Leads Digital to empower women & minorities

### Her journey proves:

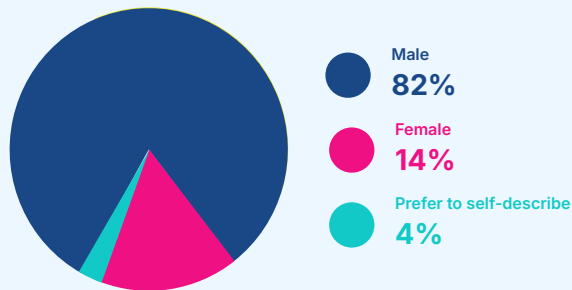
"You don't need a computer science degree to succeed, you need resilience, curiosity, and courage."

# Women in open source – A global perspective

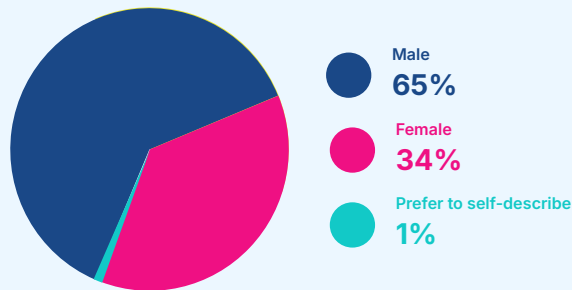
## The Numbers Speak

- In the World: 14% women in open source
- In the Global South: 34% women in open source
- **Global South and Africa lead in representation of women in open source**

Gender Representation in  
Open Source – World



Gender Representation in  
Open Source – Global South

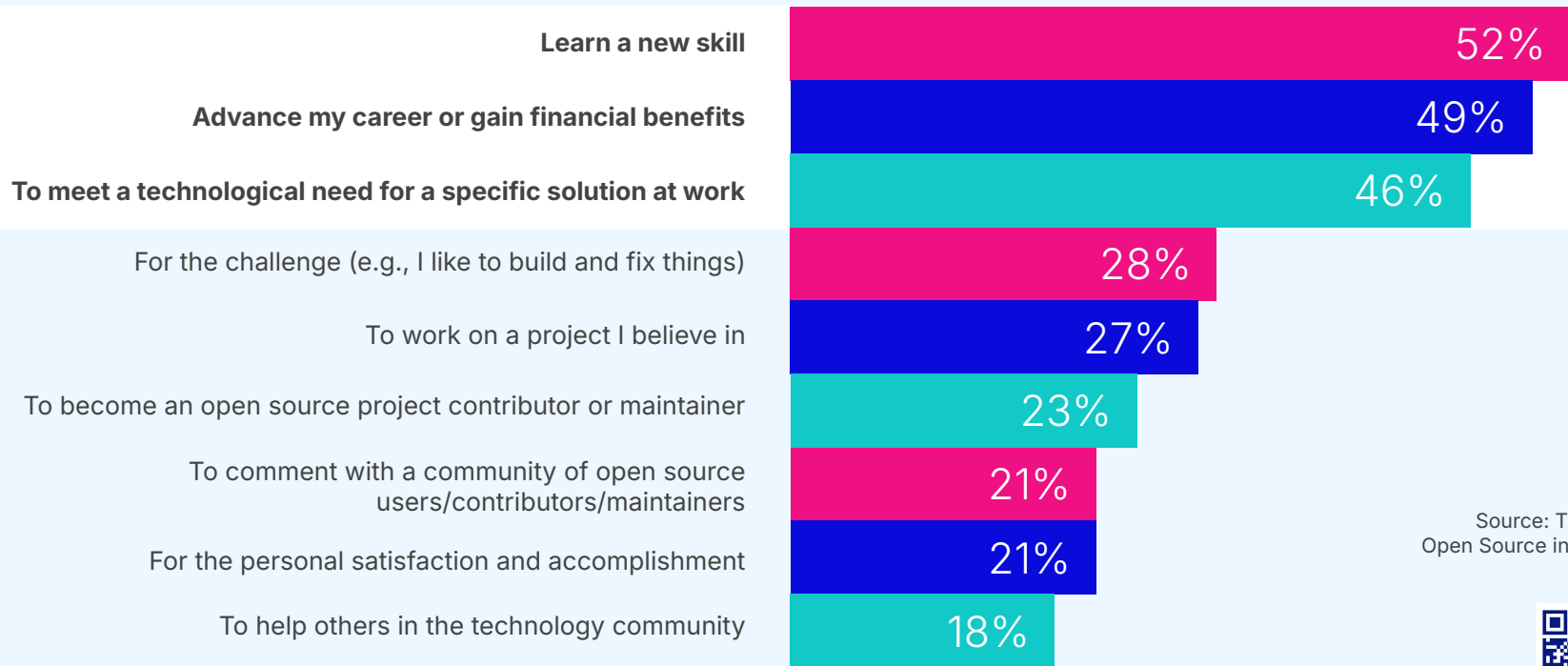


Source: State of open source in the Global South - July 2024



# Why do people get involved in open source?

## Top motivators to use OSS



Source: The State of  
Open Source in the Global  
South



# How to get involved in OSS (even without coding!)

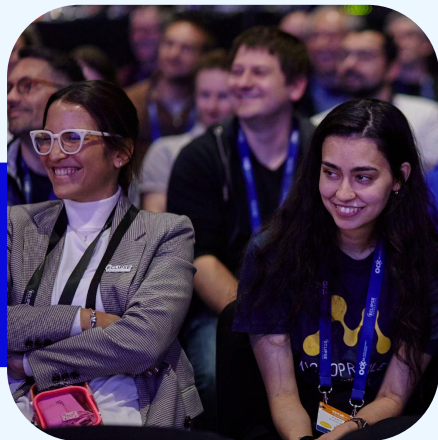
**Contribute to open source. You belong here.**

## Code Contributions

- Download & test code
- Report bugs, suggest enhancements
- Fix issues or build new features
- Become a project committer
- Mentor others in the community

## Non-Code Contributions

- Promote the project: tweet, blog, or make a short video
- Translate content or improve documentation
- Organize or speak at local meetups
- Design visual assets (logos, UIs, illustrations)
- Help plan community events



In open source, the most powerful contribution is showing up and lifting others as you learn.



# Start by using the technology


## Use open source. Empower yourself with technology

### Why use open source?

- It's free, flexible, and customizable
- You benefit from decades of global innovation
- Trusted by professionals in Automotive, IoT, Medical, Security, Java, AI, and more

### Benefits for YOU

- Enhanced security with transparency & peer-reviewed code
- No vendor lock-in. Freedom to grow and build
- Quality and performance validated by real-world applications
- Reliable release cycles backed by global contributors
- Vibrant, inclusive community support

 "You don't need to be a developer to benefit from open source, using it makes you part of the movement."



# My journey in tech – building bridges through events



## Senior Manager, Event Operations and Strategy

From Events to open source Impact: A 10-Year Journey in Tech  
Supporting Technology as a Non-Coder

📌 Passion: tech, people, travel, cooking and growth

🐾 Proud dog mom to Aïko

🏠 Based in Brussels, working across global communities

## Career Timeline in Tech

- 📍 2015 – 2017 PR & Events Manager  
Supported Korean tech startups expanding into Europe through innovation events.
- 📍 2017 – 2023 Tech Event Marketing  
Organized tech conferences and exhibitions across Europe, connecting the tech ecosystem.
- 📍 2023 – Now Eclipse Foundation  
Lead the global event team, driving open source growth and inclusion through flagship events like OCX.

# About the Eclipse Foundation

## Who we are:

- Europe's leading open source foundation
- 400+ projects, 15,000+ contributors, 50+ countries
- Impact in Automotive, IoT, Medical, Security, Java, AI, and more

## Our internal commitment: diversity within the Foundation:

- 19 countries
- 16 native languages
- 38% staff members are women covering: Operations, Programs, Events, Security, Projects, Research, Marketing, Design, and Ecosystem Development.

# Our recent initiatives in Africa

## State of open source in the Global South report

- Findings from our State of open source in the Global South report reveal that the Eclipse Desktop IDE is helping developers across the Global South develop skills, build solutions, and transform their communities.

[Learn more](#)



## Supporting Hands-On Learning

- The Eclipse Foundation has collaborated with **Girls Coding Academy** in Lesotho to host a web development hackathon and training sessions to empower young people with coding skills using the Eclipse IDE.

[Learn more](#)



- We proudly supported the **Code4Health Hackathon** in Southern Africa, where young innovators used open source to improve healthcare and demonstrate the power of collaboration and real-world problem-solving.

[Learn more](#)



## Sharing Contributor Stories from the Global South

- We want to hear about your journey, and experience in the world of open source. Help inspire others and celebrate the incredible diversity and dedication that define our community.

[Learn more](#)



# Get involved – your next step starts here

## USE

the **technologies**



[projects.eclipse.org](https://projects.eclipse.org)

## CONTRIBUTE

to **projects**



[eclipse.org/contribute](https://eclipse.org/contribute)

## ATTEND

**events** & join our  
community



[eclipse.org/events](https://eclipse.org/events)

## BUILD

your own **journey**



[eclipse.org/org/working-groups/explore](https://eclipse.org/org/working-groups/explore)



# Open Community Meetups

Think **Global**, Code **Local**

Open Community Meetups give you the opportunity to build your local community, connect with peers, strengthen your professional network, and contribute to the growth of the global Eclipse open source ecosystem.

Visit [eclipse.org/events](https://eclipse.org/events)



**Final  
message:**

“

**You are not just the future.  
You are the present.  
Open source needs you now.**

”



# Thank you!

Visit [eclipse.org](https://eclipse.org)



X/BlueSky/Mastodon: [@EclipseFdn](#)

LinkedIn/Instagram: [/eclipse-foundation](#)