

## Diversity and Inclusion in Software Engineering

Alexander Serebrenik<sup>1</sup>

**Abstract:** Community smells are patterns indicating suboptimal organization and communication of software development teams that have been shown to be related to suboptimal organisation of the source code. Given a long standing association of women and communication mediation, we have conducted a series of studies relating gender diversity to community smells, as well as comparing the results of the data analysis with developers' perception. To get further insights in the relation between gender and community smells, we replicate our study focusing on the Brazilian software teams; indeed, culture-specific expectations on the behavior of people of different genders might have affected the perception of the importance of gender diversity and refactoring strategies when mitigating community smells. Finally, we extend the prediction model by including variables related to national diversity and see how the interplay between national diversity and gender diversity influences presence of community smells.

This talk is based on a series of papers published in 2019-2022 and co-authored with Gemma Catolino, Filomena Ferrucci, Stefano Lambiase, Tiago Massoni, Fabio Palomba, Camila Sarmento, and Damian Andrew Tamburri.

**Keywords:** Diversity, Inclusion, Software Engineering

---

<sup>1</sup>Eindhoven University of Technology, Groene Loper 5, 5612 AE Eindhoven, a.serebrenik@tue.nl

