

FLOWCON

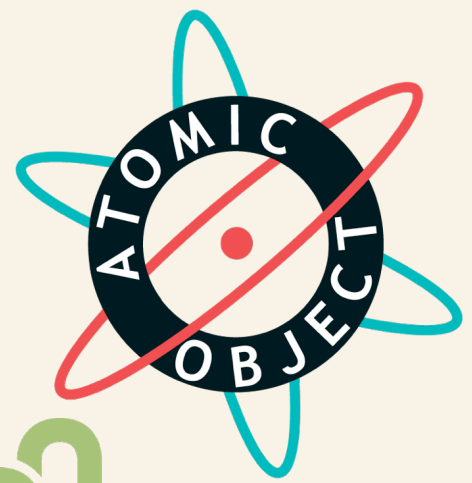
CONTINUOUS DESIGN DELIVERY DATA



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programming
diversity

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zee spencer



UPWORTHY



programming
diversity

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what is **diversity**?

more than gender

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various
backgrounds,
experiences, and
lifestyles

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not always **visible**

race

age

ability

language

**physical &
mental health**

sexuality

and more!

gender

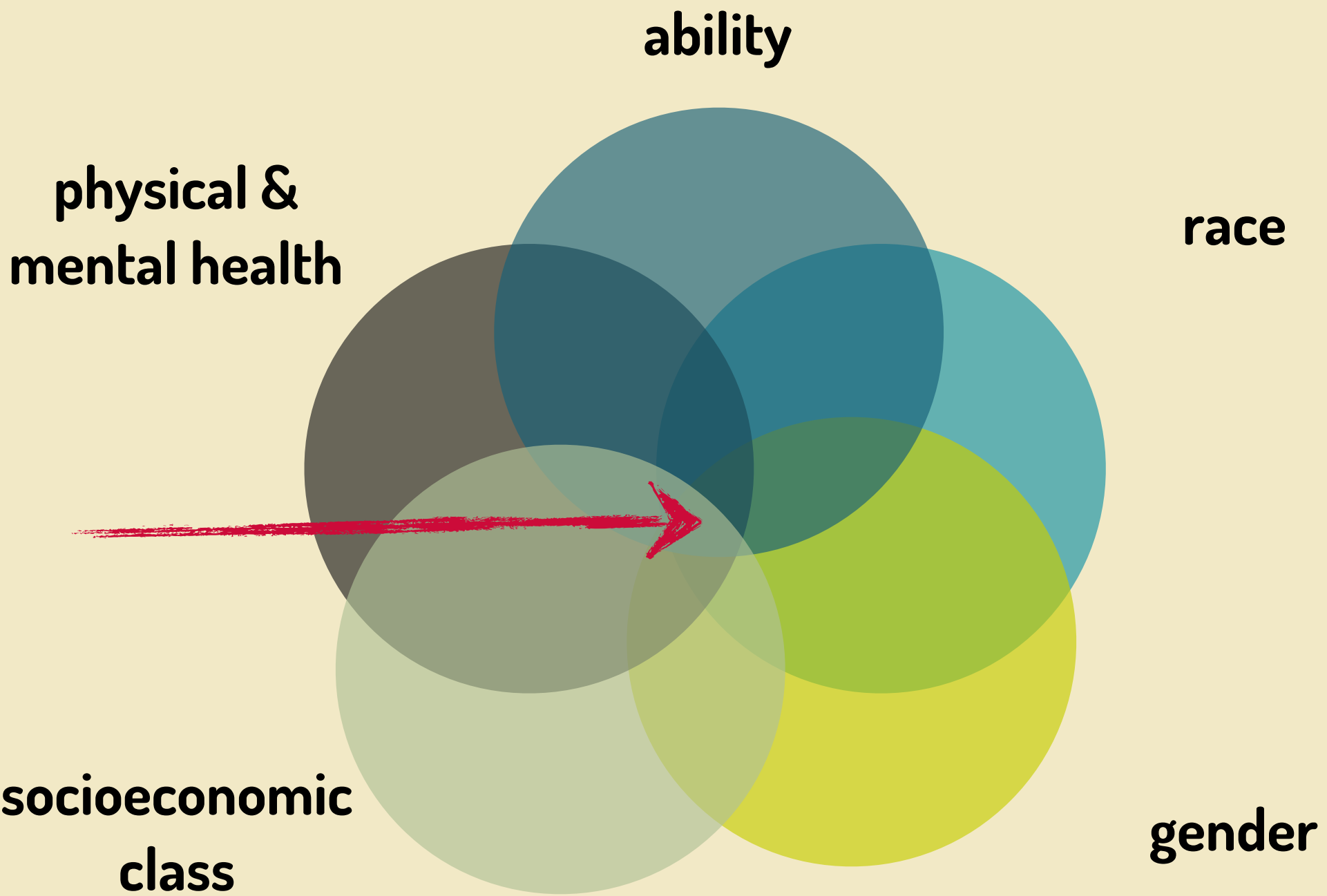
**immigration
status**

**socioeconomic
class**

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in·ter·sec·tion·al·ity

the interactions of biological,
social, and cultural traits
contributing to systemic
inequality



in the US, women
earn **80.9%**
of what men do

but Latina women
earn **59.3%** of
what white men do

the **unemployment**
rate in the US is
~7.5%

the **unemployment**
rate for the blind is
70-75%

priv·i·lege

unearned advantages for a
perceived trait, putting them
in the “normal” or “default”
group

Better Education

Access to Technology at an Earlier Age

Higher Pay

Assumed Competency

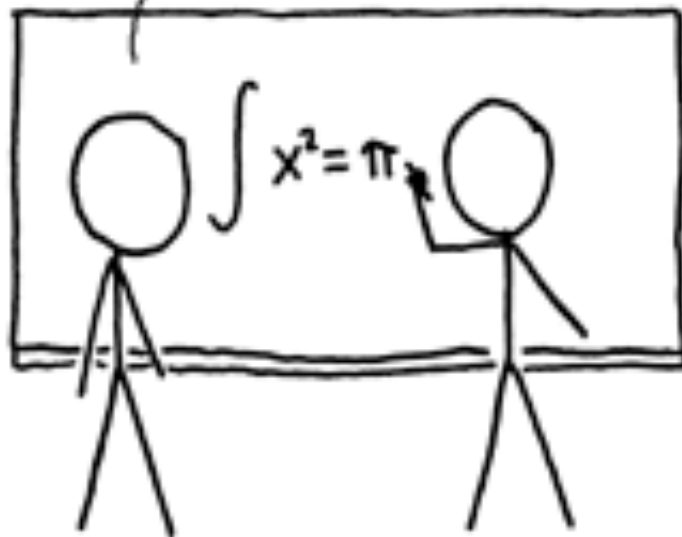
Seen as Skill Set Instead of Traits

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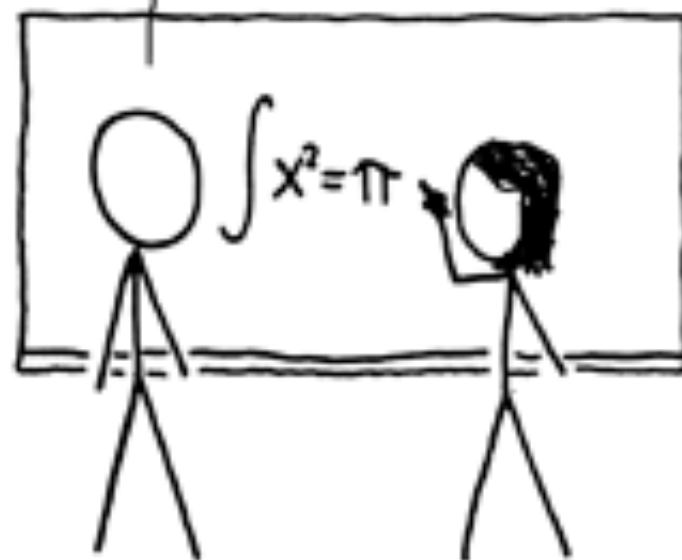
ster·e·o·type threat

concern where a person has the potential to confirm a negative stereotype about their social group

WOW, YOU
SUCK AT MATH.



WOW, GIRLS
SUCK AT MATH.



im·pos·tor syn·drome

a psychological phenomenon in
which people are unable to
internalize their
accomplishments

this is especially
pronounced when
negative stereotypes
exist about a group a
person belongs to

less likely to **apply**
for certain jobs

less likely to **submit**
a talk to a
conference

less likely to **attend**
a conference

mar·gin·al·ized

a minority or sub-group being
excluded, their needs or desires
ignored

society teaches us
to do this to
everyone within
marginalized groups

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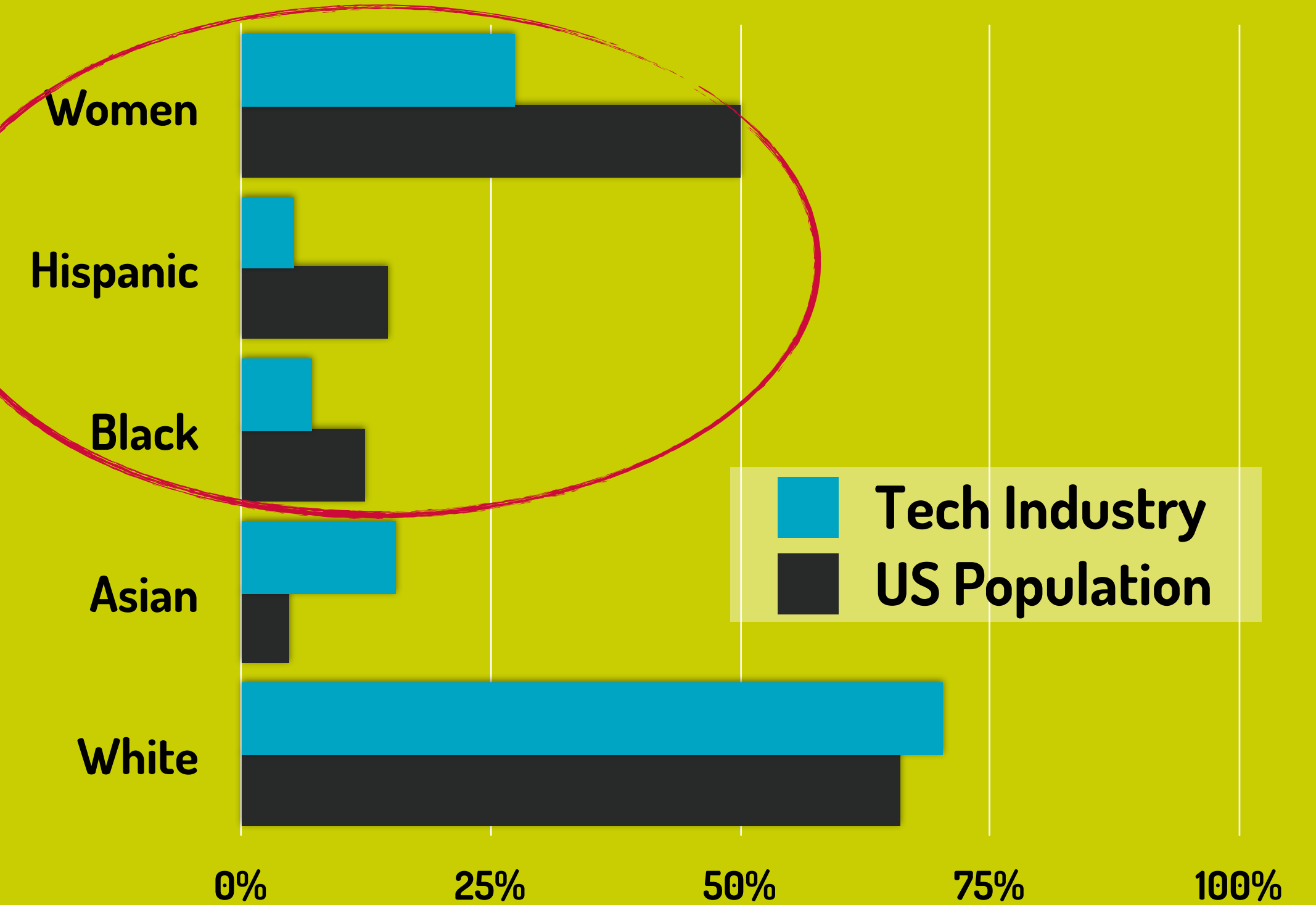
“I’m different. I’m
logical & rational;
I don’t see gender or
race.”

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scientists & STEM
professors do this
to each other

even marginalized
people do this
to each other

how diverse is the
tech industry?



Source: Mercury News. Blacks, Latinos, and Women lose ground in tech companies, 2011

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women make up
24% of the industry

...but only 3% of
OSS contributors

lack of diversity is a
global problem

India

80%

US

17%

UK

18.2%

France

20%

Brazil

20%

South Africa

25%

“I guess women just
aren't interested in
programming.”

first compiler & programming language

“Women aren’t
biologically
predisposed to
programming.”

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no physical or
biological
difference

purely **social** and
cultural constructs

Bulgaria

73%

diversity matters

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sales revenue,
number of customers,
market share, and
profits relative to
competitors
increase



solve complex
problems
better and faster

more creative &
stimulated

make better
decisions,
generate more
innovation

financial success & viability

why the **lack** of
diversity?

pipeline

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cultural cues

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differences in
toys and games
for boys and girls

no famous **role**
models that
represent them

access to
technology

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boys get access to
their first
computer at 11

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girls get access to
their first
computer at 14

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lower computer
ownership rates &
broadband
adoption

adopt smart phones
at a much
higher rate

access to
quality education

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quality high school
education is one of the
**greatest indicators of
earning potential**

schools in poor
neighborhoods have **lower**
quality math and science
programs

access to
healthcare

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people of color, people
with disabilities, & LGBTQ
people have **less access to
quality healthcare**

women are **more**
likely to be
caregivers

attraction

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lack of **role models**

less likely to see people like
them **represented** in
companies and
conferences

geek stereotype

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the geek stereotype
is hindering us

attrition

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56% of women
leave tech within
10 years

that's **twice** the
attrition rate of men

harassment

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people in a marginalized
group are **twice as likely**
to be harassed or
mistreated

discrimination

pay,
advancement,
job offers

men are **2.7 times more likely** than women to be promoted to a high-ranking job

“I had to work hard to
get where I am.”

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yeah, but
what can i do
about this stuff?

change starts with
US

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education is the
trojan horse to
empathy

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get to know people
different than us

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bias &
discrimination are
often **subtle**

learn to apologize

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talk about these
issues **openly**

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“that’s not cool :[”

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have the hard
conversations

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influence change in
our communities
& workplaces

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increase education
& access

the parental advantage

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help facilitate
events for
marginalized people
in tech

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volunteer at local
schools and groups

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commit financial
resources

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work with colleges
and universities

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“what’re you doing to help
students **who’ve had less**
exposure to technology?”

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remove bias from
our educational
institutions

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“have you
programmed
before?”

change our
workplaces

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what does the
'about' page of your
website look like?

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culture

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outreach

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job listing language
and requirements

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benefits

equal pay

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mentoring & career
goal attainment

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requires
participation from
everyone

what can we
accomplish **together**?

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thanks!

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