

Anti-patterns for Diversity

Stop doing the same thing and expecting
different results

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But first, a commercial

PSF meeting

- Room: Barria1
- When: right after lightning talks
- Who: EVERYONE
- What: updates on PSF membership options, work groups, and more

We know diversity is a good thing

Diverse teams solve problems better

Diverse teams are more adaptable

and more creative

(supported by studies dating back to 1956)

**We have a shortage of talent
Demand could double by 2020**

Plus, sharing is the right thing to do.

**Everyone says they're trying
to increase diversity.**

And yet...

Twitter has only 49 black engineers (1.7%)

Women are leaving "in droves"

(It's not just a pipeline problem)

#RealDiversityNumbers

(started trending late Tuesday)

(Gender, Age, Race, Economic status, Disability, Autism, etc)

**The Python community has done a lot
(I'd say I'm proof of that)**

but...

who do we NOT see here?

**Diversity is a hard problem
inclusion is even harder
and it's **EVERYBODY'S** problem**

**I dont' have clear answers
the person I worry most about is me**

**If what we're doing isn't working,
why do we keep doing it?**

Take testing, for example
We know it's a good thing
but TDD requires a change in behavior

Anti-patterns for diversity

1 - Denying the problem

Invoking "meritocracy"

"I don't see a problem"

"They don't want to..."

Giving lip service and hoping no one notices
the truth

2 - Denying a solution

"It's a pipeline problem"

"The education system is at fault"

"There are no candidates"

3 - Assuming everyone is like you

Relying on "culture fit"

Ignoring impostor syndrome & stereotype threat

4 - Rigging the game

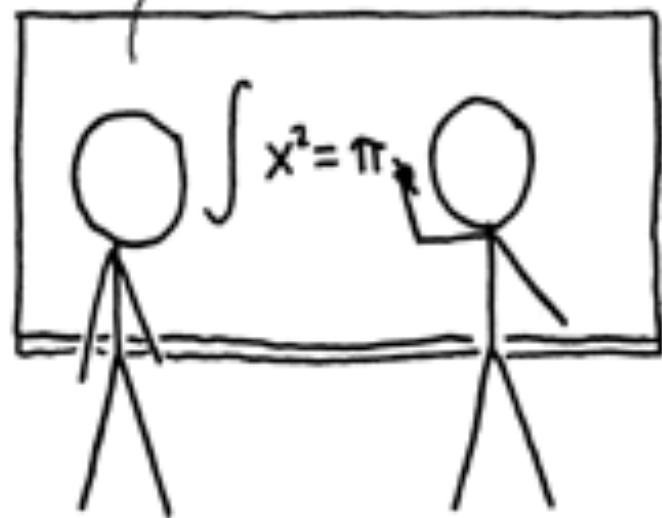
Microaggressions

Double standards

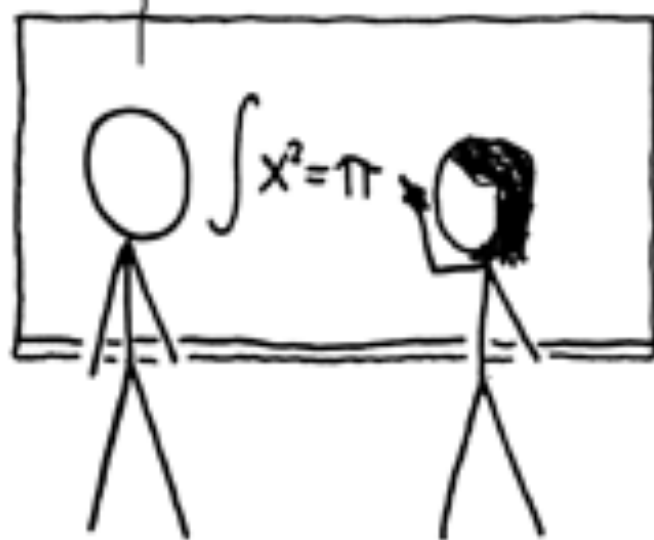
No defined processes

Lower pay/no path for advancement

WOW, YOU
SUCK AT MATH.



WOW, GIRLS
SUCK AT MATH.



5 - Ignoring interseccionalidad

People can be marginalized in multiple ways

And the effects **multiply**

6 - Not listening

It's hard to see what doesn't touch you
Others' stories can feel accusing
Listening can be uncomfortable

Diversity is a hard problem
True inclusion is even harder

**There are no easy answers,
no overnight fixes**

**We are ALL part of the problem,
but we an ALL be part of the solution.**

**Changing who we include
requires
changing what we do**

It will make us all better

Thanks!

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