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...
when we look for a "programmer"
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 don't 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.

\[ \int x^2 = \pi \]

WOW, GIRLS Suck AT MATH.

\[ \int x^2 = \pi \]
People can be marginalized in multiple ways

And the effects \textit{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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