

TECH AND OPEN SOURCE DIVERSITY

IT'S TIME TO BUILD WOMEN RESTROOMS IN TECH

@NLaPalice // TakeoffConf.io 2018

DIVERSITY

is the presence of
people

who don't

CULTURALLY FIT

WHAT IS
DIVERSITY?

DIVERSITY

FATIGUE

“

People are tired of talking about **diversity and inclusion**, frustrated by talk not turning into **impactful action**, and **overwhelmed by the number of issues**. While respondents continue to say that diversity and inclusion are important, **action declined across the board**.



1/ CULTURE

2/ TIMING

3/ PERSISTENCE

1/ CULTURE



Our worst enemy

CULTURAL FIT



WHAT CAN I DO?



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MY MALE COWORKER/BOSS

@WladPolic / #TakeoffConf.io 2018

Do's

- ★ One is not enough
- ★ Ask for my opinions
- ★ Send me on events
- ★ Educate yourself
(and your fellow coworkers)

Don'ts

- ✗ Make inappropriate jokes
- ✗ Pretend that you don't
see colors or gender



THE OPEN SOURCE CONTRIBUTOR

Do's

- ★ Write good documentation
- ★ Label starter issues
- ★ Be well-minded
- ★ Offer mentoring

Don'ts

- ✗ Use irony
- ✗ Be vague



THE TECH EVENT ORGANIZER

Do's

- ★ Actively reach out to speakers
- ★ Diversity tickets
- ★ Provide a Code of Conduct
- ★ Encourage to give experts talks

Don'ts

- ✗ Assume it will eventually happen

2/ TIMING

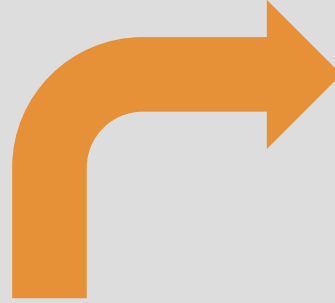
Harry Potter and the

DEADLY PIPELINE

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NO, REFERRAL

Proper job offer ?

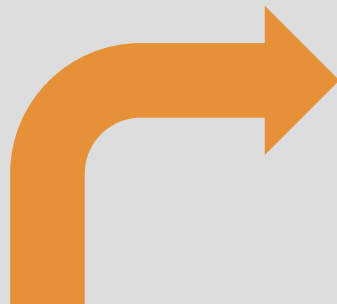


YES



Explicitly encouraging
people from
underrepresented
groups in tech to
apply?

NO

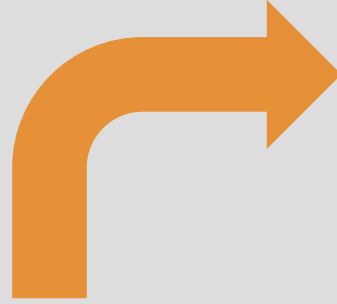


YES



Asking for X
programming
languages, for “real
nerds”, Y skills and Z
frameworks
proficiency?

YES

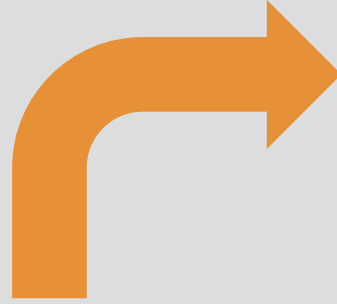


NO



Allowing specific
resources to improve
diversity in your hiring
process?

NO



YES



CONGRATS!

(At least, you did it right)

3/ PERSISTENCE

PRIORITIZE

DISCOURAGE TOXIC BEHAVIOR

THINK
LONG TERM

Who are you gonna **be**?



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Open Source Diversity
opensourcediversity.org

“

Diversity is being
invited to the party,
inclusion is being
asked to dance.