

What do we *owe* to each other?

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Jonathon Colman

Senior Design Manager, Intercom

What do we *owe* to each other?

@jcolman

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go.inter.com/whatweowe

ove





DIN 02344382

IMPORTANT: READ
Each tablet contains 250 mg mefloquine. Mefloquine is a prescription drug. It is used to prevent and treat malaria. It is not effective against all types of malaria. It is not effective against malaria caused by the parasite *Plasmodium falciparum* in some areas. It is not effective against malaria caused by the parasite *Plasmodium vivax* in some areas. It is not effective against malaria caused by the parasite *Plasmodium malariae* in some areas. It is not effective against malaria caused by the parasite *Plasmodium knowlesi* in some areas. It is not effective against malaria caused by the parasite *Plasmodium malarium* in some areas. It is not effective against malaria caused by the parasite *Plasmodium falciparum* in some areas. It is not effective against malaria caused by the parasite *Plasmodium vivax* in some areas. It is not effective against malaria caused by the parasite *Plasmodium malariae* in some areas. It is not effective against malaria caused by the parasite *Plasmodium knowlesi* in some areas. It is not effective against malaria caused by the parasite *Plasmodium malarium* in some areas.

8 Tablets/Comprimés

MEFLOQUINE

Mefloquine Hydrochloride Tablets
Comprimés de chlorhydrate de méfloquine

250 mg

Mefloquine (base) per tablet
de méfloquine (base) par comprimé















SOME MEMORIES
YOU MAY HAVE
FORGOTTEN

#THEGOODPLACE



EASY

MEDIUM


HARD





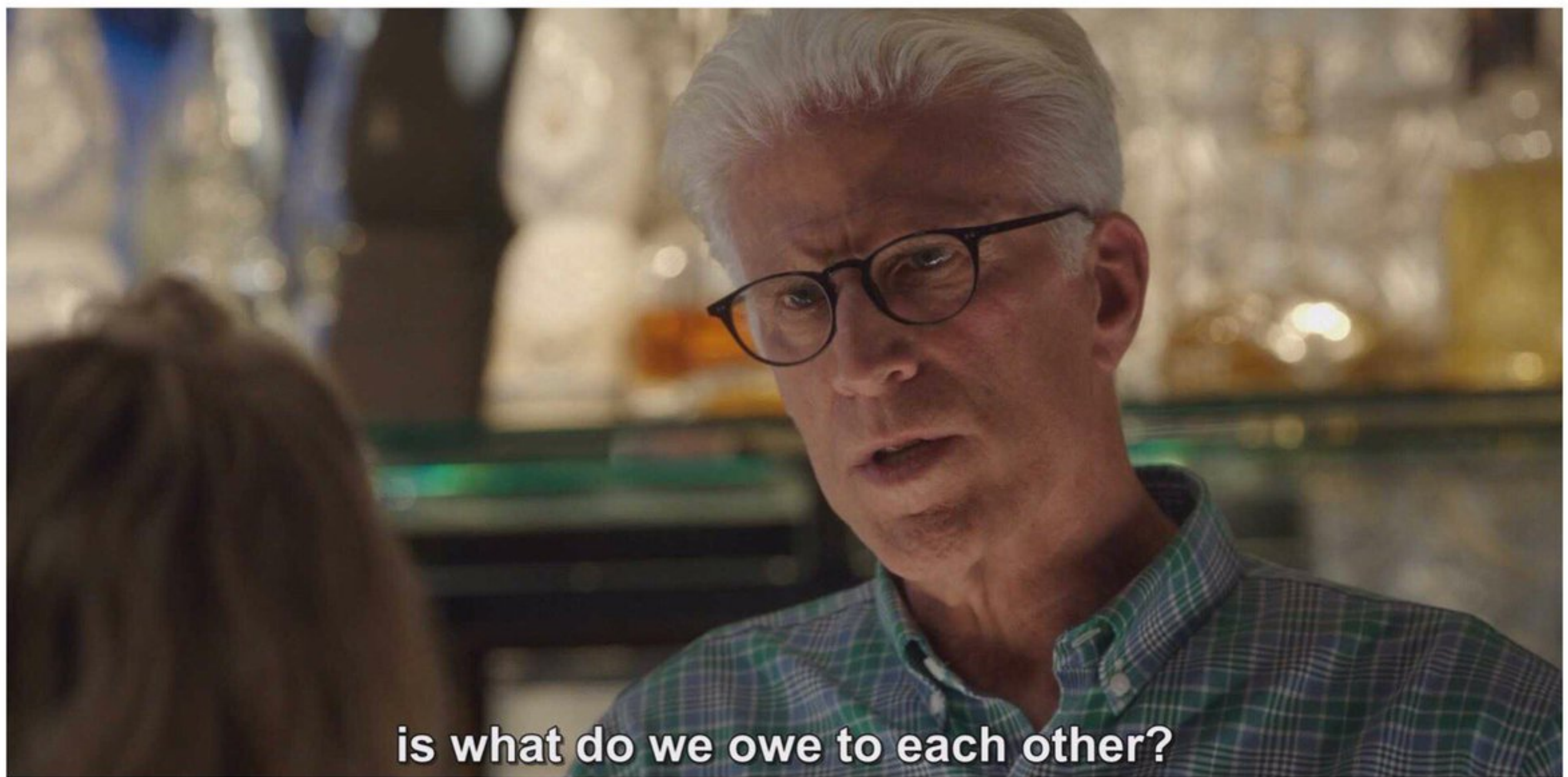
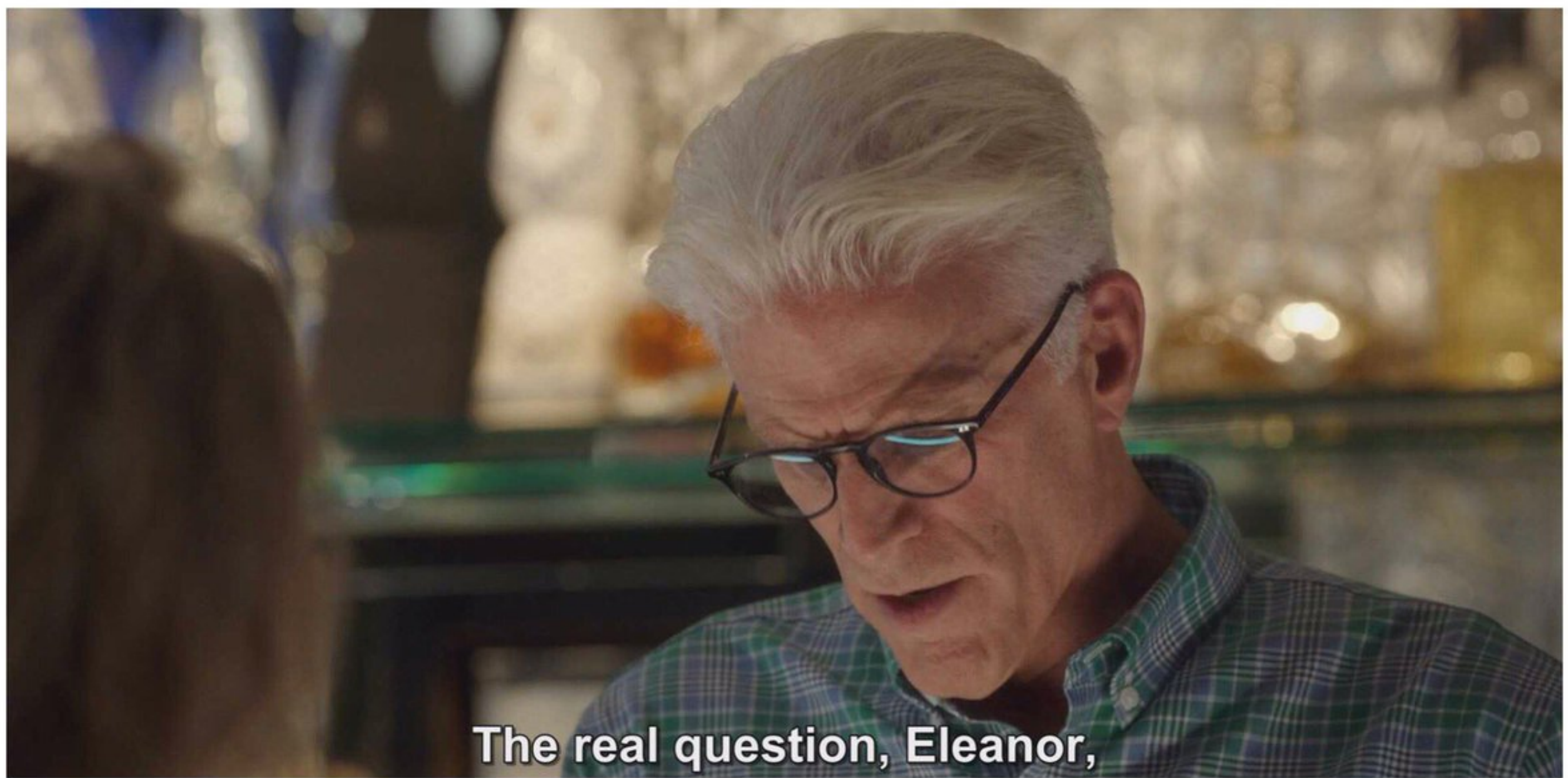
FUTURE
LEADER



A woman with blonde, wavy hair and red lipstick is wearing a black, sleeveless dress with a bow at the neck. She is standing in a room with ornate, gold-trimmed walls. To her right is a three-tiered silver tray. The top tier holds a bouquet of white and pink flowers. The middle tier has small gold decorative items. The bottom tier holds a lamp with a glowing red light. The text "POBODY'S NERFECT" is overlaid at the bottom.

POBODY'S NERFECT

五世











© L
CONSERVATION
INTERNATIONAL







KREI
CO-OP

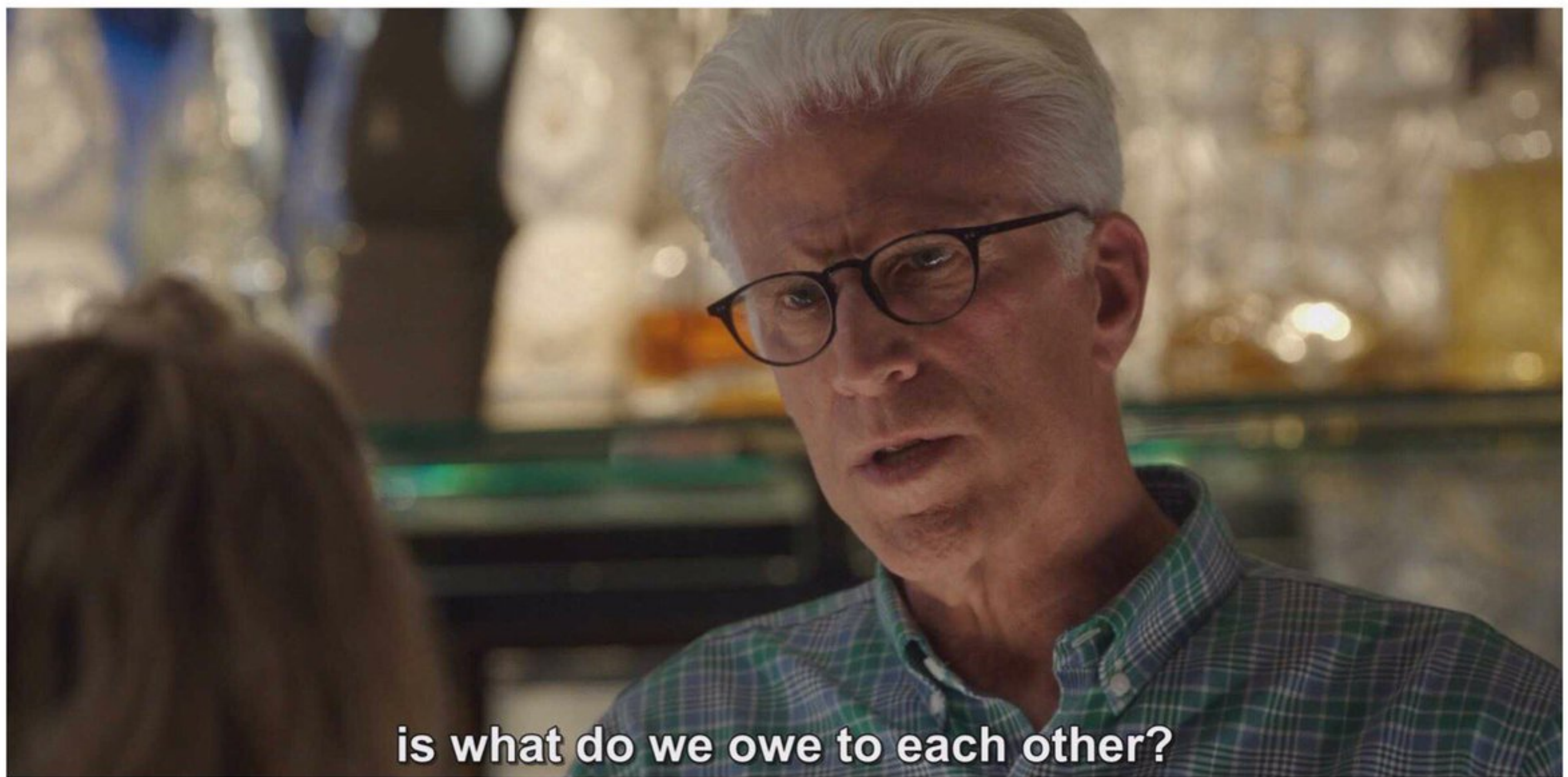
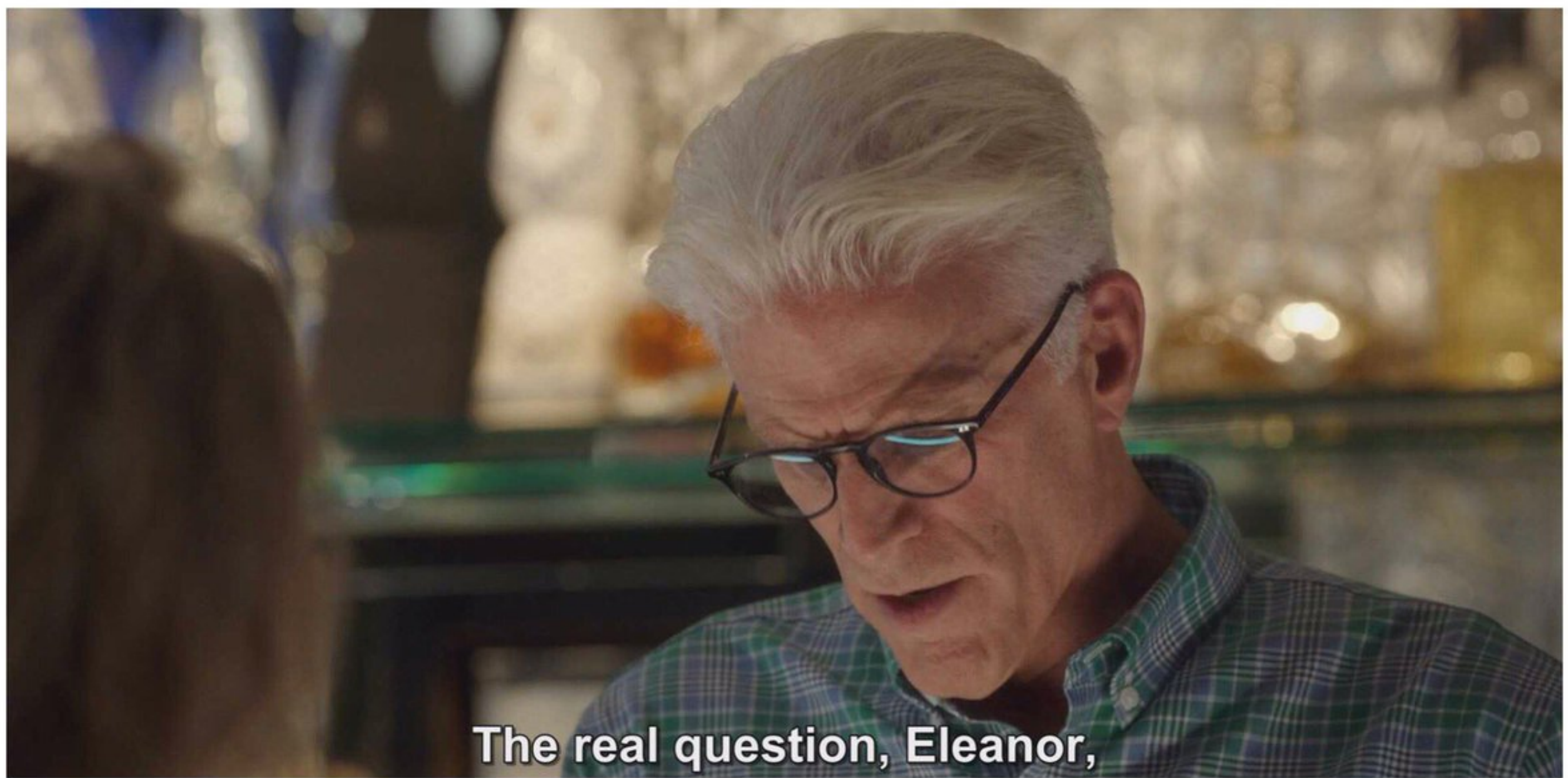
KREI
CO-OP



facebook

1 Hacker Way





Survey on gender equity in the design industry

Hello, I'm Jonathon Colman (jonathoncolman.org/about/). I'm preparing for a talk at an event focused on building gender equity within the design industry (eventbrite.ie/e/whydesign-2020-tickets-92196611547).

While there's a wide range of gender equity issues, this survey is focused on understanding what people expect from men and what they expect from themselves. This survey is open to people of all genders, including men.

Only 5 questions are required, but the entire survey shouldn't take more than 10-15 minutes to complete. You don't have to share any of your personal information. Unless you give me permission to quote you, I'll only share aggregated, anonymous results.

I know this is an imperfect, incomplete way of gathering stories and information. I've strived to remove bias and ask questions in a respectful manner, but please contact me at jcolman@uw.edu if you have questions or concerns.

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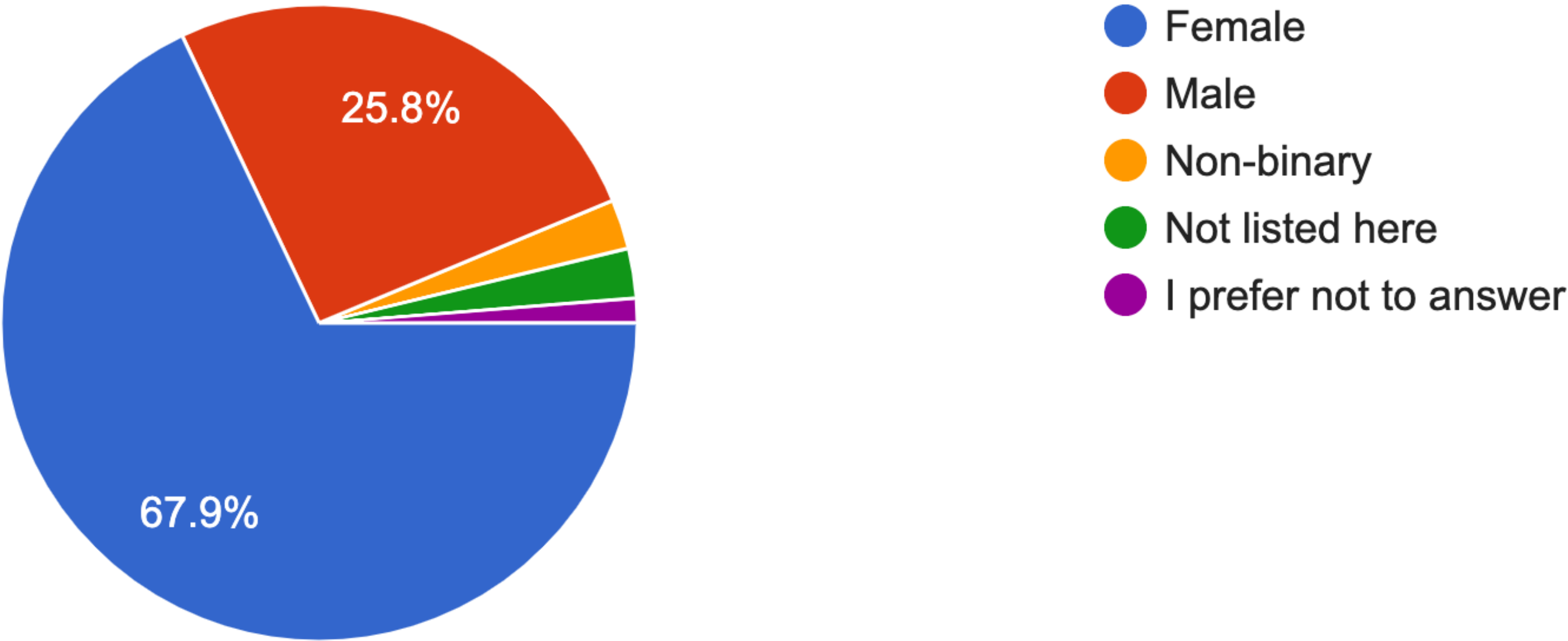
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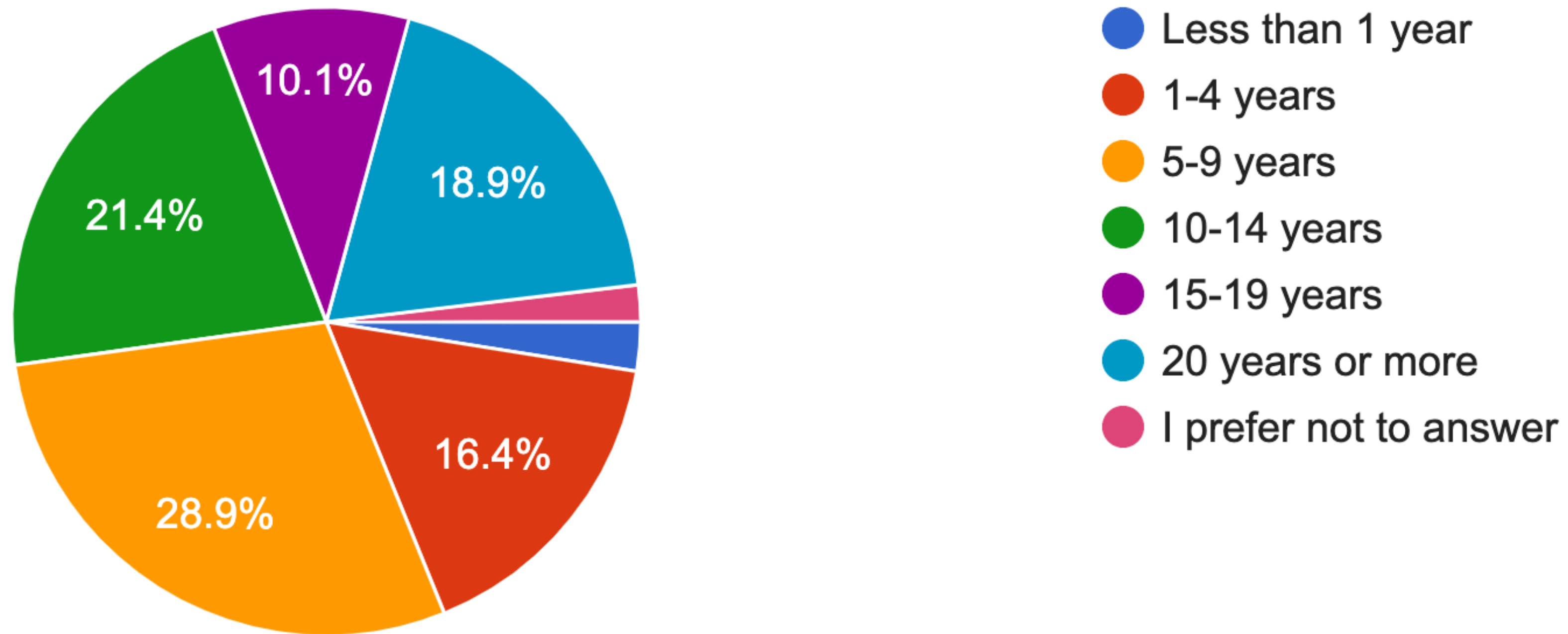
14. How would you describe your current gender?

159 responses



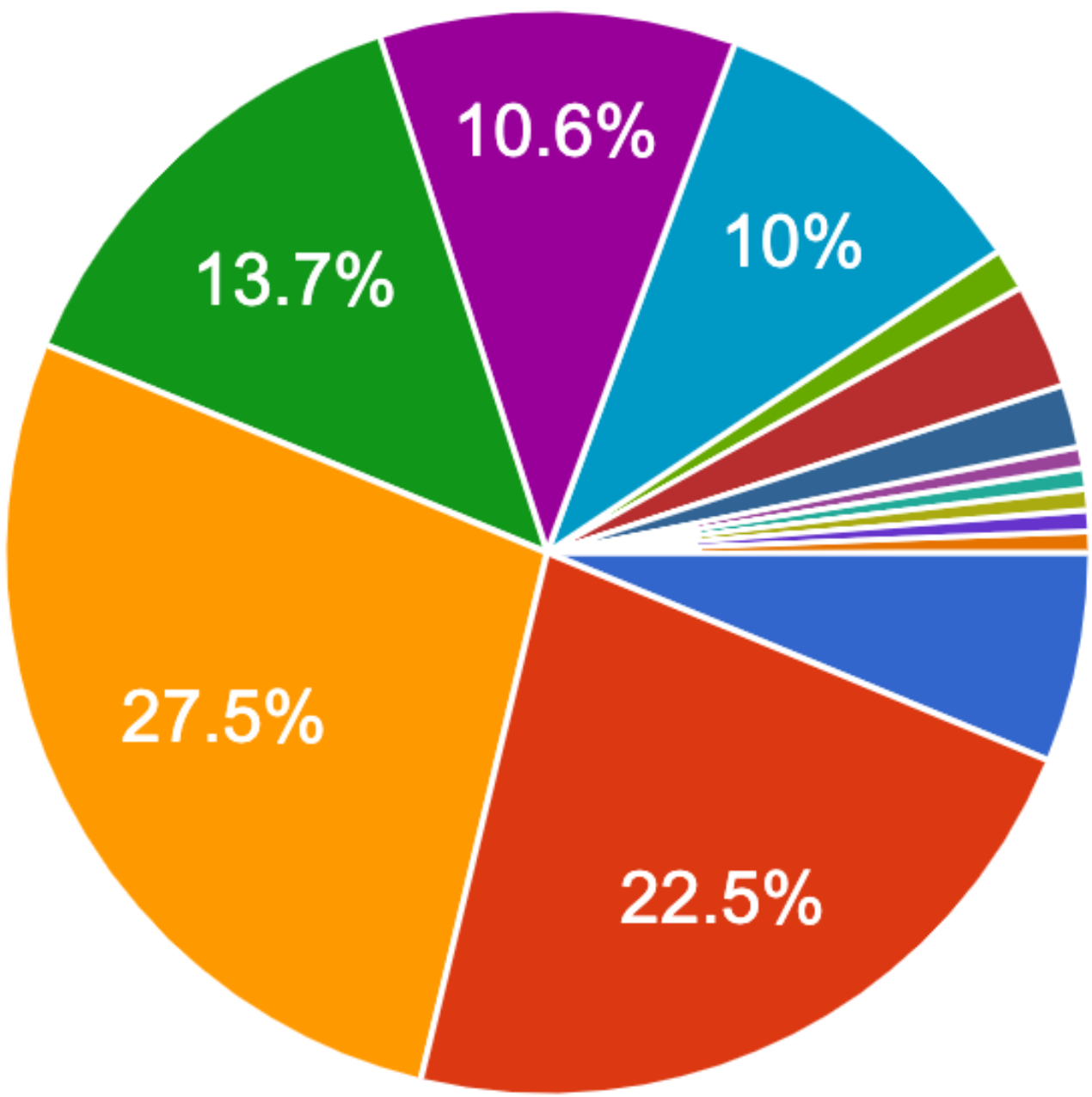
16. How long have you worked in the design industry?

159 responses



17. How would you describe your role?

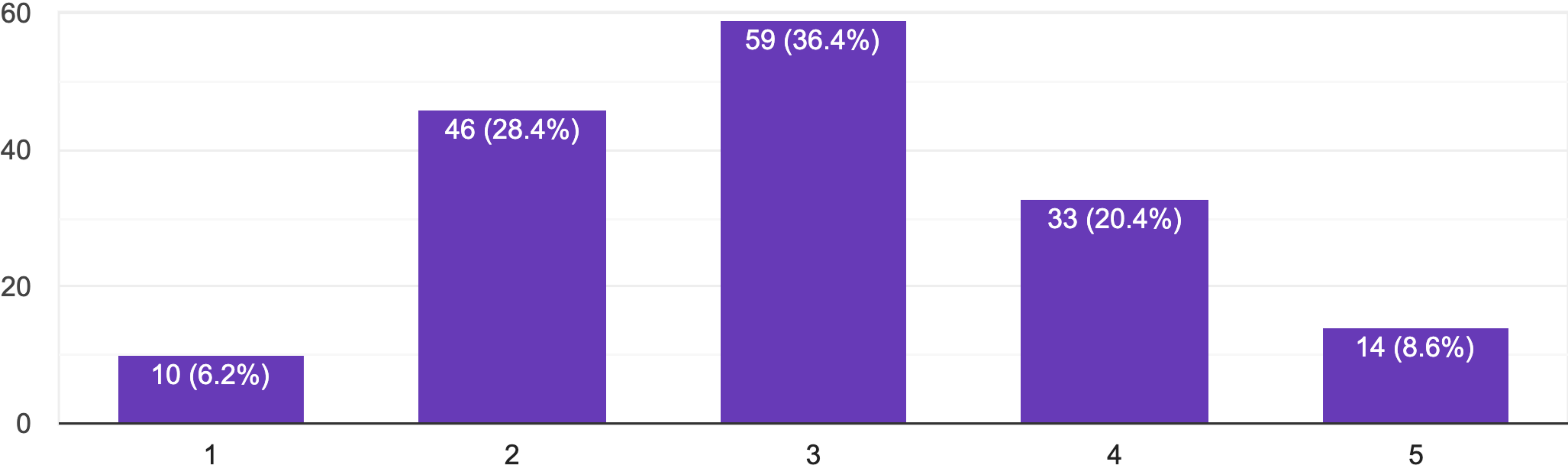
160 responses



- Entry-level
- Mid-level
- Senior
- Principal
- Manager
- Director
- VP
- C-level executive

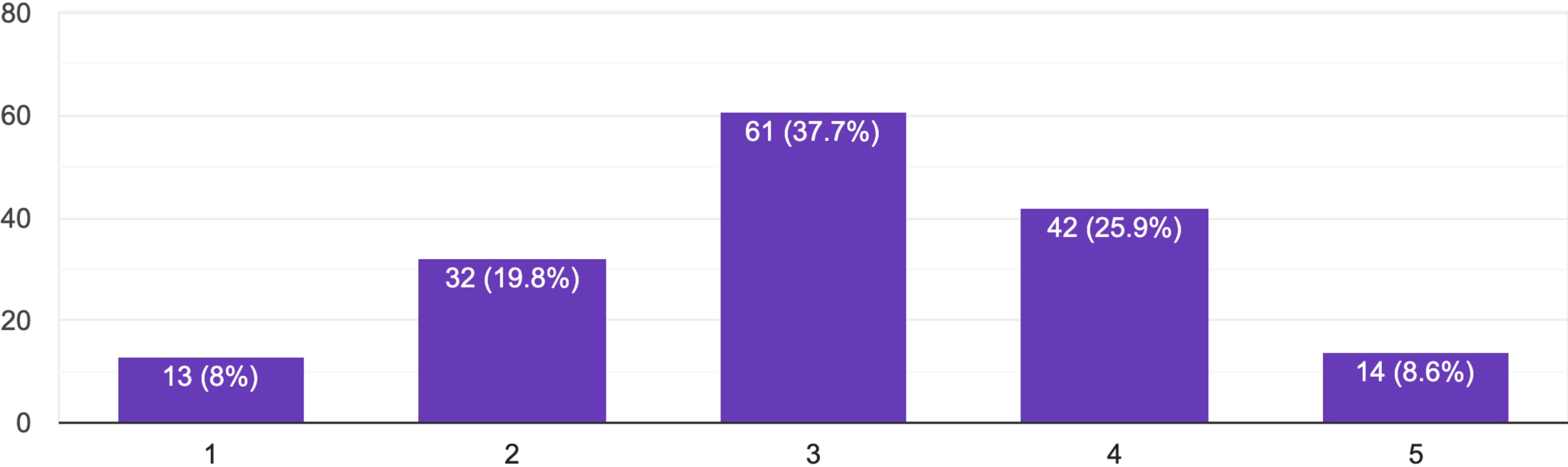
5. How satisfied are you with the support you've seen for women, transgender, and non-binary people from men at work?

162 responses



7. How satisfied are you with the support you've seen for women, transgender, and non-binary people from men in the design industry?

162 responses













Survey on gender equity in the design industry

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“Men can use their position to ensure everyone gets opportunities to challenge themselves.

— Design Consultant

“ Understand their own
biases and limitations
and make a conscious
effort to rise above them.

— Design Consultant

“Champion the ideas and roles of women as much or more than they champion their own ideas or that of men.

— Senior Designer

“ Stop saying *HI GUYS!*
on Slack.

— Design Manager

“Keep in mind that your
experience is not the
only experience.

– Designer

“ Get to know the struggles
and barriers of the people
you work with.

— Design Manager

“If you find yourself feeling uncomfortable, that means you need to listen more.

— Senior Designer

“ Stop being hostile to my
ideas and then telling me:
You’re getting emotional.

— Mid-Level Designer

“ In meetings, if you see women getting interrupted, say: *Hey, what were you going to say?*

— Senior Designer

“ Don't tell us to be more assertive, and then punish us for being *abrasive*.

— Senior Designer

“ I don't need special treatment.
I just need men to look at me
as their equal.

— Mid-Level Designer

// Fight for more inclusion
and more equality in pay.

– Senior Designer

“Men should use their power to level the field and weed out all the old school conservative political A-holes.

— Senior Designer





I CAN'T
PREVENT THE
FUTURE. TO **ME**,
IT'S ALREADY
HAPPENING.

JON, WHAT
ARE YOU
SAYING?
THAT YOU
KNOW THE
FUTURE?
ABOUT EVERY-
THING? ABOUT
US?





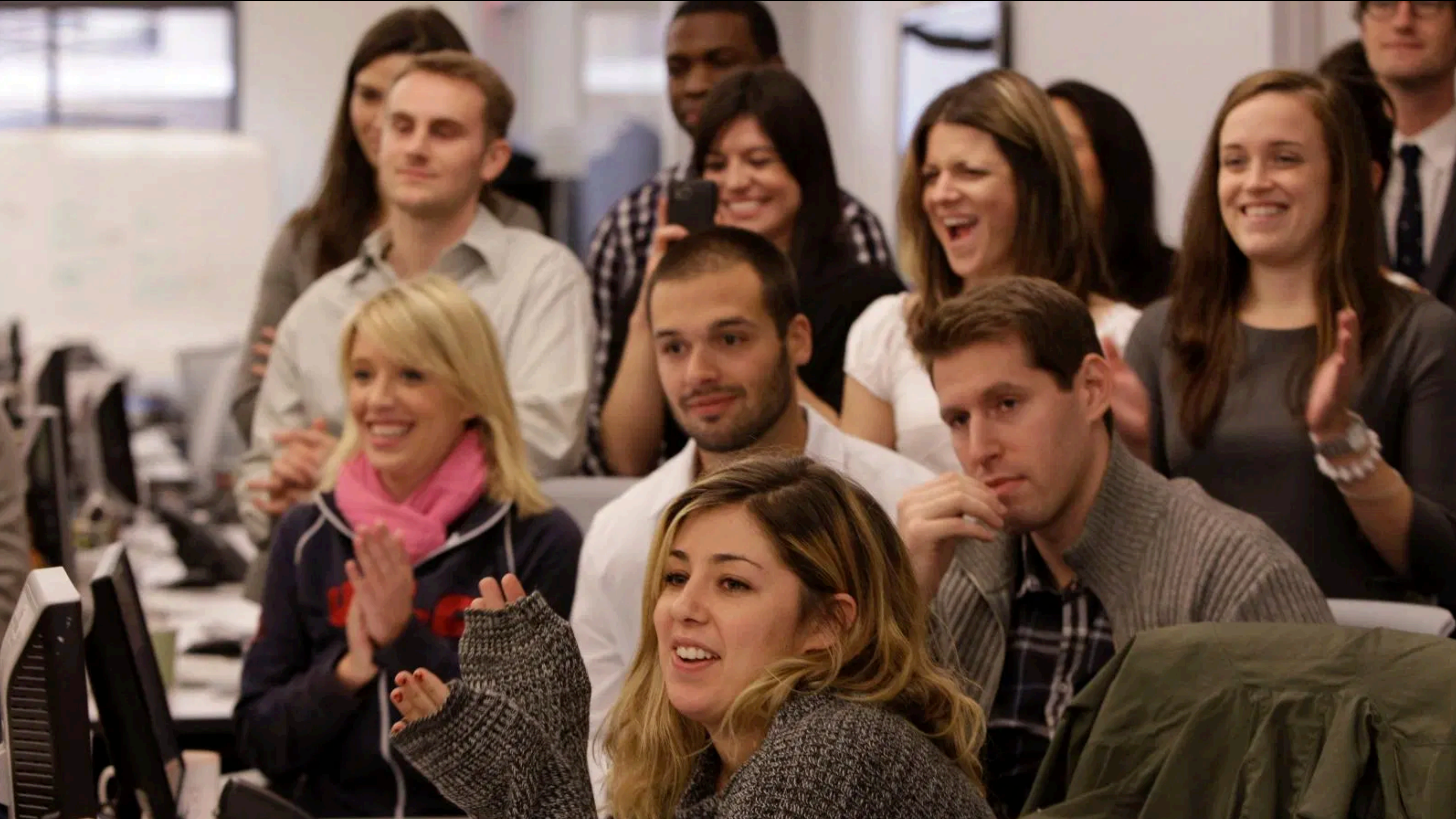
What should men be accountable for?

Domestic



SCHOOL





Properness

Perfection

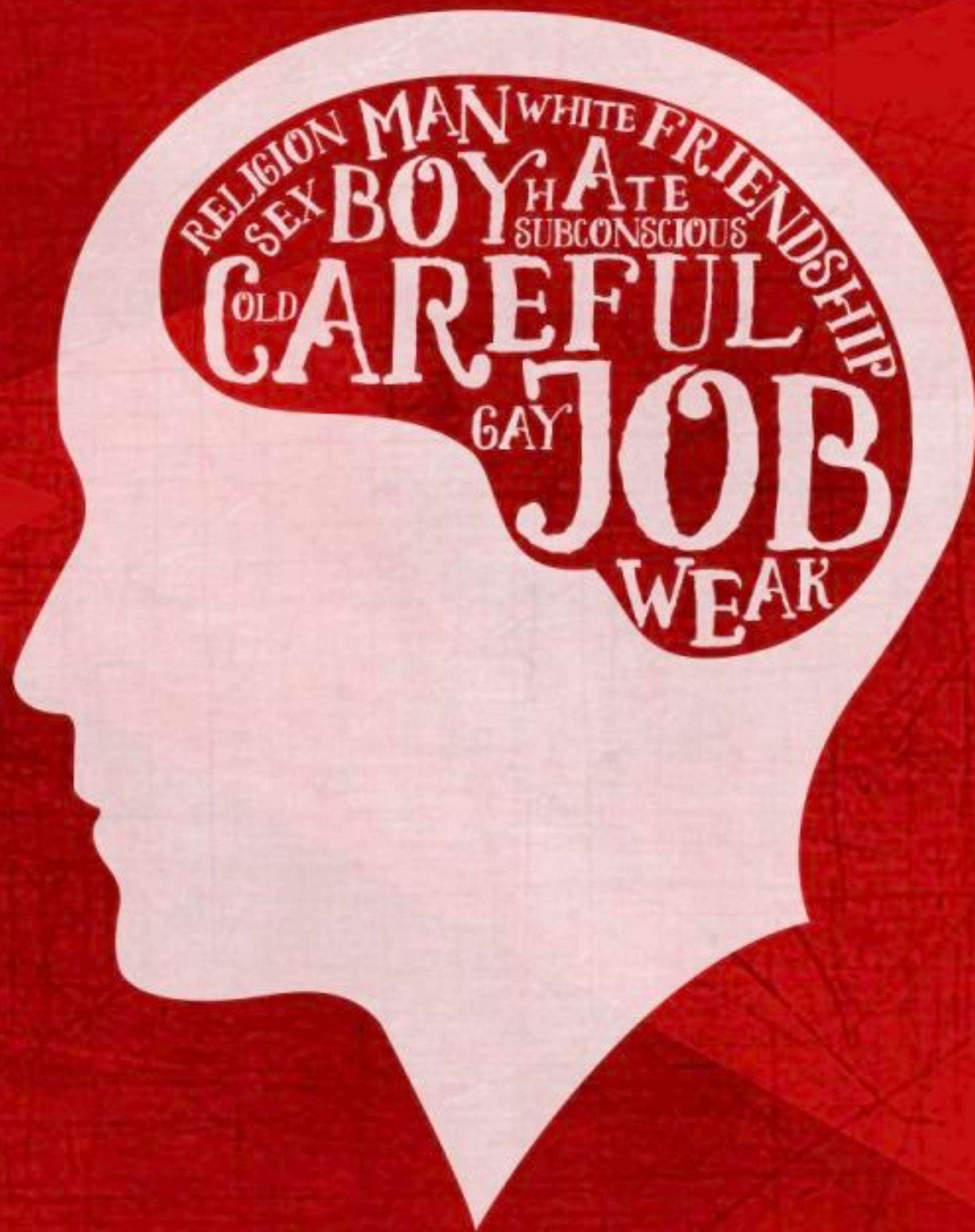
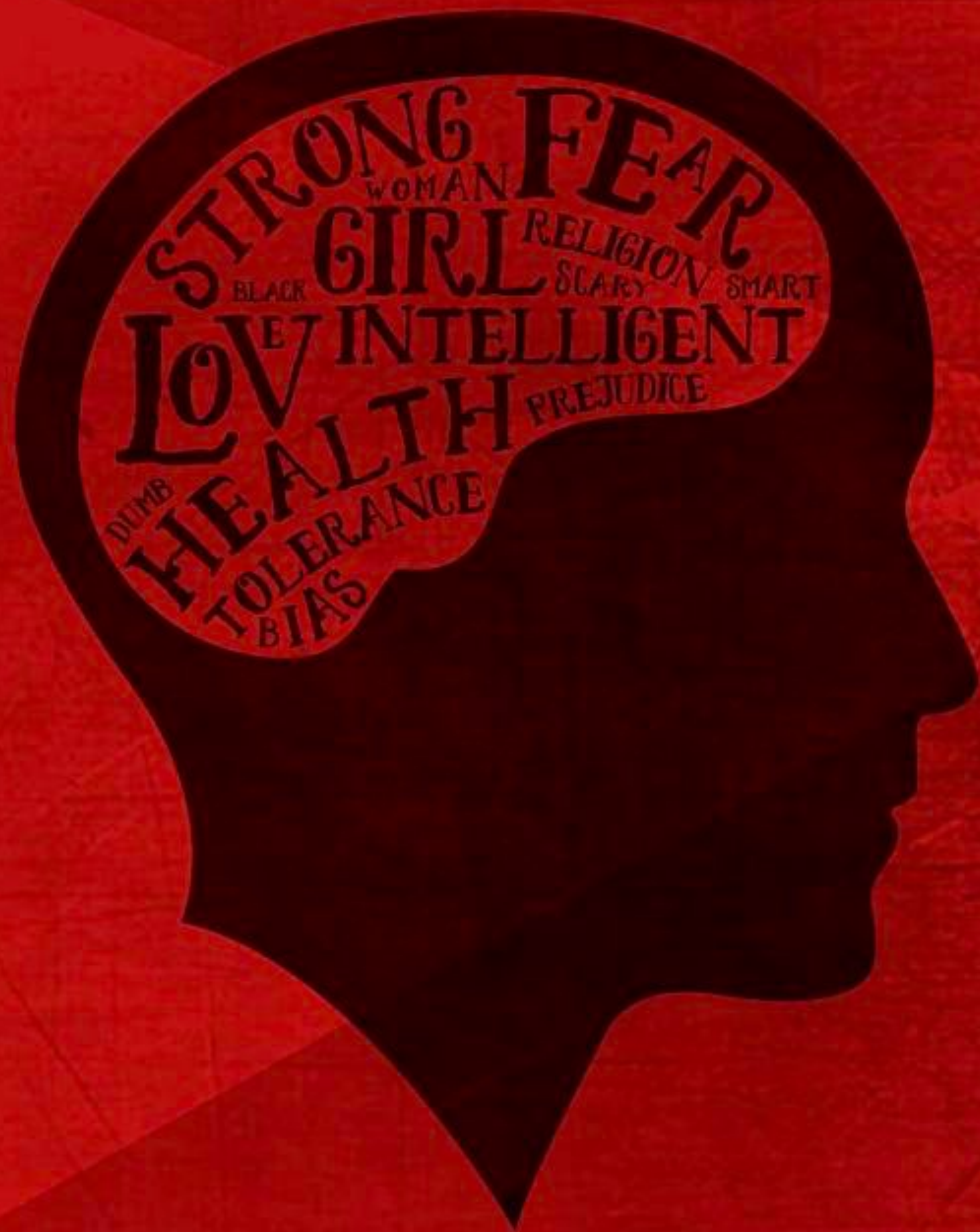


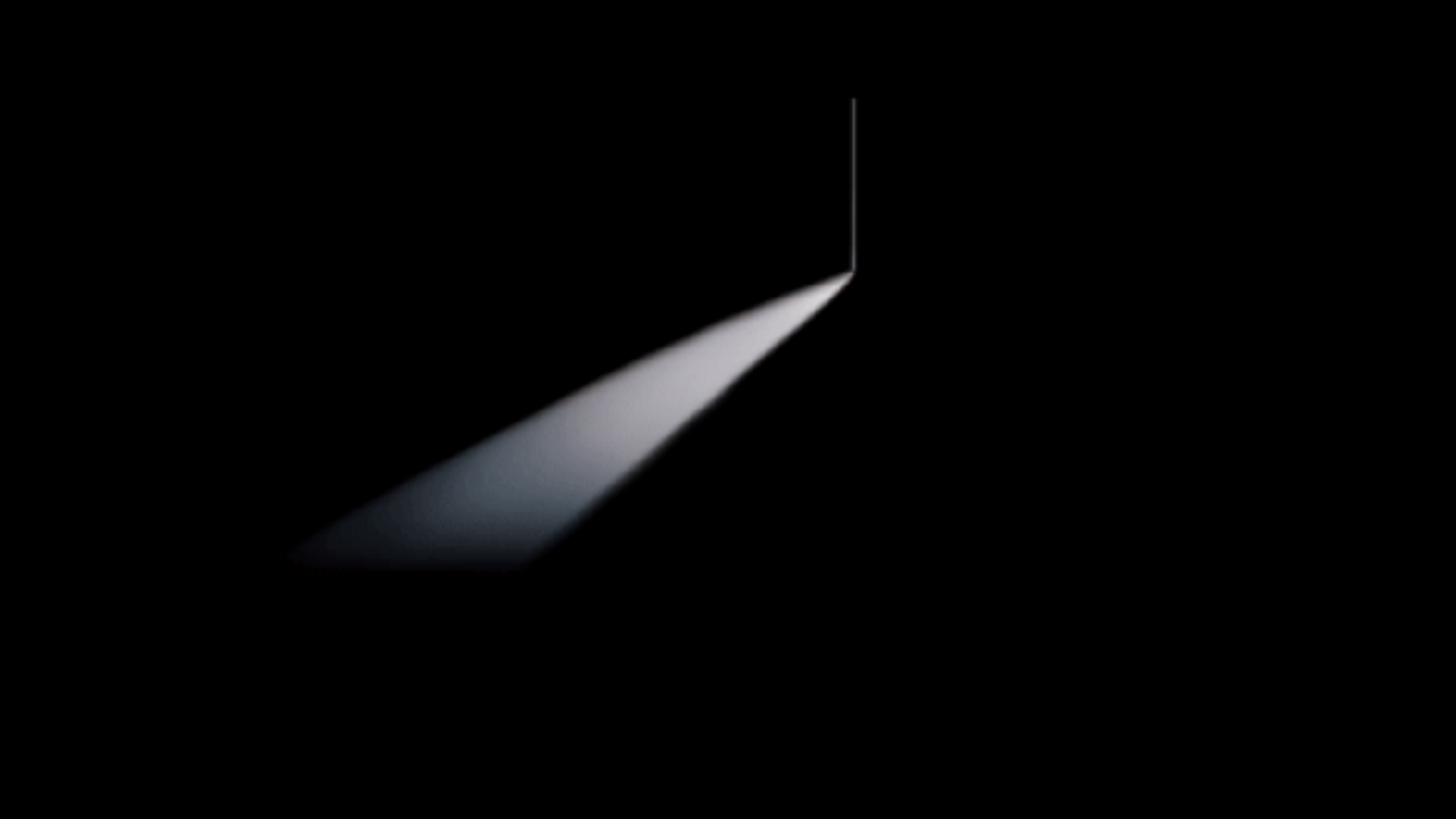


Properness

Perfection









BIASES:

- TROUBLE GETTING CONNECTED; WE LOST \approx 10 MINS TO THIS.
- WE GREW UP IN THE SAME AREA
- AH, THEY DON'T DRINK COFFEE!!!

-

Properness

Perfection







A bathroom stall, AKA "Jon's Cry Closet." Photo by [Tom Rogerson](#).

We need to talk about crying at work *



Jonathon Colman

Jun 10, 2019 · 10 min read



If you were looking for me at 3:34pm on March 15, 2016, you wouldn't have found me at my desk. You'd have to wind your way through an open floor plan of tables, chairs, and streams of power cords and ethernet cables until you eventually arrived at a door labeled **MEN**.

Properness

Perfection







What we look for when we hire designers at Intercom

We know it's hard to apply and interview for a new job. So if you're considering a [design job at Intercom](#), we won't make it harder by forcing you to read our minds or guess about what we value. Instead, we'll tell you exactly what we look for – and why it matters to us.



JONATHON COLMAN
Senior Design Manager, Intercom
[@jcolman](#)

Main illustration: [Daniel Fishel](#)

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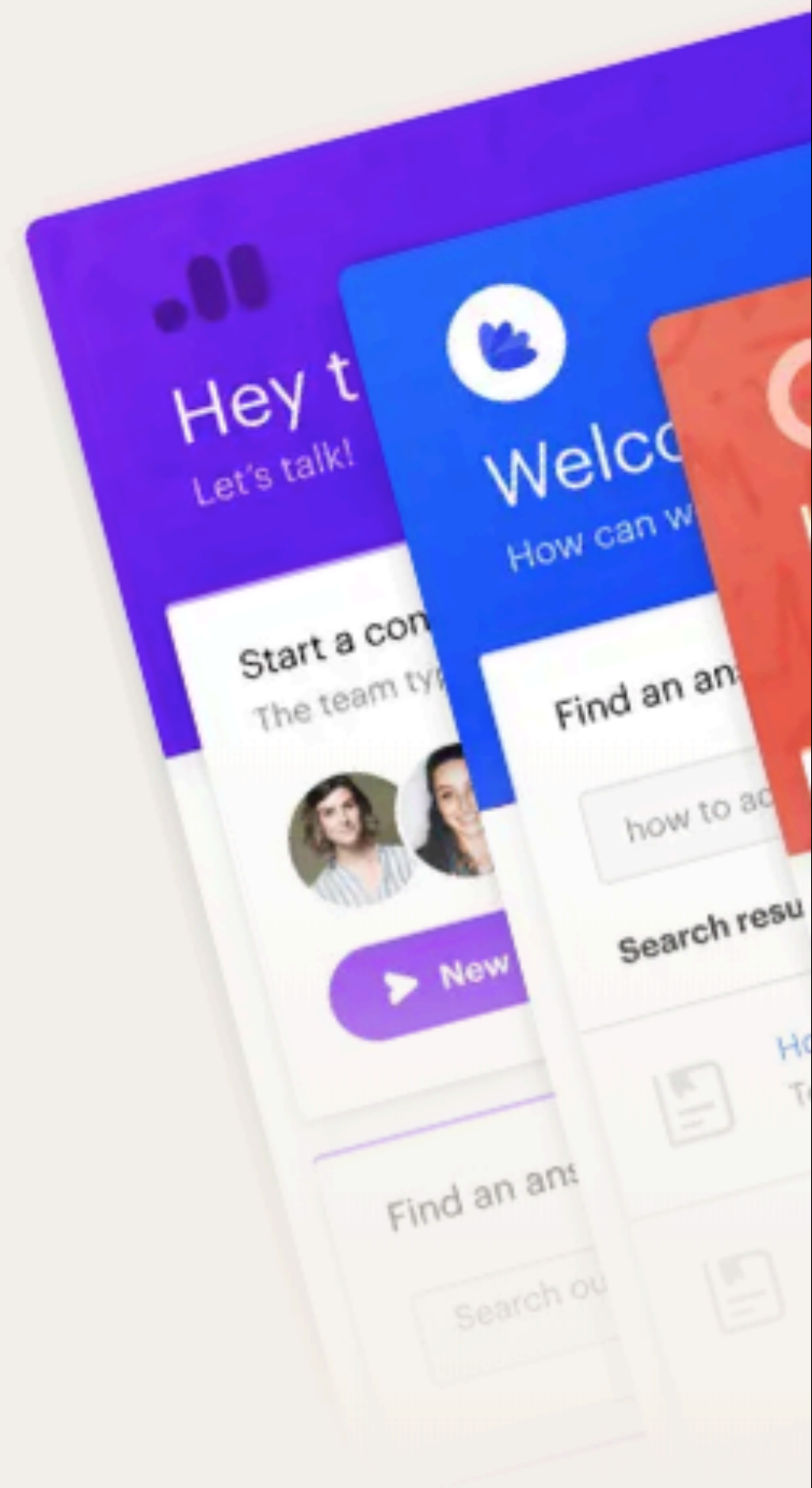


Our work gets people talking

We're Intercom's product design team. Our tools help businesses and customers talk with each other. You know, like it's actually the 21st century.

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Properness

Perfection



Situation

Anchor time
and place



Behavior

Observable
action



Impact

What I felt/
thought/
experienced



Properness

Perfection









Properness

Perfection





...And we will be the stars
we were always meant to be.





EASY

MEDIUM

HARD

Curiosity

Learning

Process

I AM
READY TO
BEGIN.





Properness

Perfection

What do we owe to each other?

Problems

A blonde woman with shoulder-length hair, wearing a pink sweatshirt, is shown from the chest up. She has a surprised or excited expression on her face, with her mouth open. Her hands are raised in front of her, palms facing forward, with her fingers spread. The background is a brightly lit room with large windows and several potted plants, including a large green plant on the left and a plant with large dark leaves on the right. A large bouquet of flowers is visible in the background near the windows.

I'M OUTTIE. SEE YA IN HELL.

#THEGOODPLACE

