

Everything is Awesome

The LEGO® approach to being an awesome coworker

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“The great enemy of
communication, we find,
is the illusion of it.

– William H. Whyte

“We have talked enough;
but we have not listened.

– William H. Whyte

“

(...) many leaders assume they are better at valuing diversity than they actually are (...)

- Harvard Business Review - Leaders Aren't Great at Judging How Inclusive They Are
<https://hbr.org/2017/10/leaders-arent-great-at-judging-how-inclusive-they-are>

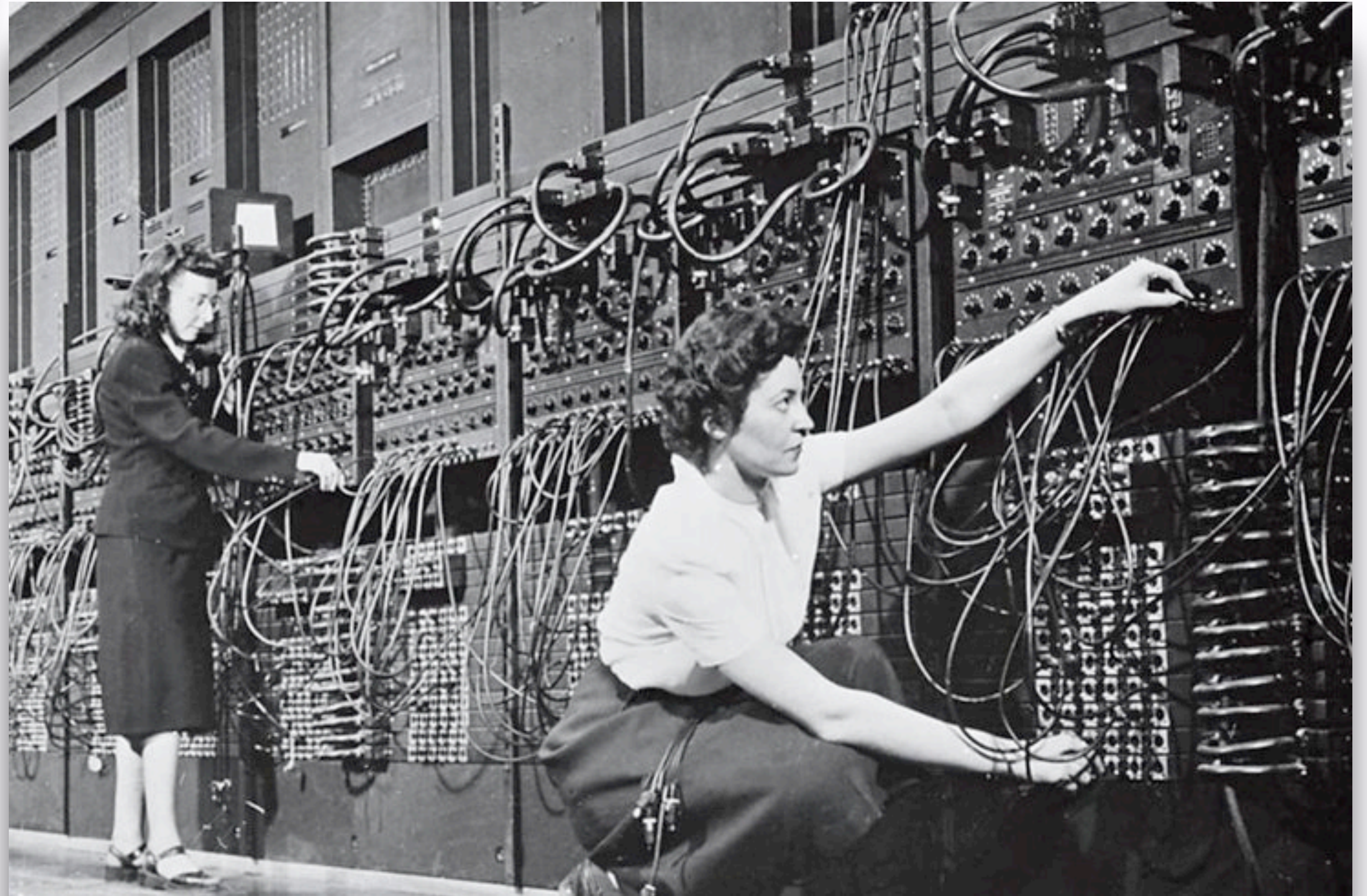
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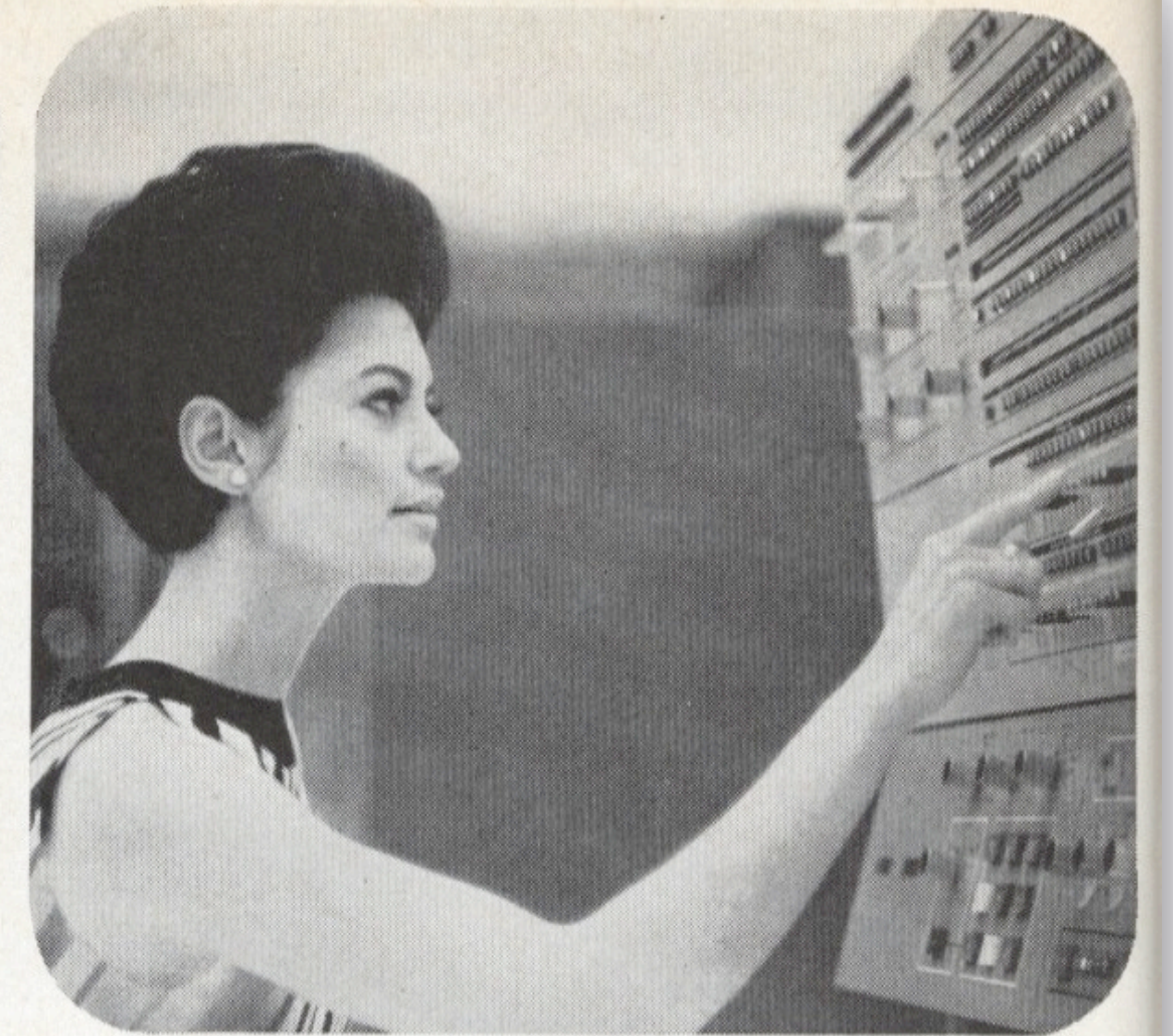


The early days of tech

The early days of tech



The early days of tech



The Computer Girls

BY LOIS MANDEL

A trainee gets \$8,000 a year
...a girl "senior systems analyst"
gets \$20,000—and up!
Maybe it's time to investigate....

Ann Richardson, IBM systems engineer

Twenty years ago, a girl could be a secretary, a school teacher . . . maybe a librarian, a social worker or a nurse. If she was really ambitious, she could go into the professions and compete with men . . . usually working harder and longer to earn less pay for the same job.

Now have come the big, dazzling computers—and a whole new kind of work for women: programming. Telling the miracle machines what to do and how to do it. Anything from predicting the weather to sending out billing notices from the local department store.

computer can solve a problem, and then instruct the machine to do it."

"It's just like planning a dinner," explains Dr. Grace Hopper, now a staff scientist in systems programming for Univac. (She helped develop the first electronic digital computer, the Eniac, in 1946.) "You have to plan ahead and schedule everything so it's ready when you need it. Programming requires patience and the ability to handle detail. Women are 'naturals' at computer programming."

What she's talking about is *aptitude*—the one most important quality a girl

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Two Bytes Are Better Than One



The rise of men

Confrere.

The rise of men

**In 1967 alone,
700,000 people took the
IBM Aptitude test**

The rise of men

**Of this 1378,
only 187 were women**

“ [Programmers] dislike activities involving close personal interaction.

A vocational interest scale for computer programmers
- *William M. Cannon & Dallis K. Perry*

The rise of men

- Antisocial personality disorder favours men by 3:1 ratio;
- Autism and Asperger's is seen as high as 7:1;
- Antisocial women are seen as "not liking people", while men are seen as a "lone wolf"

“

[The] industry selected for antisocial, mathematically inclined males, and therefore antisocial and mathematically inclined males were overrepresented in the programmer population.

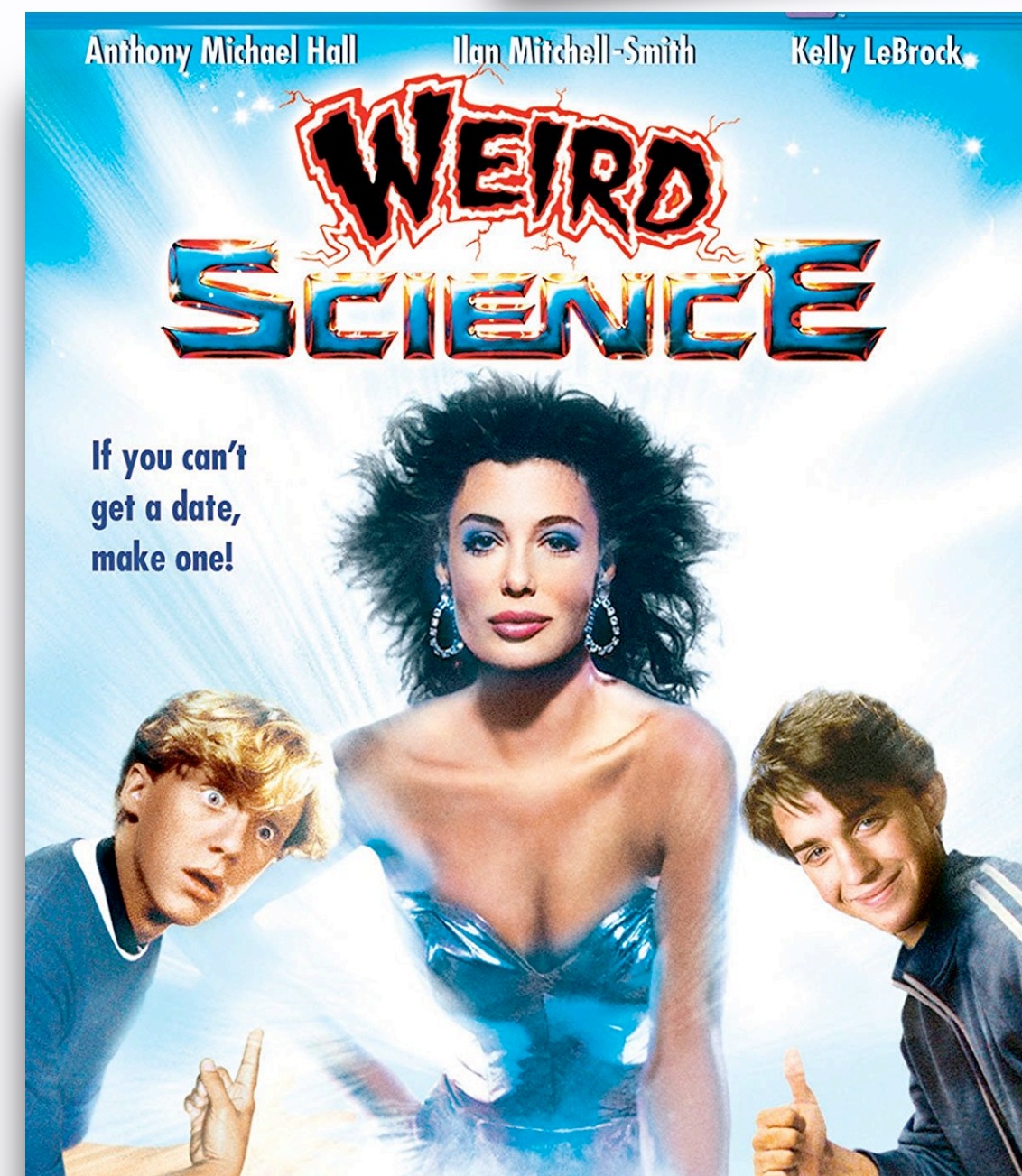
The Computer Boys Take over
- *Nathan Ensmenger*

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This in turn reinforced the popular perception that programmers ought to be antisocial and mathematically inclined (and therefore male).

The Computer Boys Take over
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The rise of men





The bro culture

The bro culture



Joe Liemandt – Founder of Trilogy Software

“We’re elite talent; and it’s potential and talent, not experience, that has merit.

The bro culture

- How many piano tuners are there in the world?;
- How many golf balls fit in a standard double decker bus?;
- How much would you charge to wash all the windows in San Francisco?

The bro culture

Work hard, play hard.

The bro culture

**Insane work hours, drinking,
gambling and Vegas.**

The bro
culture

Uber

The bro culture

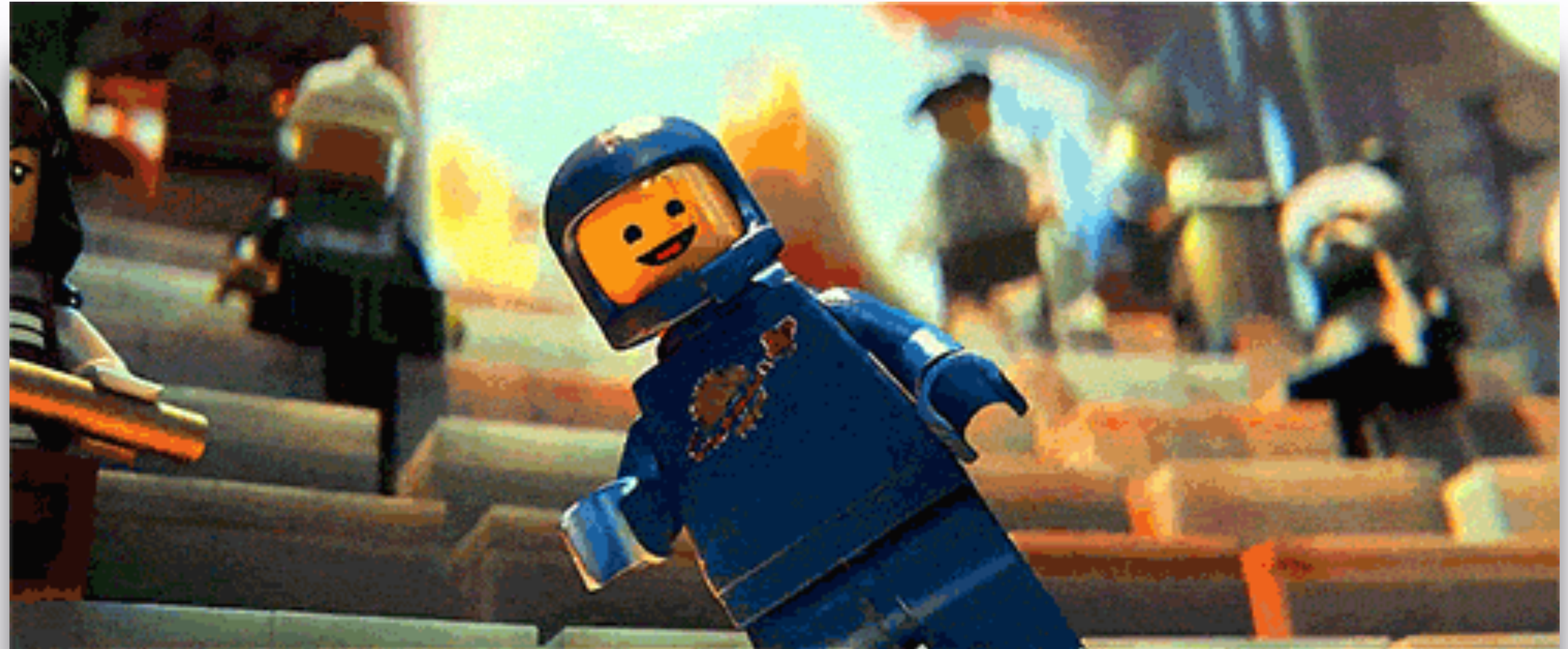
- Women;
- People of colour;
- LGBTQIA+;
- People with a disability;
- People in economic or social hardships.





Make everyone
feel welcome
and included

Make everyone
feel welcome
and included



Reach out to new colleagues

Make everyone
feel welcome
and included



On-boarding buddy

Make everyone
feel welcome
and included

Your whole team changes

Make everyone
feel welcome
and included

**Don't assume that they will
eventually learn**

Make everyone
feel welcome
and included

Use inclusive language

Make everyone
feel welcome
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Use inclusive language

- Put people first;

Make everyone
feel welcome
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Use inclusive language

- Put people first;
- Avoid jargons and abbreviations;

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Use inclusive language

- Put people first;
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- "Guys" is not gender neutral;
- Don't underplay the impact of mental disabilities;
- Coding is also communication;



Be humble

Be humble

Accept your limitations

Be humble

Listen

Be humble

**How many times do you
bring your phone or laptop
to a meeting?**

Be humble

Talk less, listen more

Be humble



Let people be heard

“When you have a contribution to make in a meeting, how often are you able to do so?”

Be humble

Let people be heard

- **Introverts;**

Be humble

Let people be heard

- **Introverts;**
- **Remote workers;**

Be humble

Let people be heard

- **Introverts;**
- **Remote workers;**
- **Women;**

Be humble

Let people be heard

- **Introverts;**
- **Remote workers;**
- **Women;**
- **People of colour.**

Be humble

Let people be heard

- Share the purpose of the meeting;
- Include remote workers;
- No talking over each other;
- Keep it central;
- Email a summary.



You are
awesome too!

Be humble

**Find people who
believe in you**

Be humble

Stand up for what you believe in

Be humble

Be yourself

Be humble

**A little bit of kindness
goes a long way**

Thank you!

Paul Verbeek-Mast

Senior Software Engineer

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