

Committing to **diversity** and **inclusion**

다양성과 포용에 기여하기

Sujin Lee / 이수진
@sujinleeme



- First print ('hello world') at late 2014
- Previous Django Girls Seoul co-founder
- Currently Women Who Code Seoul Lead
- Study @ Music & Audio Research Group, Seoul National Univ.
- Using python for music information retrieval, music performance/creation
- Rails Girls Summer of Code 2018 Fellow (Babel.js contributor)

@sujinleeme



django girls

Why Diversity and Inclusion matters?

Diversity Statement at PSF Excerpt^[1]

- A diverse Python community is stronger and more vibrant.
- A diverse community where people treat each other with respect has more potential contributors and more sources for idea.
- Python community welcomes people regardless of the values of these or other attributes.

Diversity Statement at DSF Excerpt^[2]

- All viewpoints and persuasions to come together and learn from each other.
- Amazing things happen when people from different worlds and world-views approach each other to create a conversation.
- Inclusive, welcoming, and supportive of anyone who comes to us with good faith and the desire to build a community.

[2] Diversity | Django Software Foundation <https://www.djangoproject.com/diversity/>

Diversity & Inclusion: **The Core of Python Ecosystem**

What is Diversity & Inclusion?



Diversity is being invited to the party.



Inclusion is being asked to dance.

Vernā Myers, President, The Vernā Myers Company

Having the door open to invite people in isn't enough.

Brett Cannon, Python core developer

You may feel “**I don’t look like a pythonist....**”

You may don’t know how to install python3.

You may carry a guitar or walking cane or a 15 year old laptop!

Feel free to ask how to **install Python3** in your computer.
Always be willing to **help installation** wherever you go.

The Reality of Diversity

Gender Gap Index in Tech : Toilet Queues



[3] Image by @benbajarin

[4]
As few as 1.5% of open source contributors are women.

Guido van Rossum said..^[5]

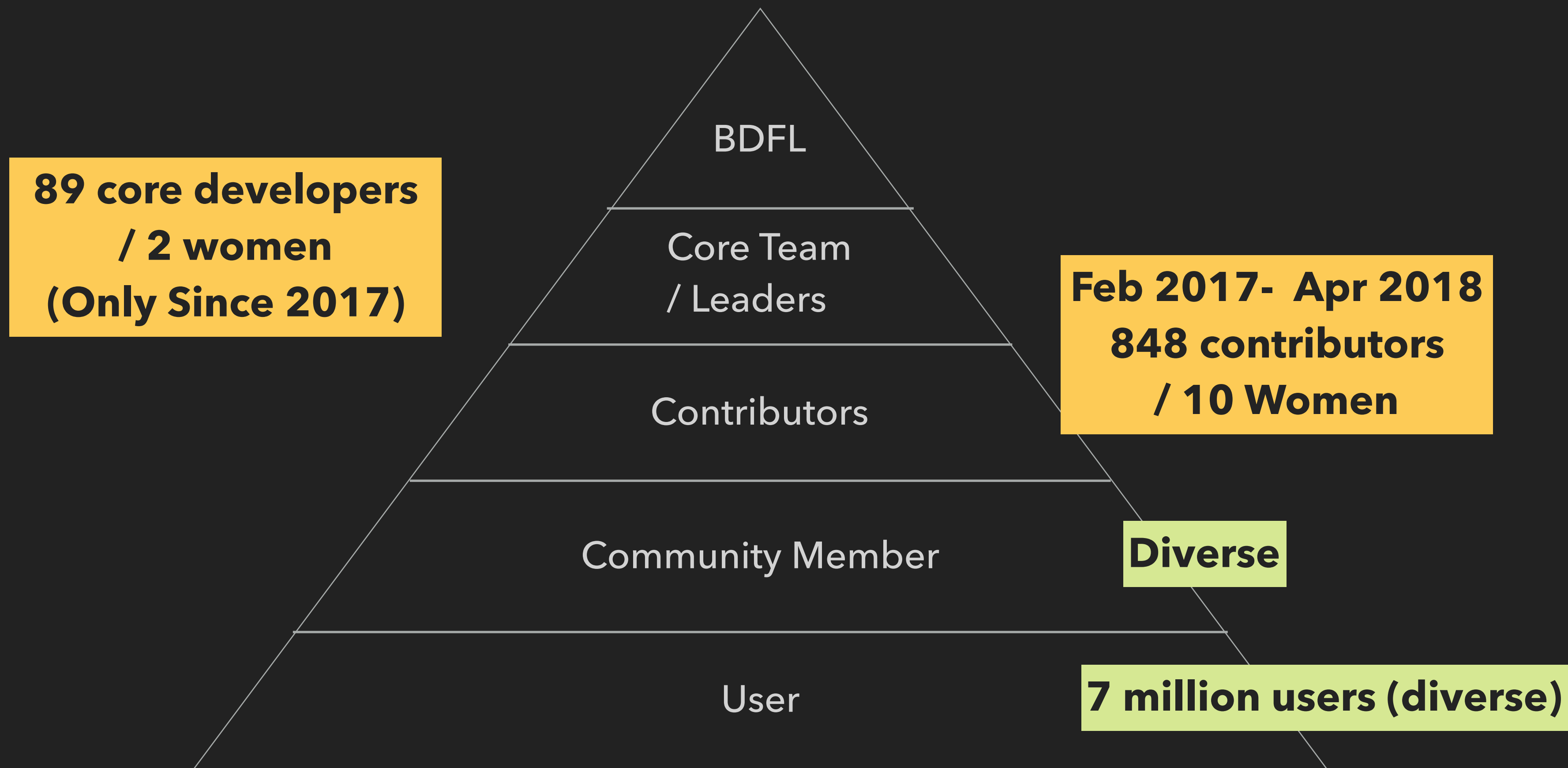
“Looking around me,
it is so obvious that **women don’t get equal opportunities in tech**
and there are so many things that lead to that.

The statistics are very clear.

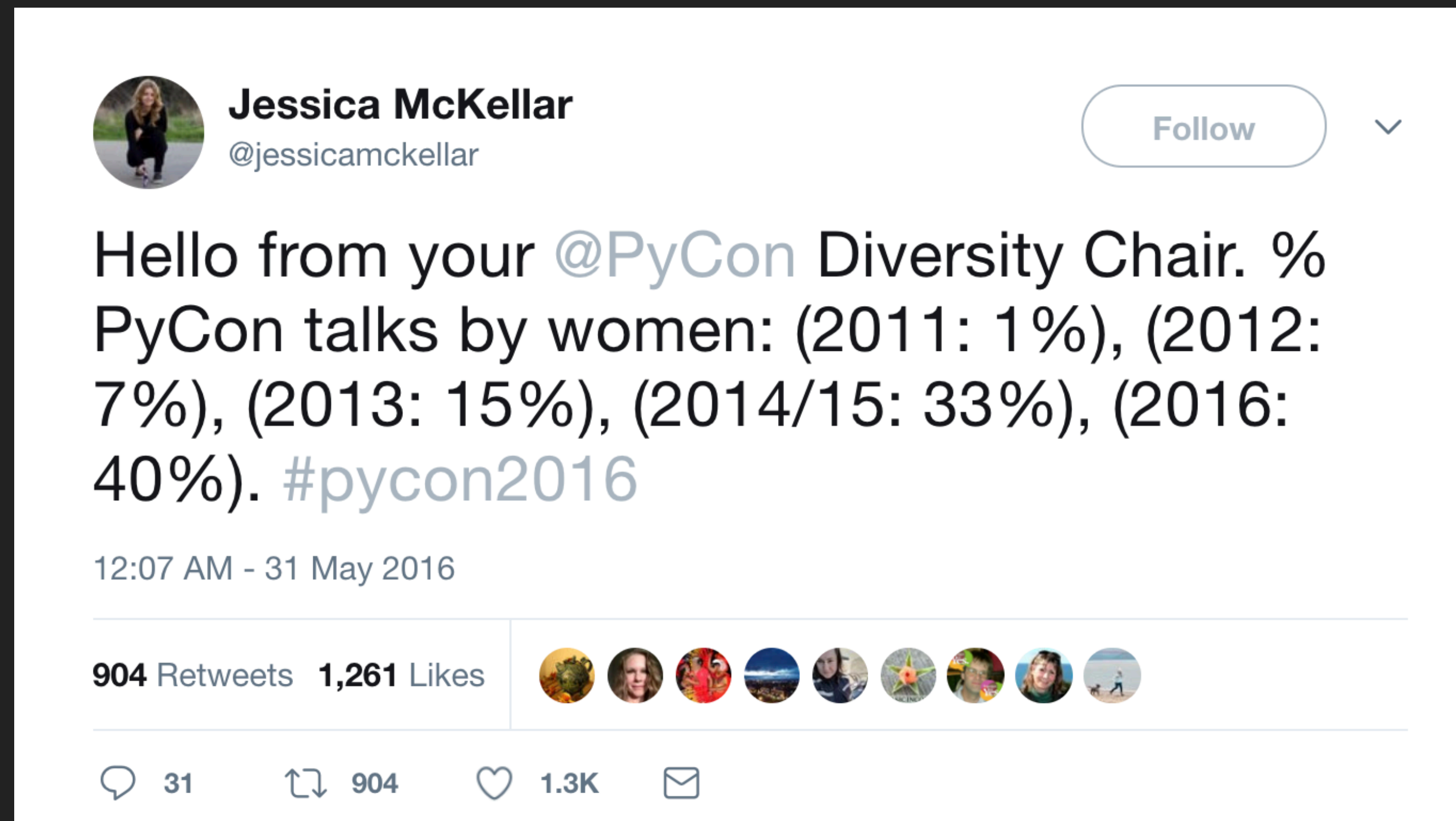
If I look around in the café at work there are tons of women.
But if I look around me in my little engineering team **there is only one woman.**
And I think it is a shame that so few women choose tech and
those that do have so many things to fight.”

Credit: @mariatta

What is a Python Core Developer? - PyConUS 2018



[6] Python Community Pyramid

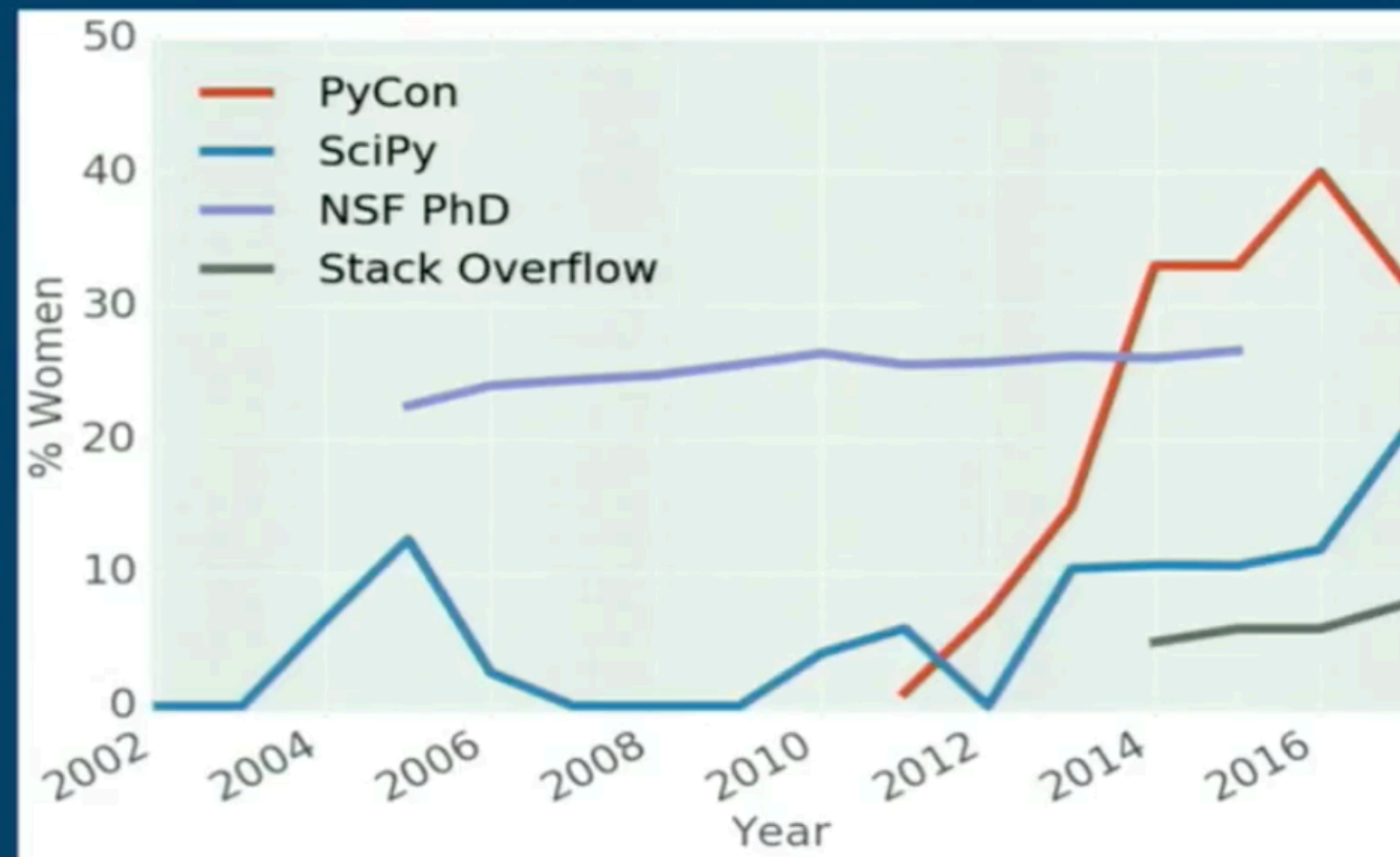


[7] Jessica McKellar's tweet

Credit: @jkru

Diversity & Inclusion at the SciPy Conference - SciPy 2017

Exploration: Other Tech Communities



SciPy 2017

[8] Julie Hollek's data analysis on women participation rates on tech communities

PyConKR talks by Women?

- 2014 : 2/17 (11.8%)
- 2015 : 1/34 (2.9%)
- 2016 : 4/52 (7.7%)
- 2017 : 4/60 (6.7%)
- 2018 : 4/59 (6.8%)

** 2018 is the first year of having **two female Keynote Speakers!** **

We need more women pythonists on the stage during PyCon!

BUT HOW?



[9] BDFL's picture at PyConUS 2017

Like BDFL,

Import "Diversity".

Import "Underrepresented group in tech".

Guido loves to wear a "Python is for Girls." T-shirt.



2013



2014



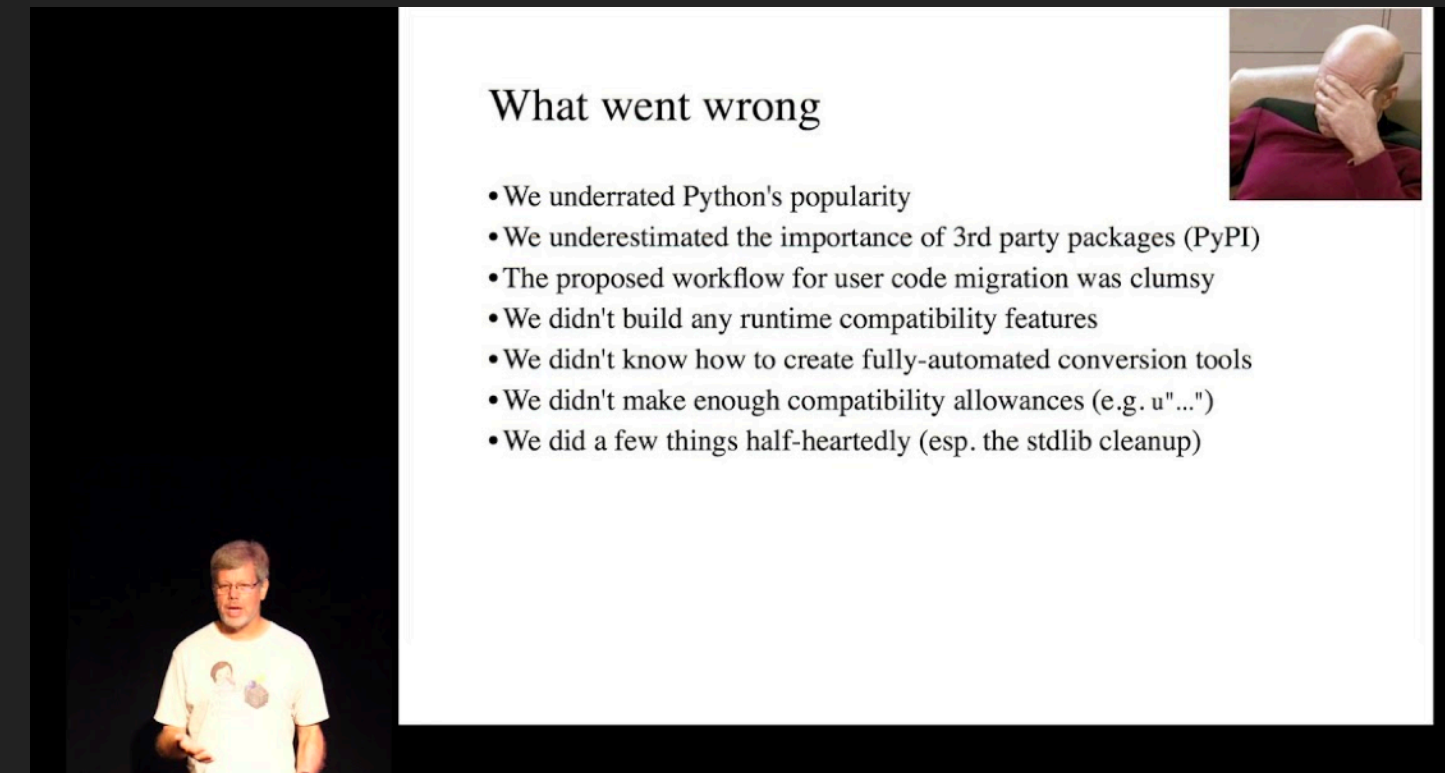
2015



2016



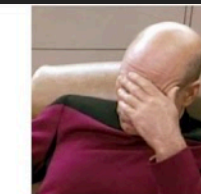
2017



2018

What went wrong

- We underrated Python's popularity
- We underestimated the importance of 3rd party packages (PyPI)
- The proposed workflow for user code migration was clumsy
- We didn't build any runtime compatibility features
- We didn't know how to create fully-automated conversion tools
- We didn't make enough compatibility allowances (e.g. u"...")
- We did a few things half-heartedly (esp. the stdlib cleanup)



[11]



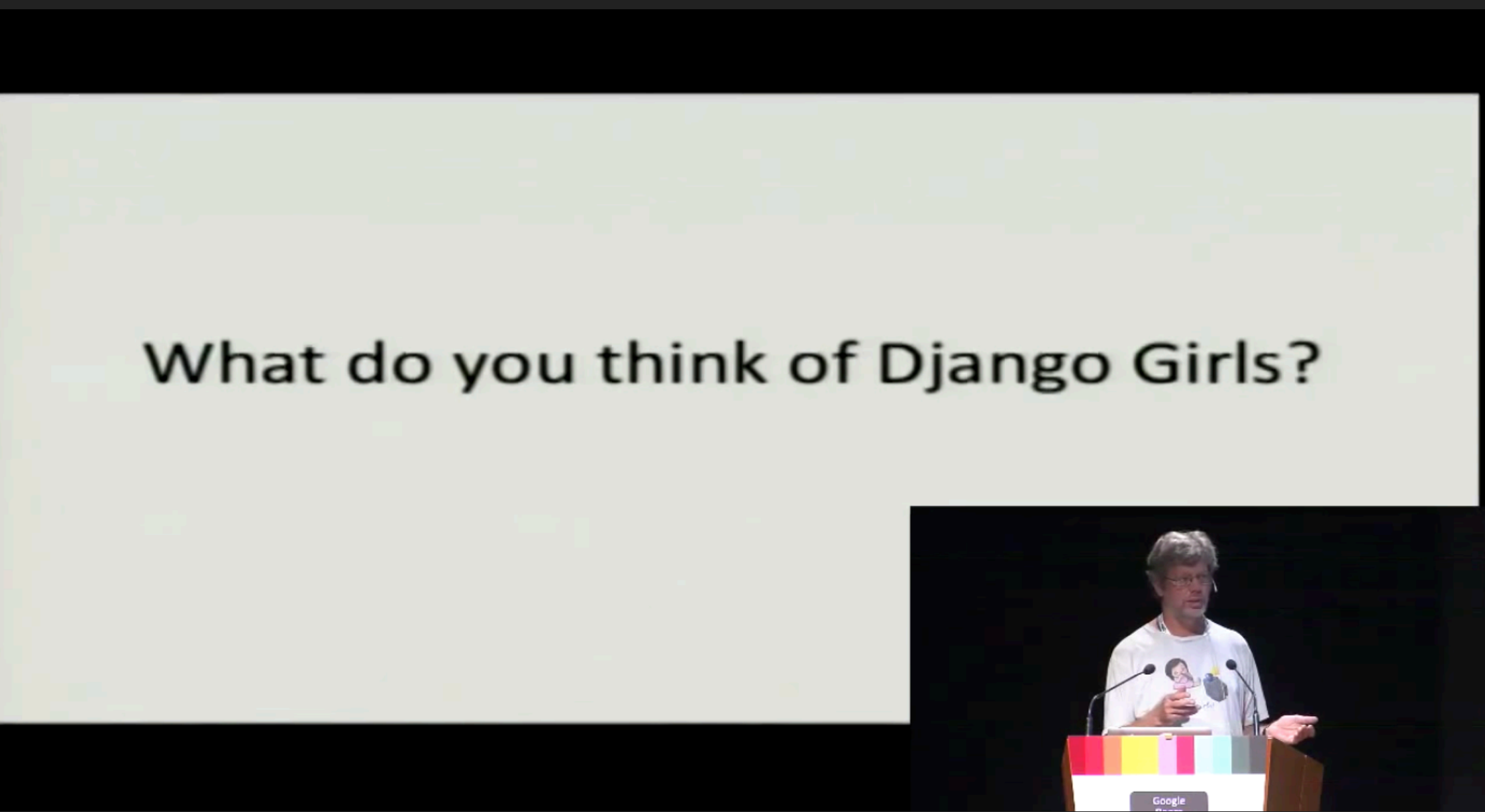
[10]

During PyCon US 2014 keynote,
**Guido answered questions
only from women.**

"Through out the conference, I've been attacked by
by people with questions, and they were almost all
men, so **I think the women [...] are a little behind
and they can catch up here,**"

[10] Why Guido van Rossum supports the Ada Initiative, wears a "Python is for girls" shirt, and answered questions from only women at PyCon 2014 | [adainitiative.org](https://adainitiative.org/2014/09/22/why-guido-van-rossum-supports-the-ada-initiative-wears-a-python-is-for-girls-shirt-and-answered-questions-from-only-women-at-pycon-2014)
<https://adainitiative.org/2014/09/22/why-guido-van-rossum-supports-the-ada-initiative-wears-a-python-is-for-girls-shirt-and-answered-questions-from-only-women-at-pycon-2014>

[11] Guido's Talk at PyConUS 2014 <https://www.youtube.com/watch?v=G-uKNd5TSBw&feature=youtu.be&t=13m40s>



What do you think of Django Girls?

During EuroPyCon 2015 keynote,
**Guido van Rossum praised
Django Girls initiative.**

"How the creation of Django Girls and the creation
of Python are similar"

[12]

Diversity

- Python in Iraq! 50% women
- No women at the language summit :-)
- Want at least two female core devs next year
- First q. from a woman or girl, then alternate

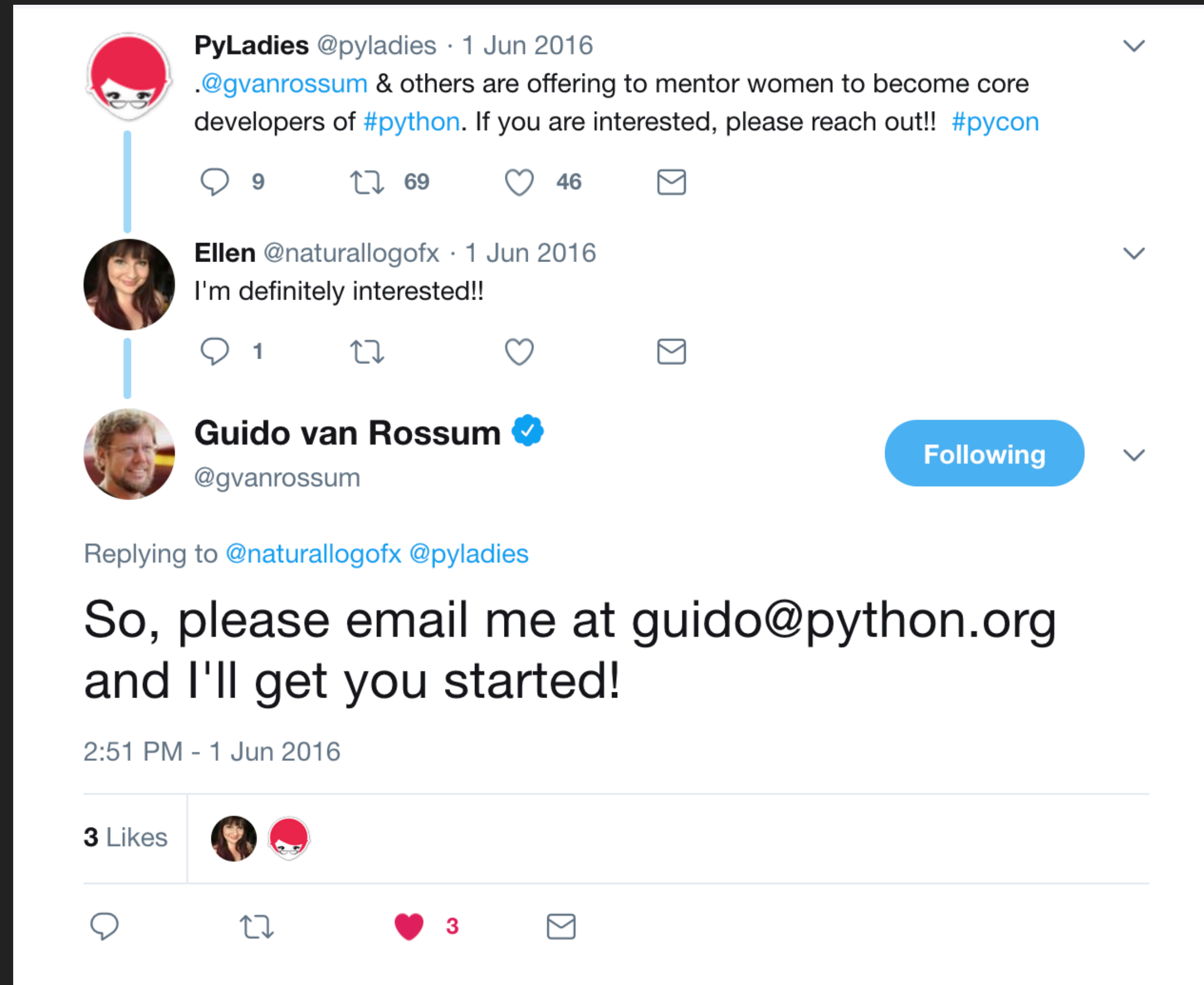


During PyConUS 2015 keynote,

Guido stated that

“we [wanted] at least two female core devs” by PyCon US 2016.

[13]



PyLadies @pyladies · 1 Jun 2016
.@gvanrossum & others are offering to mentor women to become core developers of #python. If you are interested, please reach out!! #pycon

9 69 46

Ellen @naturallogofx · 1 Jun 2016
I'm definitely interested!!

1

Guido van Rossum ✓ @gvanrossum **Following**

Replying to @naturallogofx @pyladies

So, please email me at guido@python.org and I'll get you started!

2:51 PM - 1 Jun 2016

3 Likes

3

[14]



Finally! In Jan, 2017,

**Mariatta Wijaya joins a Python core dev team.
She is the first female a Python core developer.**

@mariatta

[15]

"Guido, Raymond, and I basically decided
we would come to the door of the party and
cheer women on who chose to try and tackle the set of stairs."

"simply **reviewing code from women first** and thus
focusing on people instead of what the patches fixed, [...]
**This focused attention led to a more engaged contributor
who learned faster and felt welcomed.**" [16]

Brett Cannon, Python core developer

[16] Don't just open the door welcome people through it, Brett Cannon. <https://snarky.ca/dont-just-open-the-door-welcome-people-through-it/>

[17]

Python Core Development Mentorship Excerpt

- We ask everyone to be welcoming, friendly, and patient.
- **Flame wars and insults are unacceptable** in any fashion, by any party.
- Anything can be asked, and **“RTFM(read the fucking manual)”** is not an acceptable answer.
- Neither is **“it's in the archives, go read them”**.

What can we do to improve diversity?

First, getting start with awareness of your privileges.

Let's do a Privilege BINGO!

Can speak English	Cisgender	Have a brand-new Laptop (Macbook)	No speech Impediment	Confidence in programming
Male	Can speak Korean	Attractive	Heterosexual	Able-bodied
Standard accent	No criminal Record	Human (Free space)	Thin & Tall	Mentally Healthy
Support mainstream political party	Adult	Born in country of residence	Wealthy	Intelligent
Employed	Living Developed country	Well-connected family	Having good friends	Educated

[18]

My Privileges

Can speak English	Cisgender	Have a brand-new Laptop (Macbook)	No speech Impediment	Confidence in programming
Male	Can speak Korean	Attractive	Heterosexual	Able-bodied
Living in capital city	No criminal Record	Human (Free space)	Thin & Tall	Mentally Healthy
Support mainstream political party	Adult	Born in country of residence	Wealthy	Intelligent
Employed	Living Developed country	Well-connected family	Having good friends	Educated

[18] Revised from Diversity ToolKit <https://www.diversitycouncil.org/toolkit>

Yes, I have many privileges.

This is why I became
a python community **member**,
organizer,
keynote speaker.

My Privileges

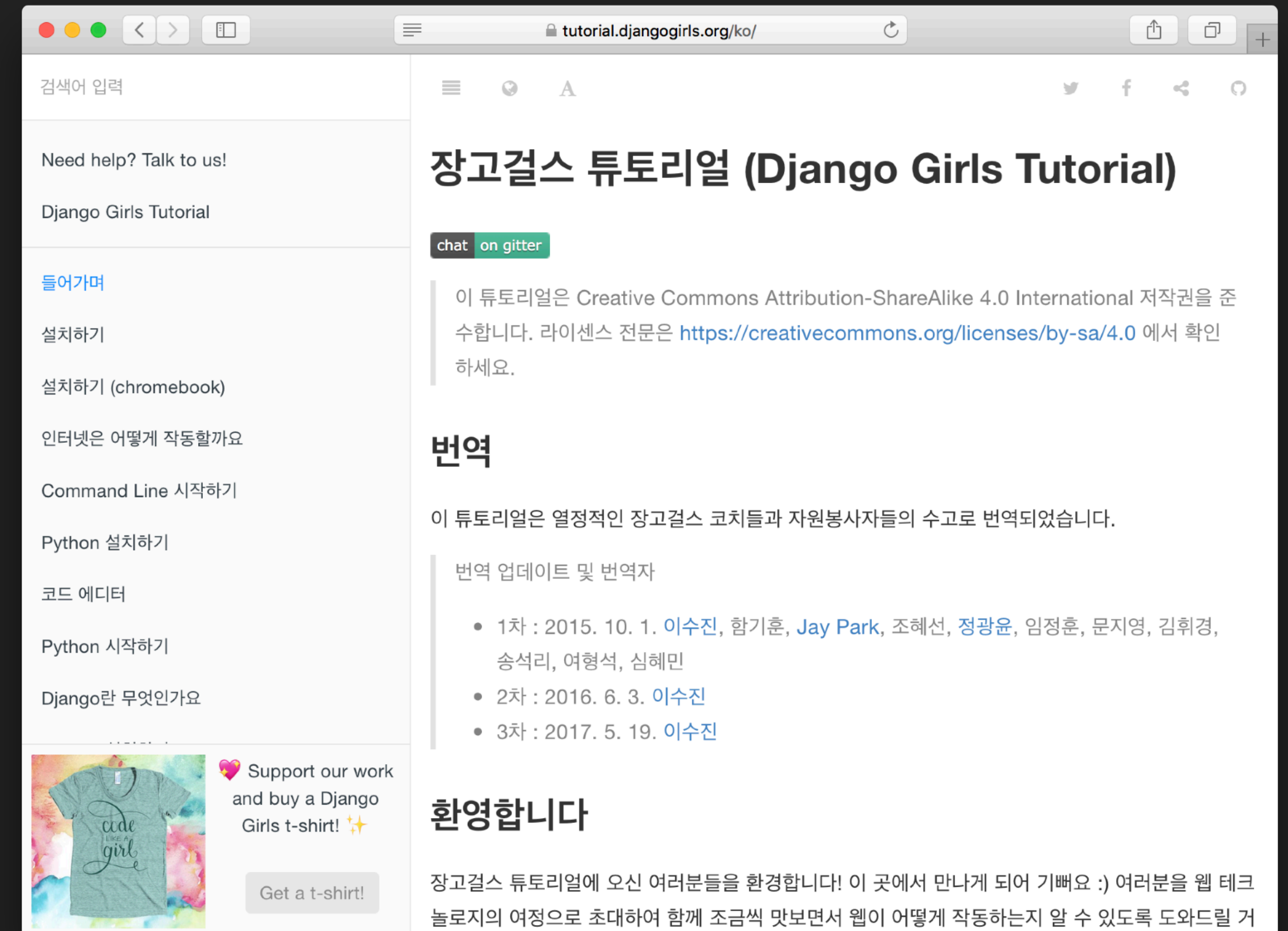
#1. Having good friends who learn/teach python



@Rachell_Calhoun
DSF Member, Django Girls

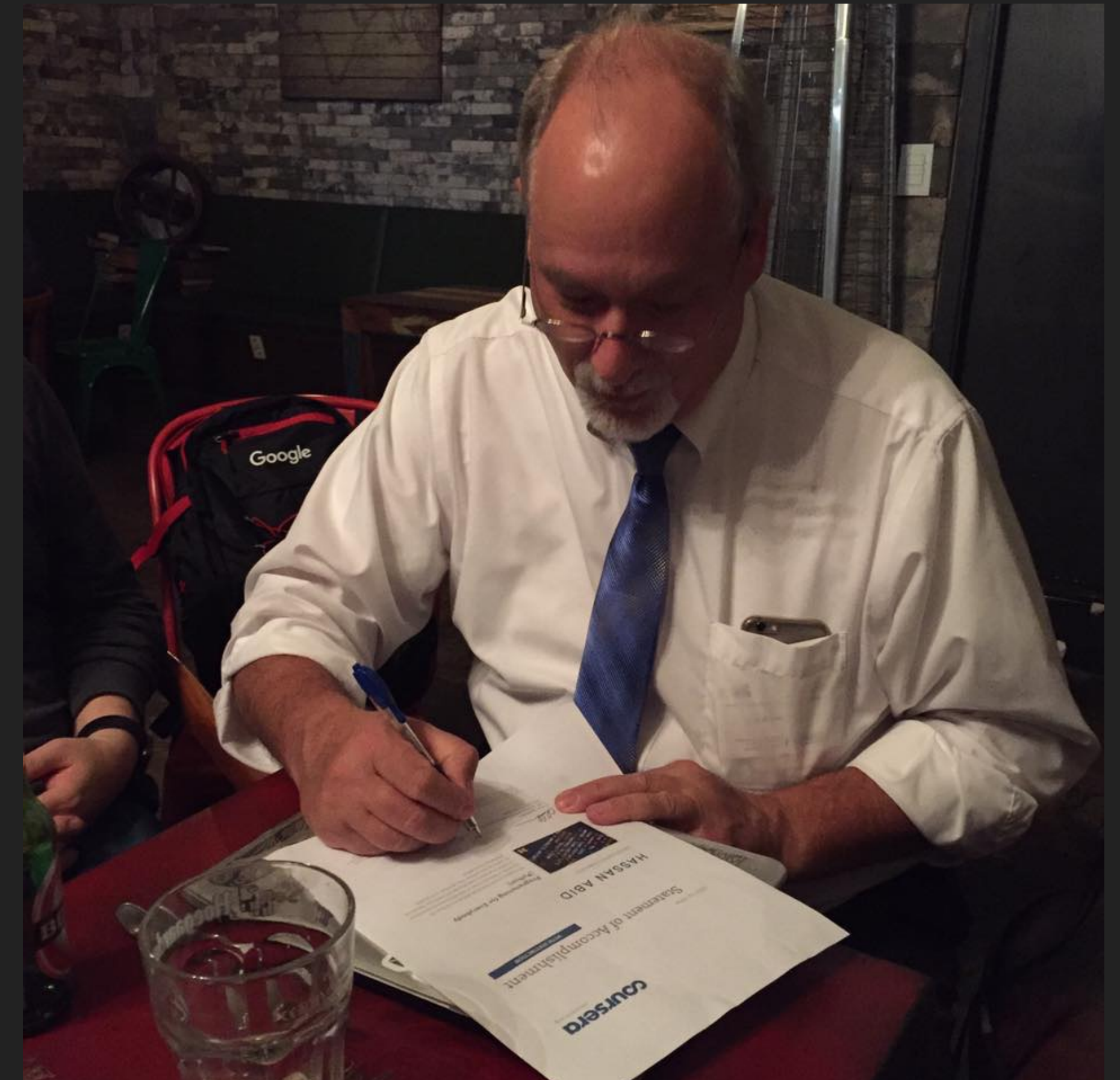
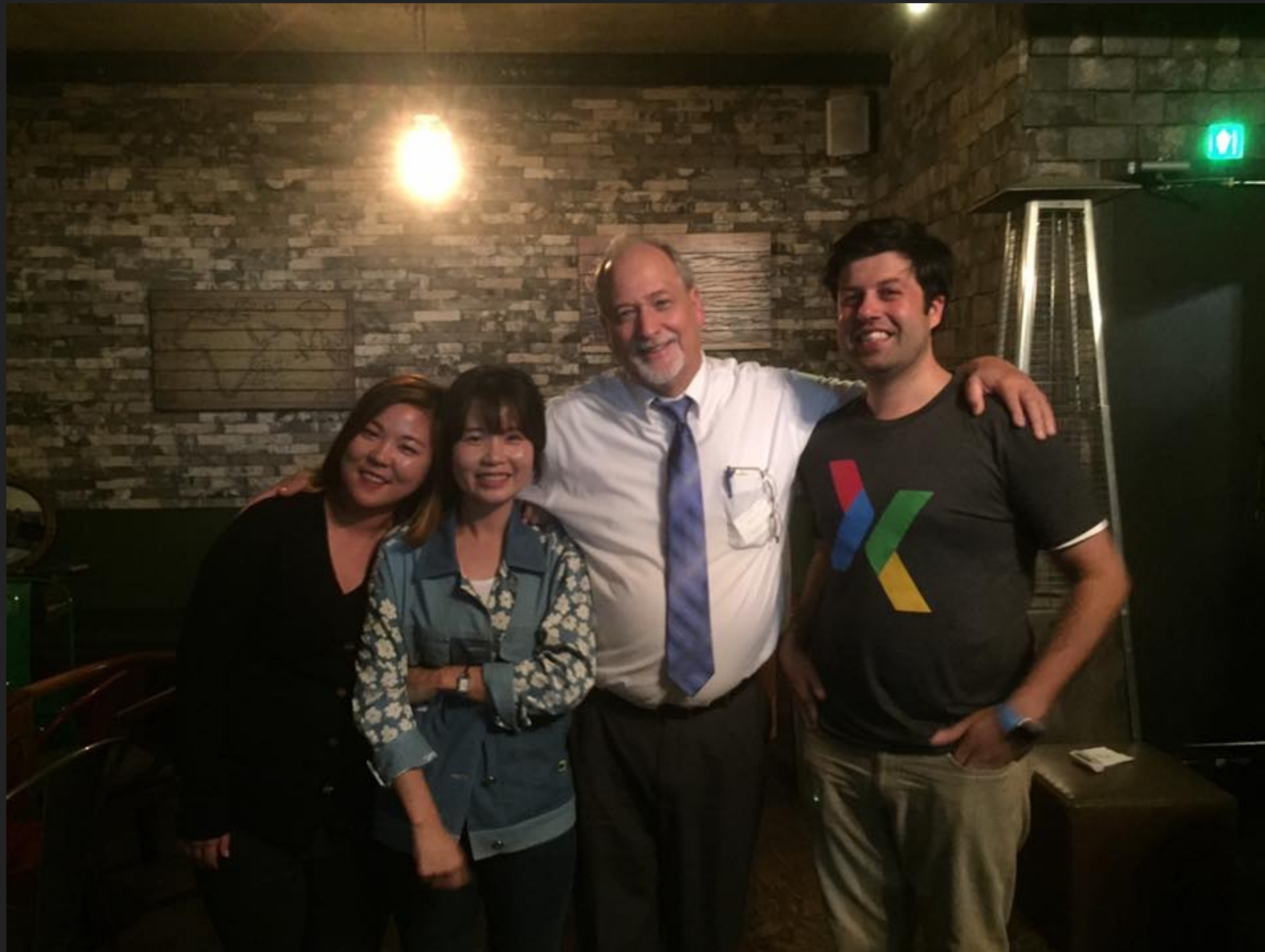
My Privileges

#2. Run the first Django Girls Workshop in Seoul



My Privileges

#3. Took the best online course for learning python for free






My Privileges

#4. Using python to my music information retrieval research MusicXML(Music Score)-Parser for deep learning

<https://github.com/mac-marg-pianist/musicXML-parser>



var ₁₀ :	0	1	1	1	1
var ₁₁ :	1	0	0	0	0
var ₁₂ :	0	0	0	0	0

Ballade No. 3 in A-Flat Major



XML (melody_notes)

1

```
50.45679932378735, 36)
50.45679932378735, 48)
50.45679932378735, 84)
50.45679932378735, 96)
50.99251360950163, 55)
50.99251360950163, 64)
50.99251360950163, 68)
51.260370752358774, 65)
51.260370752358774, 67)
```

2

```
52.59965646664449, 55)
52.59965646664449, 64)
52.59965646664449, 69)
52.666620752358774, 71)
52.73358503807306, 69)
52.80054932378735, 71)
52.86751360950163, 65)
52.86751360950163, 67)
```


Score midi
(score_midi_notes)

1

```
50.4567735, 36)
50.4567735, 48)
50.4567735, 84)
50.4567735, 96)
50.992487499999996, 55)
50.992487499999996, 64)
50.992487499999996, 68)
51.059451749999994, 70)
51.126416, 68)
51.19338025, 70)
```

2

```
52.5996295, 55)
52.5996295, 64)
52.5996295, 69)
52.66659375, 71)
52.733557999999995, 69)
52.80052225, 71)
52.8674865, 65)
52.8674865, 67)
```

I might not have the chance to
inspire over +500 women
to learn python & django for last 3 years
in Seoul, Daejeon, Daegu, Busan and meet
with awesome friends, mentors, and coaches.

**“When you learn, teach.
When you get, give.”**

Maya Angelou

It is a simple rule for **enhancing inclusion** in community.

[19]

What we can do?

Visit wiki.python.org/moin/DiversityInPython

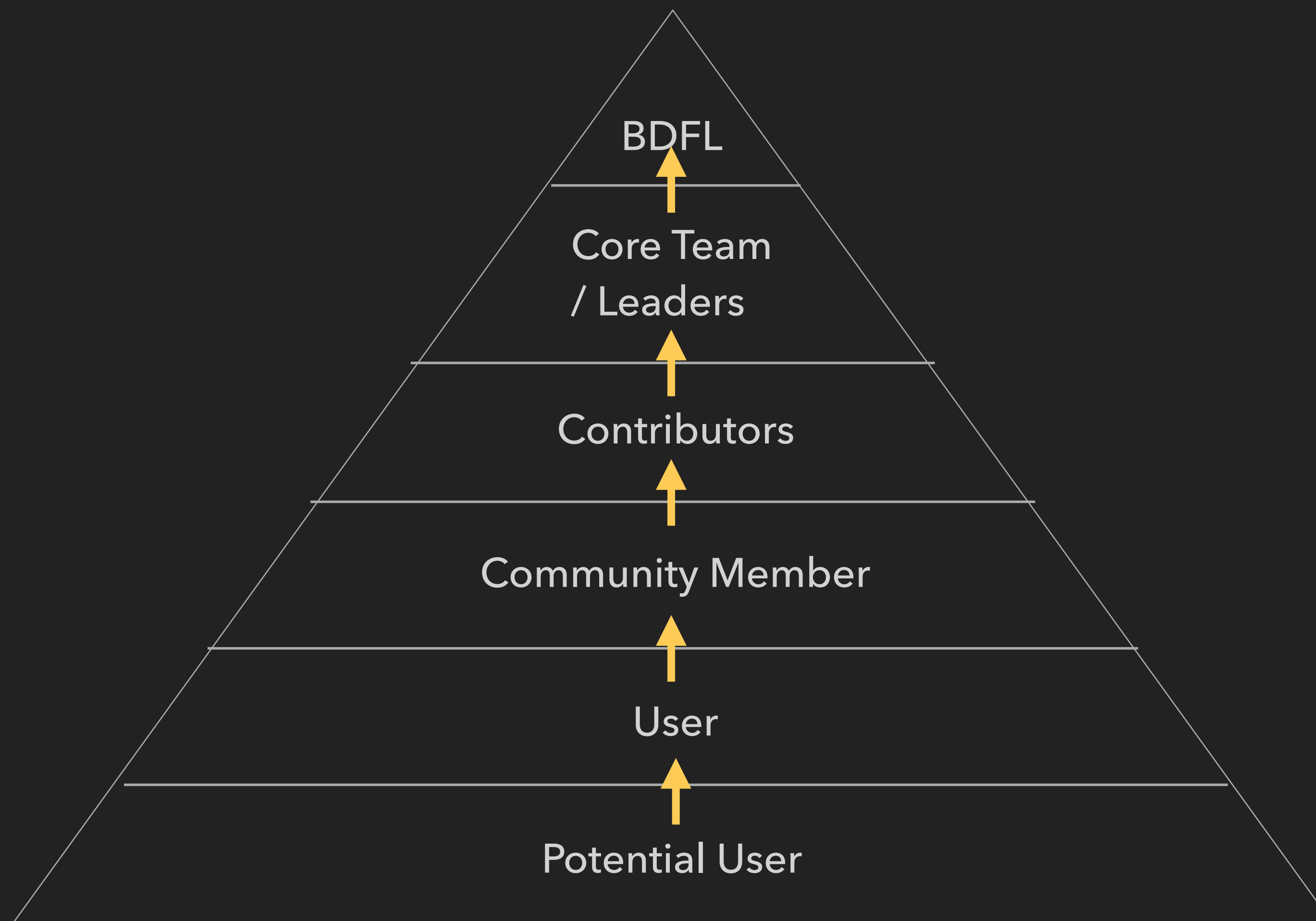
- If you attend Python User Group meetings, invite someone from a different background to yourself.
- Encourage diverse non-programmers you know to come to Python for beginners events.
- Sit down with a diverse non-programmer and teach them the basics of Python
- Blog about your own experiences with diversity problems

The limitation of this talk

Again, Why Diversity and Inclusion matters?

Credit: @mariatta

What is a Python Core Developer? - PyConUS 2018



[20] Python Community Pyramid

We are programmers who change the world with python.

**We believe our software
written Python is to make the world better.**

Only Diversity & Inclusion can achieve our goal.

Let's dive into diversity!

Thank you.