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Software engineer @

## Confrere.

# Un-bro your culture

"many leaders assume they are better at valuing diversity than they actually are"

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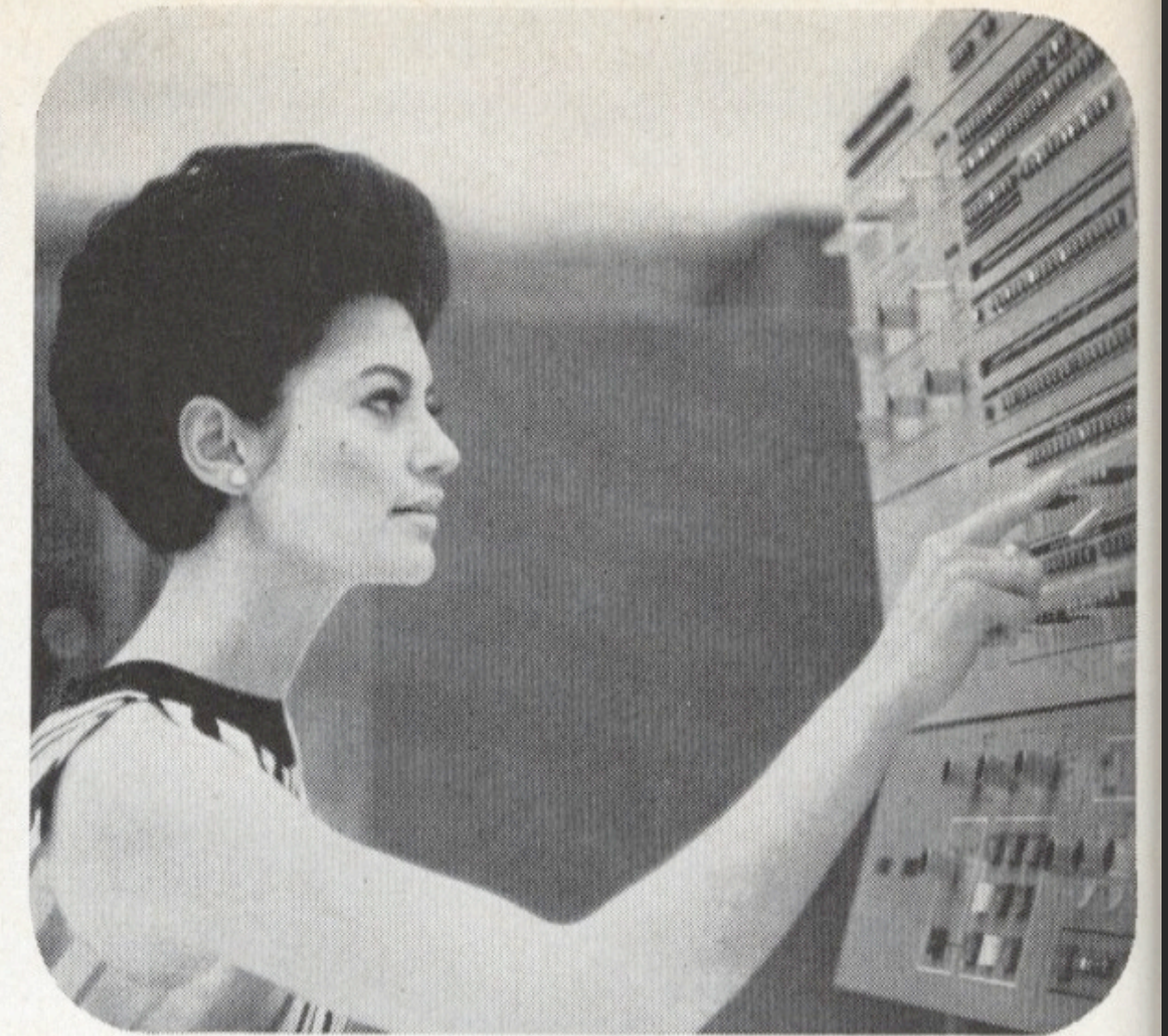https://hbr.org/2017/10/leaders-arent-great-at-judging-how-inclusive-they-are

The great enemy of inclusivity, is the illusion of it

It's about building a climate of trust, appreciation, and openness to differences in thoughts, styles and backgrounds

# The early days of tech

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## 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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# The rise of men

Of those 1378,
only 186 were women

# The rise
# of men

"[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 rise of men

"[The] industry selected for antisocial, mathematically inclined males, and therefore antisocial and mathematically inclined males were overrepresented in the programmer population"
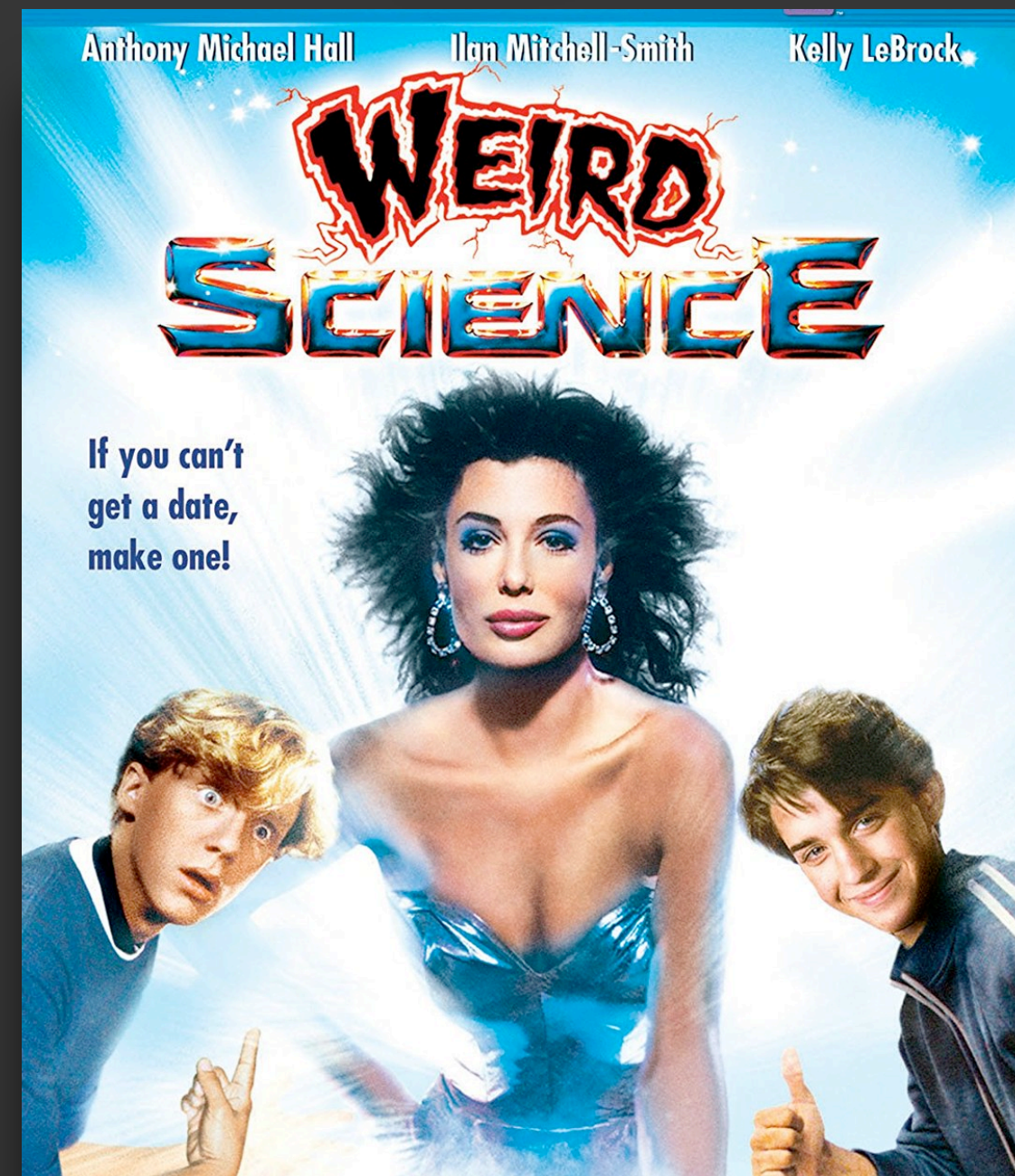
**The Computer Boys Take Over**
**- Nathan Ensmenger**

# The rise of men

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

The Computer Boys Take Over
- Nathan Ensmenger

# The rise
# of men

# The bro culture

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

"only the best"

# The bro culture

- How many piano tuners are there in the world?;

- How many golf balls fit in standard double decker bus?;

- How much would you charge to wash all the windows in San Francisco?

# The bro culture

Insane work hours, drinking, gambling and Vegas. Plus valuing potential over experience, made the culture male dominated.

# The bro culture

- Women;

- People of colour;

- Gender, sexual, and romantic minorities;

- 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 and included

## Use inclusive language

- Avoid jargons and abbreviations;

# Make everyone feel welcome and included

## Use inclusive language

- Avoid jargons and abbreviations;

- "Guys" is not gender neutral;

**Instead of "guys", use "people", "folk", "everyone" or "y'all".**

**Instead of "he" or "she", use "they".**

# Make everyone feel welcome and included

## Use inclusive language

- Avoid jargons and abbreviations;

- "Guys" is not gender neutral;

- Don't underplay the impact of mental disabilities;

# Make everyone feel welcome and included

# Use inclusive language

- Avoid jargons and abbreviations;

- "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

# Let people be heard

A little bit of kindness goes a long way

# THANK YOU!

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Read this book!

HOST OF BLOOMBERG TECHNOLOGY

EMILY CHANG

BROTOPIA

BREAKING UP THE BOY

OF SILICON