Gender and Diversity in Tech

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Rails Girls Berlin
Open Tech School
ClojureBridge

“The problem with women in technology is not the women.”

- Paul Ford

Problems

- Lack of intersectional diversity
- Lack of awareness that diversity is good for business
- Diversity < inclusiveness

Lack of intersectional diversity

Lack of intersectional diversity

“ ‘This is important to us, we’re working on it,’ is often the message. The work, though seems to favor one group more than others: women.”

- Erica Joy Baker, @EricaJoy

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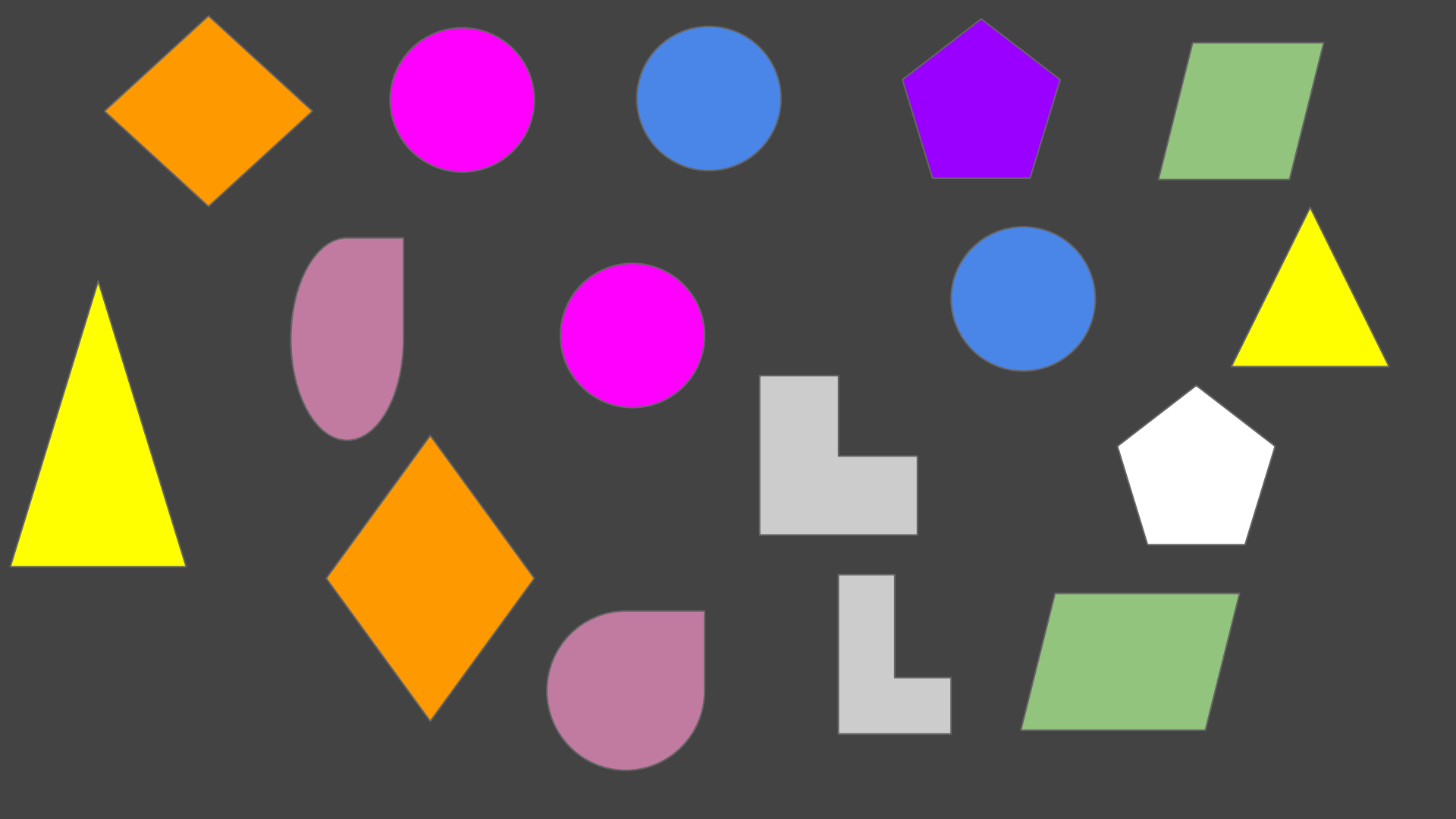

“Everyone belongs to many groups, not just one group. Diversity happens when you can’t see a dominant group anymore, because there isn’t one.”

- Anika Lindtner, @langziehohr

Lack of awareness that diversity is good for business

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“When everybody is making technology, the technology they make will be for everyone.”

- Aaron Hartwig

Diversity < Inclusiveness

Diversity < Inclusiveness

Inclusiveness = A better community for everyone

Technology is the future.

Who gets to shape that future and why?

Personal Solutions

- Use your privilege for good.
- Listen to people’s stories.
- Support the initiatives already out there and share what they’re doing.

Political Solutions : Education

- Fund projects that teach teachers and child care workers about how to combat stereotypes as well as teach history of diverse role models, so that they will encourage all children in all topics.
- Fund gender studies research about retaining mid-career women in technology.

Political Solutions : Community

- Sponsor existing community-based pipeline initiatives like Rails Girls, Rails Girls Summer of Code, Open Tech School, and ClojureBridge.
- To increase intersectional diversity in tech, fund self-organized migrant foundations (“Migrantische Selbstorganisationen”) to organize hackathons and workshops for their communities.

Political Solutions : Work

- Promote, support and reward tech companies to reduce discrimination and implement diversity training, esp. for hiring managers.
- Implement salary transparency and equality, starting in the government IT sector.

Bettina @ThatBettina · Sep 20
I've been invited to speak to German politicians about #womenintech What would you like them to know? @OpenTechSchool @speakerinnen
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1
Birgit Pohl @devbirgit · Sep 20
@ThatBettina @OpenTechSchool @speakerinnen not a question, encourage them to make more female leaders.
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Helga Hansen, @hanhaiwen
Anika Lindtner, @langziehohr
Ute Mayer, @nerdbabe
Thuy Le, @inthuytion

Resources

- Paul Ford, “What Is Code?”, http://www.bloomberg.com/graphics/2015-paul-ford-what-is-code/
- http://cacm.acm.org/magazines/2014/11/179827-the-data-on-diversity/fulltext
- http://www.studyofwork.com/2011/10/stemming-the-tide-women-engineers-report/
- http://www.nature.com/nature/journal/v442/n7099/full/442133a.html
- https://drive.google.com/folderview?id=0B79UlI0LWGoAflBnV1k1UUxWdWlZNElZczRMeThHeTd0Z1RjQmJiN01lS2tFWTJyOVR3OG8&usp=sharing
- Annika Lindtner: https://speakerdeck.com/langziehohr/getting-more-women-into-open-source-why-the-f-star-ck-should-we-care
- Lena Reinhard, A Talk About Nothing, http://www.youtube.com/watch?v=D3e3V66TH2Y