shaving my head made me a better programmer

@alexqin
#shavedmyhead

pt I. my story

#shavedmyhead @alexqin

#shavedmyhead @alexqin

#shavedmyhead @alexqin

#shavedmyhead @alexqin

#shavedmyhead @alexqin

#shavedmyhead @alexqin

#shavedmyhead @alexqin

#shavedmyhead @alexqin

SKILLSHARE

the code cooperative

pt II. now you

vocabulary

A **diverse** environment is one where people from all backgrounds have **equal representation**

An **inclusive** environment is one where people from all backgrounds receive **equal treatment and equal opportunity by design**

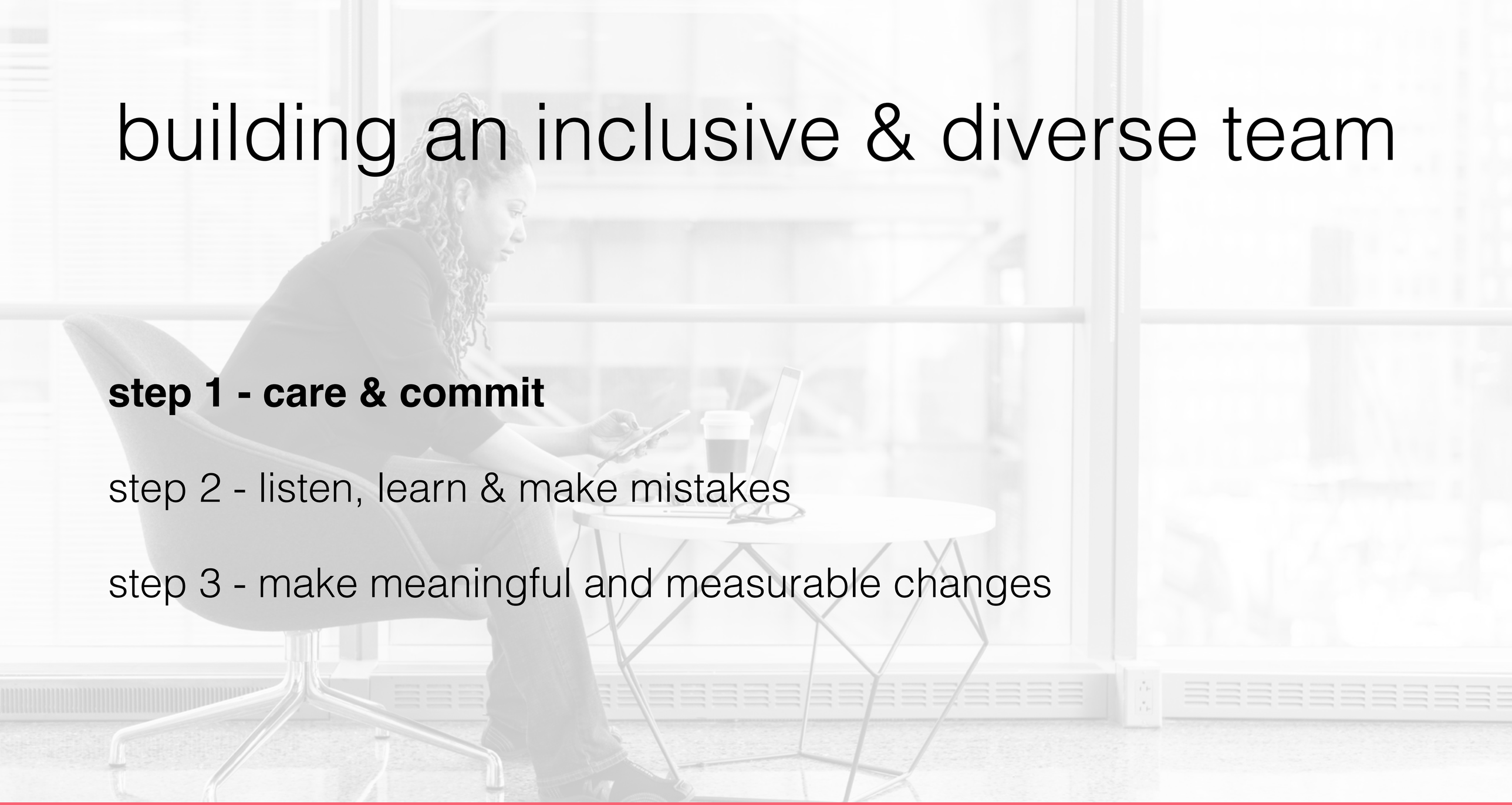
vocabulary

“folks”

underrepresented groups

minorities

building an inclusive & diverse team



step 1 - care & commit

step 2 - listen, learn & make mistakes

step 3 - make meaningful and measurable changes

- step 1 -
care & commit

Christopher Mims
@mims

Follow

Google spent a quarter billion dollars on a diversity program and got essentially no results

> **Tom Simonite** @tsimonite
> "After 2 years and $265 million, Google's employee population was only 2% black in 2016, same percentage as 2014." fastcompany.com/3066914/innova…

RETWEETS 207 LIKES 245

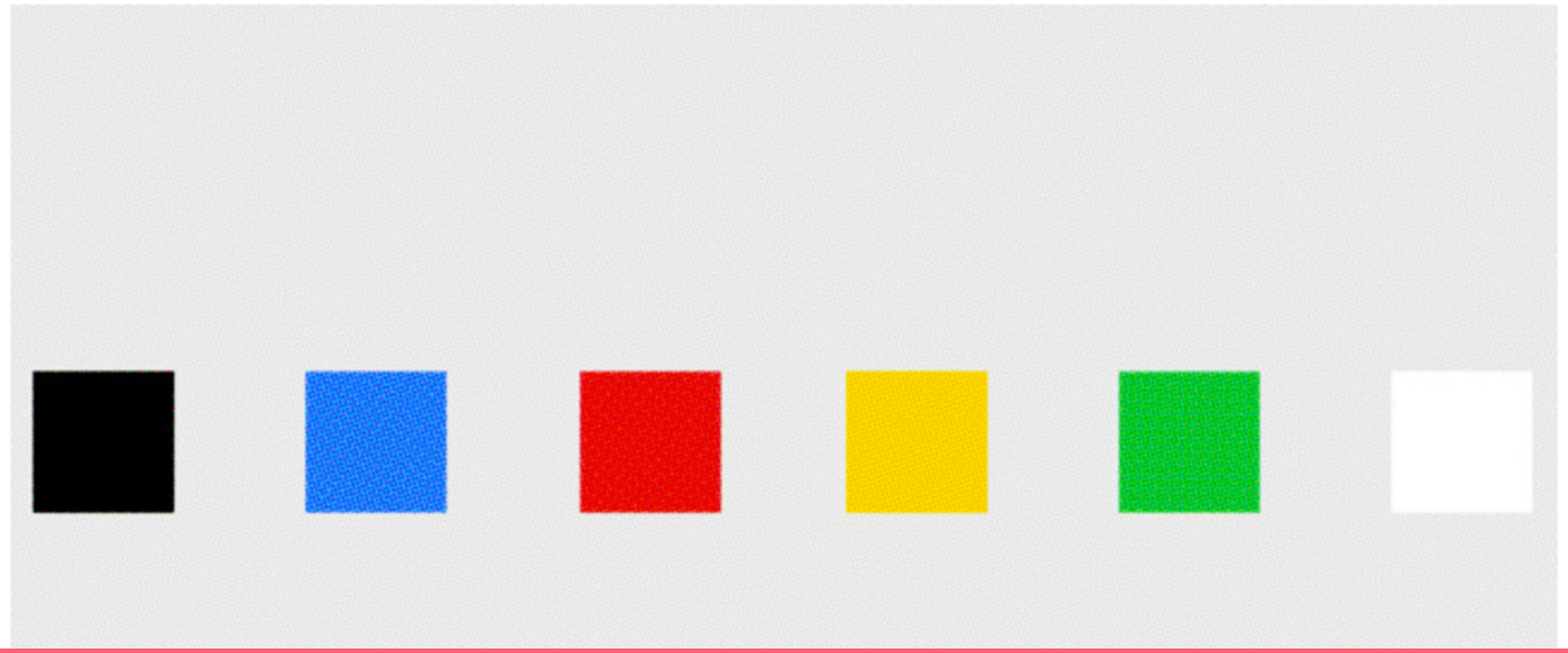
12:53 PM - 3 Feb 2017

20 207 245

LONG READ | INNOVATION AGENTS

Google's Hardest Moonshot: Debugging Its Race Problem

Tech giants are spending millions to diversify workforces and address race and bias. Current and former Googlers call for deeper reflection.



RELATED STORIES

TECHNOLOGY
The Sleep Science Behind Fitbit's New Alta HR Fitness Tracker

TECHNOLOGY
The Man Who Made Apple Famous On The Danger Of Frothy Startup Narratives

TECHNOLOGY
Are We Breaking The Internet?

PSA Deal to Buy G.M.'s Opel and Vauxhall Faces Political Winds

Prosecutor Pushes for Indictment of South Korean President in Samsung Scandal

Samsung Bribery Scandal Threatens South Korea Success Story

US Stocks Slip Further From Record Highs as Banks Decline

Automakers Near a Victory on Rollback Fuel Standards

BUSINESS DAY

Uber Investigating Sexual Harassment Claims by Ex-Employee

By **MIKE ISAAC** FEB. 19, 2017

RELATED COVERAGE

Uber C.E.O. to Leave Trump Advisory Council After Criticism FEB. 2, 2017

Uber Extends an Olive Branch to Local Governments: Its Data JAN. 8, 2017

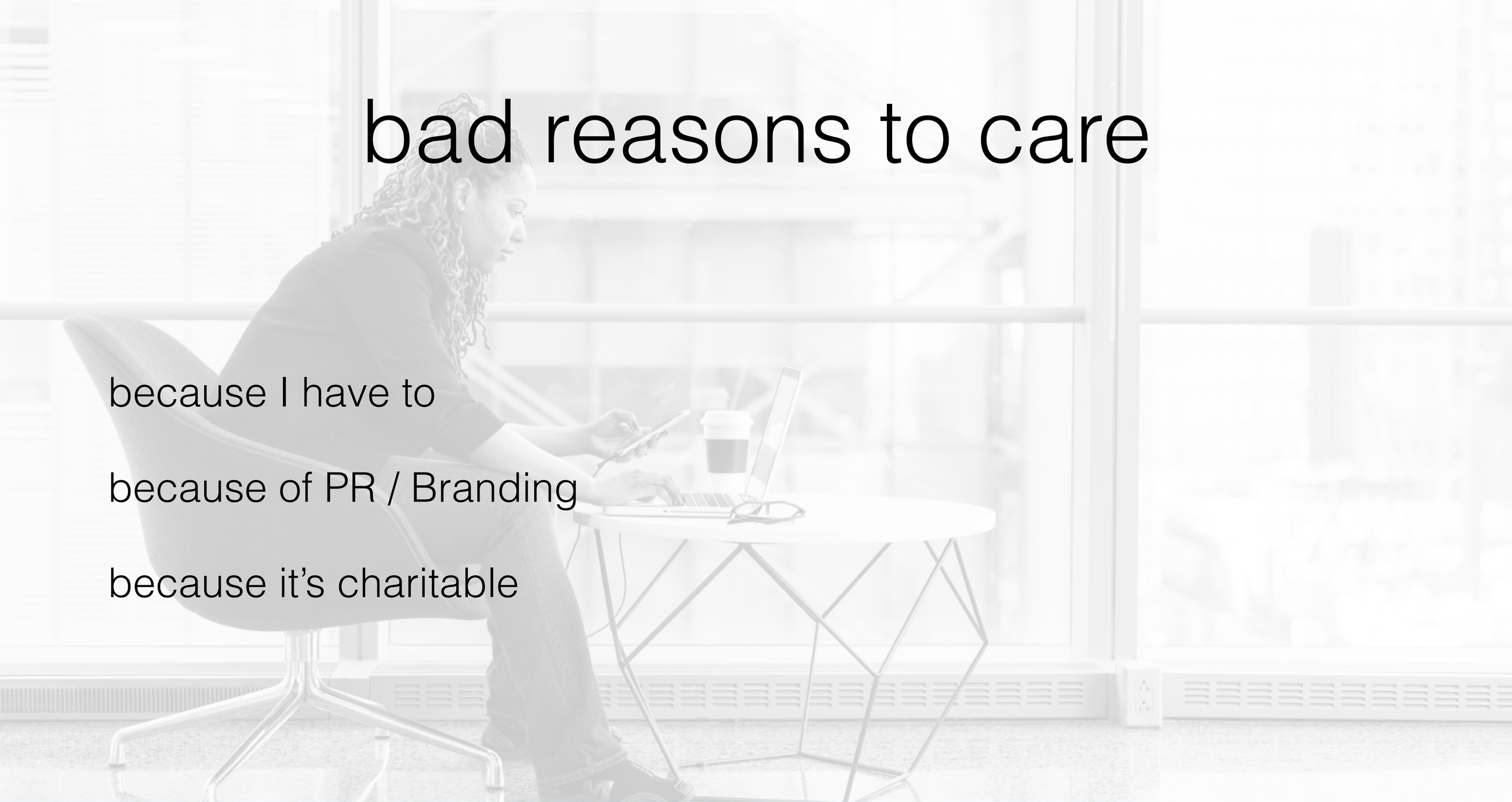
Uber Partners With Daimler in a Step Toward a Driverless Future JAN. 31, 2017

#shavedmyhead @alexqin

why should you care?

some bad reasons

bad reasons to care

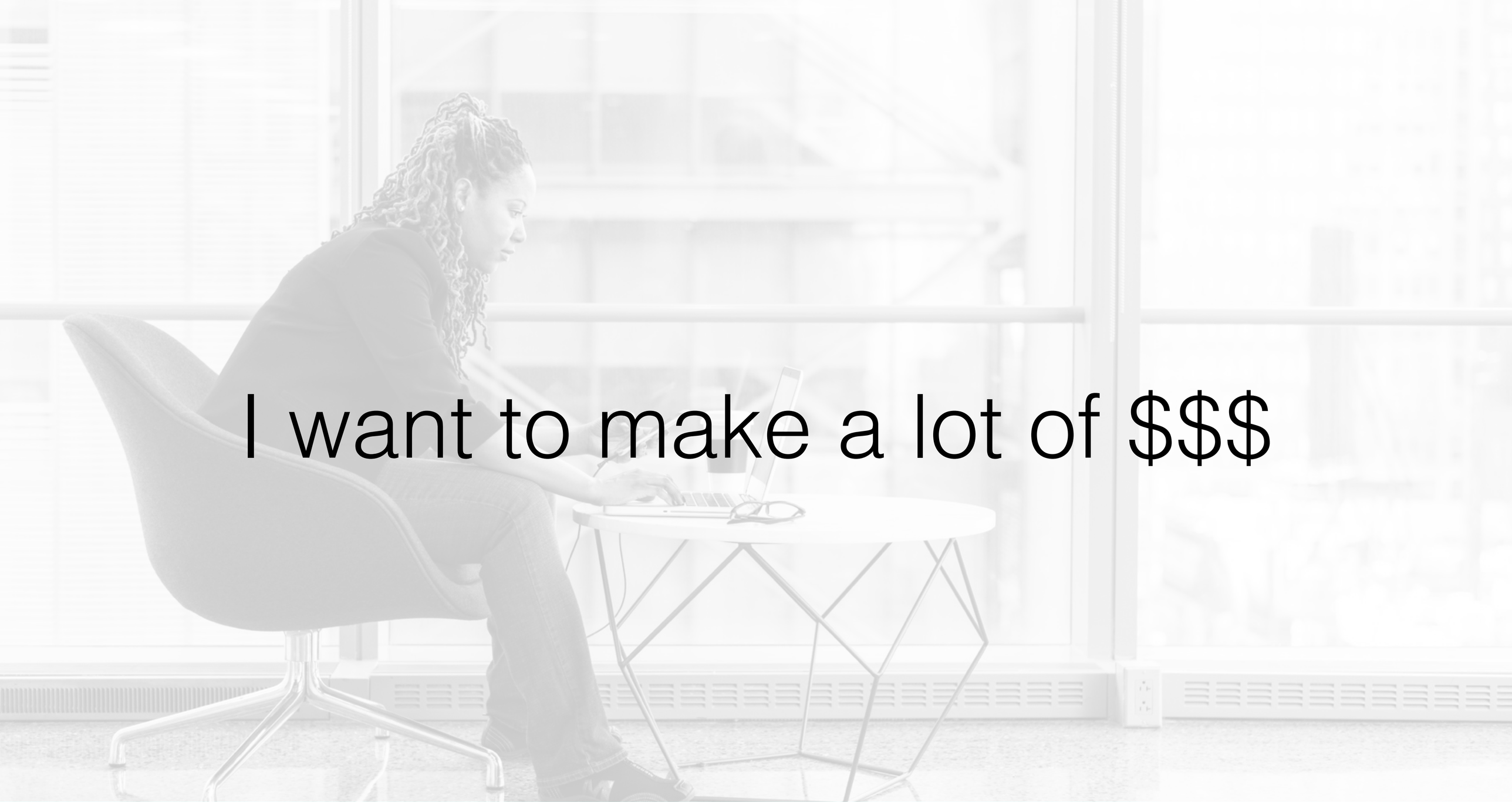


because I have to

because of PR / Branding

because it’s charitable

some better reasons


I want to make a lot of $$$

I want to have the best team

I want to build the best product

Home Moments Notifications Messages Search Twitter Tweet

web@jalciné
@jackyalcine

You're dope. :: black.af :: @goodforpoc, @twchata, et al :: he/him/his/bruh :: Haitian + BKLYN :: infosec

jacky.wtf

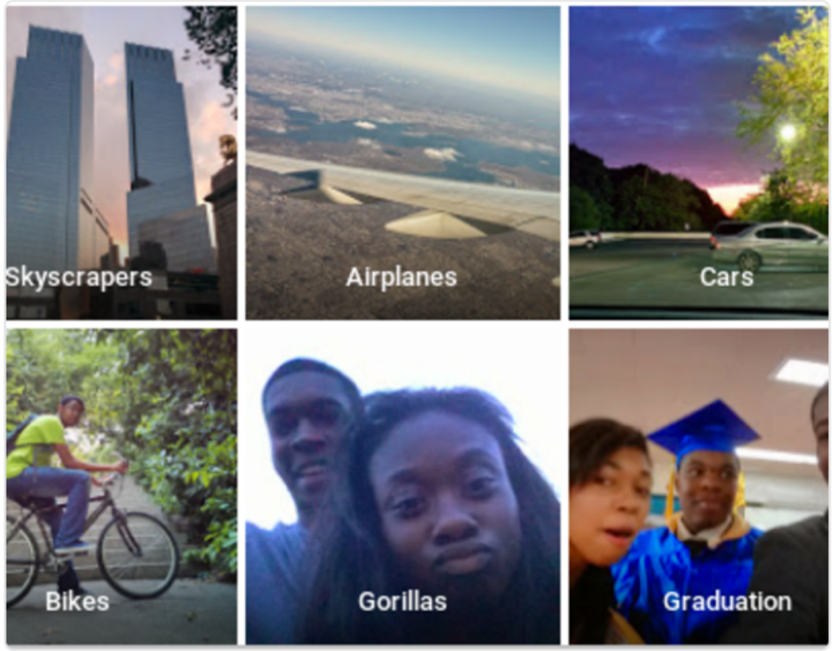
Joined June 2009

© 2017 Twitter About Help Center Terms
Privacy policy Cookies Ads info

web@jalciné
@jackyalcine

Following

Google Photos, y'all fucked up. My friend's not a gorilla.



RETWEETS 3,193 LIKES 1,982

6:22 PM - 28 Jun 2015

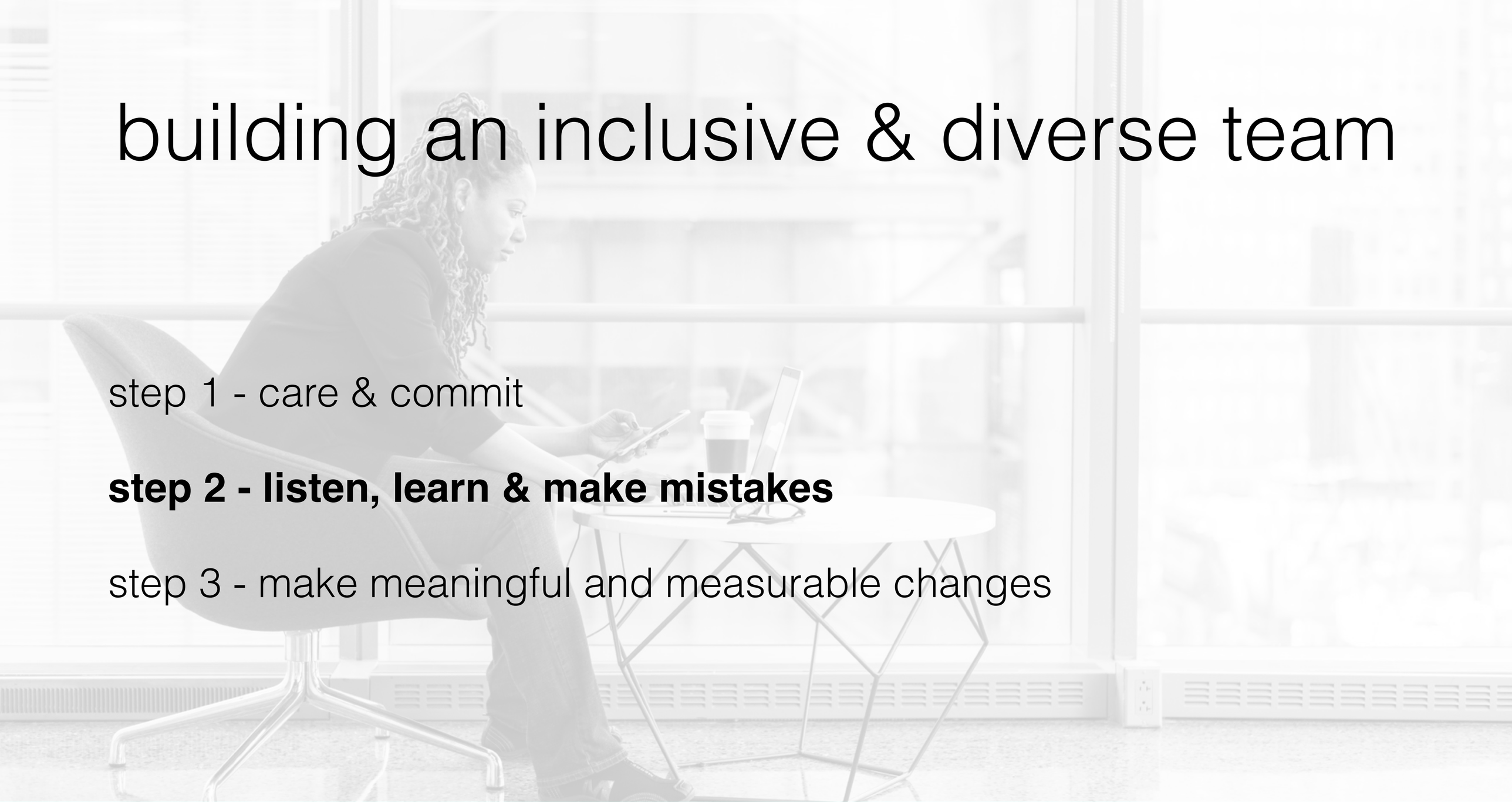
223 3.2K 2.0K

#shavedmyhead @alexqin

I care about equality

- step 1 -
care & commit

building an inclusive & diverse team



step 1 - care & commit

step 2 - listen, learn & make mistakes

step 3 - make meaningful and measurable changes

- step 2 -
listen, learn & make mistakes

listen to those with less privilege
learn about their experiences
make mistakes & learn from them

listen to those with less privilege

does your twitter feed look like this?

learn about their experiences

imposter syndrome

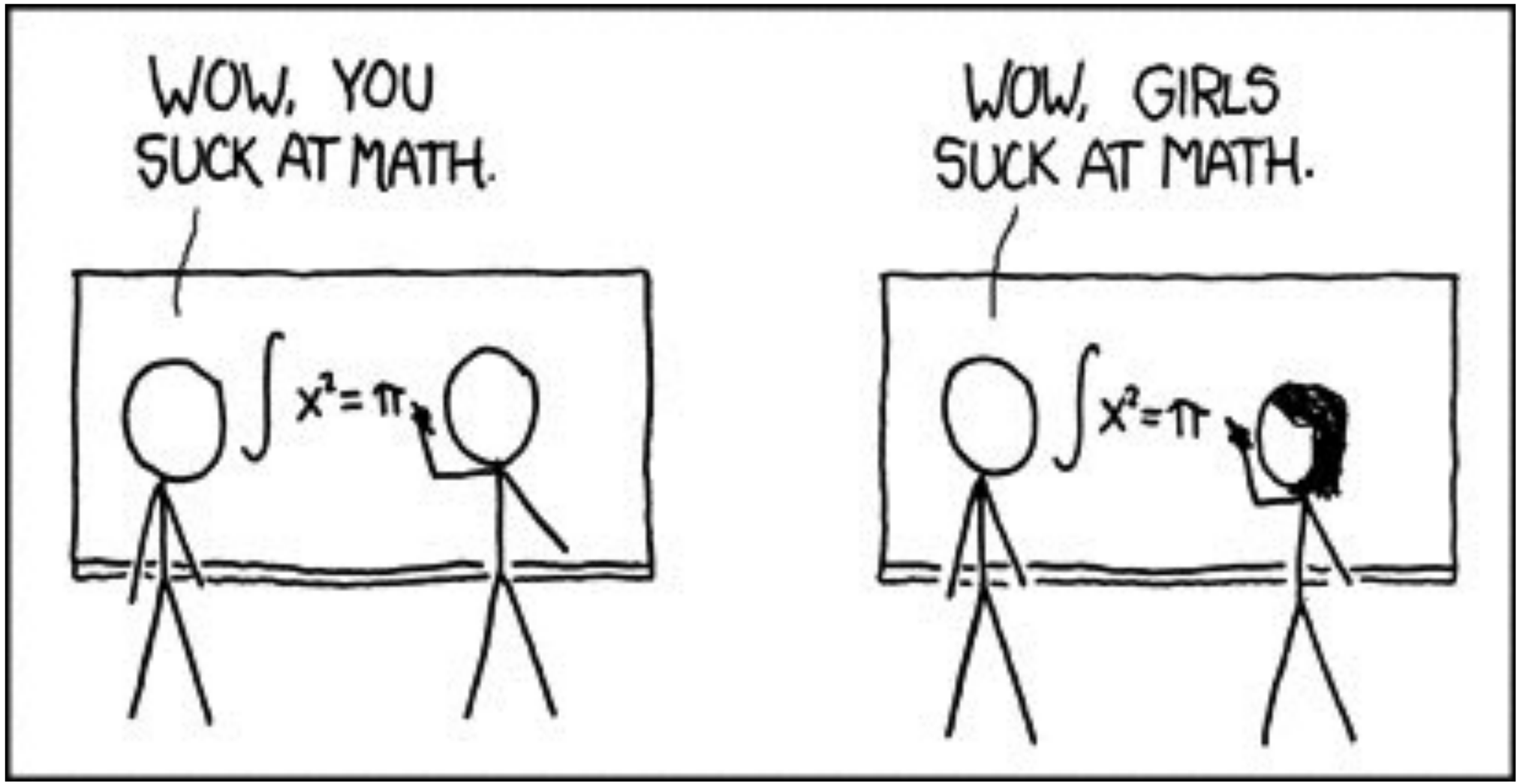
ALL COMPLIMENTS YOU RECEIVE:

- FROM SOMEONE WHO IS LYING
- FROM NICE RELATIVES WHO DON'T KNOW WHAT THE HELL THEY'RE TALKING ABOUT

unconscious bias

THE SURGEON SAID:
I CAN'T OPERATE, FOR THAT'S MY SON!

stereotype threat


WOW, YOU SUCK AT MATH.
$\int x^2 = \pi$
WOW, GIRLS SUCK AT MATH.
$\int x^2 = \pi$

microaggressions

“Are you really a programmer”

“Where are you really from”

microaggressions

“Can I touch your hair?”

Julie Pagano

About Writing Projects Shop

My experiences in tech: Death by 1000 paper cuts

2013-03-24
tags: highlights, personal, tech

Note: If you link this (especially on anything high traffic), please send people to the copy on tumblr. Thanks!

In Once Upon an Internship, I learned early that sometimes being a software engineer means death by 1000 cuts because you don't have the power to make it stop. Even the tiniest little things add up to something big - sometimes it's really death by 1000 paper cuts.

The cuts started early. I'm discouraged and humiliated in math classes throughout my school years to the point where I still get anxious doing math in front of others despite being good at it in private. A high school teacher tells me that I shouldn't go to college for engineering, but instead something nurturing (you know, what women are good for).

erasure

BASED ON THE UNTOLD TRUE STORY
MEET THE WOMEN YOU DON'T KNOW, BEHIND THE MISSION YOU DO.
HIDDEN
FIGURES
1.13.17
DDENFIGURES
NASA

lack of representation in leadership

Iheanyi Ekechukwu
@kwuchu

Following

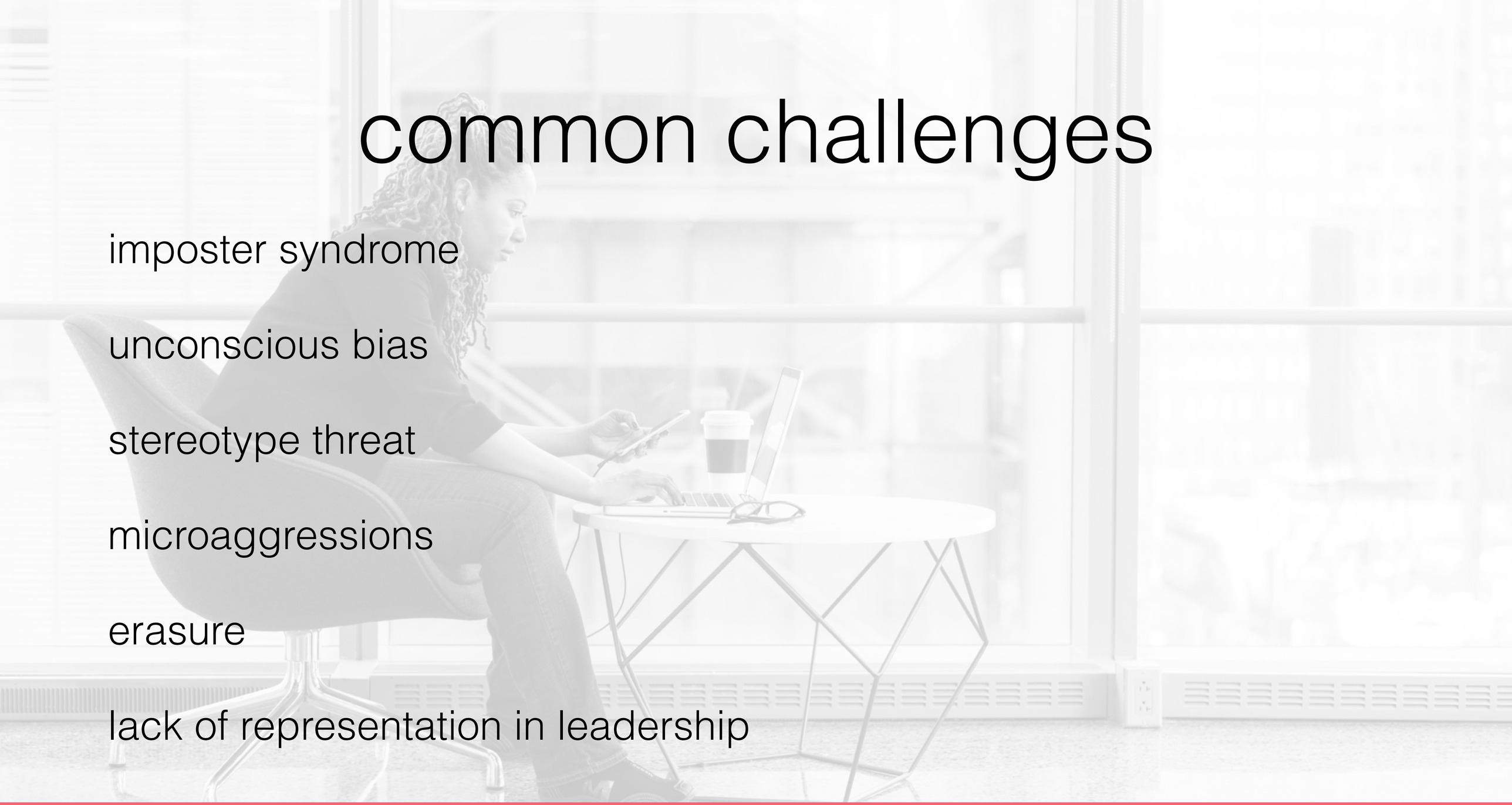
I think it's safe to say that tech companies are more likely to have a dog in their Team page than a black person.

RETWEETS 766 LIKES 1,541

7:59 AM - 17 May 2016

43 766 1.5K

common challenges



imposter syndrome

unconscious bias

stereotype threat

microaggressions

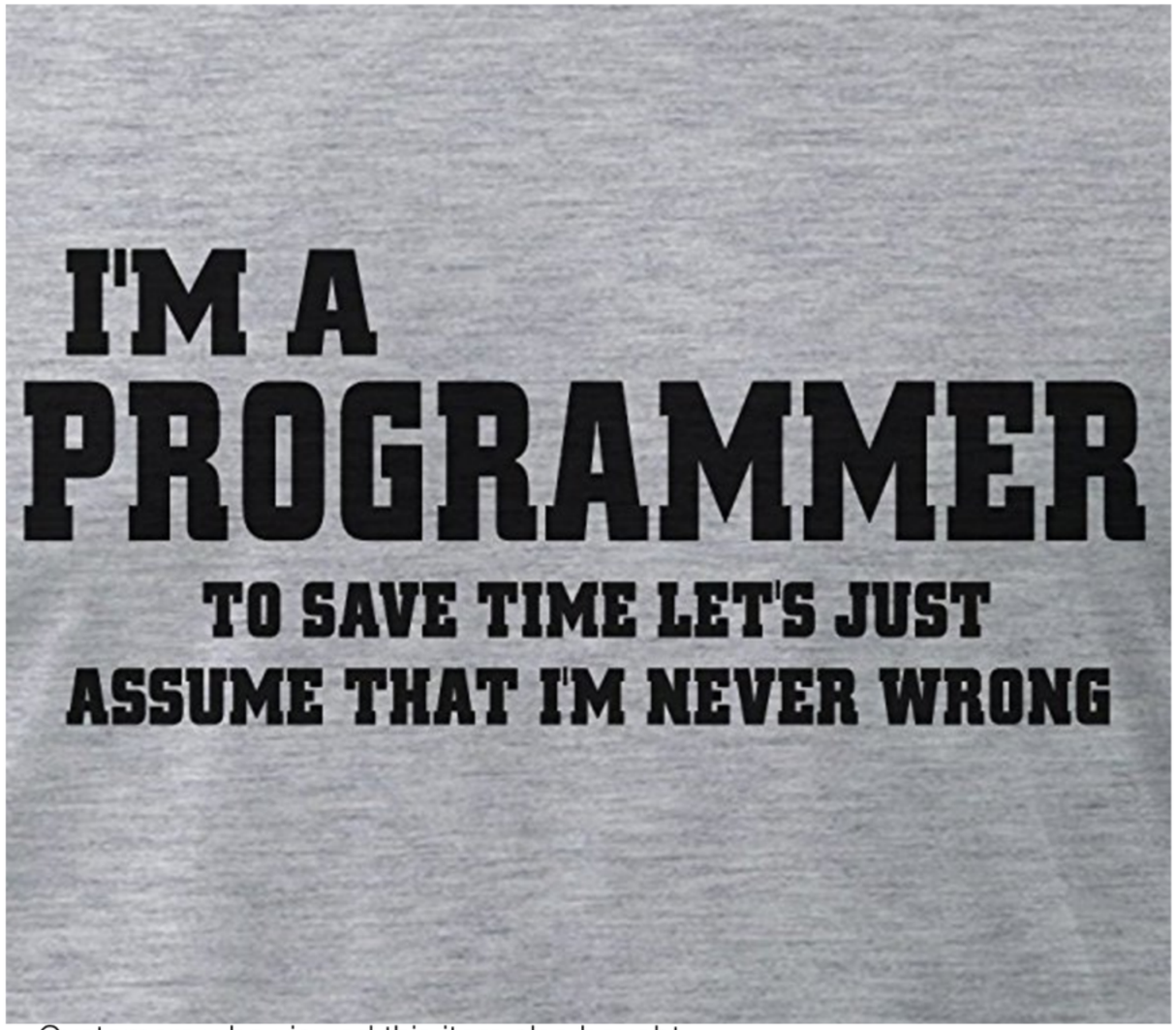
erasure

lack of representation in leadership

make mistakes & learn from them

Men › Tops & T-Shirts › T-Shirts

Roll over image to zoom in



Share

To buy, select **Size**

Add to Basket

Add to List

Customers who viewed this item also bought

#shavedmyhead @alexqin

my mistakes

the “pipeline problem”

CRUNCHBOARD Put Your Job In Front Of 14M TechCrunch Readers Post Your Job Today

Fitbit Alta HR
a day ago

Snapchat is already more valuable than these 9 companies
4 days ago

Should Snap buy Twitter?
12 hours ago

CRUNCH NETWORK

The lack of women in tech is more than a pipeline problem

Posted May 10, 2016 by Swati Mylavarapu (@Swatipedia)

Next Story

NEWSLETTER SUBSCRIPTIONS

The Daily Crunch
Get the top tech stories of the day delivered to your inbox

TC Weekly Roundup
Get a weekly recap of the biggest tech stories

Crunchbase Daily

THE INDUSTRY

Why Some Diversity Thinkers Aren't Buying The Tech Industry's Excuses

July 19, 2016 · 4:34 PM ET

ALINA SELYUKH

EDITION US

THE HUFFINGTON POST

NEWS POLITICS ENTERTAINMENT LIFESTYLE IMPACT VOICES VIDEO ALL SECTIONS

NOW PLAYING

Why Tech's Diversity "Pipeline Problem" Is A Deflection

These tech professionals breakdown why companies should stop blaming their lack of diversity as a "pipeline problem."

#shavedmyhead @alexqin

Rachel Thomas Follow
deep learning at www.fast.ai, math phd, software developer, educator, @math_rachel
Jul 27, 2015 · 11 min read

If you think women in tech is just a pipeline problem, you haven't been paying attention

According to the Harvard Business Review, 41% of women working in tech eventually end up leaving the field (compared to just 17% of men), and I can understand why…

Never miss a story from **Tech Diversity Files**, when you sign up for Medium. Learn more

GET UPDATES

"GHC was a life-changing event and I barely touched the surface."

– GHC15 Attendee

ANITA BORG INSTITUTE

CONNECT WITH US:

GET INVOLVED • PARTNER WITH US • EVENTS • INSIGHTS & TOOLS • AWARDS & GRANTS • NEWS • ABOUT US • DONATE

NEWS

Women in Tech is Not Just a Pipeline Problem

BRAID

SHARE THIS

INSIGHTS & TOOLS

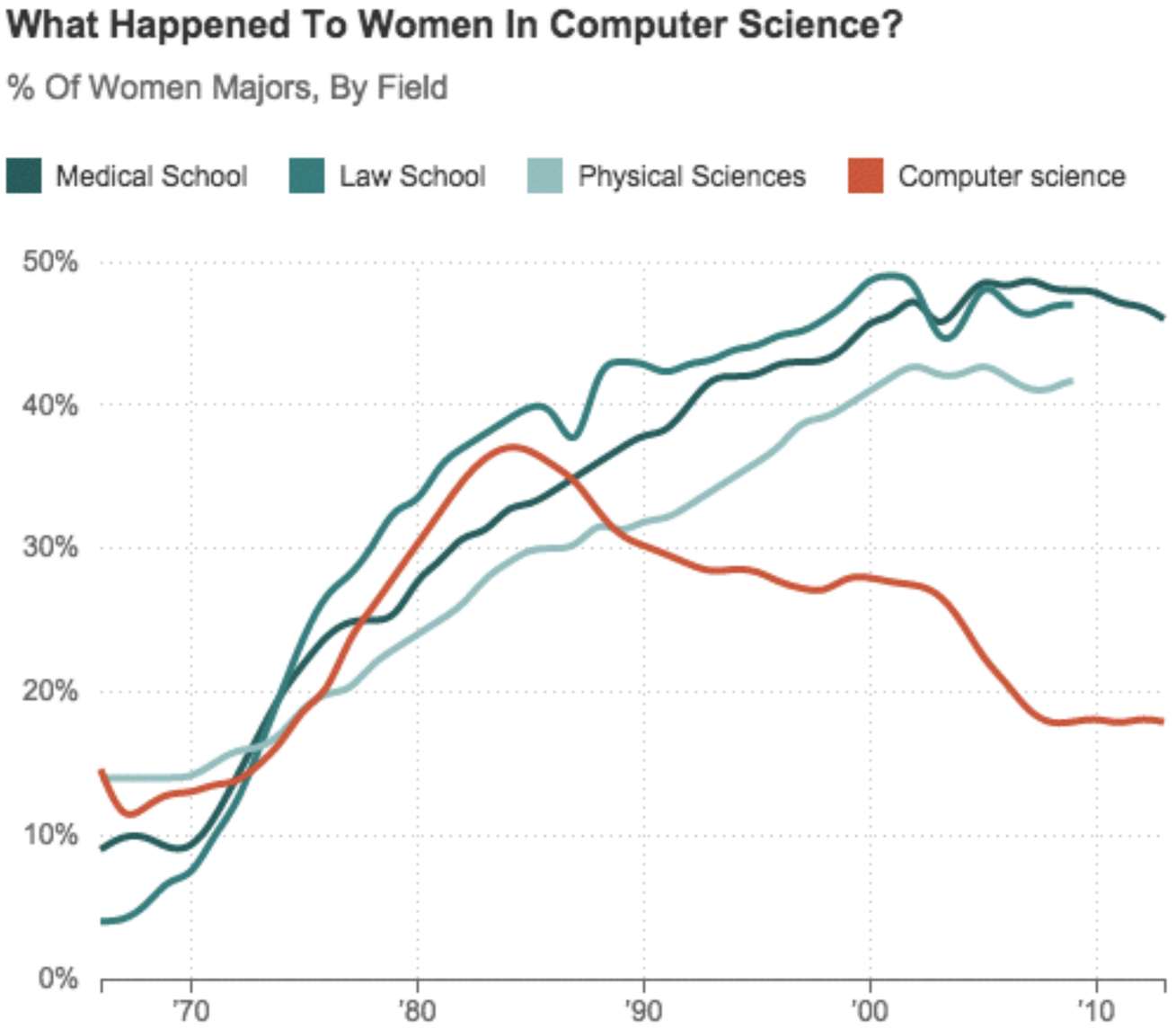
- ABI Curriculum Series
- Infographics
- Research
- White Papers

NEWSLETTER

Stay inspired and informed with regular updates from the Anita Borg Institute.

Subscribe to the newsletter

#shavedmyhead @alexqin


What Happened To Women In Computer Science?
% Of Women Majors, By Field
Medical School
Law School
Physical Sciences
Computer science
50%
40%
30%
20%
10%
0%
'70
'80
'90
'00
'10

PUBLIC HEALTH
G.O.P. Repeal Bill Would Cut Funding for Poor and Taxes on Rich

THE NEW HEALTH CARE
Exciting Microbe Research? Temper That Giddy Feeling in Your Gut

PUBLIC HEALTH
Obamacare Got Their Goat: An Illustrated Guide to Republicans' Metaphors

ECONOMIC VIEW
State I.R.A. Plans Are Ready, if Congress Doesn't Interfere

SCHOOL CHOICE
DeVos and Tax Credit Vouchers: Arizona Shows What Can Go Wrong

CONSPICUOUSLY ABSENT

Why Tech Degrees Are Not Putting More Blacks and Hispanics Into Tech Jobs

By QUOCTRUNG BUI and CLAIRE CAIN MILLER FEB. 25, 2016

45

Technology companies employ strikingly few black and Hispanic workers. They blame the recruitment pipeline, saying there aren't enough of them graduating with relevant degrees and applying for tech jobs.

Yet the data show that there are many more black and Hispanic students majoring in computer science and engineering than work in tech jobs. So why aren't they being hired?

Those who enter the candidate pipeline fall out somewhere along the way —

RECENT COMMENTS

Paul February 26, 2016
Companies look to top schools when recruiting for a good reason: it is cost effective. Good schools ("top" schools) spend massive amounts...

Freedom February 26, 2016
As a founder of a software company and someone who knows a

#shavedmyhead @alexqin

MAKE MORE HAPPEN

Silicon Valley's Leaky Pipeline Problem

Image credit: Shutterstock

the “leaky pipeline”

“code is gender/race blind”

I'm not a "woman engineer."

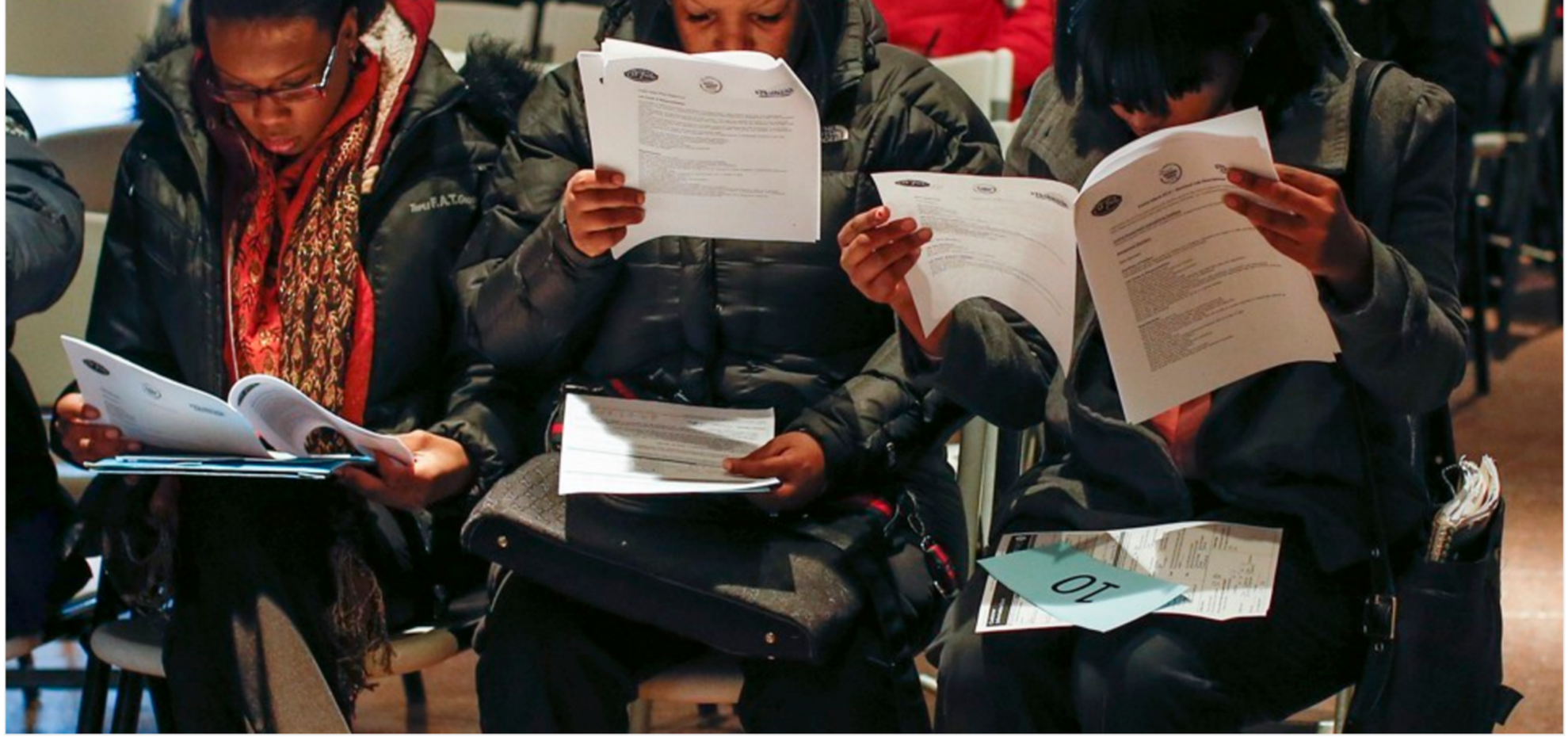
Alexandra

Alex

“lowering the bar”

“lowering the bar”

“affirmative action is discriminatory”



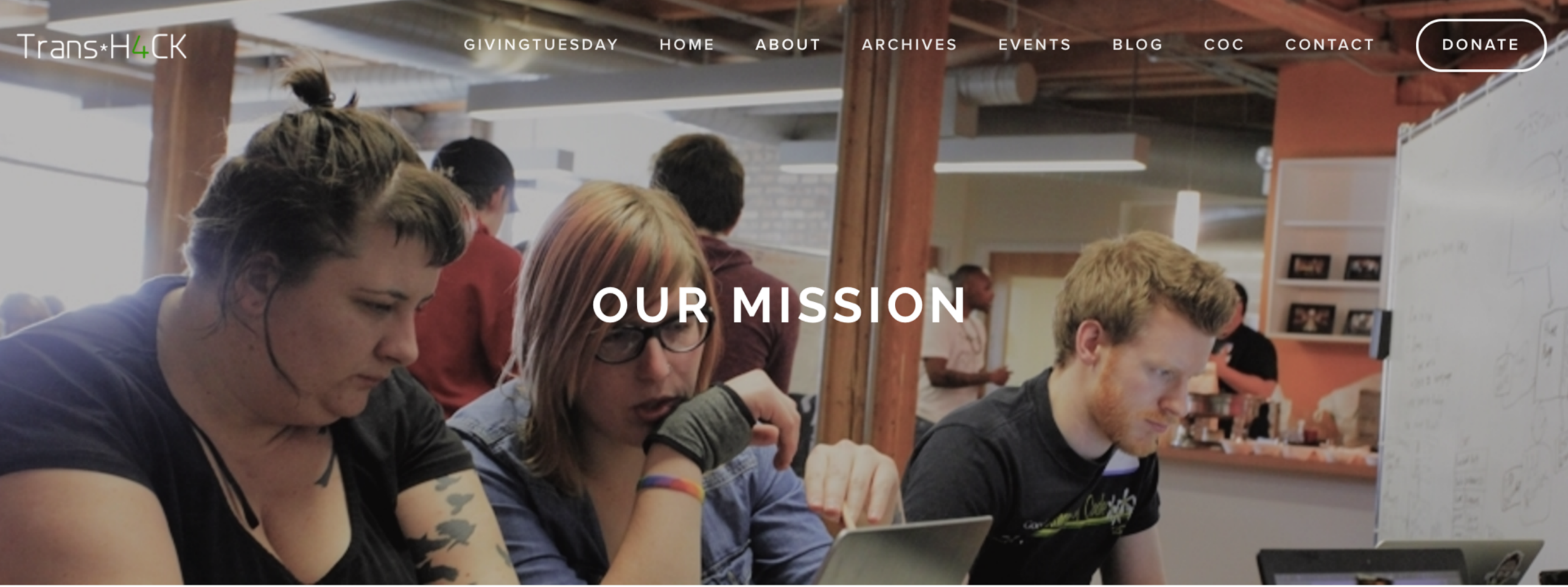
Shannon Stapleton / Reuters

Black Workers Really Do Need to Be Twice as Good

African American employees tend to receive more scrutiny from their bosses than their white colleagues, meaning that small mistakes are more likely to be caught, which over time leads to

“safe spaces are harmful”

#shavedmyhead @alexqin



We shift the ways trans*, gender non conforming, agender and non binary people live by creating technology that economically empowers, improves access to social services, promotes gender safety and community sustainability, while bringing visibility to trans* tech innovators and entrepreneurs.

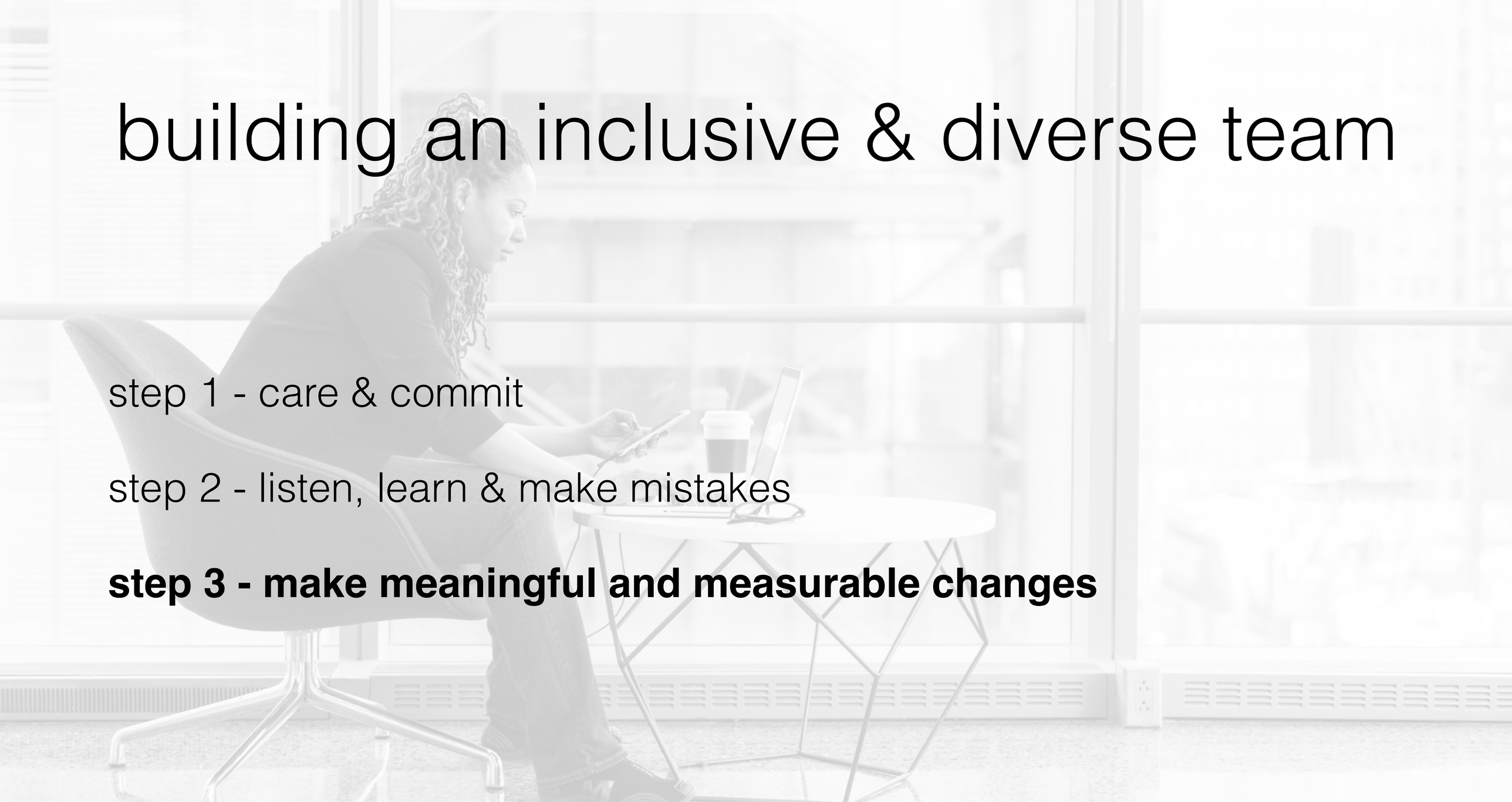
#shavedmyhead @alexqin

“safe spaces are harmful”

#shavedmyhead @alexqin

listen to those with less privilege
learn about their experiences
make mistakes & learn from them

building an inclusive & diverse team



step 1 - care & commit

step 2 - listen, learn & make mistakes

step 3 - make meaningful and measurable changes

- step 3 -
make meaningful & measurable changes

challenge our assumptions
recognize our biases
change the system

measure progress

audit your hiring process

how many X do you reach out to?

how many resumes from do you read?

how many make it past the resume screen?

how many make it past the initial phone screen?

how many make it past the technical interview?

how many make it past the culture interview?

how many do you make offers to?

how many do you hire?

INCLUDE

True diversity is inclusive, comprehensive, and measurable. We want to help by providing a community to share frameworks, research, and recommendations that can immediately benefit startup CEOs and employees.

About Project Include

Project Include is an open community working toward providing meaningful diversity and inclusion solutions for tech companies.

build an inclusive culture

EricaJoy
@EricaJoy

Following

Inclusion is recognizing that there are systems to disfavor underrepresented groups at play in the workplace and working to counteract them.

RETWEETS	LIKES
36	90

9:22 AM - 18 Dec 2016

2 36 90

build an inclusive culture

Define and share clear compensation bands

Encourage and support employee resource groups

Promote a healthy work/life balance to embrace all employees

Use diverse benefits to attract and retain employees

Hire an HR person

attract folks from
underrepresented groups

attract folks from underrepresented backgrounds

have an inclusive culture

sponsor events

explicit & reasonable job descriptions

reaching “critical mass”

interview with inclusion in mind

interview with inclusion in mind

diverse representation in the interview pool

diverse representation in interviewer group

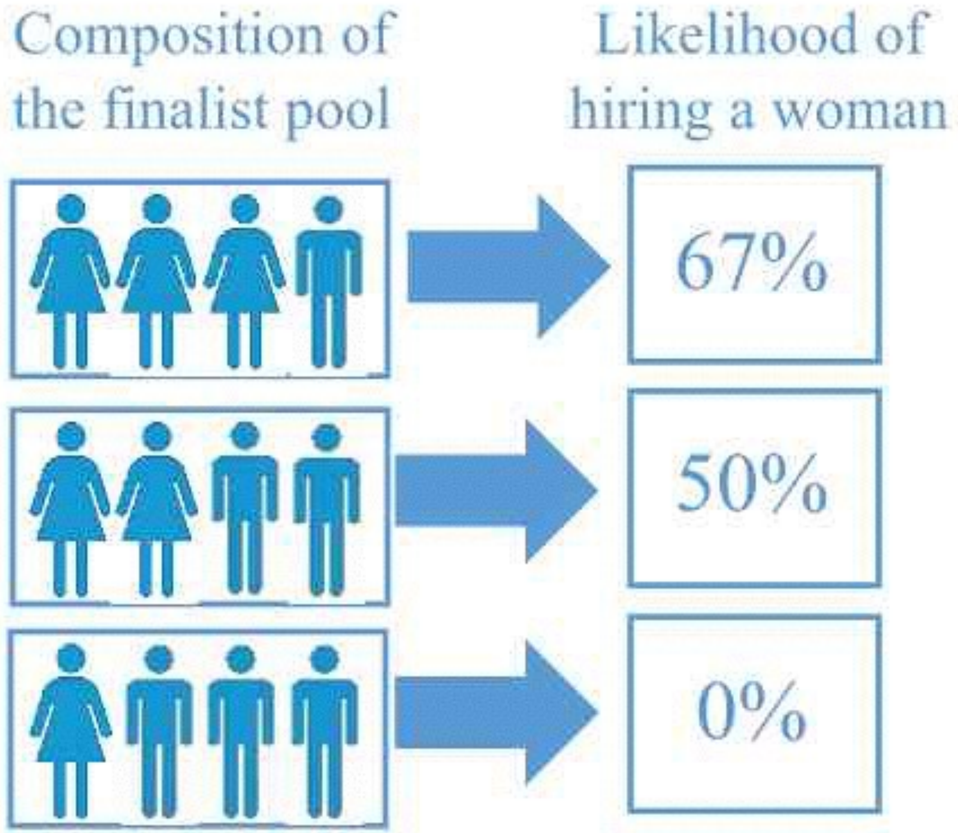
account for different communication styles & cultural backgrounds

mitigate stereotype threat

look for strengths instead of weaknesses

use a rubric

EAT BEFOREHAND


Composition of the finalist pool
Likelihood of hiring a woman
67%
50%
0%

interview with inclusion in mind

diverse representation in the interview pool

diverse representation in interviewer group

account for different communication styles & cultural backgrounds

mitigate stereotype threat

look for strengths instead of weaknesses

use a rubric

EAT BEFOREHAND

support everyone's career growth

support everyone’s career growth

acknowledge & embrace differences

build confidence & trust

explicit mentorship, sponsorship & training

FAIR PAY

challenge our assumptions
recognize our biases
change the system

building diverse and inclusive teams

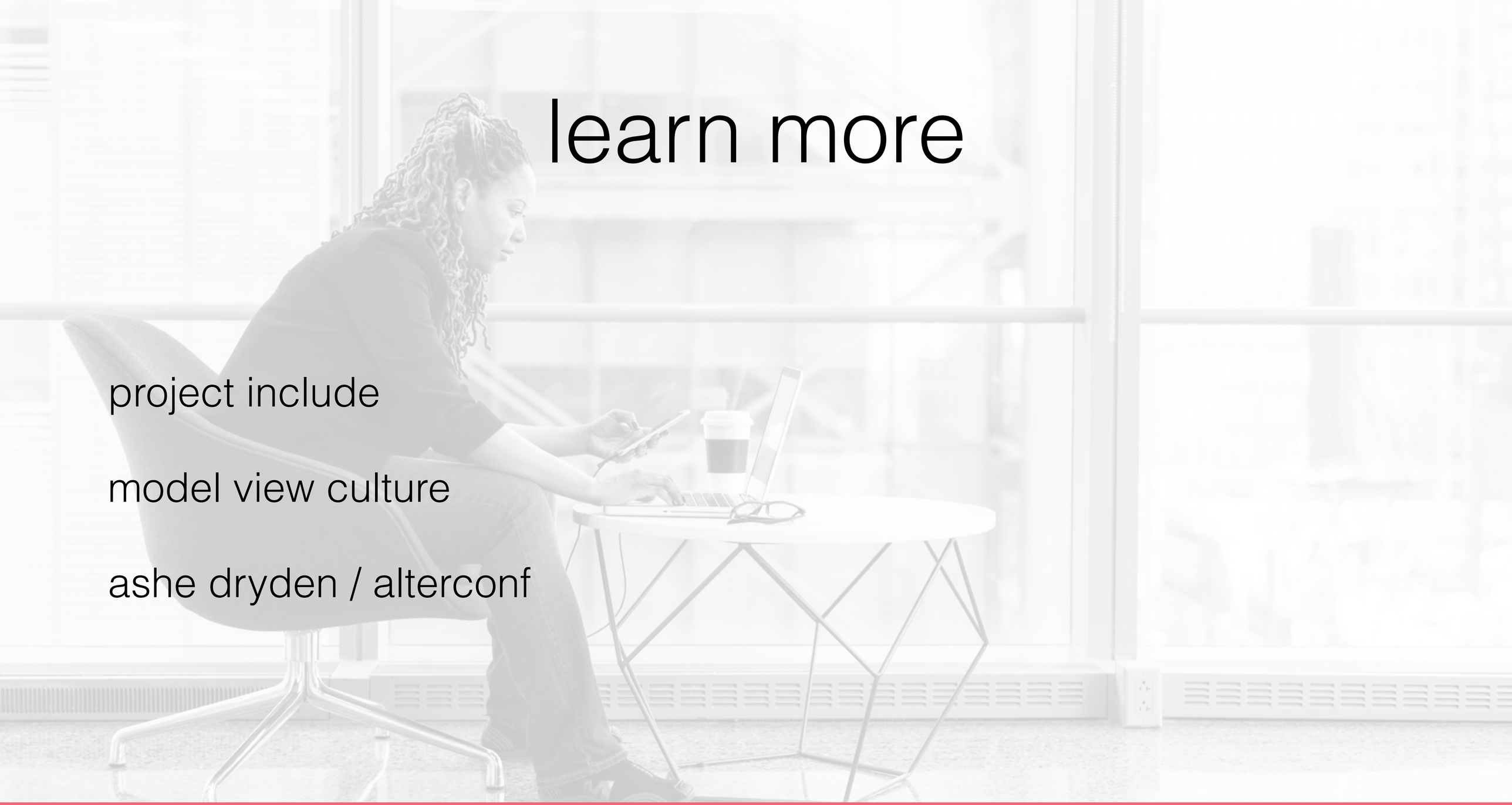
step 1 - care & commit

step 2 - listen, learn & make mistakes

step 3 - make meaningful & measurable changes

- measure progress
- build an inclusive culture
- attract candidates from underrepresented groups
- interview with inclusion in mind
- support everyone’s career growth

Computer History Museum
Google
6WRE5
APR California 2015
6VVA094
dmv.ca.gov
RX 450h
Google
self-driving car
Google™
self-driving ca

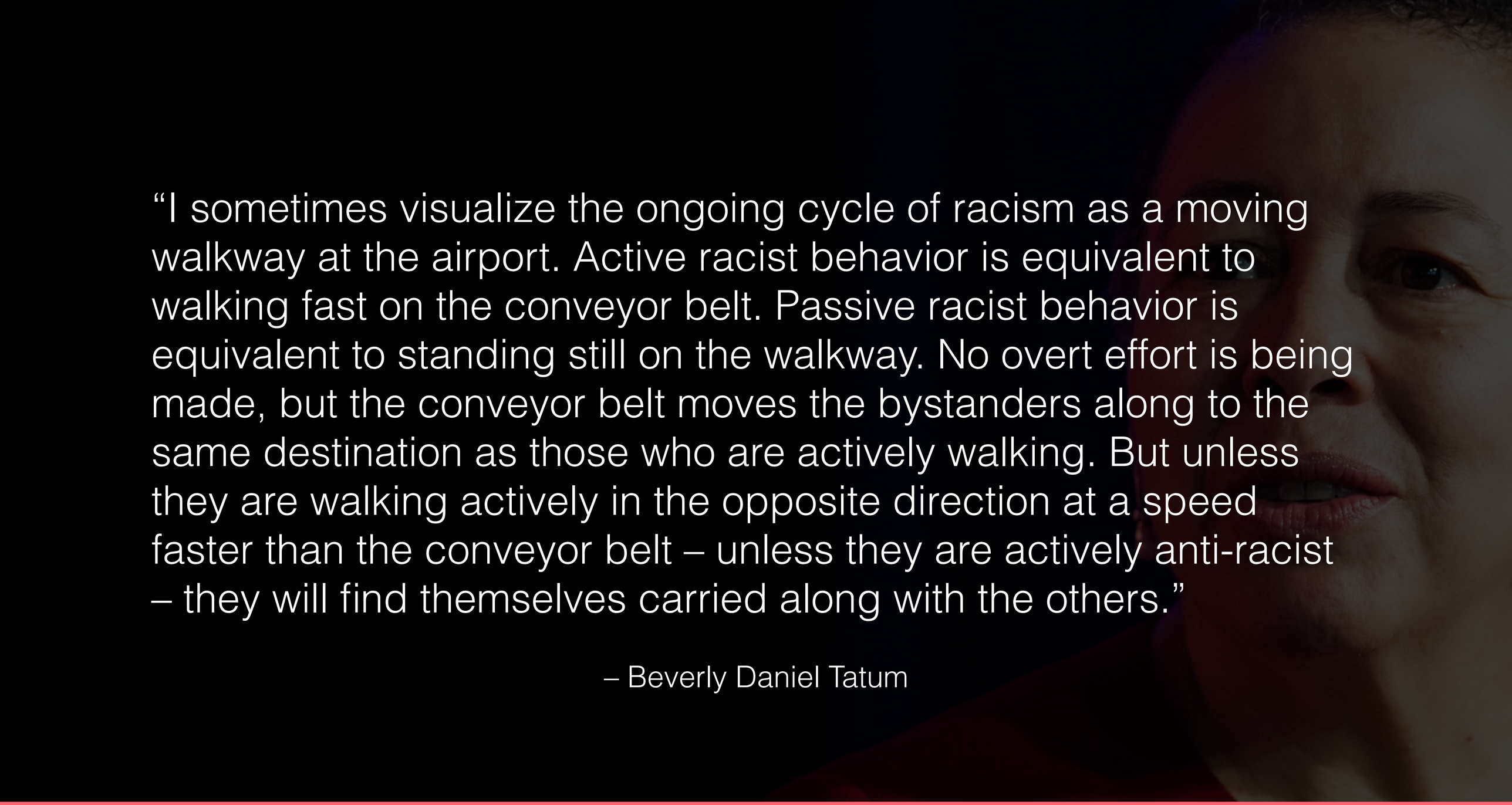


learn more

project include

model view culture

ashe dryden / alterconf



“I sometimes visualize the ongoing cycle of racism as a moving walkway at the airport. Active racist behavior is equivalent to walking fast on the conveyor belt. Passive racist behavior is equivalent to standing still on the walkway. No overt effort is being made, but the conveyor belt moves the bystanders along to the same destination as those who are actively walking. But unless they are walking actively in the opposite direction at a speed faster than the conveyor belt – unless they are actively anti-racist – they will find themselves carried along with the others.”

– Beverly Daniel Tatum

@alexqin
engineer & educator

@codecooperative
@skillshare
@thefortunesoc
@c4qnyc
@scripted
@womenwhocode
@technovation

#shavedmyhead @alexqin