

shaving my head made me a  
better programmer



@alexqin  
#shavedmyhead

A woman with dark hair is shown in profile on the right side of the frame, looking out over a city skyline at sunset. She is wearing a dark, patterned top. The background features a brick building with a white water tower and a wooden structure on the roof. The sun is low on the horizon, creating a warm, golden glow. The text "pt I. my story" is overlaid in the center of the image.

pt I. my story

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SKILLSHARE

the [code cooperative](#) | [about](#) [get involved](#) [team](#)

Donate

# the code cooperative

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A woman with long, curly braids is sitting in a modern office chair at a small, round, white desk. She is looking down at a laptop on the desk, with her hands on the keyboard. The desk also has a pair of glasses and a small container. The background is a large window with a view of a city skyline, including a prominent skyscraper. The overall scene is brightly lit, suggesting a sunny day.

pt II. now you

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# 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



A woman with long, curly braids is sitting in a modern office chair at a small, round, white table. She is looking down at a tablet device in her hands. On the table, there is also a laptop and a coffee cup. The setting is a bright office with large windows in the background, showing a cityscape. The overall tone is professional and focused.

- step 1 -  
care & commit

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**Christopher Mims** ✓  
@mims

 Follow



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

**Tom Simonite** @tsimonite

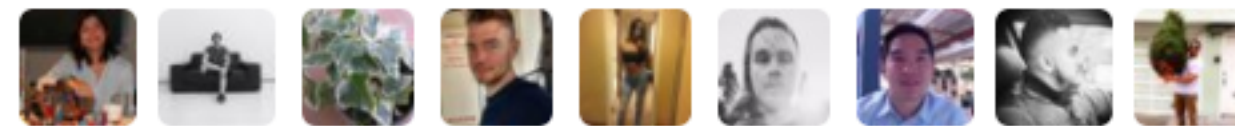
"After 2 years and \$265 million, Google's employee population was only 2% black in 2016, same percentage as 2014." [fastcompany.com/3066914/innova...](http://fastcompany.com/3066914/innova...)

RETWEETS

207

LIKES

245



12:53 PM - 3 Feb 2017

 20

 207



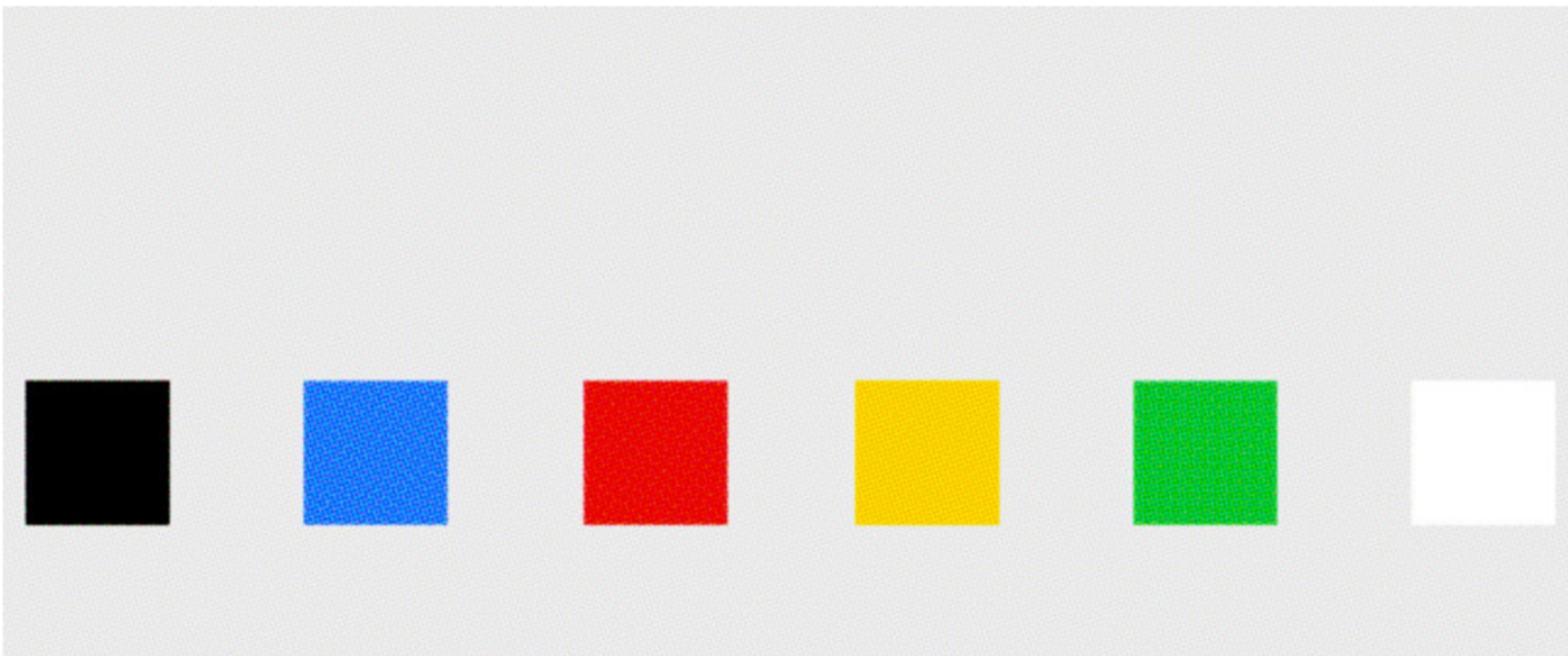
 245

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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.



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BUSINESS DAY

# Uber Investigating Sexual Harassment Claims by Ex-Employee

By MIKE ISAAC FEB. 19, 2017



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A woman with long, curly braids is sitting in a modern office chair at a small, round white table. She is focused on her laptop, with her hands on the keyboard. The setting is a bright, airy office space with large windows in the background, offering a view of a city skyline. The overall tone is professional and contemplative.

why should you care?

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A woman with long, curly braids is sitting in a modern office chair at a small, round white table. She is focused on her laptop, with her hands on the keyboard. The setting is a bright, airy office space with large windows in the background, offering a view of a city skyline. The overall tone is professional and serene.

some bad reasons

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# bad reasons to care

because I have to

because of PR / Branding

because it's charitable

A woman with long, curly braids is sitting in a modern office chair at a small, round, white desk. She is looking down at a laptop on the desk, with her hands on the keyboard. The desk is positioned in front of a large window that offers a view of a city skyline. The scene is brightly lit, suggesting a sunny day. The overall aesthetic is clean and professional.

some better reasons

#shavedmyhead @alexqin



A woman with long, curly braids is sitting in a modern office chair at a small, round, white desk. She is looking at a laptop on the desk. The background is a large window with a view of a city skyline. The text "I want to make a lot of \$\$\$" is overlaid on the image.

I want to make a lot of \$\$\$

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A woman with long, curly braids is sitting in a modern office chair at a small, round, white desk. She is looking at a laptop on the desk. The background is a large window with a view of a city skyline. The image is overlaid with a semi-transparent red banner at the bottom.

I want to have the best team

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A woman with long, curly braids is sitting in a modern office chair at a small, round, white desk. She is focused on her laptop, with her hands on the keyboard. The desk also holds a coffee cup and a pair of glasses. The setting is a bright office with large windows in the background, showing a cityscape. The overall tone is professional and focused.

I want to build the best product

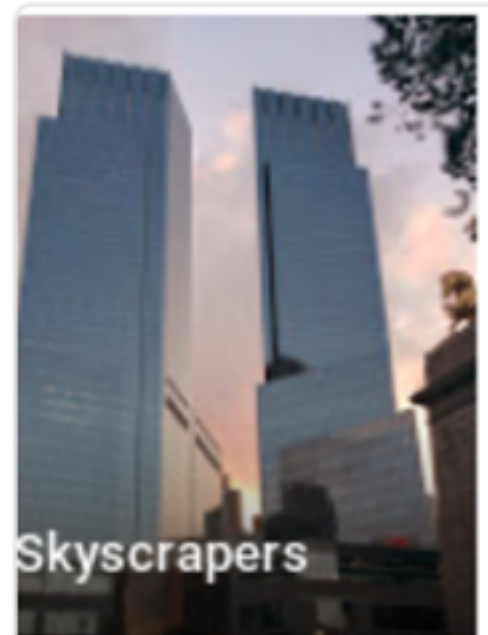
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**web@jalciné**  
@jackyalcine

Following

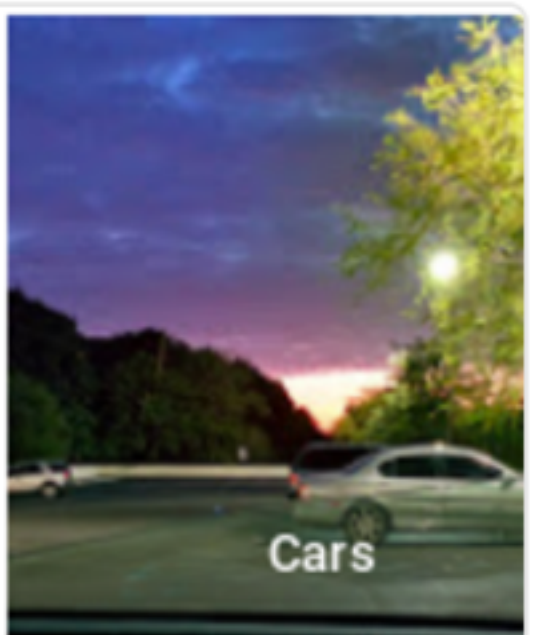
Google Photos, y'all fucked up. My friend's not a gorilla.



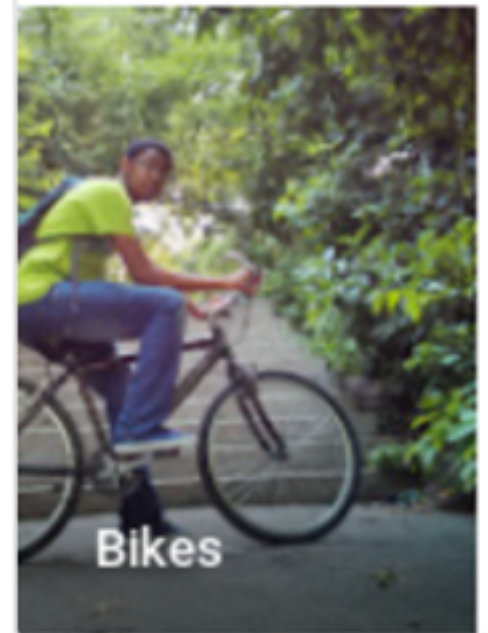
Skyscrapers



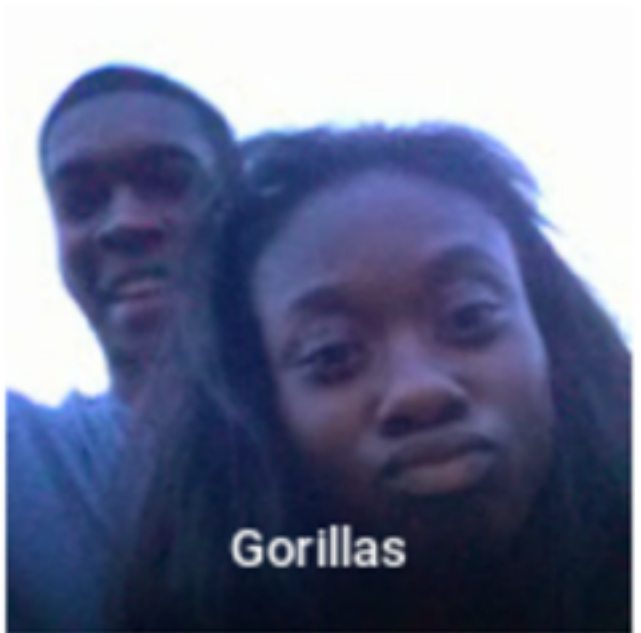
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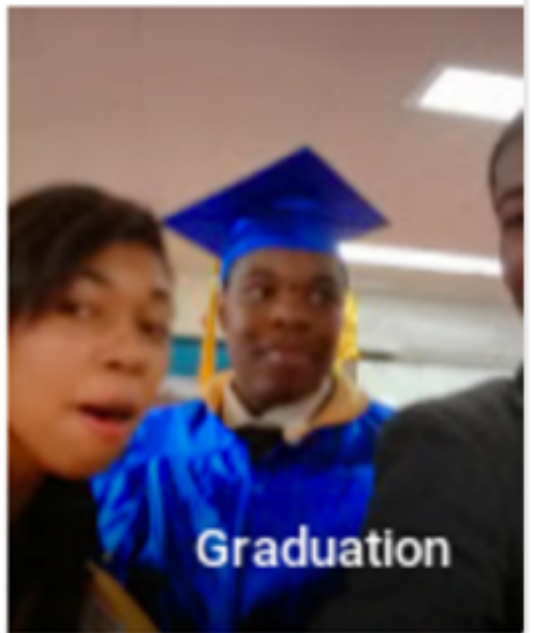
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Bikes



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6:22 PM - 28 Jun 2015

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3.2K



2.0K

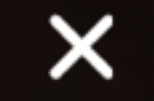


**web@jalciné**  
@jackyalcine

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

jacky.wtf

Joined June 2009



A woman with long, curly braids is sitting in a modern office chair at a small, round, white desk. She is focused on her laptop, with her hands on the keyboard. The desk is positioned in front of a large window that offers a view of a city skyline. The scene is brightly lit, suggesting a sunny day. The overall atmosphere is professional and productive.

I care about equality

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A woman with long braids is sitting in a modern office chair at a small white table. She is looking at a tablet device. On the table, there is a laptop and a coffee cup. The background is a large window with a view of a city skyline. The text is overlaid on the image.

- step 1 -  
care & commit

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# building an inclusive & diverse team

A woman with curly hair is sitting at a small white table in a modern office setting. She is looking at a tablet device. On the table, there is a laptop and a coffee cup. The background shows large windows with a view of a city skyline.

step 1 - care & commit

**step 2 - listen, learn & make mistakes**


step 3 - make meaningful and measurable changes

A woman with long, curly braids is sitting in a modern office chair at a small, round, white table. She is looking down at a tablet device in her hands. On the table, there is also a laptop and a coffee cup. The setting is a bright office with large windows in the background, showing a cityscape. The overall image has a light, airy feel with a soft focus.

- step 2 -  
listen, learn & make mistakes

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A woman with long, curly braids is sitting in a modern office chair at a desk. She is looking down at a laptop on the desk. The office has large windows in the background, and the overall scene is brightly lit. The text is overlaid on the image in a large, black, sans-serif font.

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

#shavedmyhead @alexqin

A woman with long, curly braids is sitting in a modern office chair at a small, round, white desk. She is looking down at a laptop on the desk, with her hands on the keyboard. The desk is positioned in front of a large window that offers a view of a city skyline. The scene is brightly lit, suggesting a sunny day. The overall aesthetic is clean and professional.

listen to those with less privilege

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does your  
twitter feed  
look like this?

#shavedmyhead @alexqin

A woman with long, curly braids is sitting in a modern office chair at a small, round, white desk. She is looking down at a laptop on the desk, with her hands on the keyboard. The desk is positioned in front of a large window that offers a view of a city skyline. The scene is brightly lit, suggesting a sunny day. The overall aesthetic is clean and professional.

learn about their experiences

#shavedmyhead @alexqin

A woman with long, curly braids is sitting in a modern office chair at a small, round, white desk. She is looking down at a laptop on the desk, with her hands on the keyboard. The desk also has a coffee cup and a pair of glasses on it. The setting is a bright office with large windows in the background, showing a cityscape. The overall tone is professional and focused.

imposter syndrome

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# ALL COMPLIMENTS YOU RECEIVE:



■ FROM SOMEONE WHO IS LYING

■ FROM NICE RELATIVES WHO DON'T KNOW WHAT THE HELL THEY'RE TALKING ABOUT

A woman with long, curly braids is sitting in a modern office chair at a small, round, white desk. She is looking at a laptop on the desk. The desk is positioned in front of a large window that offers a view of a city skyline. The scene is brightly lit, suggesting a sunny day. The overall aesthetic is clean and professional.

unconscious bias

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**THE SURGEON SAID:**

**I CAN'T  
OPERATE,  
FOR THAT'S  
MY SON!**



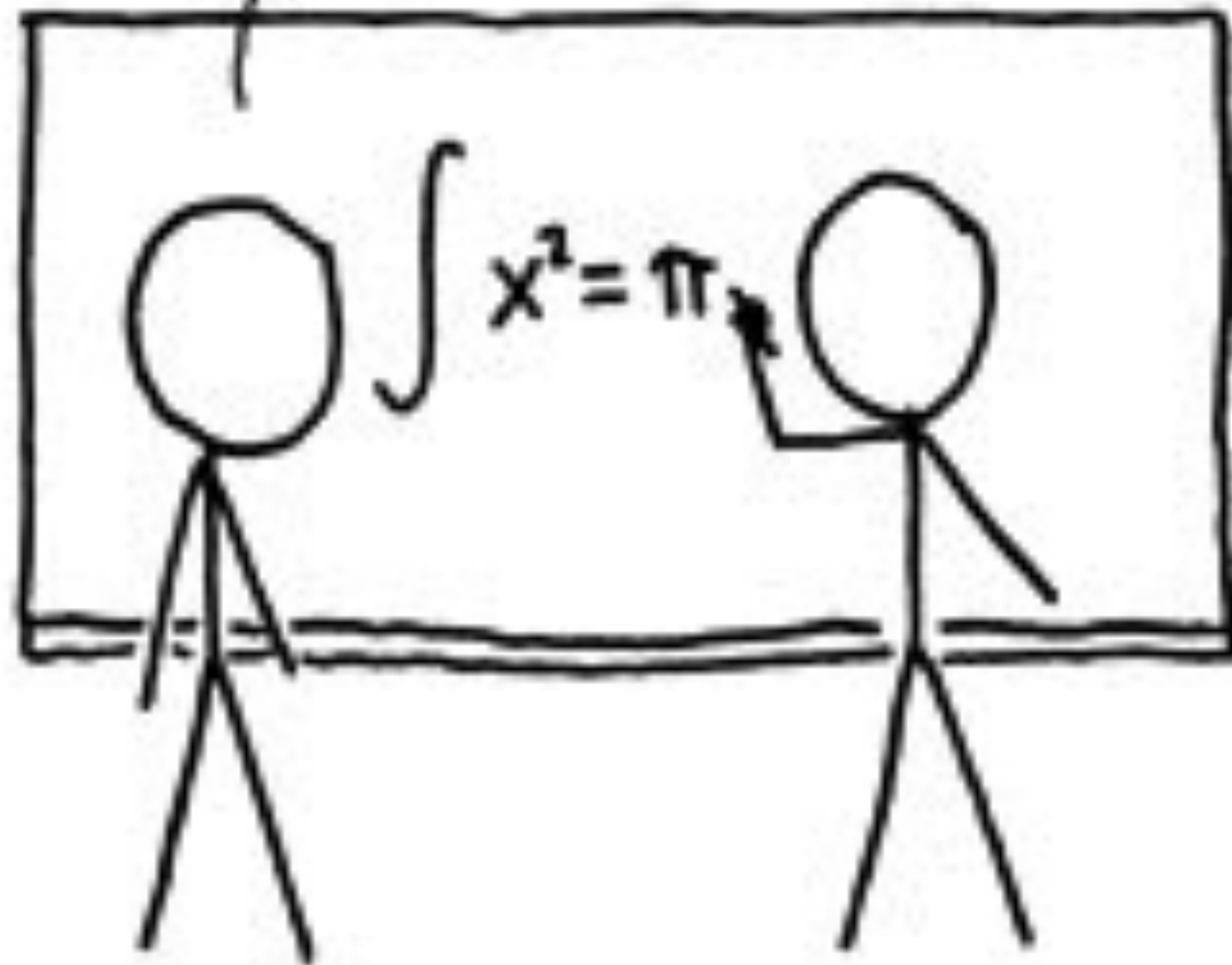


A woman with long, curly braided hair is sitting in a modern office chair at a small, round, white table. She is looking down at a laptop on the table, with her hands on the keyboard. The office is bright, with large windows in the background showing a cityscape. The overall tone is professional and focused.

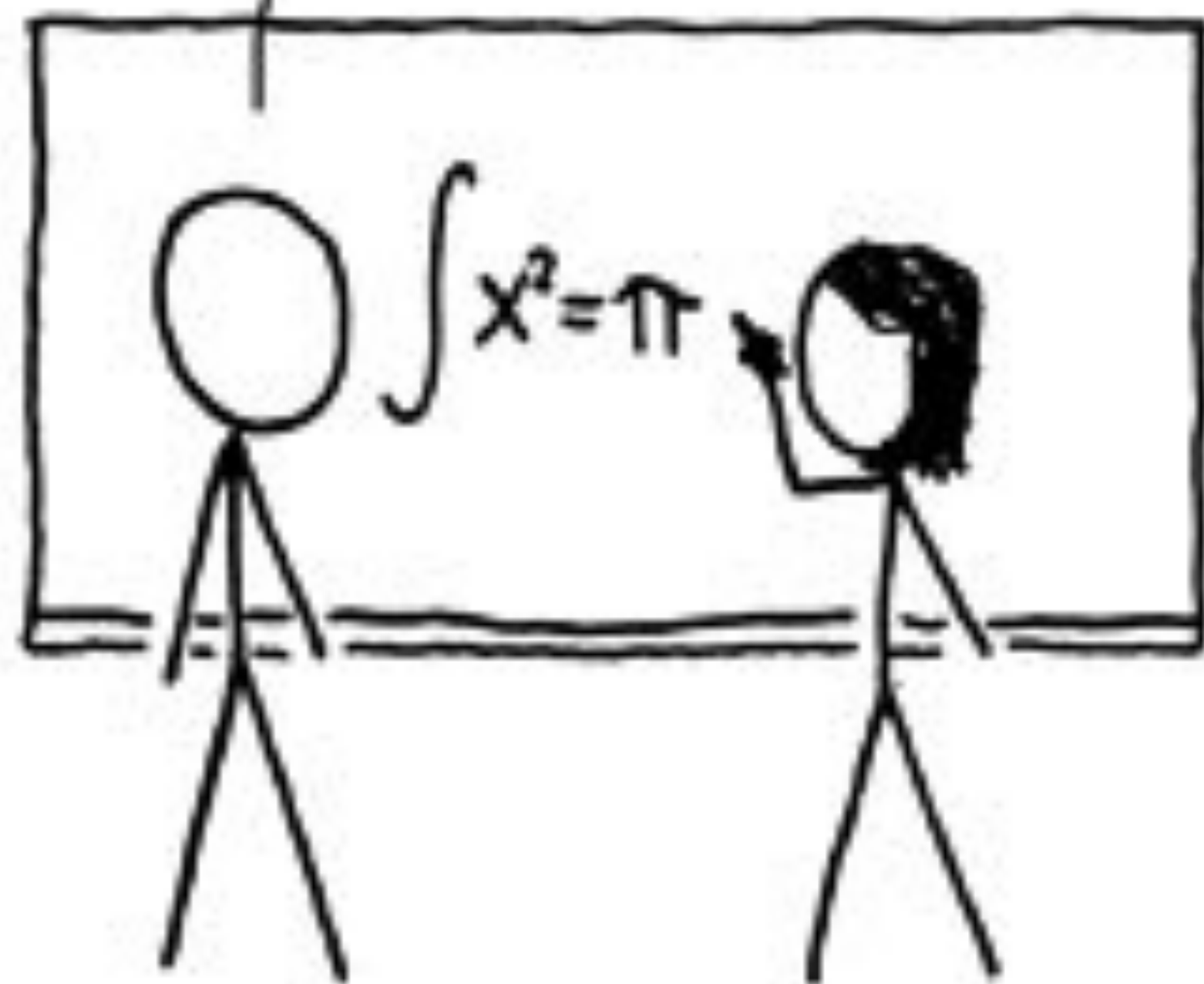
stereotype threat

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WOW, YOU  
SUCK AT MATH.



WOW, GIRLS  
SUCK AT MATH.



A woman with long, curly braided hair is sitting in a modern office chair at a small, round, white table. She is focused on her laptop, which is open on the table. The setting is a bright office space with large windows in the background, providing a view of a city skyline. The overall tone is professional and contemplative.

microaggressions

#shavedmyhead @alexqin

A woman with long, dark, curly braids is sitting in a modern office chair at a white desk. She is looking at a laptop. The background is a large window with a view of a city skyline. The image is overlaid with text.

“Are you really a programmer”

“Where are you really from”

# microaggressions

“Can I touch your hair?”



## 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).

A woman with long, curly braids is sitting in a modern office chair at a small, round, white desk. She is focused on her laptop, with her hands on the keyboard. The desk is positioned in front of a large window that offers a view of a city skyline. The scene is brightly lit, suggesting a sunny day. The overall aesthetic is clean and professional.

erasure

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BASED ON THE UNTOLD TRUE STORY  
MEET THE WOMEN YOU DON'T KNOW, BEHIND THE MISSION YOU DO.



# HIDDEN FIGURES

1.13.17

HIDDENFIGURES

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A woman with long, curly braids is sitting in a modern office chair at a small round table. She is looking down at a smartphone in her hands. On the table, there is a laptop and a coffee cup. The background is a large window with a view of a city skyline. The text "lack of representation in leadership" is overlaid in the center of the image.

lack of representation in  
leadership

#shavedmyhead @alexqin





**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

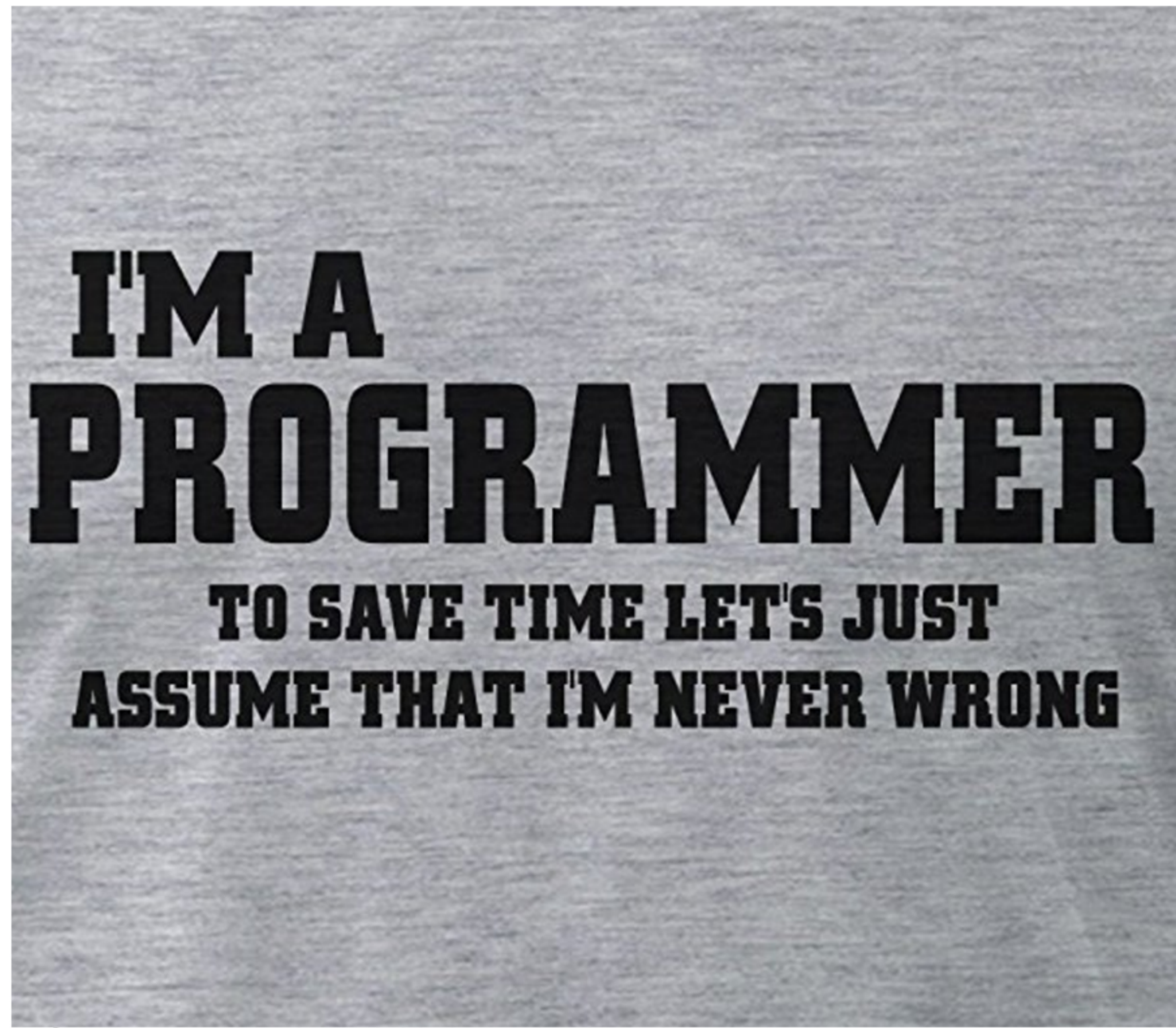
A woman with long, curly braids is sitting in a modern office chair at a small, round, white table. She is looking down at a tablet device in her hands. On the table, there is a laptop and a coffee cup. The background is a large window with a view of a city skyline. The text "make mistakes & learn from them" is overlaid on the image in a large, black, sans-serif font.

make mistakes & learn from  
them

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Roll over image to zoom in



Customers who viewed this item also bought



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Add to Basket

Add to List

A woman with long, curly braids is sitting in a modern office chair at a small, round, white table. She is looking down at a laptop on the table, with her hands on the keyboard. The setting is a bright, modern office with large windows in the background, showing a cityscape. The overall tone is professional and focused.

my mistakes

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A woman with long, curly braids is sitting in a modern office chair at a small, round, white desk. She is looking down at a laptop on the desk, with her hands on the keyboard. The desk is positioned in front of a large window that offers a view of a city skyline. The scene is brightly lit, suggesting a sunny day. The overall atmosphere is professional and focused.

the “pipeline problem”

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

Posted May 10, 2016 by [Swati Mylavarapu \(@Swatipedia\)](#)



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**all tech** considered TECH, CULTURE AND CONNECTION

THE INDUSTRY



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

July 19, 2016 · 4:34 PM ET

 [ALINA SELYUKH](#) 





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."



# "THE PIPELINE PROBLEM"

THE NOTION THAT DIVERSITY **DOESN'T EXIST**  
IN THE **TECH INDUSTRY**  
DUE TO **LACK OF QUALIFIED CANDIDATES**

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Rachel Thomas

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deep learning at [www.fast.ai](http://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

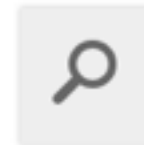
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“GHC was a life-changing event and I barely touched the surface.”

– GHC15 Attendee



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NEWS

# Women in Tech is Not Just a Pipeline Problem



# BRAID

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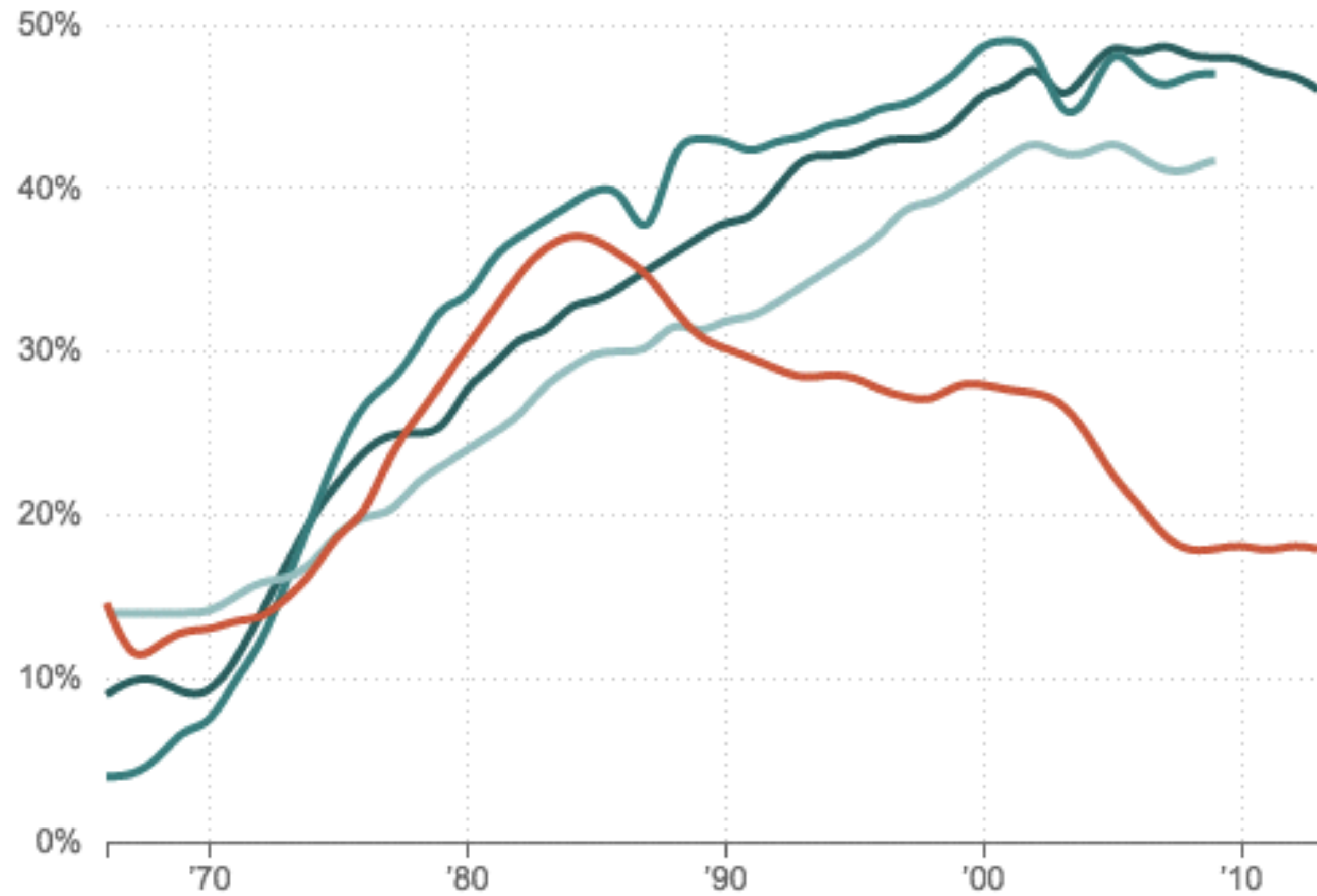
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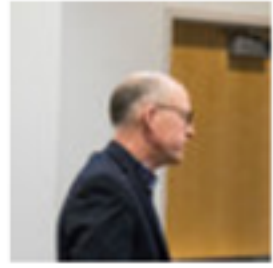
## What Happened To Women In Computer Science?

% Of Women Majors, By Field

Medical School   Law School   Physical Sciences   Computer science



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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  
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ECONOMIC VIEW  
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What Can Go Wrong

# TheUpshot

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## 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



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

MAKE MORE HAPPEN

# Silicon Valley's Leaky Pipeline Problem



Image credit: Shutterstock

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the “leaky pipeline”




#shavedmyhead @alexqin

A woman with long, curly braids is sitting in a modern office chair at a small, round, white desk. She is looking at a laptop on the desk. The background is a large window with a view of a city skyline. The text "code is gender/race blind" is overlaid on the image in a large, black, sans-serif font.

“code is gender/race blind”

#shavedmyhead @alexqin





***I'm not a "woman engineer."***

#shavedmyhead @alexqin

# Alexandra



#shavedmyhead @alexqin

# Alex



#shavedmyhead @alexqin

A woman with long, curly braided hair is sitting in a modern office chair at a small, round, white desk. She is focused on her laptop, with her hands on the keyboard. The desk is positioned next to a large window that offers a view of a city skyline. The scene is brightly lit, suggesting a sunny day. The overall aesthetic is clean and professional.

“lowering the bar”

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A woman with long, curly braids is sitting in a modern office chair at a small, round white table. She is focused on her laptop, with her hands on the keyboard. The setting is a bright office space with large windows in the background, showing a cityscape. The overall tone is professional and focused.

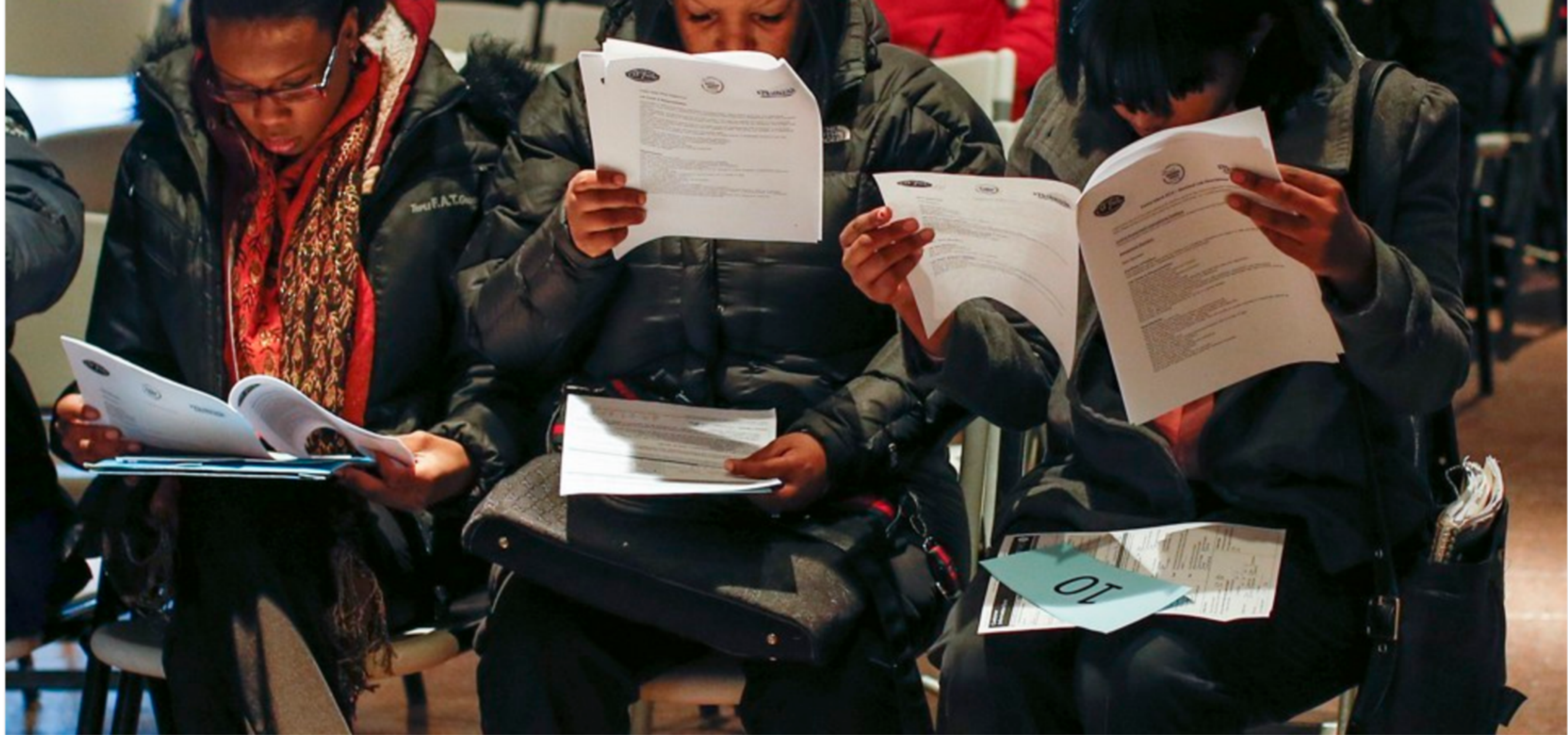
“lowering the bar”

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“affirmative action is  
discriminatory”

#shavedmyhead @alexqin



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

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A woman with long, curly braids is sitting in a modern office chair at a small, round, white desk. She is looking at a laptop on the desk. The background is a large window with a view of a city skyline. The image is overlaid with a semi-transparent red banner at the bottom.

“safe spaces are harmful”

#shavedmyhead @alexqin





# The Community of Queer Women In & Around Tech (and the people who love them)

#shavedmyhead @alexqin



# OUR MISSION

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.

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A woman with long, curly braids is sitting in a modern office chair at a small, round, white desk. She is looking at a laptop on the desk. The background is a large window with a view of a city skyline. The image is overlaid with a semi-transparent red banner at the bottom.


“safe spaces are harmful”

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3817



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


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# building an inclusive & diverse team

step 1 - care & commit


step 2 - listen, learn & make mistakes

**step 3 - make meaningful and measurable changes**

A woman with long braids is sitting in a modern office chair at a desk, working on a laptop. She is positioned in front of a large window that offers a view of a city skyline. The scene is brightly lit, suggesting a sunny day. The text is overlaid on the image in a clean, black, sans-serif font.

- step 3 -  
make meaningful & measurable  
changes

#shavedmyhead @alexqin

A woman with long, curly braided hair is sitting in a modern office chair at a desk, working on a laptop. The scene is viewed through a large window, with a cityscape visible in the background. The image is overlaid with a semi-transparent white box containing text.

challenge our assumptions  
recognize our biases  
change the system

#shavedmyhead @alexqin



A woman with long, curly braids is sitting in a modern office chair at a small, round, white desk. She is focused on her laptop, with her hands on the keyboard. The desk is positioned in front of a large window that offers a view of a city skyline. The scene is brightly lit, suggesting a sunny day. The overall aesthetic is clean and professional.

measure progress

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# 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?

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.

#shavedmyhead @alexqin

A woman with long, curly braids is sitting in a modern office chair at a small, round, white desk. She is looking at a laptop on the desk. The desk is positioned in front of a large window that offers a view of a city skyline. The scene is brightly lit, suggesting a sunny day. The overall atmosphere is professional and focused.

build an inclusive culture

#shavedmyhead @alexqin



**EricaJoy** ✓  
@EricaJoy

Following



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

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**36**

LIKES  
**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

#shavedmyhead @alexqin

A woman with curly hair is sitting at a desk in a modern office setting. She is looking at a smartphone in her right hand while her left hand is on a laptop keyboard. On the desk, there is a laptop, a coffee cup, and a pair of glasses. The background shows a large window with a view of a city skyline.

attract folks from underrepresented backgrounds

have an inclusive culture

sponsor events

explicit & reasonable job descriptions

reaching “critical mass”

#shavedmyhead @alexqin



A woman with long, curly braids is sitting in a modern office chair at a small, round, white table. She is looking at a laptop on the table. The scene is viewed through a large window, with a blurred cityscape in the background. The overall image has a light, airy feel with a soft focus.

interview with inclusion in mind

#shavedmyhead @alexqin

# 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

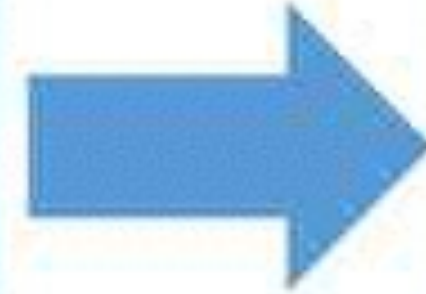
look for strengths instead of weaknesses

use a rubric

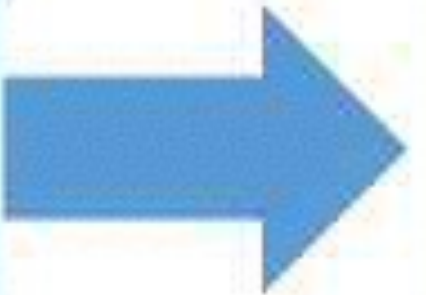
EAT BEFOREHAND

Composition of the finalist pool

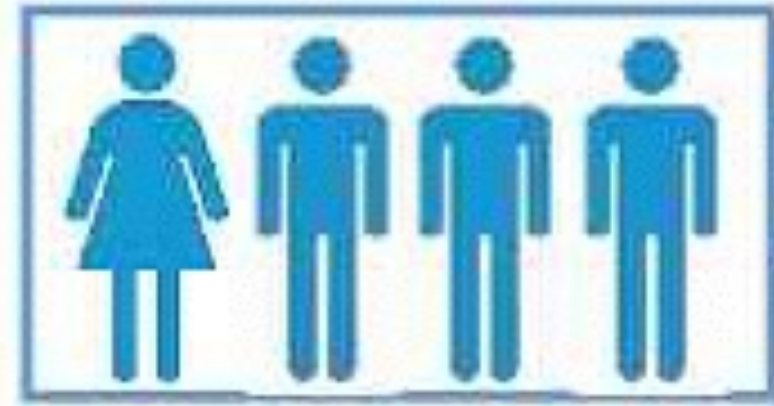
Likelihood of hiring a woman



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

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# support everyone's career growth

acknowledge & embrace differences

build confidence & trust

explicit mentorship, sponsorship & training

**FAIR PAY**

A woman with long, curly braided hair is sitting in a modern office chair at a desk, working on a laptop. The scene is viewed through a large window, with a blurred cityscape in the background. The text is overlaid on the image in a large, black, sans-serif font.

challenge our assumptions  
recognize our biases  
change the system

#shavedmyhead @alexqin

# 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





#shavedmyhead @alexqin

A woman with long, curly braids is sitting in a modern office chair at a small, round, white table. She is looking down at a smartphone in her hands. On the table, there is a laptop, a coffee cup, and a pair of glasses. The background is a large window with a view of a city skyline. The text "learn more" is overlaid on the right side of the image.

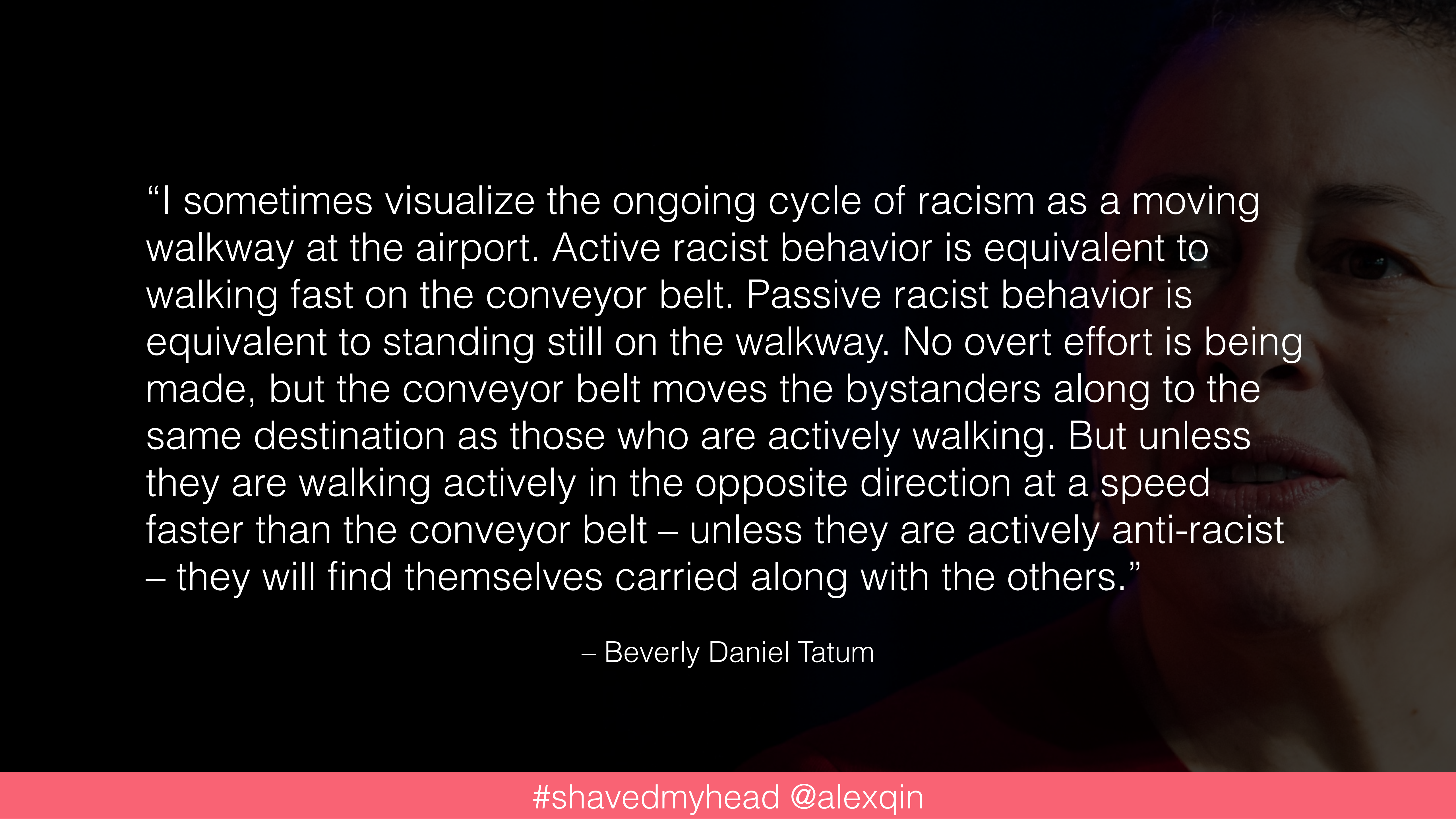
# learn more

project include

model view culture

ashe dryden / alterconf

#shavedmyhead @alexqin



“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