

Tips for creating a more inclusive workplace

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**The state of inequality
in the tech industry.**



**How to improve
workplace inequality.**



**The state of inequality
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What is the current state of
diversity in tech?

Why are things not
changing?

What is the underlying
problem?



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2016 Gender Diversity in Technical Roles

Company	Male	Female
U.S.A. Overall (approx.)	49%	51%
Apple	77%	23%
Facebook	83%	17%
Google	81%	19%
LinkedIn	80%	20%
Microsoft	83%	16.9%
Twitter	87%	13%
Yahoo	83%	17%

2016 Ethnic Diversity in Technical Roles

Company	White	Asian	Hispanic	Black	Mixed	N/A
USA	79.96%	4.43%	15.1%	12.85%	1.61%	1.15%
Apple	55%	27%	8%	8%	2%	1%
Facebook	48%	46%	3%	1%	2%	<1%
Google	57%	37%	3%	1%	3%	<1%
LinkedIn	35%	59%	3%	1%	2%	<1%
Microsoft	55.5%	35.8%	3.9%	2.3%	1.3%	0.8%
Twitter	56%	37%	3%	1%	1%	2%
Yahoo	31%	62%	2%	1%	1%	3%

*The "U.S.A. Overall" row uses data from the CIA World Factbook, and they do not note those of Hispanic descent separately. This row will not add to 100%.

Susan Fowler and the Uber Debacle



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What is the current state of
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**Why are things not
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What is the underlying
problem?

A lack of diversity is not the
problem...

...it is a symptom.





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Attrition

1st Generation Women

People leave jobs when they
don't feel **valued** or where they
lack access to **opportunity**.

We need to create environments
that retain and grow employees,
***regardless of what they look
like on the outside.***

We're too scared to take a good
look at ourselves.

What is the underlying problem?



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Why am I giving you a
process?

What should this process
do?

How does it actually work?



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**Why am I giving you a
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What should this process
do?

How does it actually work?



1

Every team is
unique.



2

You should learn how
to fish.



3

We can't rely on
underrepresented
groups to do all the
work.



Every team is
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3

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*How to improve
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Why am I giving you a
process?

**What should this process
do?**

How does it actually work?

1

Use empathy and listening to identify problems.

2

Use analytical thinking to solve problems.

3

Be repeatable and transparent when addressing problems.



Use empathy and listening to identify problems.



Use analytical
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problems.



Be repeatable and transparent when addressing problems.



*How to improve
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Why am I giving you a
process?

What should this process
do?

How does it actually work?



1

What are the things that everyone on your team should have equal access to?



2

What are the advantages or disadvantages people have that prevent equal access?



3

How can you measure and reduce points of significant unequal access?

Brainstorms should be safe spaces
for ideas.

Everyone should participate equally.



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OPPORTUNITY

SENIOR LEADERSHIP

INTERESTING PROJECTS



What are the advantages or disadvantages people have that prevent equal access?

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How can you
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We're making good progress, but have a ways to go.

Diversity is a symptom.

We need to focus on core, underlying problems like attrition.

You need a process so that people who are marginalized don't have to do all the work.

It should be empathetic, analytical, and transparent.

Ask the question: "What should everyone on my team have equal access to."



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