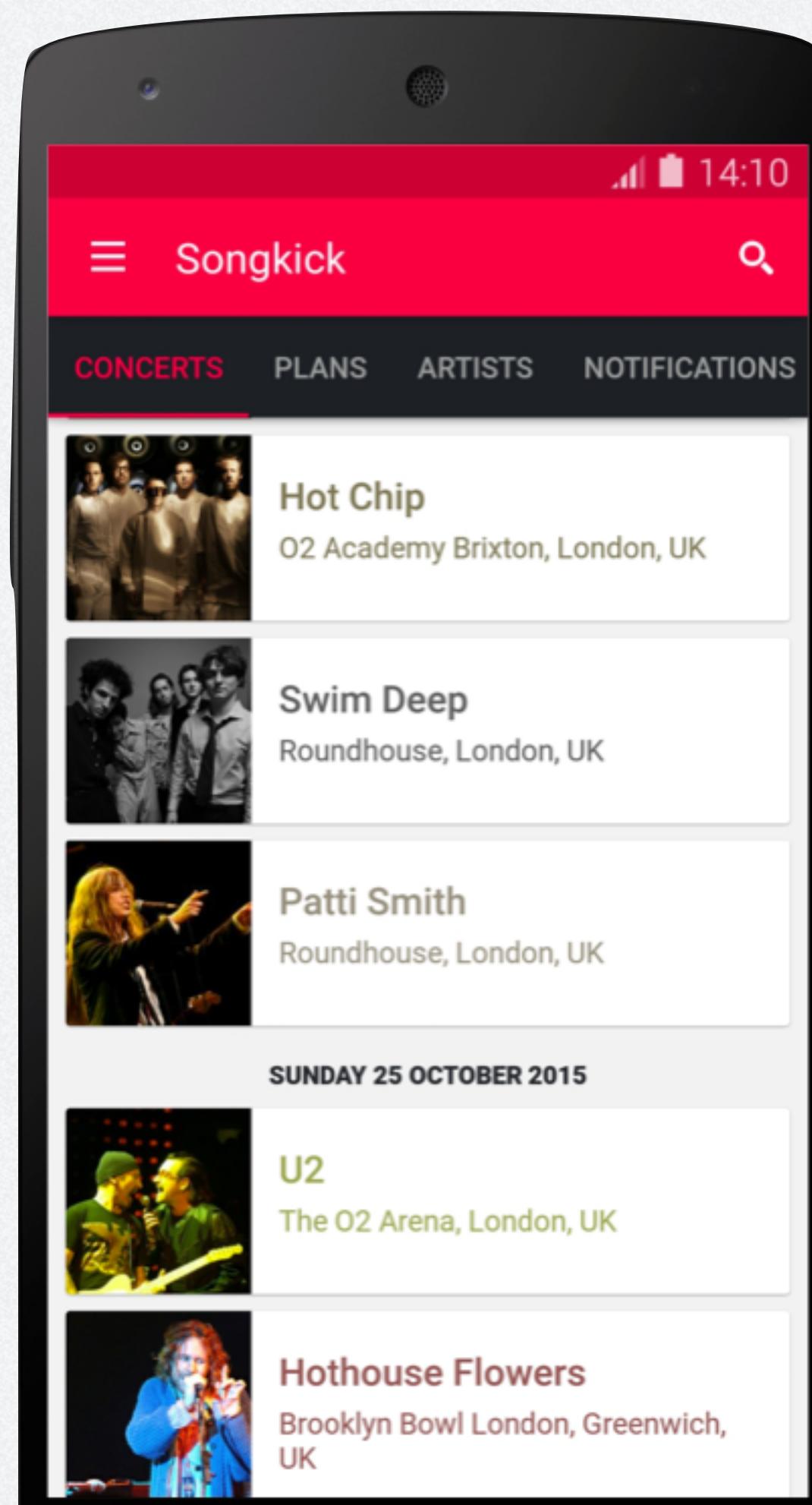


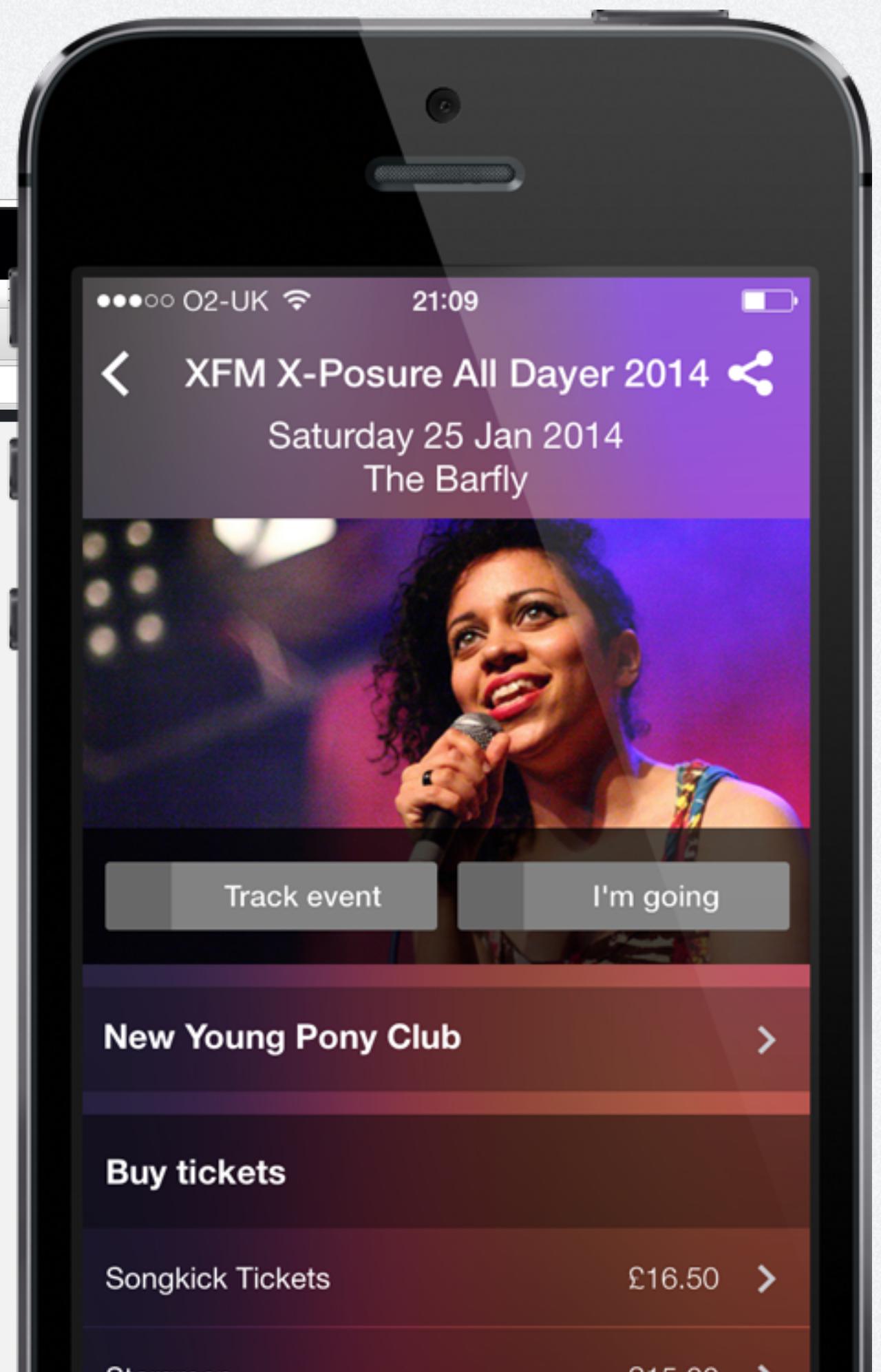
**BE TOGETHER**  
*not the same*



# Songkick



The Songkick website landing page. It features a large banner with a concert photo and the text 'Be the first to know about concerts' and 'Track your favorite artists and never miss them live.' A 'START TRACKING BANDS' button is prominently displayed. Below the banner, there are three icons: a microphone for tracking bands, a calendar for personalized alerts, and a ticket for ticket notifications. The footer contains links for tracking bands, personalized alerts, and ticket notifications.





**Mario Fusco**  
@mariofusco



 Follow

Software developers often forget that 80% of success in ANY job is based on your ability to deal with people

# android

be together. not the same.



Origin of country

Political views

Ethnicity

Sexual orientation

**We want more diversity**

Gender

Disability

Religion

Sexual identity

Age

Language

## Reason why people from underrepresented groups drop:

- An unwelcoming work culture
- Isolation
- Unadapted working style
- Work/life balance
- Lack of advancement, lack of recognition

source: <https://www.eeoc.gov/eeoc/statistics/reports/hightech/>

Society

Tech industry

Community



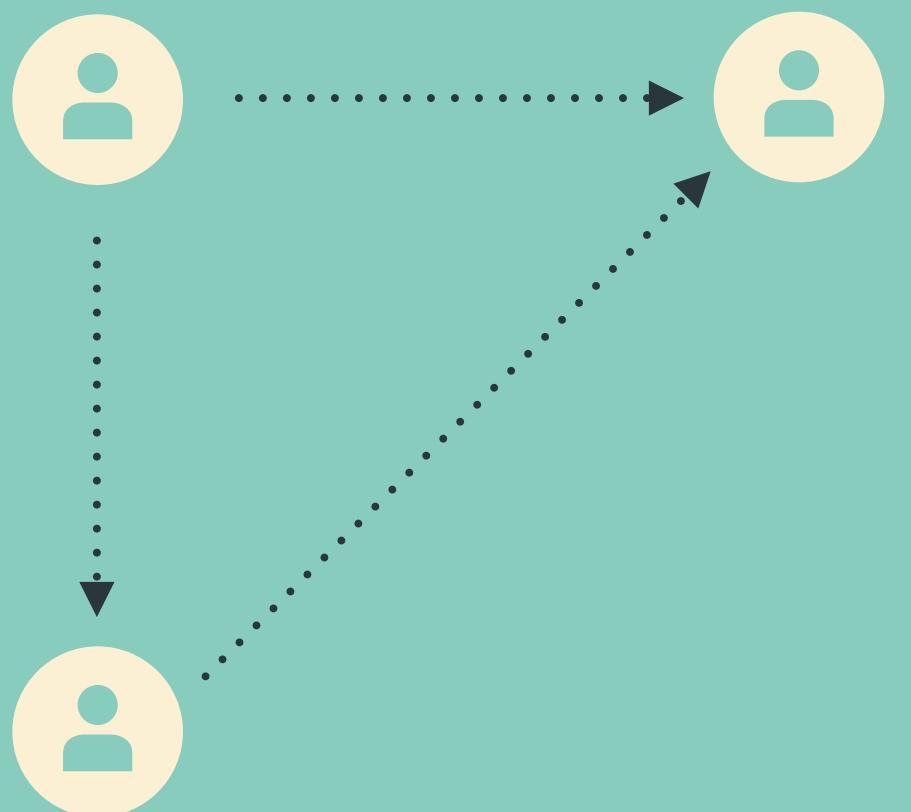
# What is a community?

# 1. Membership

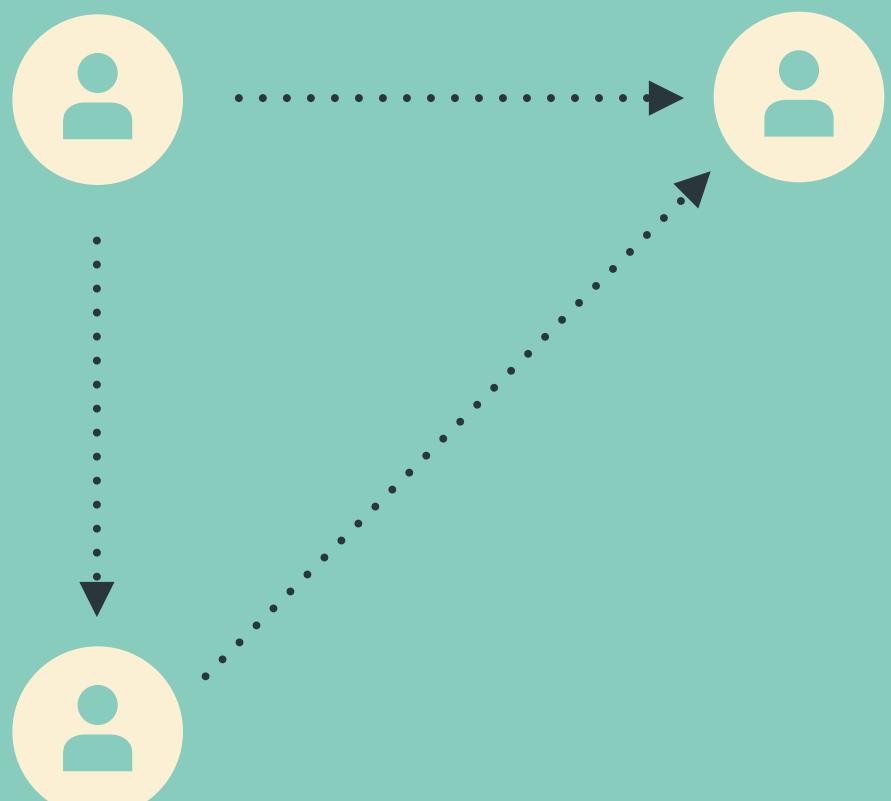


**1. Membership**

**2. Influence**



*“RxJava is the way to go”*



*“No, you should use a  
good old AsyncTask”*

## 1. Membership

## 2. Influence

Exchange of ideas

*“RxJava is the way to go”*



## 1. Membership

## 2. Influence

Exchange of ideas

Conformity

*“RxJava is the way to go”*



*“We've built our own solution,  
Agera, it's pretty cool too!”*

## 1. Membership

## 2. Influence

Exchange of ideas

Conformity

Diversity of ideas

## 1. Membership



## 2. Influence

## 3. Integration and fulfilment of needs

- High demand for Android developers
- A trendy technology, billions of users
- A very skilled community

Android weekly

Open-source

Social medias

Meetups & Conferences



Google I/O

Google Developer experts

Fragmented podcast

Android dialogs

Blog posts

1. Membership
2. Influence
3. Integration and fulfilment of needs
4. Shared emotional connection

*Community*



- 1. Membership**
- 2. Influence**
- 3. Integration and fulfilment of needs**
- 4. Shared emotional connection**

“A community is people who share values,  
culture is the expression of shared values.”

– Coraline Ada Ehmke

# What can affect a culture?

# Privilege



<https://www.flickr.com/photos/30884177@N08/4791589714>

# Bias



## What kind of man owns his own computer?

Rather revolutionary, the whole idea of owning your own computer? Not if you're a diplomat, printer, scientist, inventor... or a kite designer, too. Today there's Apple Computer. It's designed to be a *personal* computer. To uncomplicate your life. And make you more effective.

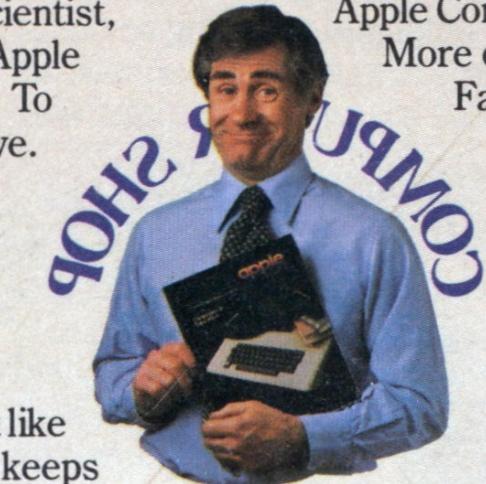
### It's a wise man who owns an Apple.

If your time means money, Apple can help you make more of it. In an age of specialists, the most successful specialists stay away from uncreative drudgery. That's where Apple comes in.

Apple is a real computer, right to the core. So just like big computers, it manages data, crunches numbers, keeps records, processes your information and prints reports. You concentrate on what you do best. And let Apple do the rest. Apple makes that easy with three programming languages—including Pascal—that let you be your own software expert.

### Apple, the computer worth not waiting for.

Time waiting for access to your company's big mainframe is time wasted. What you need in your department—



on your desk—is a computer that answers only to you... Apple Computer. It's less expensive than timesharing.

More dependable than distributed processing.

Far more flexible than centralized EDP. And, at less than \$2500 (as shown), downright affordable.

### Visit your local computer store.

You can join the personal computer revolution by visiting the Apple dealer in your neighborhood. We'll give you his name when you call our toll free number (800) 538-9696. In California, (800) 662-9238.

Apple Computer, 10260  
Bandley Drive,  
Cupertino,  
CA 95014.



commodore

**VIC-20** THE PERSONAL COLOR COMPUTER WITH ARCADE GAME EXCITEMENT.

THE FRIENDLY COMPUTER

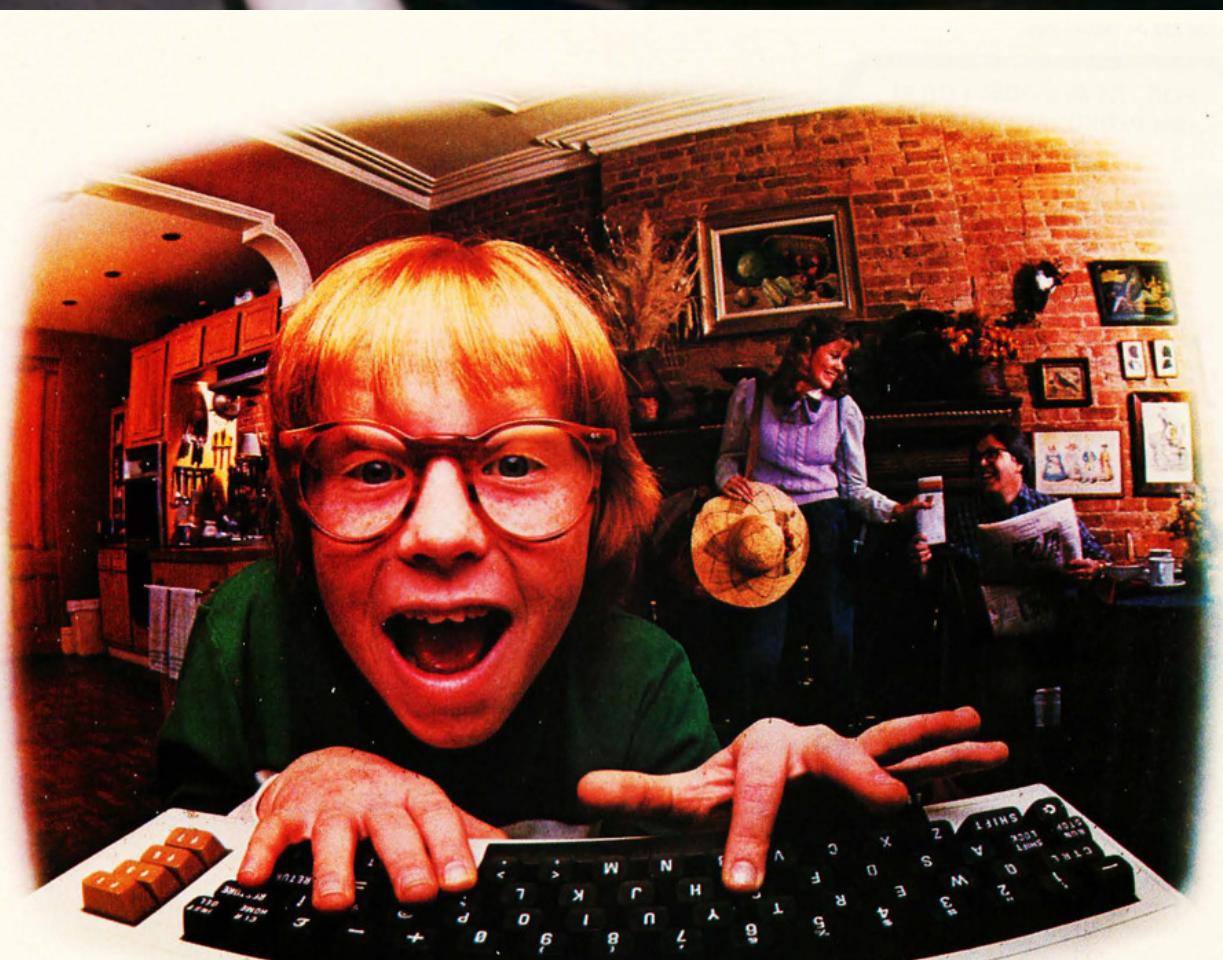
PLUS

HOUSEHOLD BUDGETING  
PERSONAL IMPROVEMENT  
STUDENT EDUCATION  
FINANCIAL PLANNING  
PLAYS GREAT GAMES, TOO.

EASY TO USE:

- JUST PLUG IN A CASSETTE OR CARTRIDGE
- SCREEN GIVES YOU STEP-BY-STEP INSTRUCTIONS
- TYPEWRITER-STYLE KEYBOARD FOR EASY OPERATION
- ATTACHES TO ANY TV SET

commodore COMPUTER

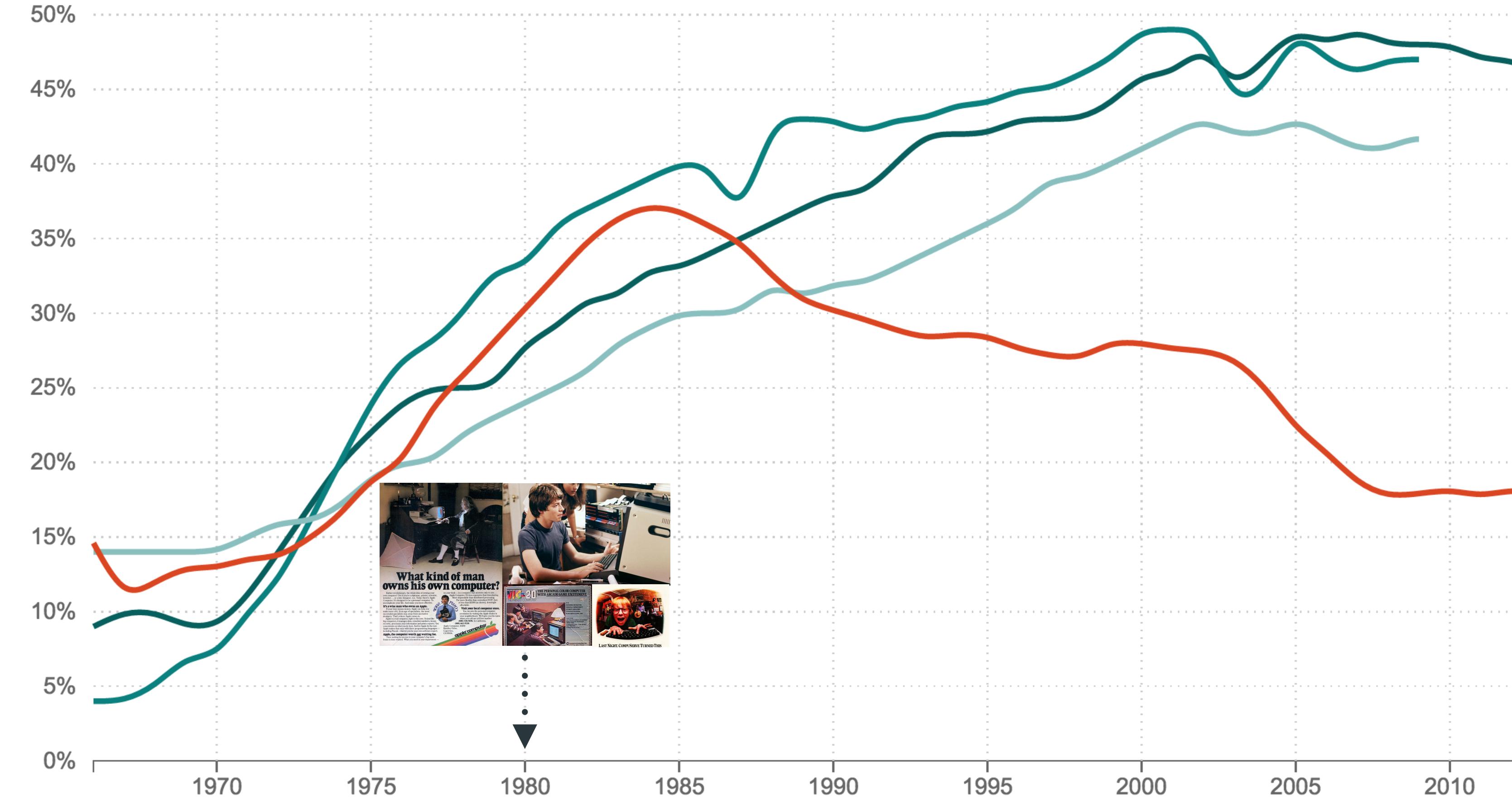


LAST NIGHT COMPU-SERVE TURNED THIS

# Bias

% Of Women Majors, By Field

Medical School Law School Physical Sciences Computer science



Source: National Science Foundation, American Bar Association,  
American Association of Medical Colleges  
Credit: Quoctrung Bui/NPR

# Empathy



## **Small tweaks**

RomainPiel committed on Jan 8, 2010

# Empathy

mitted 8 days ago

16



anastasiasongkick committed 16 days ago



anastasiasongkick committed 16 days ago



Anastasia López  
@AnastasiaLopezD



Following

I've written a blog post on why we need to have soft talks in the Android community  
[devblog.songkick.com/2016/08/08/let...](http://devblog.songkick.com/2016/08/08/let...)

feedback welcomed 😊 #AndroidDev

RETWEETS  
21

LIKES  
55



12:30 PM - 8 Aug 2016



21

55

•••



Anastasia Lopez 2:45 PM



Romain Piel 2:45 PM



Anastasia Lopez 2:45 PM



Romain Piel 2:46 PM



Anastasia Lopez 2:46 PM



Romain Piel 2:47 PM

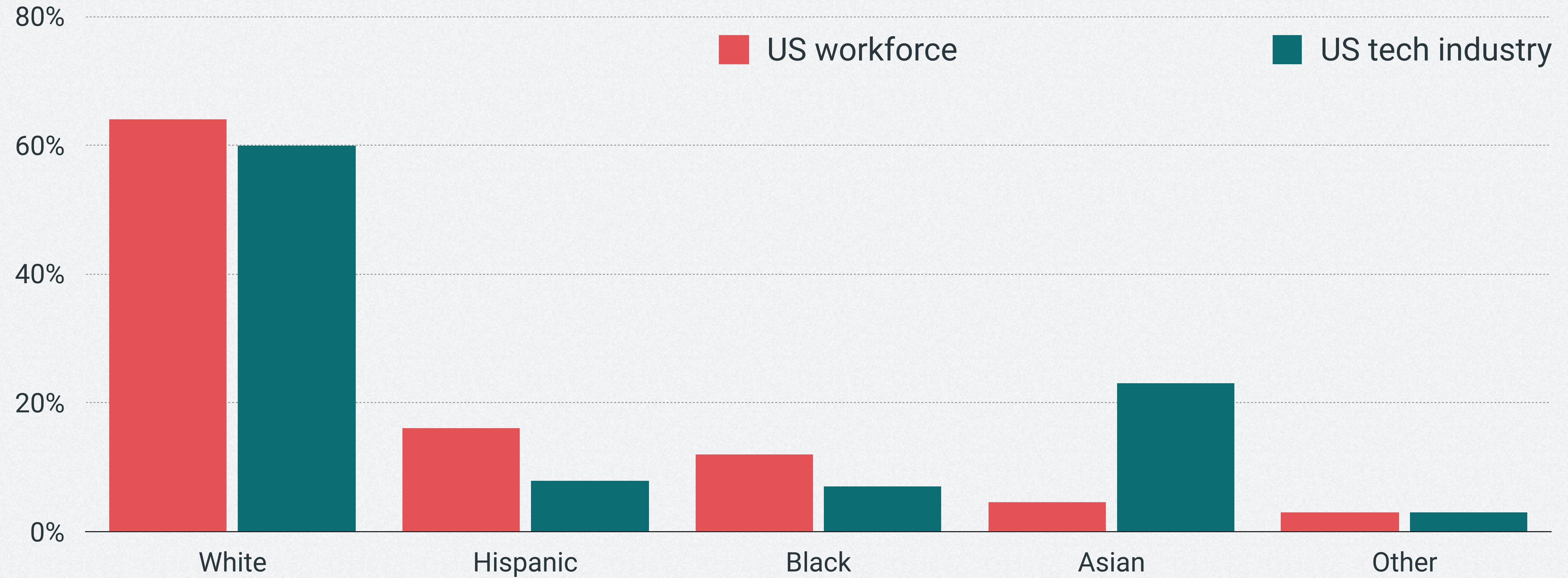


Anastasia Lopez 2:47 PM



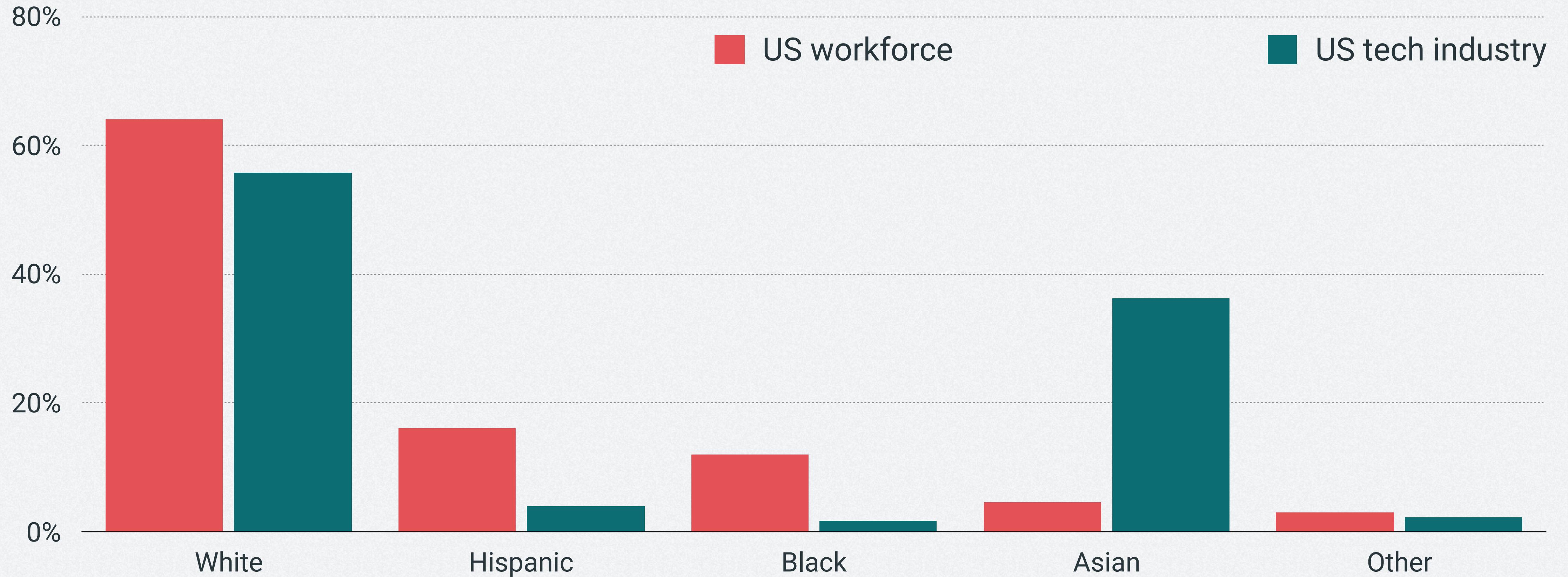
Romain Piel 4:44 PM

# What is the norm?



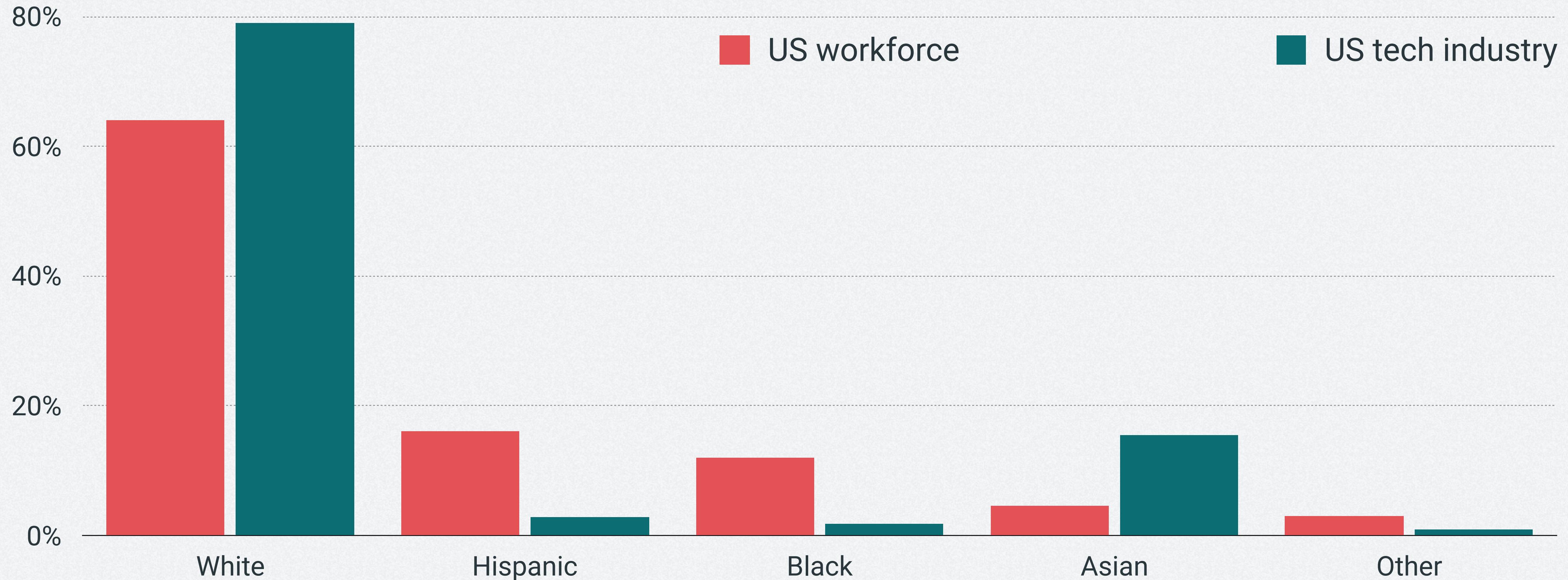
Source: 2010 US Census and 2014 EEO-1 US reports from the following companies: Google, Facebook, Twitter, Microsoft, Apple, Amazon and Intel

# Tech

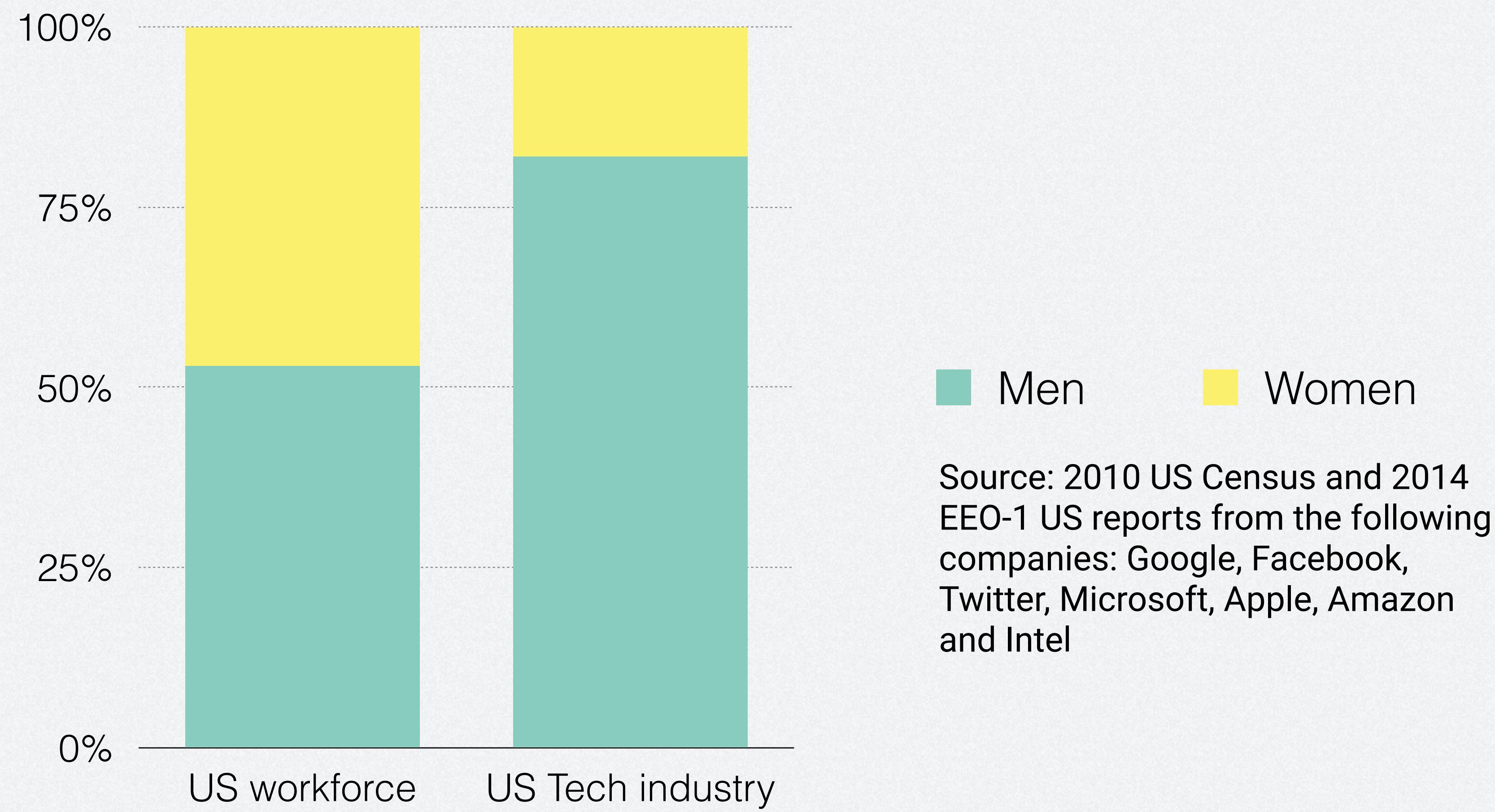


Source: 2010 US Census and 2014 EEO-1 US reports from the following companies: Google, Facebook, Twitter, Apple, Amazon

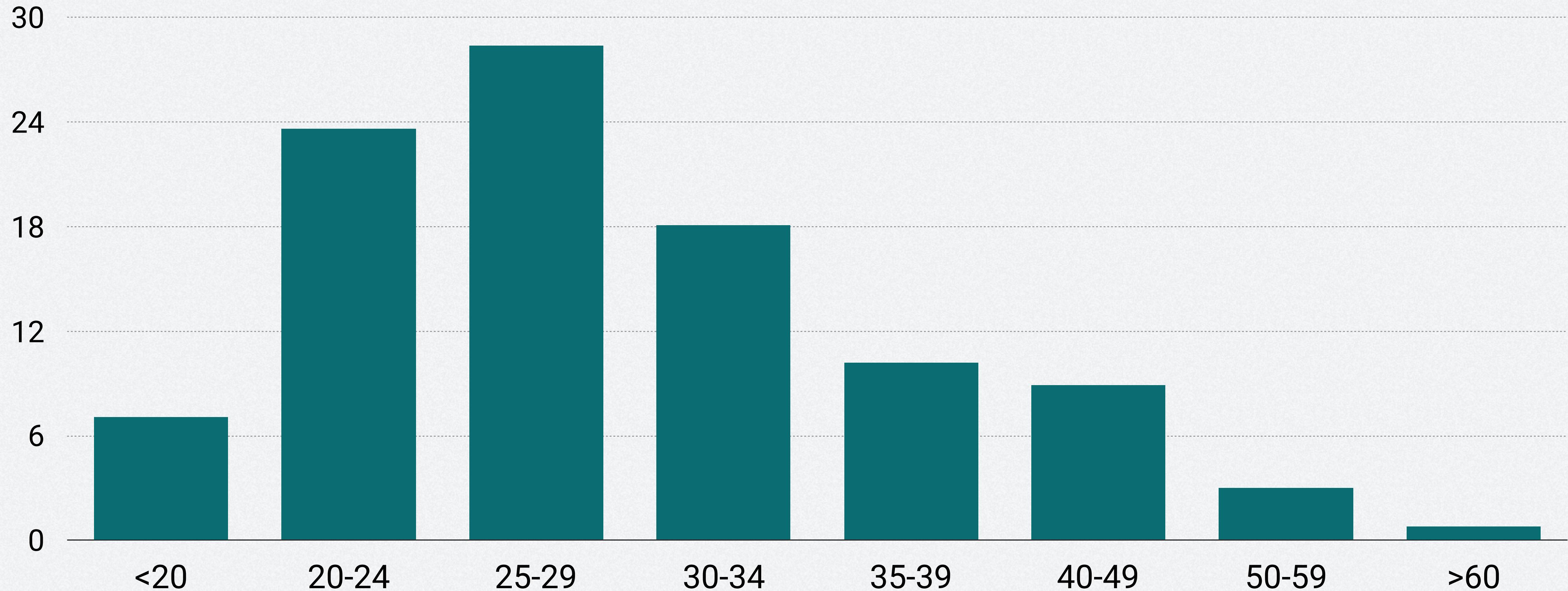
# Leadership



Source: 2010 US Census and 2014 EEO-1 US reports from the following companies: Google, Facebook, Twitter, Microsoft, Apple, Amazon and Intel

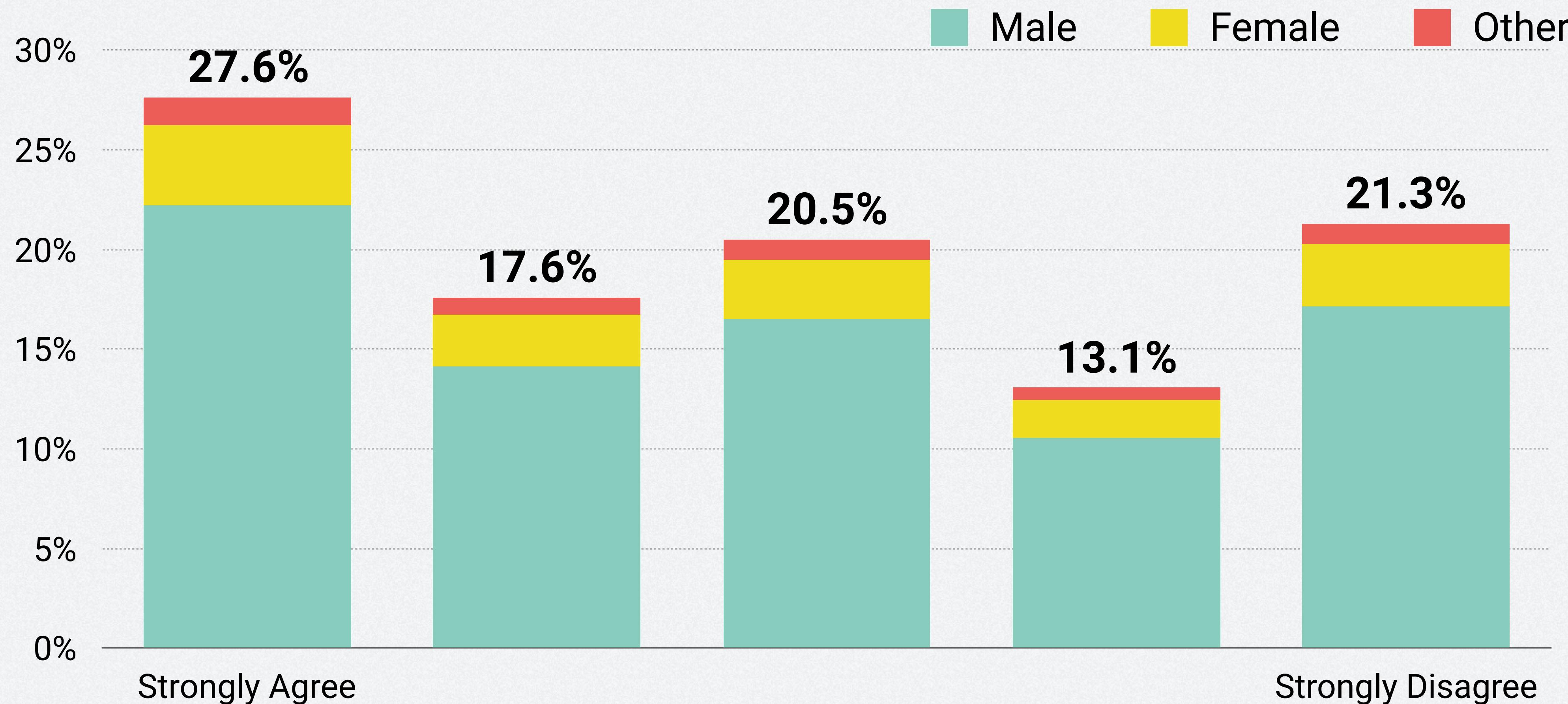


# Average Age



Source: 2016 Stack Overflow developer survey  
<http://stackoverflow.com/research/developer-survey-2016>

# I am open about my sexual orientation at work



Source: 2014 E&T's LGBT engineering community survey

<http://eandt.theiet.org/magazine/2014/07/never-good-to-carry-secrets.cfm>



# Why do we need diversity?

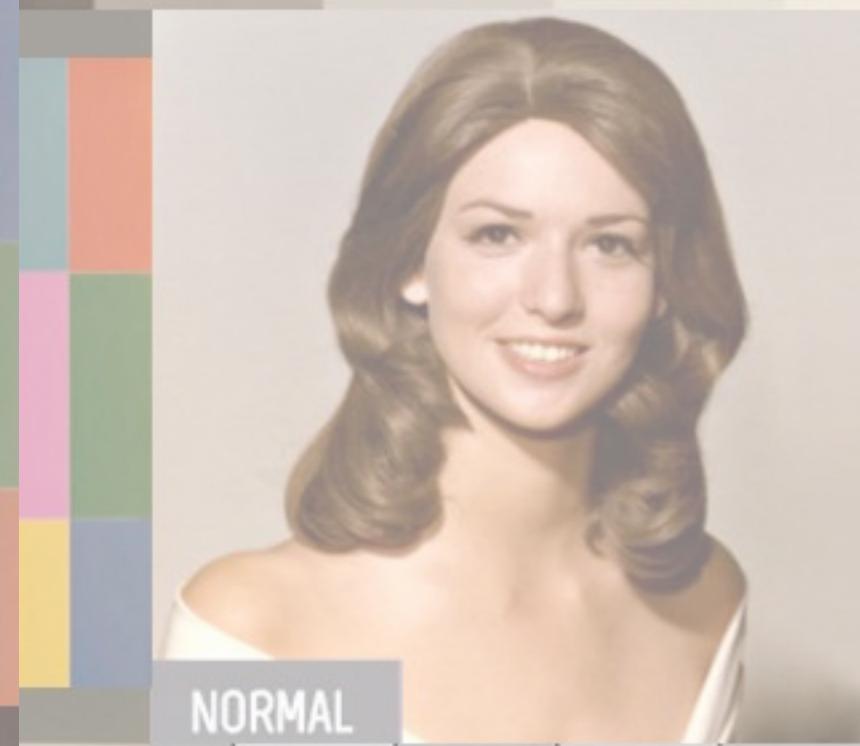
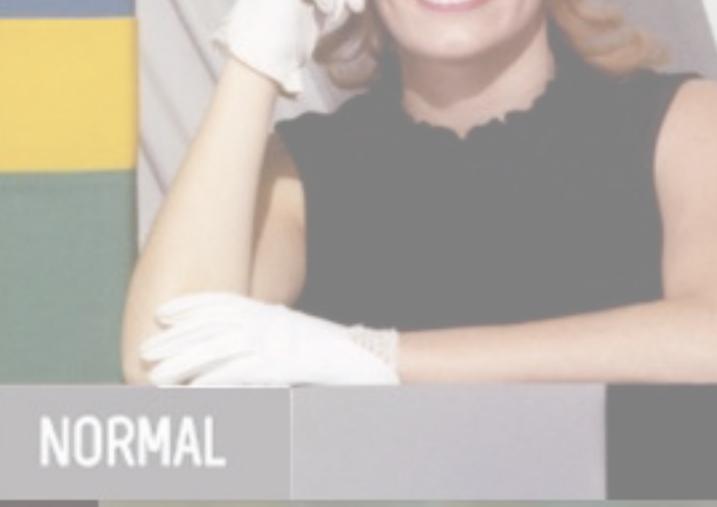
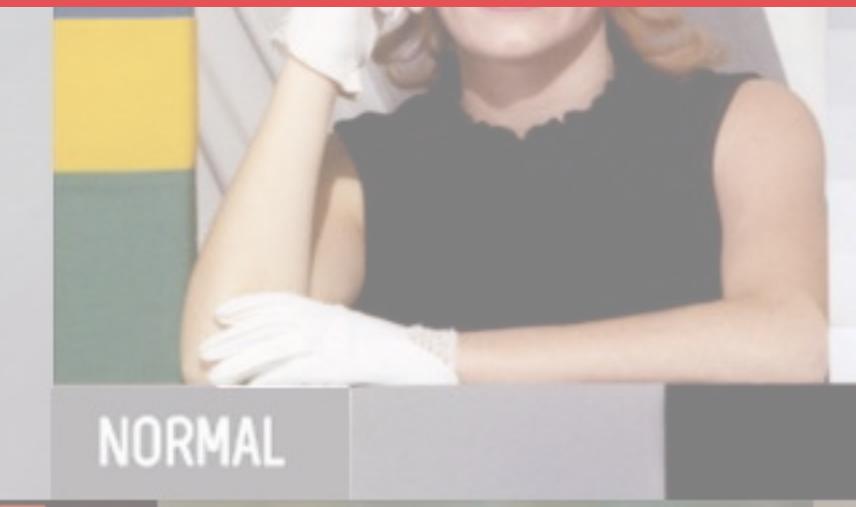
# So we stop feeling isolated

Insert image of a lonely penguin

# So we diversify our ideas



# So we build better products



Inches 1 2 3 4 5 6 7 8 9

White

3/Color

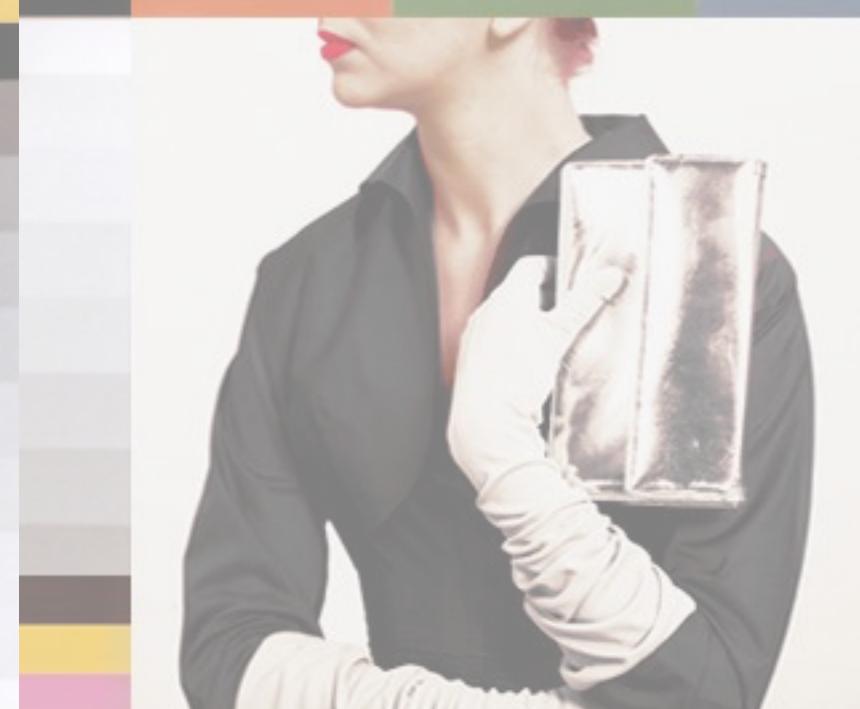
Black

Inches 1 2 3 4 5 6 7 8 9

White

3/Color

Black

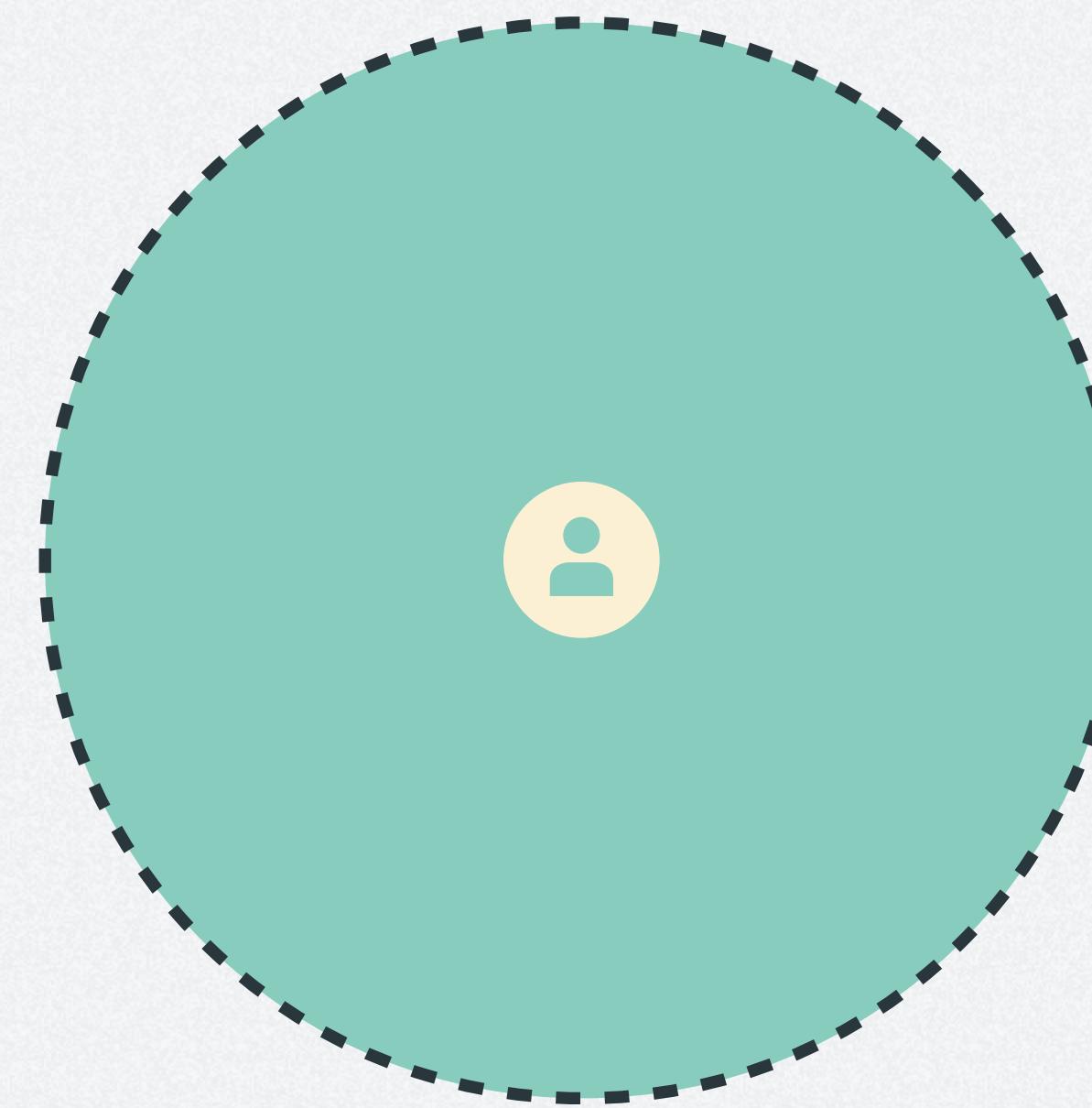




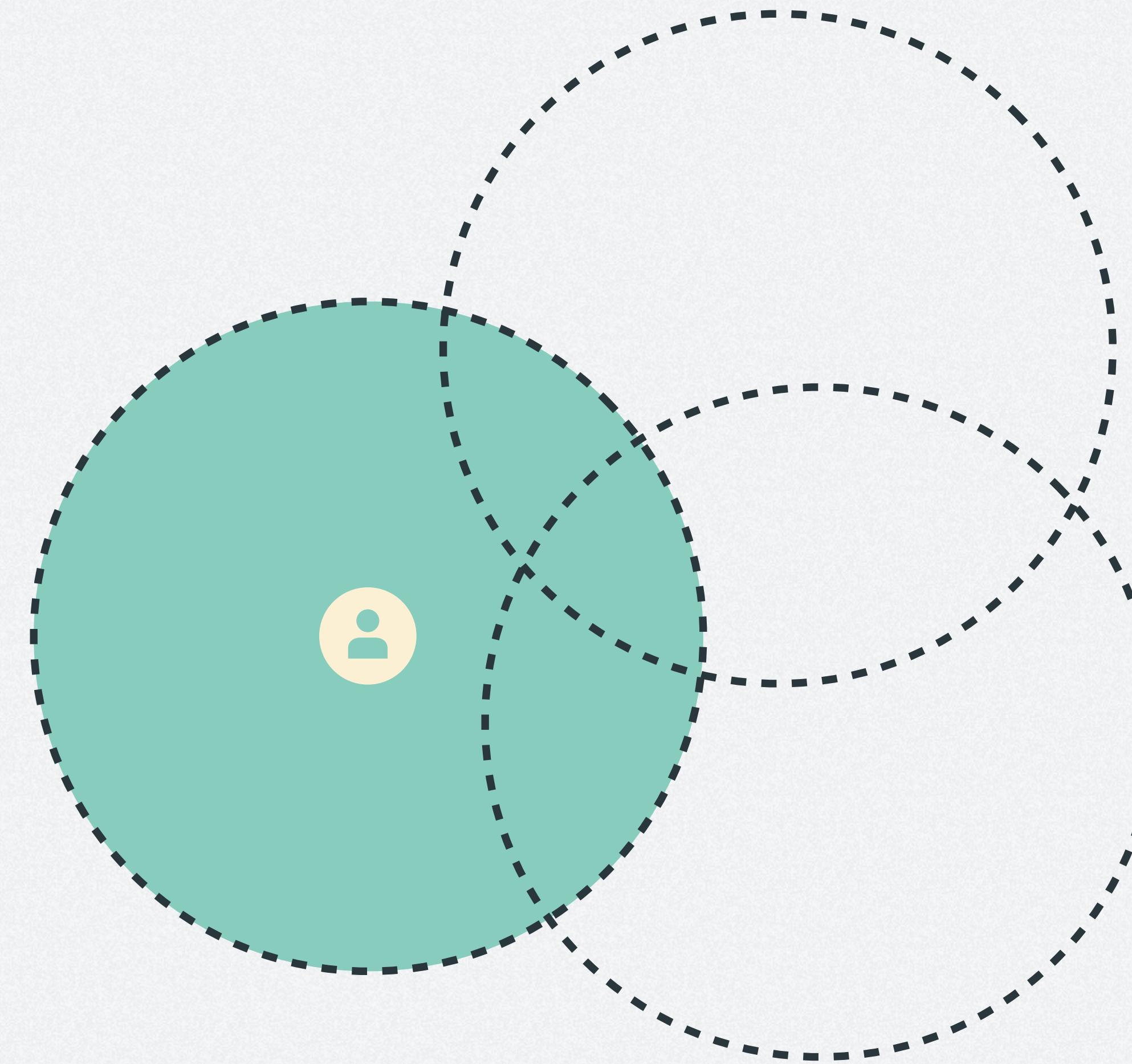
<https://www.flickr.com/photos/adrianhon/4670385031/>

How can we support each other?

# Individually

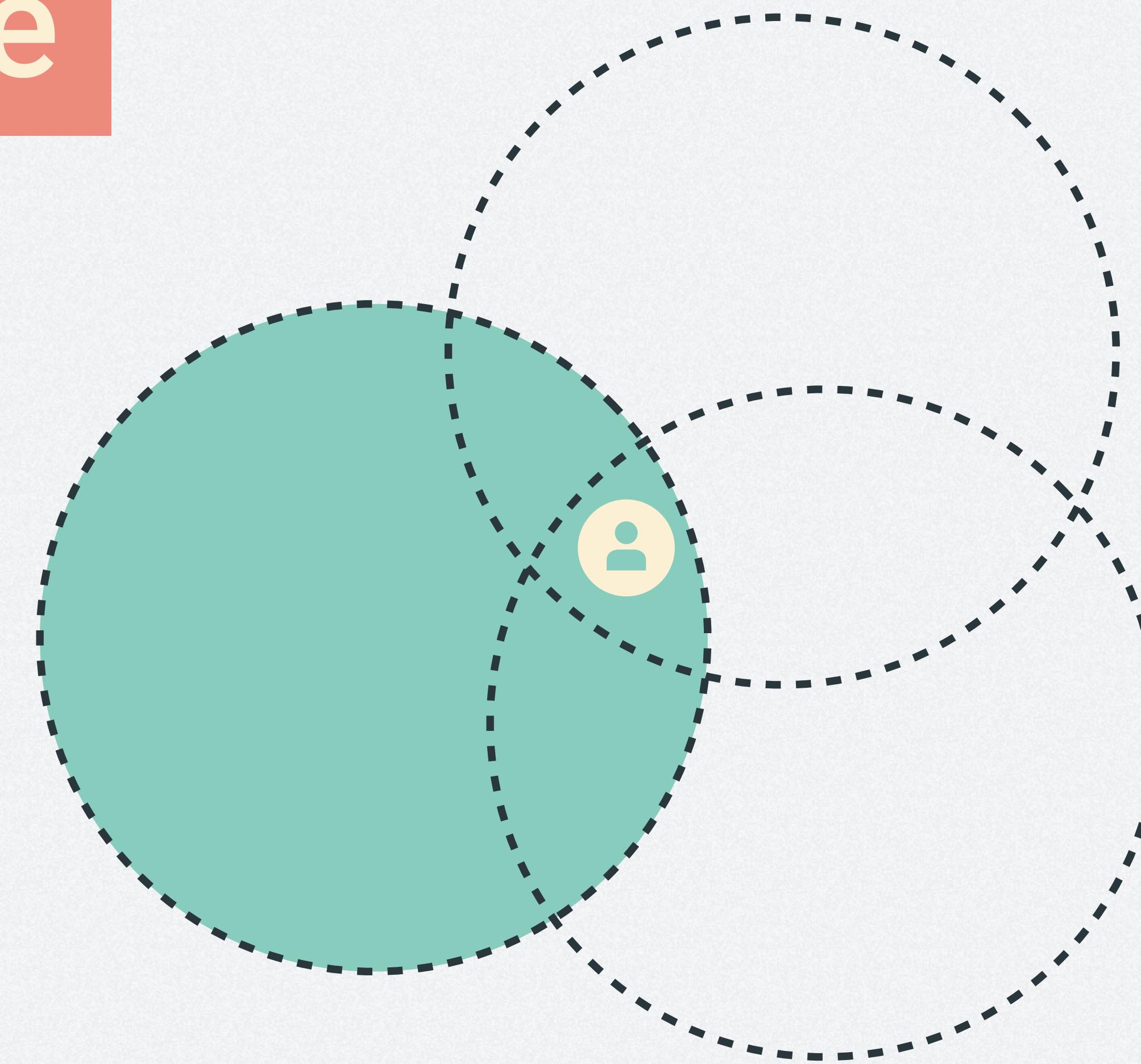


# Individually



# Individually

## Be receptive



# Individually Read, learn



<https://www.flickr.com/photos/danielsilliman/4528823871>

# Individually Acknowledge differences



# Help someone

# Be empathetic



# Help someone

## Be empathetic



**Emily Nakashima**  
@eanakashima



 Follow

If you need to add a :) to a PR comment to make it not sound rude or condescending, it still sounds rude and condescending.

Help someone

High-fives are awesome



Help someone

Become a mentor



# Help the community

## The code of conduct



SUPPORTING  
DIVERSITY  
[diversitycharter.org](http://diversitycharter.org)

# Help the community

## The code of conduct

# Community Covenant

A Code of Conduct for Online Communities.

<http://community-covenant.net/>

# Help the community

## Amplify others' voices



# Help the community

## Don't label people



# Help the community

## Be inclusive

Not like that



Hamburg, Germany

Founded Dec 11, 2015

[About us...](#)

droids 185

Past Meetups 7

Our calendar



Worldwide 130



Organizers:

## "Who's that guy next to me?"

March 3 · 7:00 PM  
Taverna Romana



Did you:

- ever wanted to know who's that guy there in the meetup?
- ever wanted to talk to someone within the meetup, but after the event itself everyone just disappeared?
- work too much and need a break containing some drinks and fun?

Well, this event is supposed to give you the opportunity to do so!

This is a social event, there will be no speaker.

# Help the community

## There's no rockstar



# Help the community

## There's no rockstar



**The Practical Dev**  
@ThePracticalDev



Following

Which of these titles best describes you as a programmer?

- Ninja
- Rock Star
- Wizard
- Jedi

**Vote**

1,312 votes • 1 day left

**BE TOGETHER**  
*not the same*

# Thank you!

<http://bit.ly/be-together-not-the-same-sources>

Anastasia Lopez  Romain Piel

AnastasiaLopezD @ \_rpiel