SUPPORTING DIVERSITY & INCLUSION IN OUR COMMUNITY: WHAT NOT TO DO!

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ANTI-PATTERN #1:
Avoiding Facts & Data

- Don't leverage speculation and assumptions
- Just track the data!

- Examples: Interest in a domain, retention, expected diversity, tokenism

Gender Diversity in Computer Architecture

by Natalie Enright Jerger and Kim Hazelwood on Sep 28, 2017 | Tags: Conference, Diversity

Part One: We're Just Going to Leave This Here

TL;DR – In part one of our series on gender diversity within the subdiscipline of computer architecture, we present some data that provides signal on where our community stands today with respect to gender diversity.

https://www.sigarch.org/gender-diversity-in-computer-architecture/

ANTI-PATTERN #2:

Confusing Inclusion Strategies

- Inclusion in service isn't the same as inclusion in leadership

- Examples:
  - Diversity on the organizing committee versus invited speakers
  - Diversity of reviewers versus authors
  - Diversity of new hires versus promotions

ANTI-PATTERN #3:

Blaming "The Pipeline"

- Dodging responsibility by moving the focus elsewhere
- Focusing on the part of the pipeline outside of your jurisdiction

- Examples:
  - Lack of diversity in industry? Blame academia
  - Lack of diversity in grad school? Blame undergrad
  - Lack of diversity in undergrad? Blame middle school
  - Lack of diversity at YOUR event? …

ANTI-PATTERN #4:

Mentioning "The Bar"

- It is offensive and unhelpful to reference a particular demographic in the same sentence as a reminder to "not lower the bar"

- Does it achieve fairness? Quite the opposite!

- Associating two uncorrelated concepts is a clear indicator of unconscious bias

ANTI-PATTERN #5:

Asking an individual to defend why diversity matters

- Feeling entitled to skip taking the initiative to find and understand the past 50+ years of articles, books, and research

- Asking any individual (from the affected class) to summarize it all for you. Or defend it.

ANTI-PATTERN #6:
Terrible Recommendation Letters

- Ignoring the hundreds of articles on bias in recommendation letters
- Focusing on communal qualities like being helpful, friendly, and "articulate"
- Forgetting to focus on technical credibility, impact, and agentic qualities
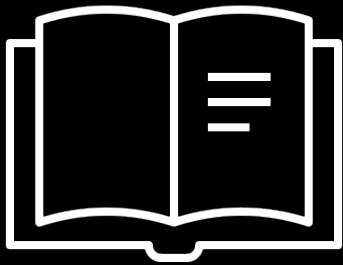
ANTI-PATTERN #7:
Skipping the Hardest Steps

- Asking "How Can I Help?"

- Hint: Why is that *cheating*?

THE STEPS OF PROBLEM SOLVING

Understand

What problem needs to be solved?

What are the pain points?

Plan

Brainstorm solutions

Develop strategies

Execute

Do what you planned to do

Resteer when you get stuck

ANTI-PATTERN #7:
Skipping the Hardest Steps

Asking "How Can I Help?"

Steps of Problem Solving
1. ~~Understand the problem~~
2. ~~Plan a solution~~
3. Execute the solution

Take the time to understand the problem enough to identify what you can do to help. Then DO IT.

Seven Proven Tips for Undermining D&I

1. Avoiding Data
2. Biasing Your Data Collection
3. Blaming the Pipeline
4. Mentioning "the Bar"
5. Asking Why Diversity Matters
6. Writing Biased Recommendations
7. Asking How You Can Help

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good_intent * poor_execution => poor_execution
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