

A/B testing sexism

Interviewing as a female executive in tech

About Me

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Candidate A

No CS degree

5 months software

No management

No exec experience

Candidate B

No CS degree

15 years software

10 years management

1.5 years exec

CTO

No CS degree

5 months software

No management

No exec

experience

Me

No CS degree

15 years software

10 years management

1.5 years exec

experience

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STAND BACK



I'M GOING TO TRY SCIENCE

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Mike

CS degree

15 years software

8.5 years management

2 years exec

Me

No CS degree

15 years software

10 years management

1.5 years exec

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Company A

75 developers

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Company B

Must have solved their exact problems

Company C

softer touch

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exec recruiters



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Title inflation

Mike

Team lead & Manager

Consultant

VP, Engineering

Me

Team lead & Manager

Consultant

VP, Engineering

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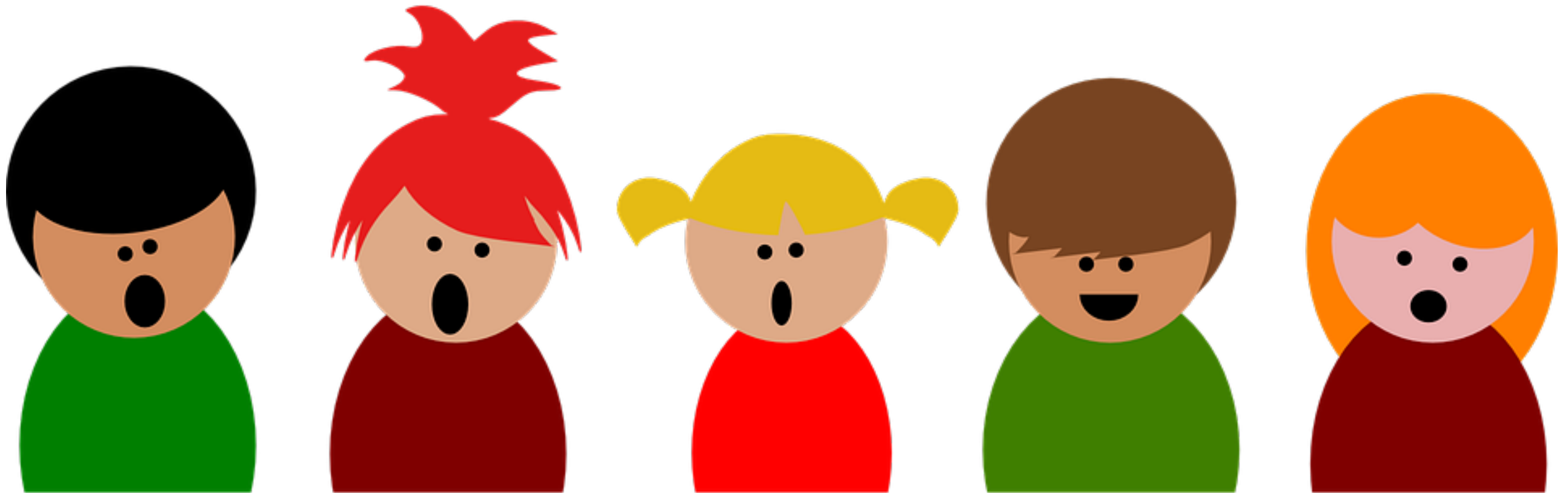
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So what's going on..?

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In Groups vs Out Groups



In Groups & Out Groups

- In Group - hire based on potential
- Out Group - hire based on experience

McKinsey report: 'Unlocking the full potential of women in the US Economy' 2011

Gender Diversity in Silicon Valley 2016

Women make up 12.5% of
executive roles in Silicon Valley

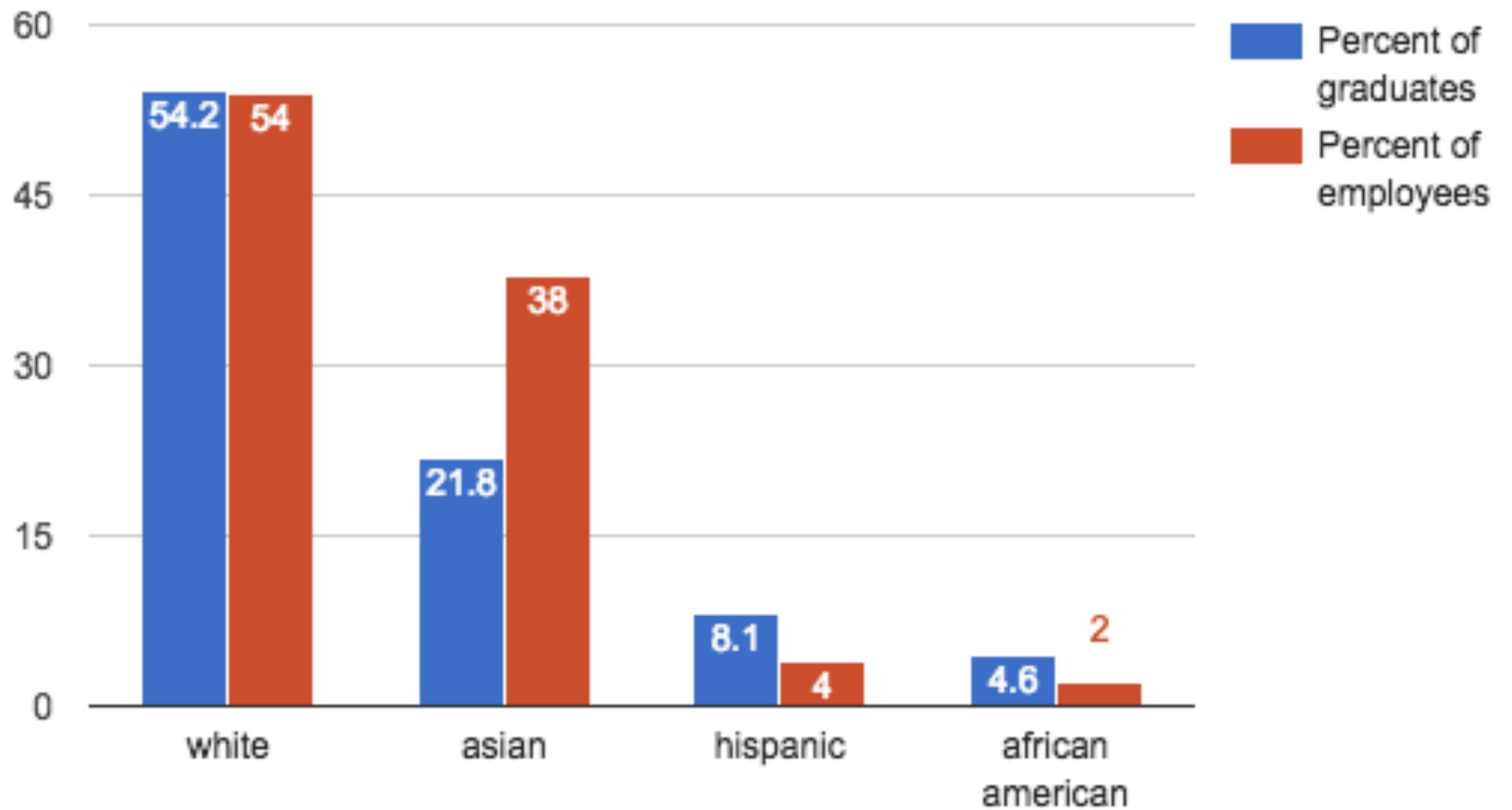
43.3% of the top 150 Silicon
Valley companies have no women
at all in executive positions

The Pipeline Problem



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2015 Graduates vs Facebook Diversity Statistics



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“Software development is not a charity. If some people are better at it they will get the job”

<https://www.theguardian.com/technology/2016/feb/12/women-considered-better-coders-hide-gender-github#comment-68529126>

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Women are underrepresented in fields whose practitioners believe that raw, innate talent is the main requirement for success, because women are stereotyped as not possessing such talent.

This hypothesis extends to African Americans' underrepresentation as well, as this group is subject to similar stereotypes.

Expectations of brilliance underlie gender distributions across academic disciplines
BY SARAH-JANE LESLIE, ANDREI CIMPIAN, MEREDITH MEYER, EDWARD FREELAND
SCIENCE 16 JAN 2015 : 262-265

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Unconscious Bias

Unconscious biases are social stereotypes about certain groups of people that individuals form outside their own conscious awareness.

What qualifies you to be a police chief?

Redefining Merit to Justify Discrimination
Eric Luis Uhlmann, Geoffrey L. Cohen 2005

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What we can do about it

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As interviewers



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Have an interview process



Gender Decode your job ads

<http://gender-decoder.katmatfield.com/>

Masculine-coded words in this ad

- autonomy
- leads

[See the full list of masculine-coded words](#)

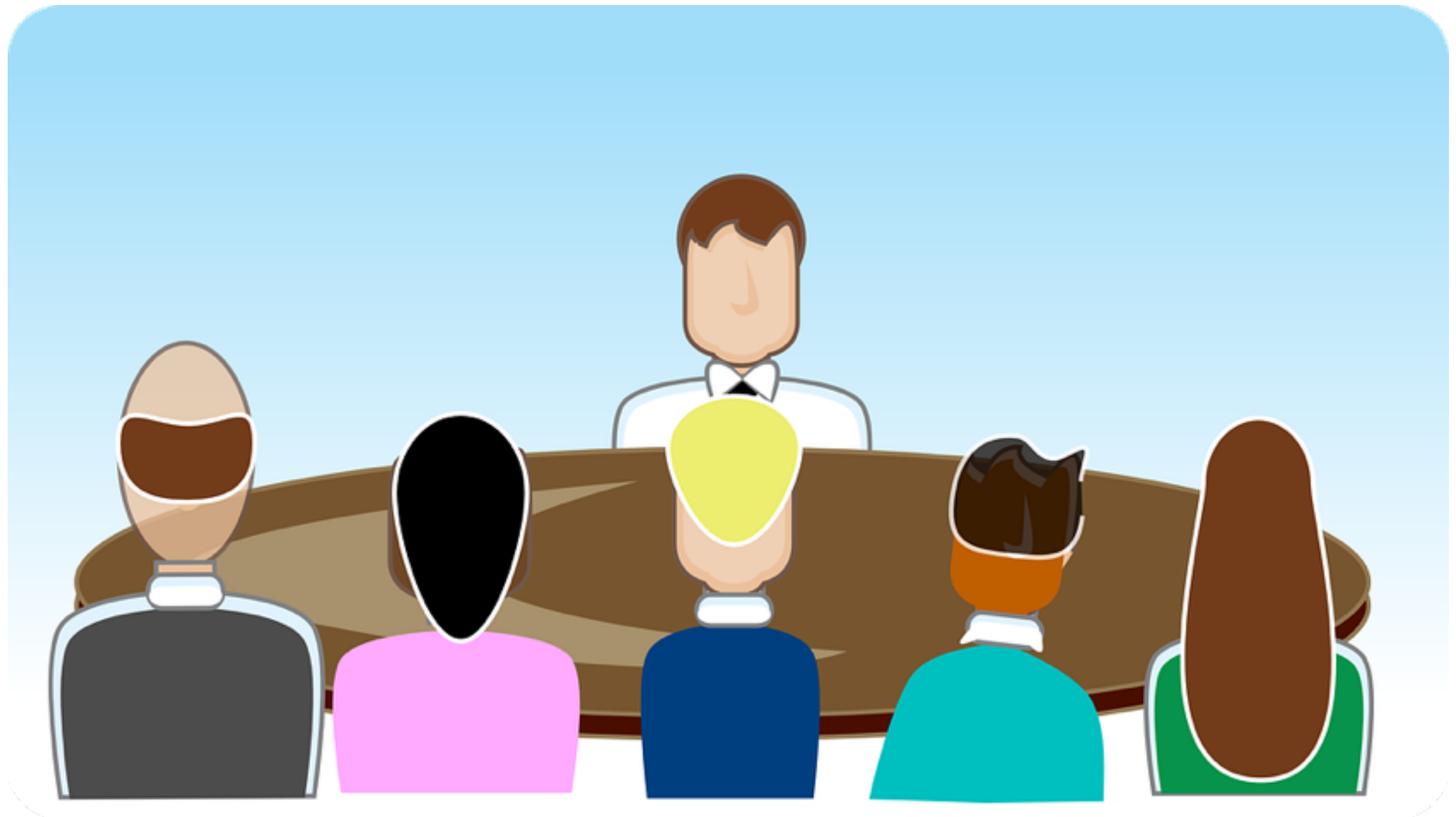
Feminine-coded words in this ad

- shared
- collaborative

[See the full list of feminine-coded words](#)

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Assemble a diverse group to interview



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Engineering ladder

	Technical Skill	Impact	Agile Knowledge	Communication & Leadership	Mentoring & teaching others	Architecture	Recruiting	Helpful books
Junior developer								
	Learning coding best practices (see guidelines here)	Capable of completing well defined sub-tasks	Learning to estimate stories	Communicates status to team	Learning pairing	Learning MVC		Practical Object-Oriented Design in Ruby by Sandi Metz
	Learning coding standards	Capable of providing on-call support for their team's code with assistance from other team members		Asks for help	Learning to respond to PR comments	Learning REST		Clean Code by Robert C Martin
	Learning source control and development tools			Accepts feedback graciously		Learning at least one web or javascript framework		Art of Agile by James Shore
	Learning Ruby on Rails			Learning how to ask for clarification on unclear tasks		Learning how browsers work: request lifecycle, how events work, blocking vs		Growing Object Oriented Software Guided by Tests by Steve Freeman and



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take home tests for
engineers..

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Gender differences and bias in open source: Pull request acceptance of women versus men.

Terrell J, Kofink A, Middleton J, Rainear C, Murphy-Hill E, Parnin C, Stallings J. (2016)

- Women's PR contributions are accepted more often than men's *when they are not identifiable as women*.
- When women are identifiable, their contributions are accepted *less often* than men's.

take home tests for execs..

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As interviewees



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Apply!

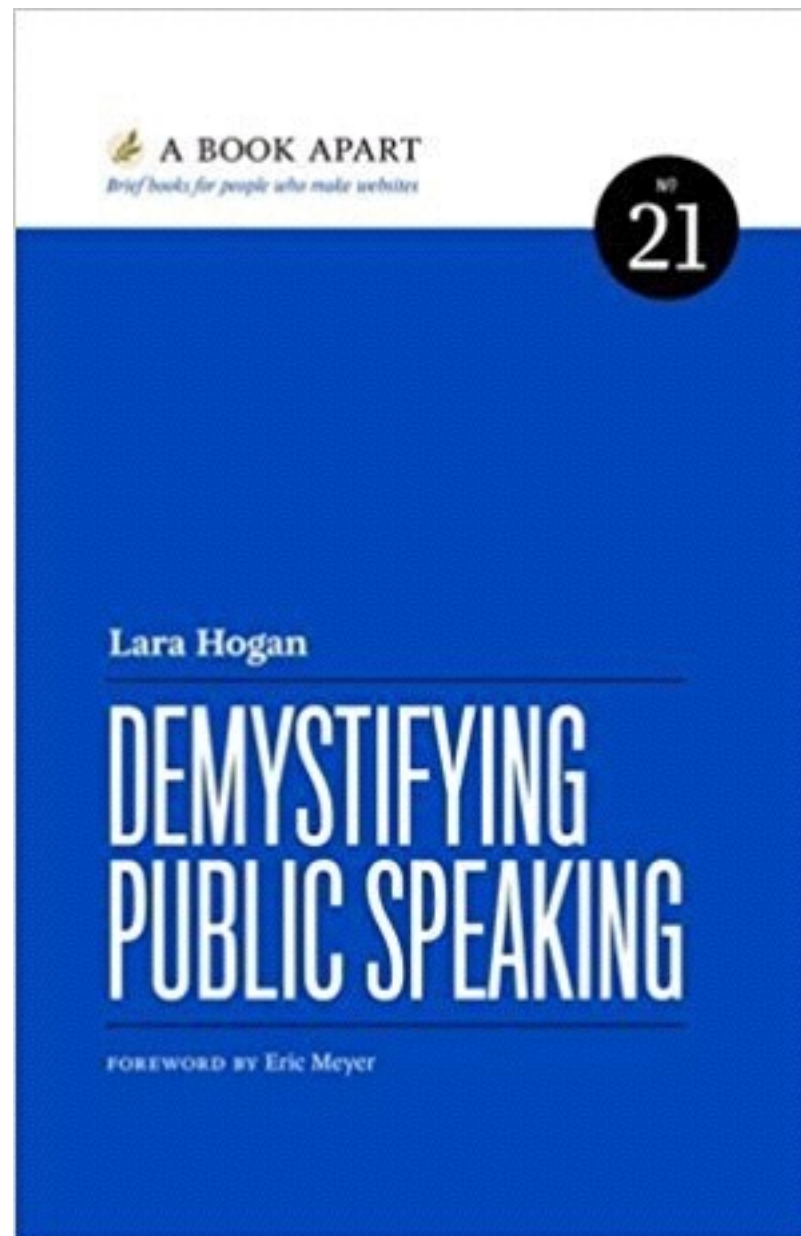
- Men apply for a job when they meet 60% of the qualifications
- Women apply when they meet 100% of the qualifications



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Read this book!

Demystifying Public Speaking

Lara Hogan

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It's not you it's them

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Thanks!

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We're hiring!

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Image credits

<https://store.xkcd.com/products/try-science>

<https://commons.wikimedia.org/wiki/>

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<http://www.publicdomainpictures.net/view-image.php?image=32267&picture=color-women-with-purses>

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File:CSIRO_SciencelImage_6380_Section_of_the_Perth_Kalgoorlie_water_supply_pipeline_near_Merredin_WA_1976.jpg

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https://img.clipartfest.com/7117962d7d7d9a3c45b513323cfcea9c_female-speaker-in-silhouette-clipart-speaking-silhouette_595-612.jpeg

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Quoted Articles & Studies

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<https://www.theguardian.com/technology/2016/feb/12/women-considered-better-coders-hide-gender-github#comment-68529126>

Expectations of brilliance underlie gender distributions across academic disciplines

by Sarah Jane Leslie, Andrei Cimpian Meredith Meyer, Edward Freeland Science 16 Jan 2015 : 262-265

https://www.theatlantic.com/magazine/archive/2017/04/why-is-silicon-valley-so-awful-to-women/517788/?utm_source=atfb

Redefining Merit to Justify Discrimination - Eric Luis Uhlmann, Geoffrey L. Cohen 2005

Gender differences and bias in open source: Pull request acceptance of women versus men Terrell J, Kofink A, Middleton J, Rainear C, Murphy-Hill E, Parnin C, Stallings J. (2016)

<http://gender-decoder.katmatfield.com/>

<https://hbr.org/2014/08/why-women-dont-apply-for-jobs-unless-theyre-100-qualified>

<http://curt-rice.com/2013/10/01/what-the-worlds-best-orchestras-can-teach-us-about-gender-discrimination/>

Demystifying Public Speaking - Lara Hogan

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