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The criticality of Diversity within the Computer Science community.

The important of diversity within any workplace is one that can not be understated, and as we examine computer science, it is evidently more so the importance. Software has a global reach that affects all aspects of life regardless of any physical borders and has incredible capacity to shape culture. Arising from that capacity is a foundational question that must continued to be asked; "Who programmed this?"

The code of today has matured beyond the confines of academic and research institutes in the 1960's and become a core aspect of real people's lives. The code written in Silicon Valley today now reaches into remote villages in the southern hemisphere, underserved communities in Asia, and the developed nations within Europe. That code's capacity to shape cultures and allow erasure is an increasing issue which can be hindered by the incorporation of those peoples into a shared programming team.

As we incorporate all walks of life into the question "Who coded this?" we allow that fostering challenge of ideas and challenge of views to create incredible tools that will support these cultures rather than erase them. As mentioned in the article, we allow respect and admiration of one another to grow within these shared development projects, and that growth extends to the end users of these tools. Creativity, acceptance, and willingness to listen allow teams of programmers to better serve their target audiences and finalize projects with greater impacts.

As a real world example, I was recently on a team at work to help alter some code and practices within our firm that was hindering teams in other parts of the world, specifically India. When this code had been written 15 years ago, it was all from a US perspective and used EST as a baseline time for when services would shut down for audits. Once the company expanded globally, we found that our code was actively hindering them and causing divides within the culture as they were locked out of key services during their mid-day while the US employee's were asleep.

After we had developed a solution that allowed for these internal systems to function for our Indi based crew, we saw quite a noticeable increase in our culture haring between the two teams. Project coordination became easier, communication channels previously unknown had opened, and the operations between these two entities morphed into a far more impactful and happy cooperative relationship.

The question I remember being asked during the original design reviews of that code redesign were often "Who wrote this?", and when answered, almost always was a white stereotypical American employee at the US headquarters. After a department re-organization, that question now yields the answer "Manoj in India", "Heather in South Carolina", "Jon in Ohio", "Luis in Mexico", and many more.

The code of today has adapted, and as we reflect within the computer science field our diversity, it's even more critical to see that adaptation mature the communities of programmers and talent pools who are using these tools, apps, and programs to not erase their culture, and to grow our shared environment.