



Actions to increase diversity in the R-Ladies community

Lessons from the São Paulo chapter

[Overview](#)[Repositories 229](#)[Projects](#)[Packages](#)[Stars 605](#)

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beatrilmilz/README.md

Hi there 🙌

- ★ I'm a [GitHub Star](#).
- 🌱 I'm a PhD in Environmental Sciences at the University of São Paulo
- 🎓 Bachelor degree in Environmental Management; Master degree in Sciences
- 📩 How to reach me: [email](#)
- 🗣 Talks: <https://beamilz.com/talks/>
- 🏫 Teaching at: [Curso-R](#), [cebrap.lab](#) and [IME-USP Summer courses](#)
- 🏅 Certifications:
 - [Tidyverse Certified Instructor](#), Certified by RStudio/Posit (2020)
 - [GitHub Foundations](#), Certified by GitHub (2024)
 - [GitHub Actions](#), Certified by GitHub (2024)
- 💜 [R-Ladies São Paulo co-organizer](#)
- 📚 [rOpenSci](#) - Software Peer Review Editor

Pinned

cienciadedatos/pt-r4ds Public

Forked from [hadley/r4ds](#)

Tradução do livro "R for Data Science 2ed" para Português

● R ⭐ 18 ⚡ 17

cienciadedatos/dados Public

Translate Datasets to Portuguese

● R ⭐ 42 ⚡ 20

<https://github.com/beatrilmilz>



October 4, 2023

Written by:

Beatriz Milz

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ACTIONS TO INCREASE DIVERSITY IN THE R-LADIES SÃO PAULO COMMUNITY

Introduction

The [R-Ladies](#) is a global organization that promotes gender diversity in the R community. [R-Ladies São Paulo](#) is proudly a chapter of R-Ladies Global, promoting gender diversity in the R community in São Paulo, Brazil.

In this post, our goal is to discuss diversity issues in the R-Ladies São Paulo community and the actions that are being taken to increase diversity.

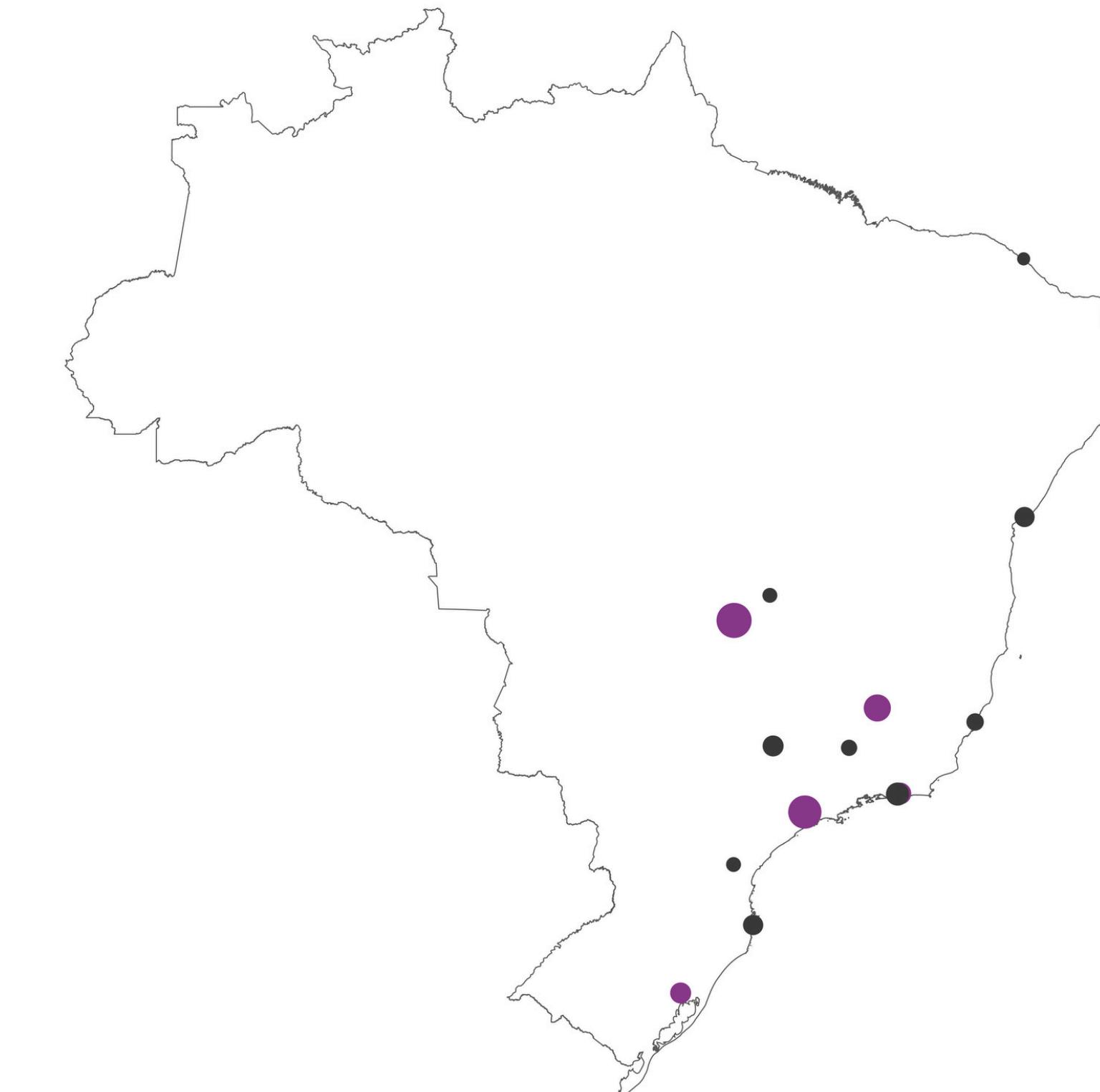
This post was written in April/2023. Since that time, R-Ladies São Paulo received a grant from [R Consortium](#), which allowed the community to expand the actions to increase diversity.



<https://rladies.org/blog/2023-06-05-increasing-diversity-sao-paulo/>

R-Ladies São Paulo

- Started in 2018
- Events online and in-person



Plot by Beatriz Milz, using R and the packages: sf, geobr, abjData, ggplot2, tidyverse. Data from Meetup.

<https://rladies-sp.org/en.html>

Open data day - 2024



<https://rladies-sp.org/en.html>

Open data day Organizers - 2024



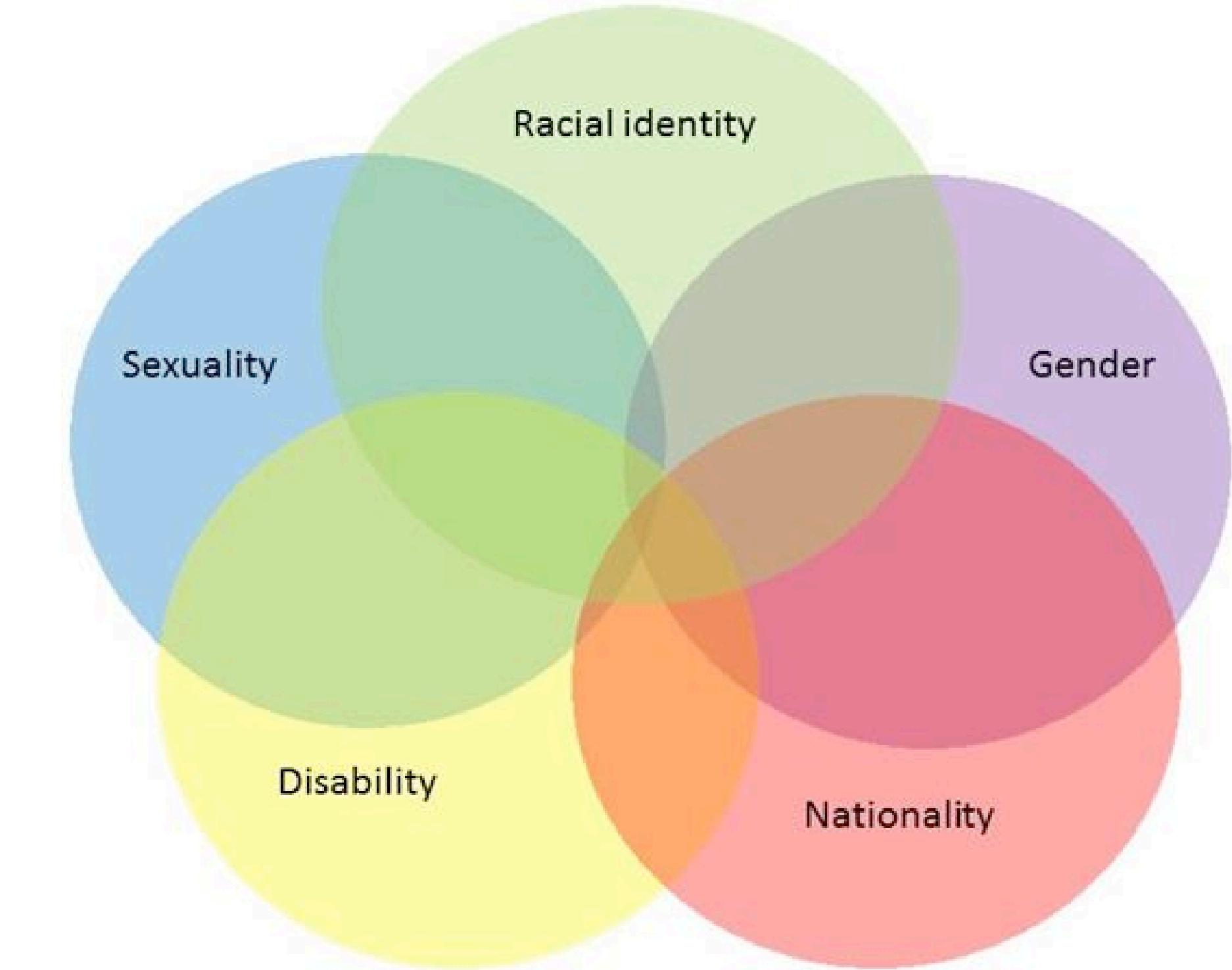
<https://rladies-sp.org/en.html>

Lessons and reflections

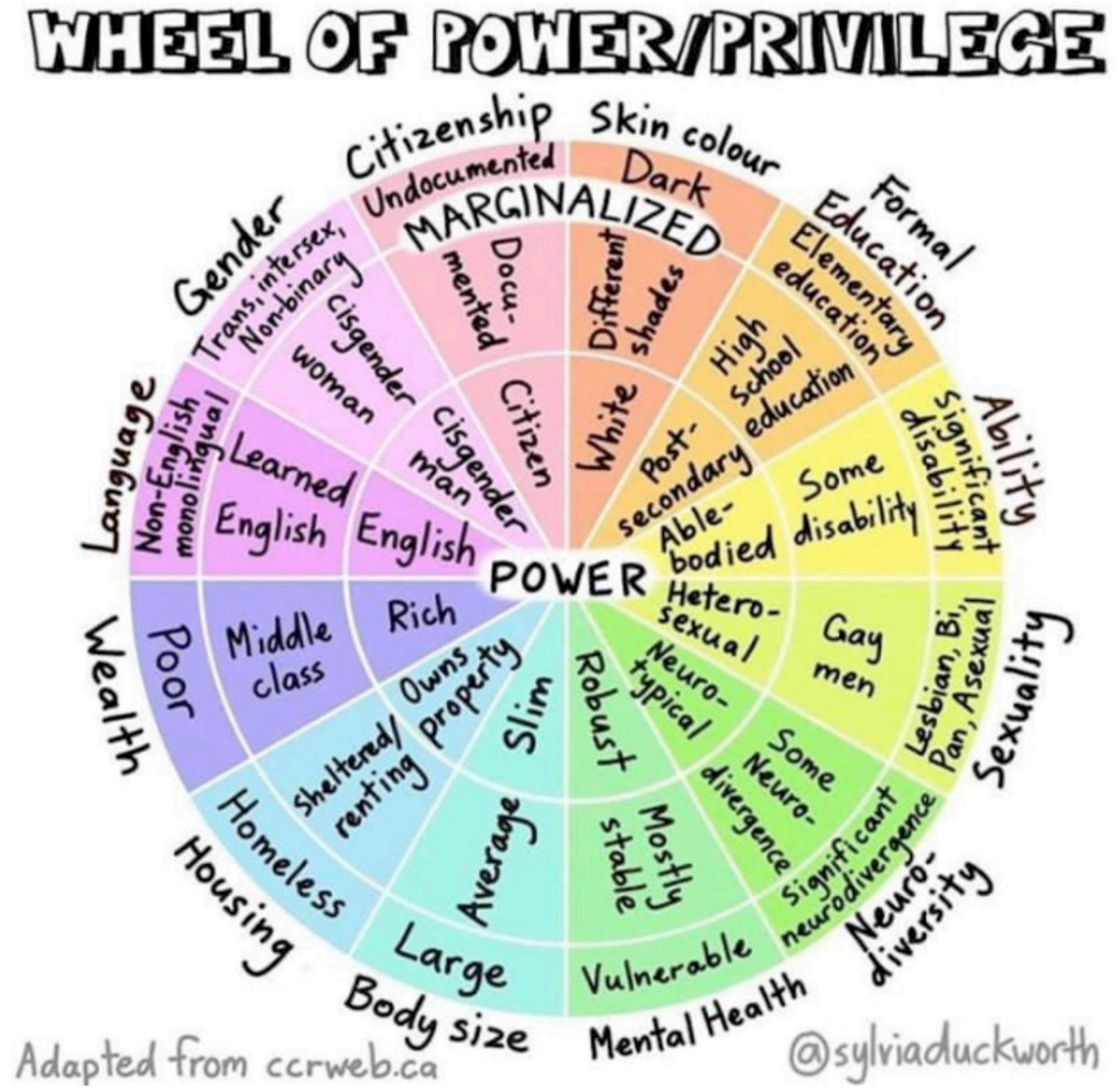
<https://rladies-sp.org/en.html>

Intersectionality

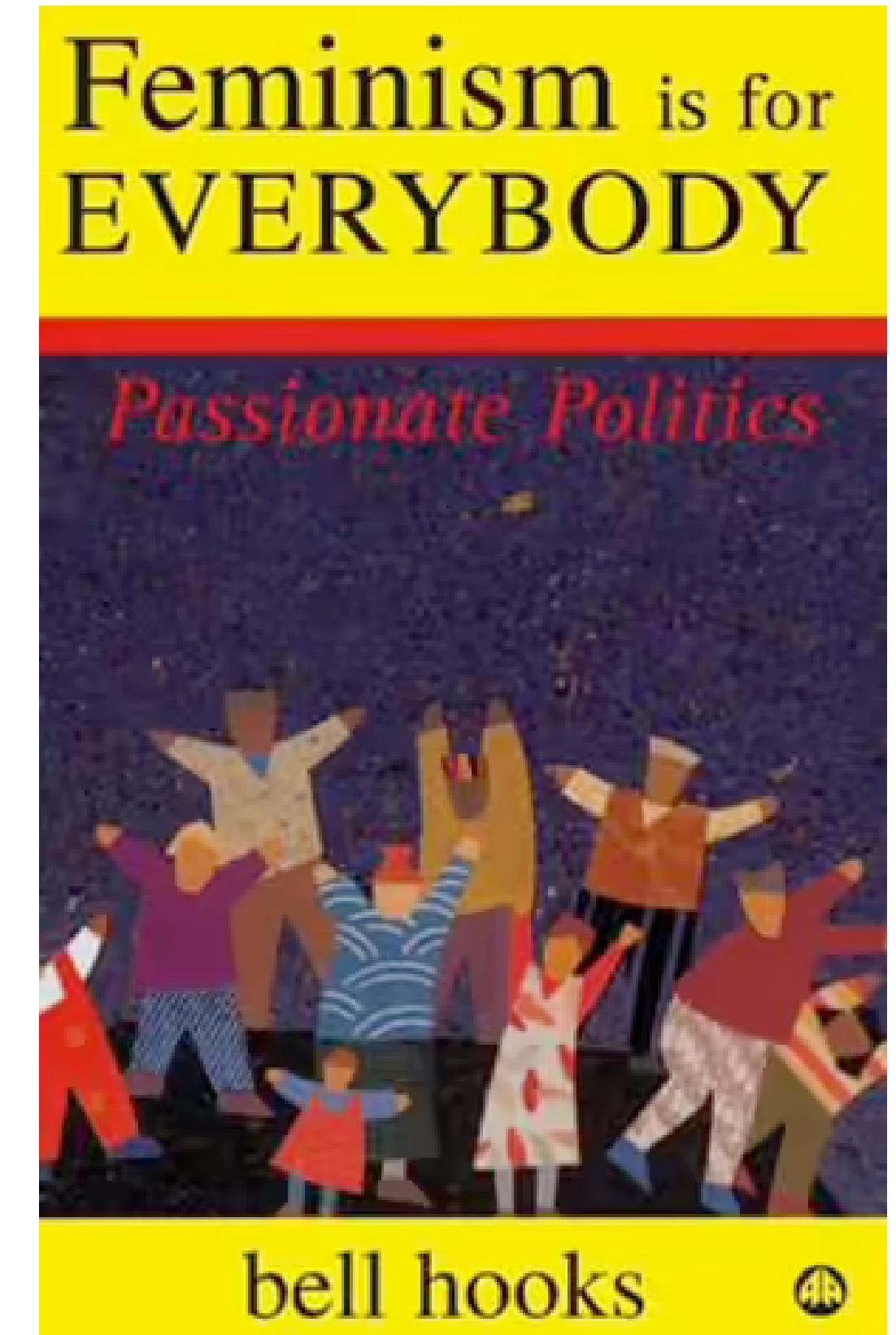
"everyone has their own unique experiences of discrimination and oppression"



Reflect on, and
recognize our
privileges



Recommend reading: books by bell hooks



<https://bellhooksbooks.com>

1 - Learn about the context

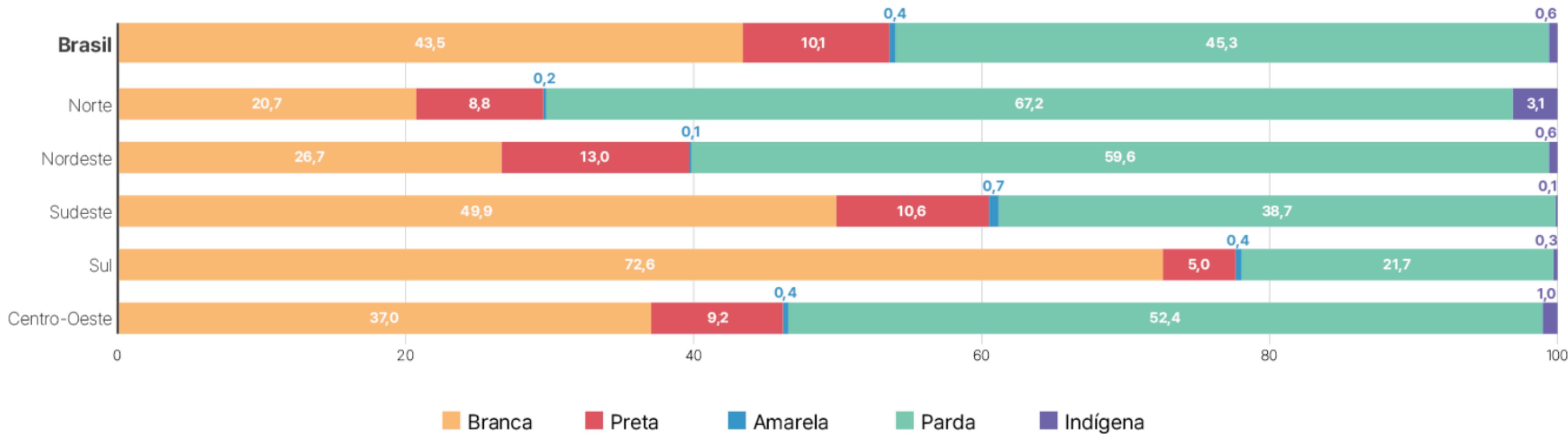
Eg.: History, Demography, Territory

<https://rladies.org/blog/2023-06-05-increasing-diversity-sao-paulo/>

Demography

População residente no Brasil e nas Grandes Regiões, por cor ou raça* (%)

Em 2022

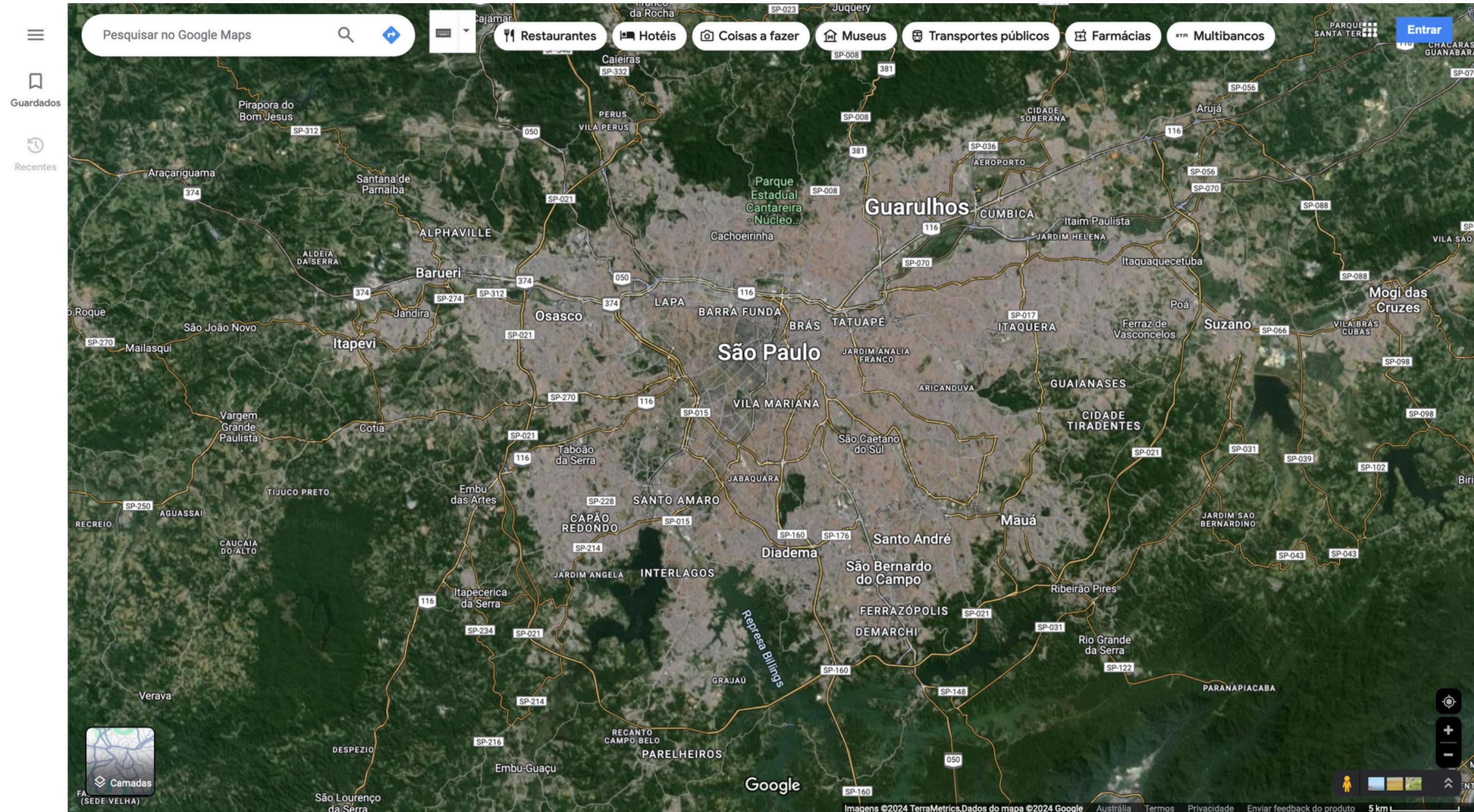


Fontes: Censo Demográfico 2022: Identificação étnico-racial da população, por sexo e idade - Resultados do universo; Agência IBGE Notícias

History

- Black people represent almost half of the population of the region.
- Historically, the Black population in Brazil has been marginalized.
- They are still underrepresented in spaces of power, such as politics, higher education, decision-making positions in companies, etc.

Territory



<https://rladies.org/blog/2023-06-05-increasing-diversity-sao-paulo/>

2 - Learn about the people
from the community

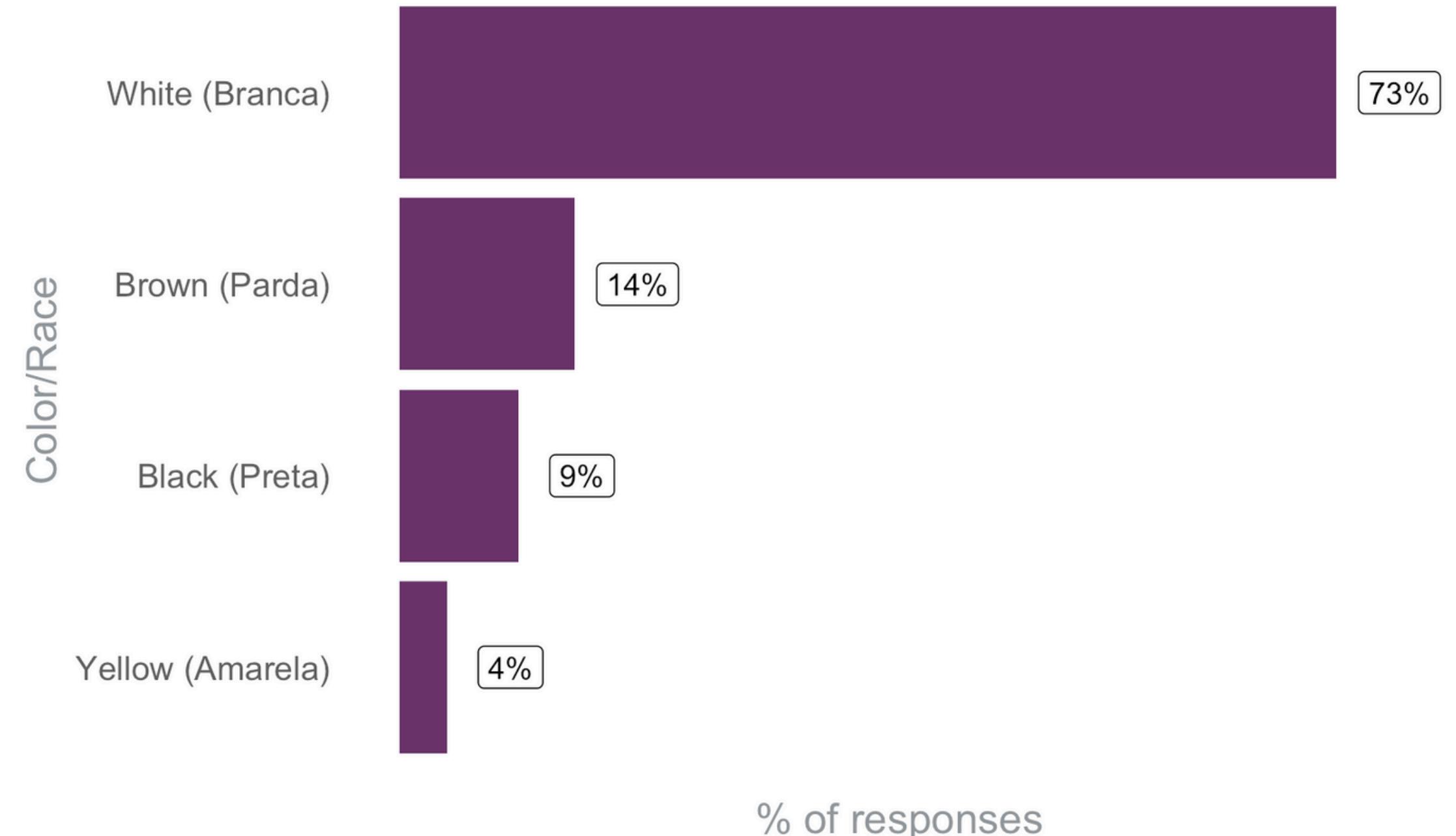
<https://rladies.org/blog/2023-06-05-increasing-diversity-sao-paulo/>

Who are the people that participate in the community?

Meetup does not collect data related to gender, race, age, and other important topics.

Survey in 2020

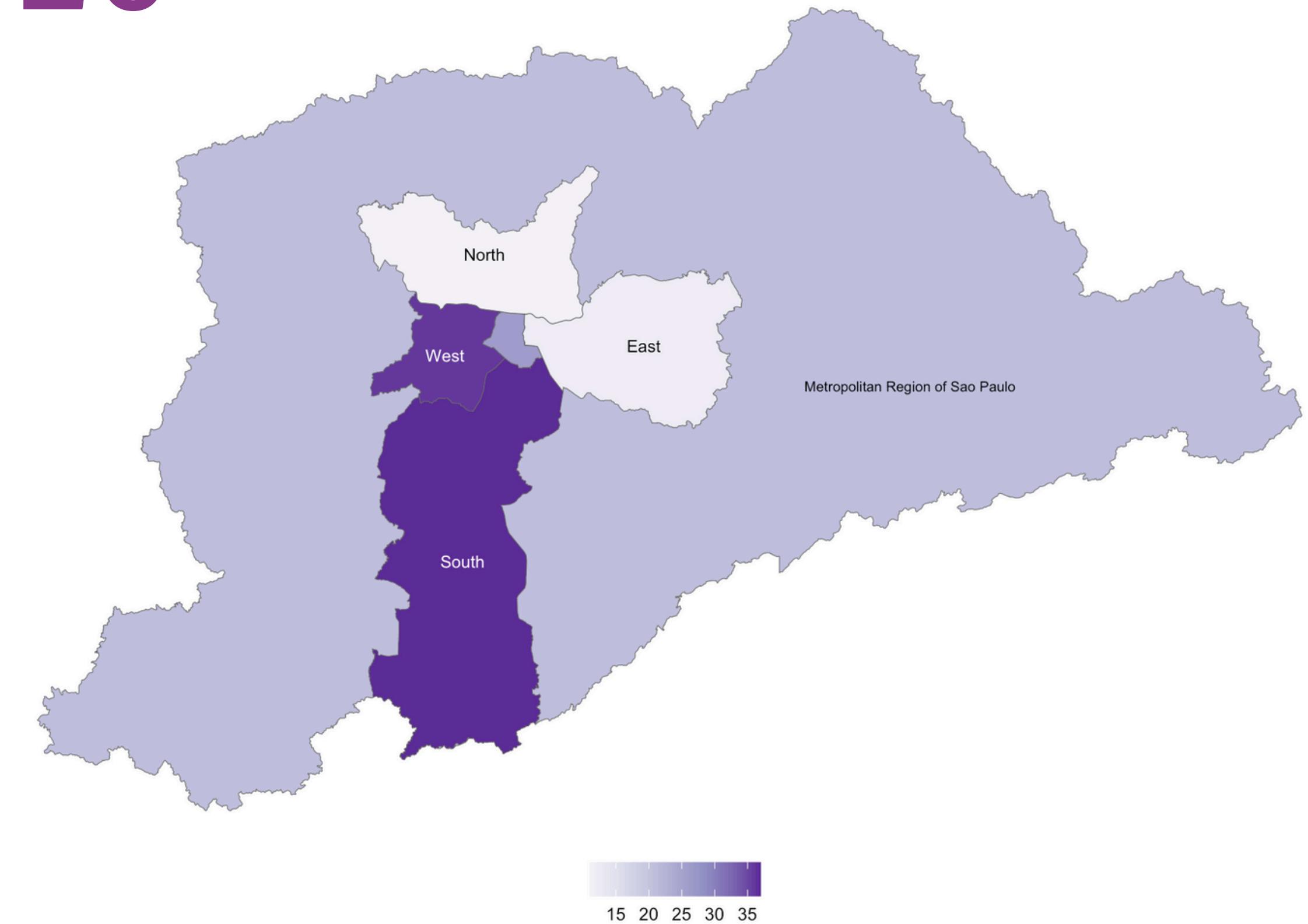
Which race do the people from the community identify themselves with?



Survey in 2020

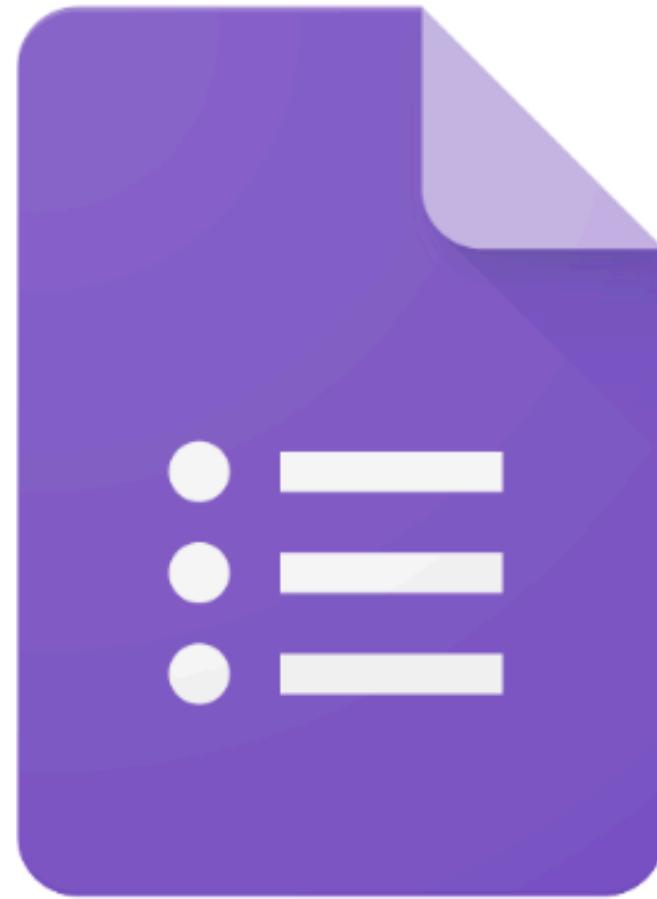
Where do the participants live?

Number of responses in the City of Sao Paulo
and the Metropolitan Region of Sao Paulo



Survey in 2020

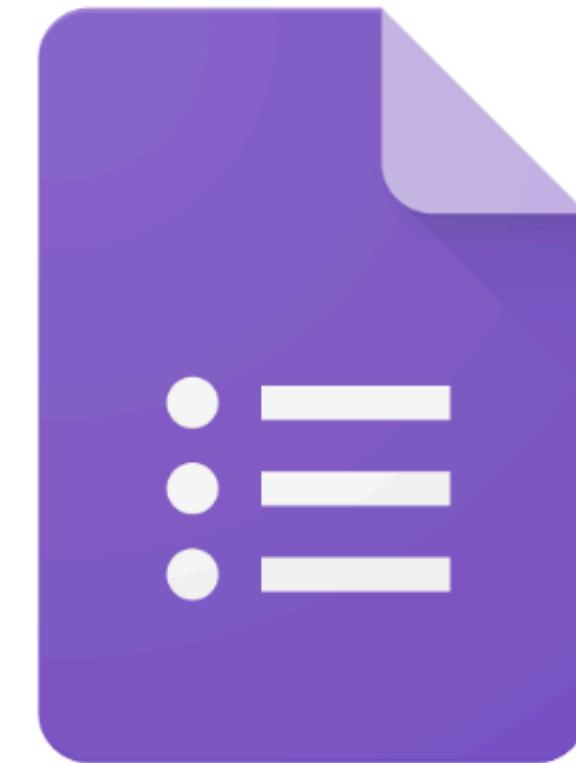
- More questions...
 - Age?
 - Do they have kids?
 - Other minorities?
 - Suggestion?



Google Forms

Meetup was not enough...

- Since 2022, for every event, we also ask the participants to fill out a Google Form, with questions about diversity



Google Forms

3 - Involve people in the
planning and activities



Co-organizers



<https://rladies-sp.org/en.html>

Blog

Textos escritos por...



Invite to present



<https://rladies-sp.org/en.html>

Survey to plan the year...



Planejamento para 2024

R-Ladies São Paulo

2024-01-06



Slides feitos com Quarto e Quarto R-Ladies Theme.

1 / 25

<https://r-ladies-sao-paulo.github.io/2024-planejamento/>

...and then a meeting to plan



<https://r-ladies-sao-paulo.github.io/2024-planejamento/>

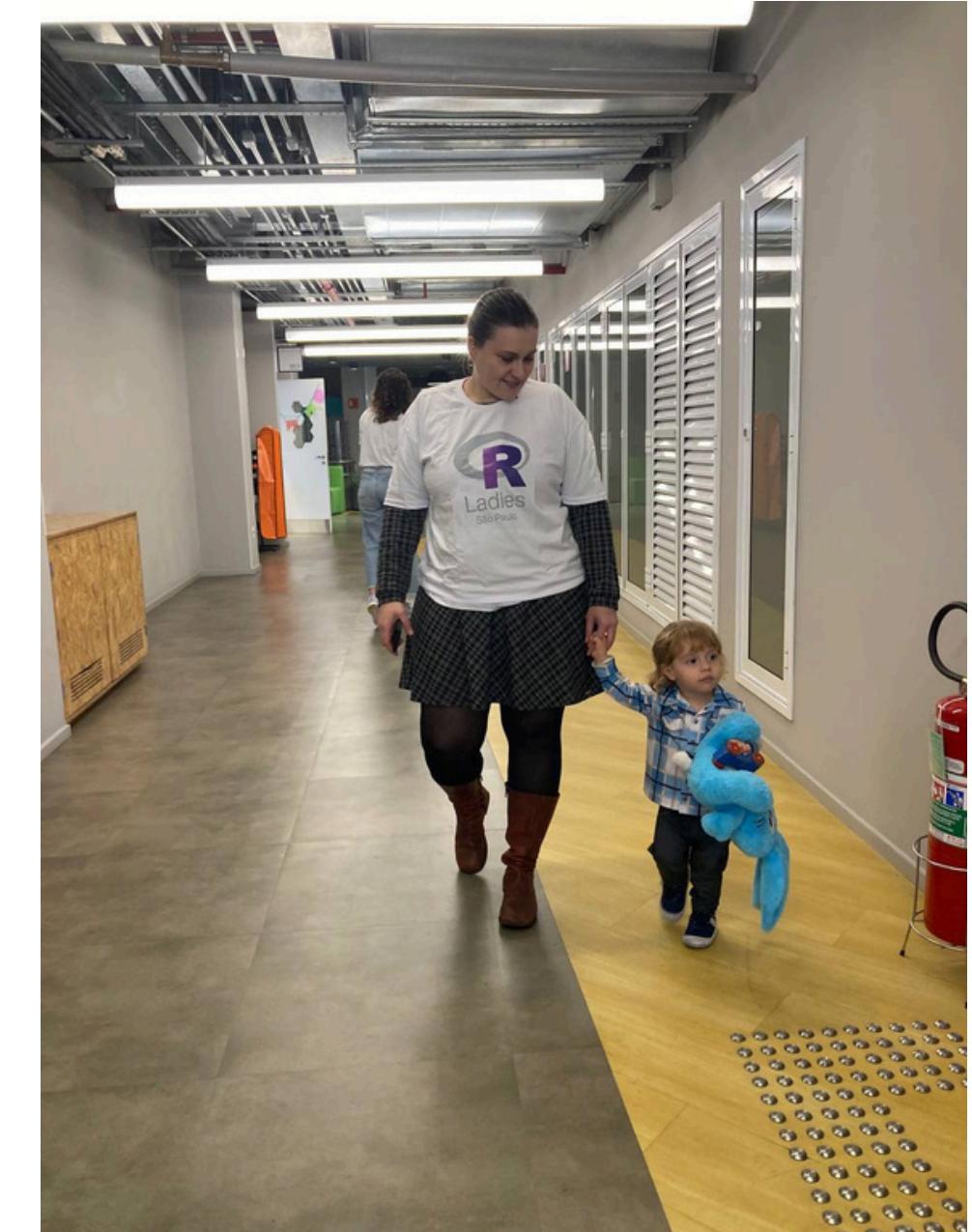
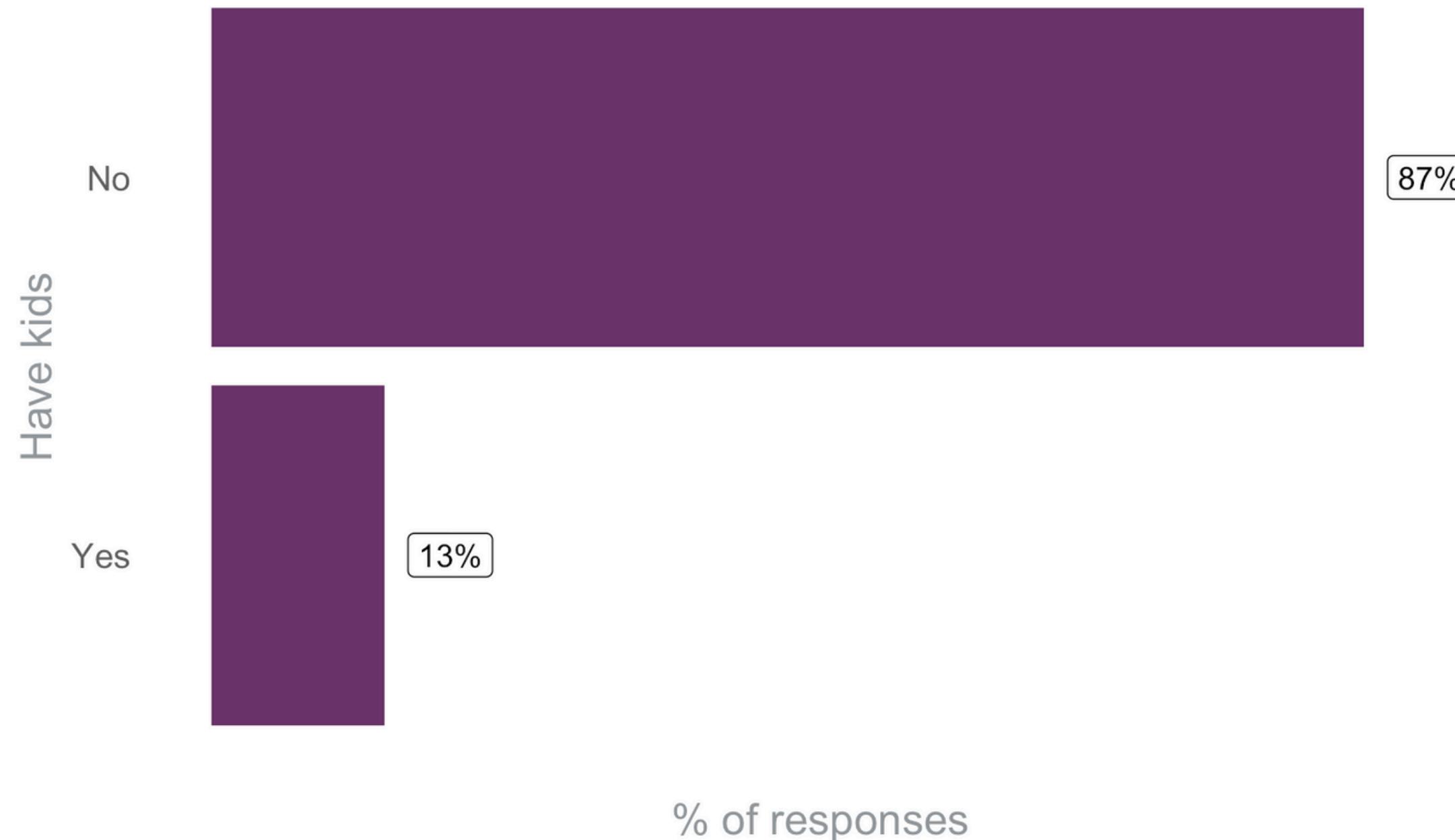
4 - Other actions

<https://rladies.org/blog/2023-06-05-increasing-diversity-sao-paulo/>

4.1 - Gugudados

<https://rladies.org/blog/2023-06-05-increasing-diversity-sao-paulo/>

How to include people with kids?



<https://rladies.org/blog/2023-06-05-increasing-diversity-sao-paulo/>

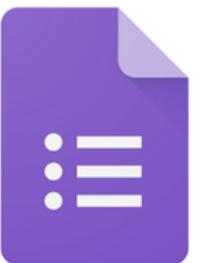
Space for kids - Gugudadados



<https://rladies.org/blog/2023-06-05-increasing-diversity-sao-paulo/>

Gugudados

- Make sure that the venue is safe for kids
- Ask participants if they will bring kids: how many? What are the ages?
- Teacher to take care of the kids (\$) + organizers



Google Forms

<https://rladies.org/blog/2023-06-05-increasing-diversity-sao-paulo/>

Gugudados

- Fill out a form
- The child and the parent receive a wristband: name, telephone number



ESPAÇO GUGUDADOS - RLADIES SÃO PAULO

1. Nome completo da pessoa responsável presente no evento: _____

2. Telefone de contato da pessoa responsável presente no evento: _____

3. Nome completo da criança: _____

4. Idade da criança: _____

5. Para crianças pequenas:

Criança anda? [] não [] sim

Criança usa fralda? [] não [] sim

6. Autorizo que a criança apareça em fotos de divulgação do evento:

[] não [] sim

7. A criança tem alguma alergia, questão importante de saúde ou orientação que a organização precisa ter ciência ou atenção?

[] não [] sim - descrever: _____

8. Há alguma recomendação adicional que deseja deixar registrada?

9. Cuidados de higiene pessoal, alimentação e administração de medicamentos não são de responsabilidade da organização do evento, sendo a pessoa responsável pela criança quem deve proporcionar tais cuidados.

Caso a organização ache necessário, a pessoa responsável está ciente de que poderá ser chamada / contatada durante o período do curso, a qualquer momento, para troca de fralda, alimentação, entre outros motivos.

[] ciente e de acordo

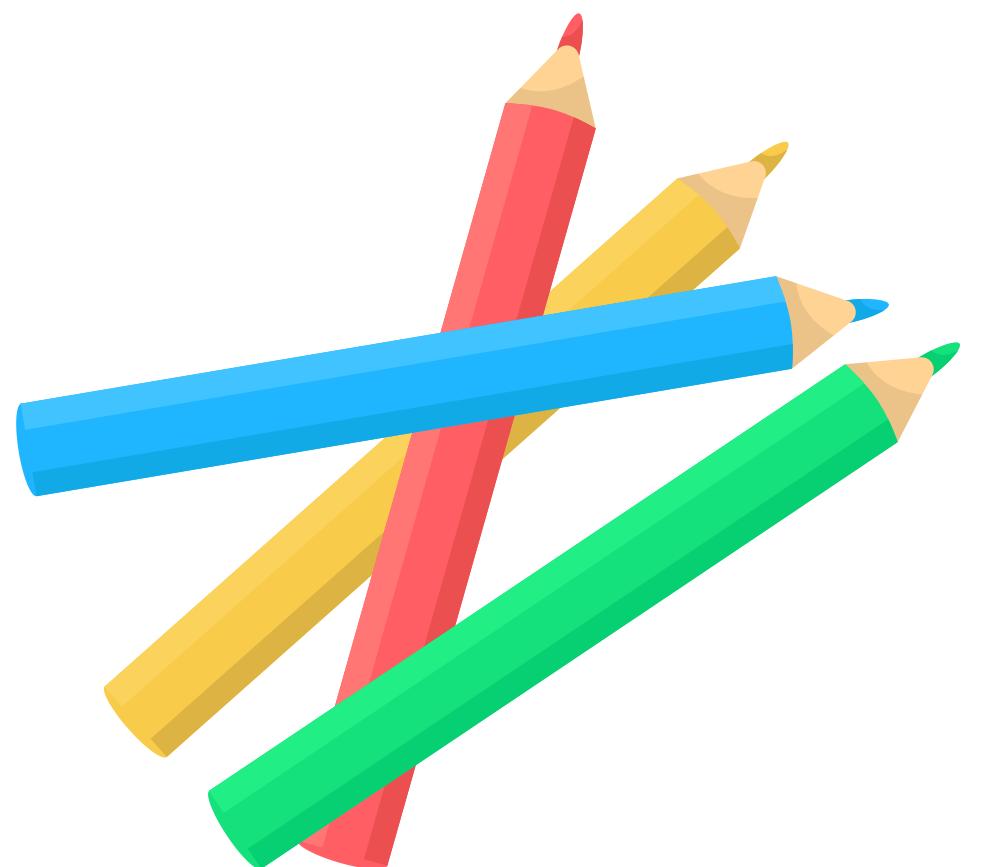
Eu, _____,
RG _____, responsável pela criança

a autorizo a participar e permanecer no espaço GuguDados promovido pelas RLadies São Paulo no evento _____.

Assinatura : _____ Data: ___ / ___ / ___

Gugudadados

- Toys, games, books..
- Different ages



Space for kids

- Gugudados



<https://rladies.org/blog/2023-06-05-increasing-diversity-sao-paulo/>

Space for kids - Other communities



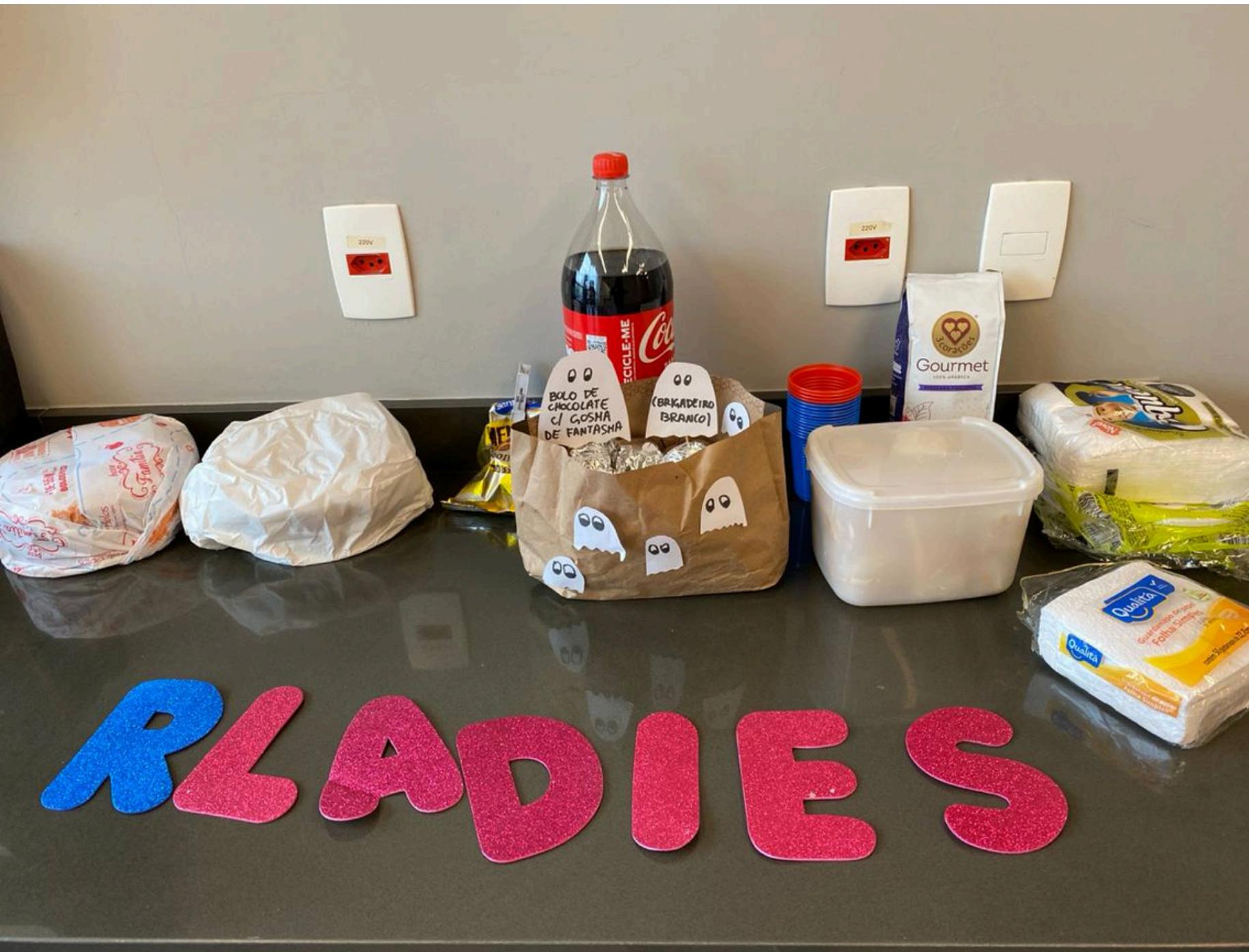
CODA · BR



4.2 - Collaborative potluck

<https://rladies.org/blog/2023-06-05-increasing-diversity-sao-paulo/>

Collaborative potluck

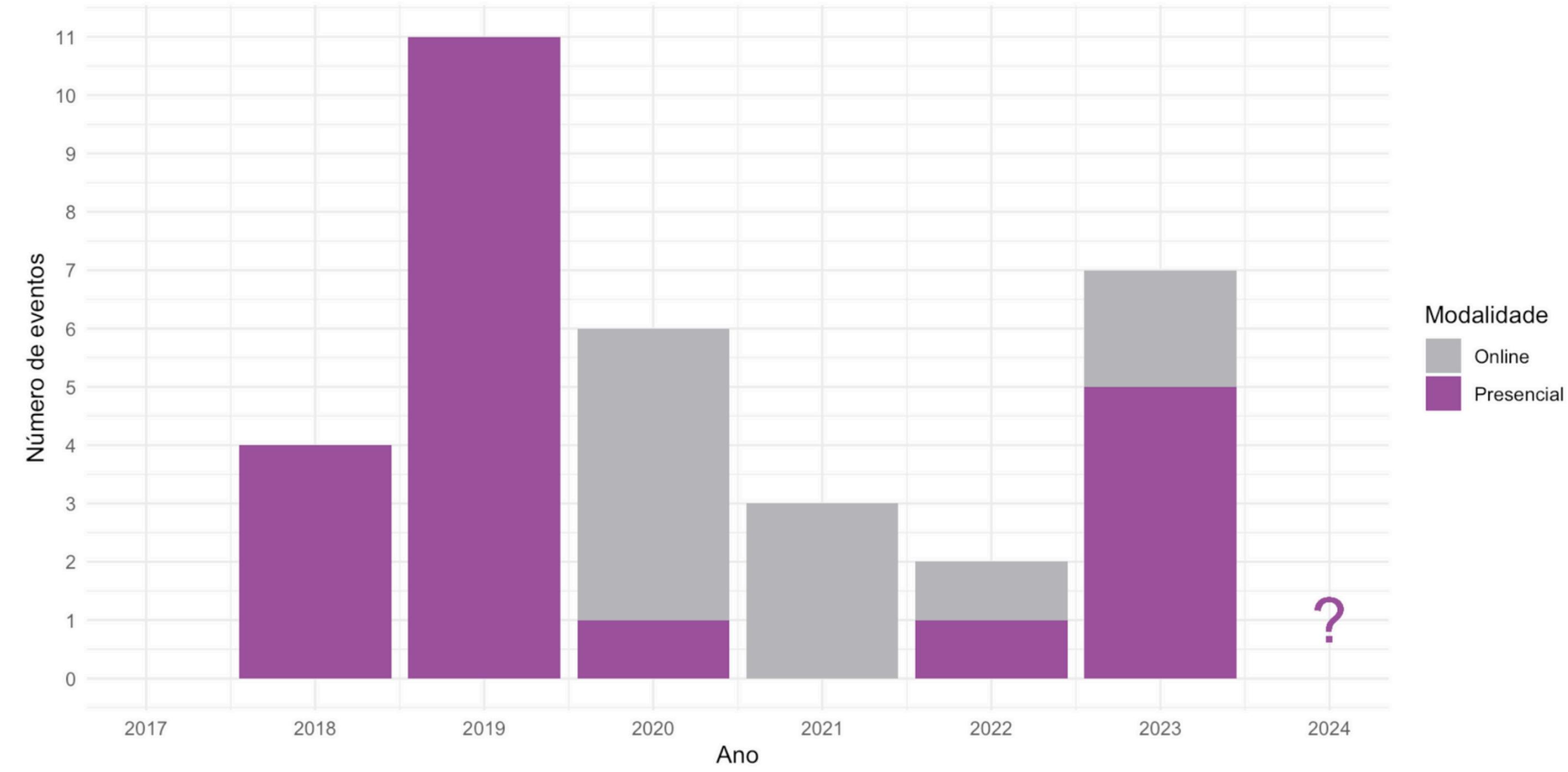


<https://rladies.org/blog/2023-06-05-increasing-diversity-sao-paulo/>

4.3 - Keep online events

<https://rladies.org/blog/2023-06-05-increasing-diversity-sao-paulo/>

Events



<https://r-ladies-sao-paulo.github.io/2024-planejamento/>

Online events on Youtube



Trabalhando com dados espaciais no R - c/
Laís Brasileiro (R-Ladies Brasília) e Beatriz...
758 visualizações • Transmitido há 4 meses



Meetup: Ciência de Dados, Gênero e Raça
nas Políticas Públicas (RLadies-SP & Elas ...
482 visualizações • Transmitido há 11 meses



[Meetup] Roda de conversa sobre Carreira
262 visualizações • Transmitido há 2 anos



[Meetup] Conhecendo o ggplot2: criando
gráficos com R
1,1 mil visualizações • Transmitido há 2 anos



[Meetup] Tidymodels: Estruturando o
processo de Machine Learning - com Vivia...
1,1 mil visualizações • Transmitido há 2 anos



[Meetup] Como escolher o teste estatístico
adequado? Uma discussão para te ajudar...
11 mil visualizações • Transmitido há 3 anos



R-Ladies SP comentam a
rstudio::conf(2021) - Parte 2
134 visualizações • Transmitido há 3 anos



R-Ladies SP comentam a
rstudio::conf(2021) - Parte 1
218 visualizações • Transmitido há 3 anos



StreamYard

<https://www.youtube.com/@RLadiesSaoPaulostreams>

Book club - R for Data Science 2ed

RLadies São Paulo

@RLadiesSaoPaulo • 1,73 mil inscritos • 27 vídeos

A comunidade R-Ladies é uma organização que promove a diversidade de gênero na [...mais](#)

meetup.com/pt-BR/r-ladies-sao-paulo e mais 3 links

 Inscrito

Início Vídeos Ao vivo Playlists Comunidade

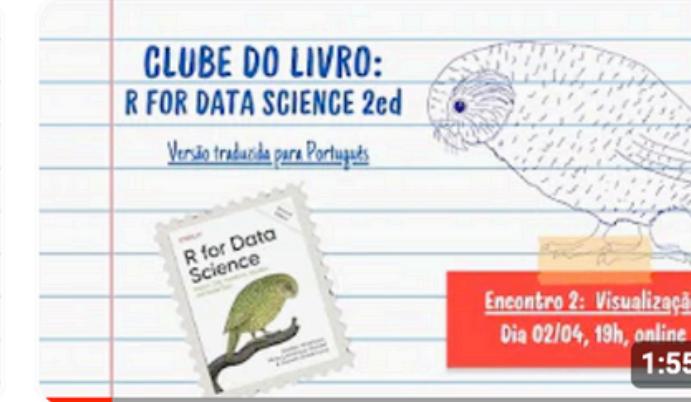
Mais recentes Em alta Mais antigo



**CLUBE DO LIVRO:
R FOR DATA SCIENCE 2ed**
Versão traduzida para Português

Encontro 3: Fluxo de trabalho
Dia 22/04, 19h, online
1:25:59

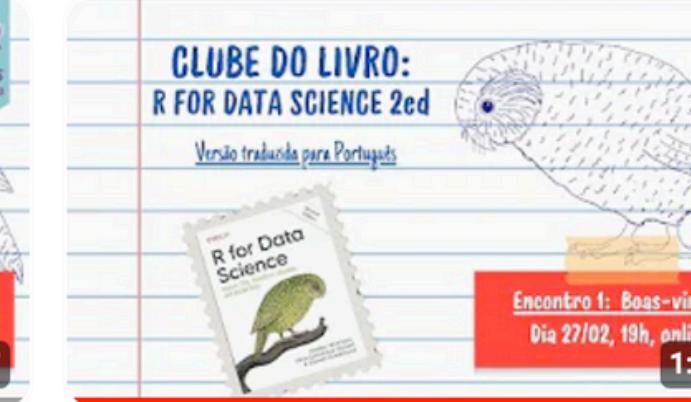
Encontro 3: Fluxo de trabalho - Clube do Livro R for Data Science (2ed)
173 visualizações • Transmitido há 9 dias



**CLUBE DO LIVRO:
R FOR DATA SCIENCE 2ed**
Versão traduzida para Português

Encontro 2: Visualização
Dia 02/04, 19h, online
1:55:57

Encontro 2: Visualização - Clube do Livro R for Data Science (2ed)
286 visualizações • Transmitido há 4 semanas



**CLUBE DO LIVRO:
R FOR DATA SCIENCE 2ed**
Versão traduzida para Português

Encontro 1: Boas-vindas!
Dia 27/02, 19h, online
1:26:15

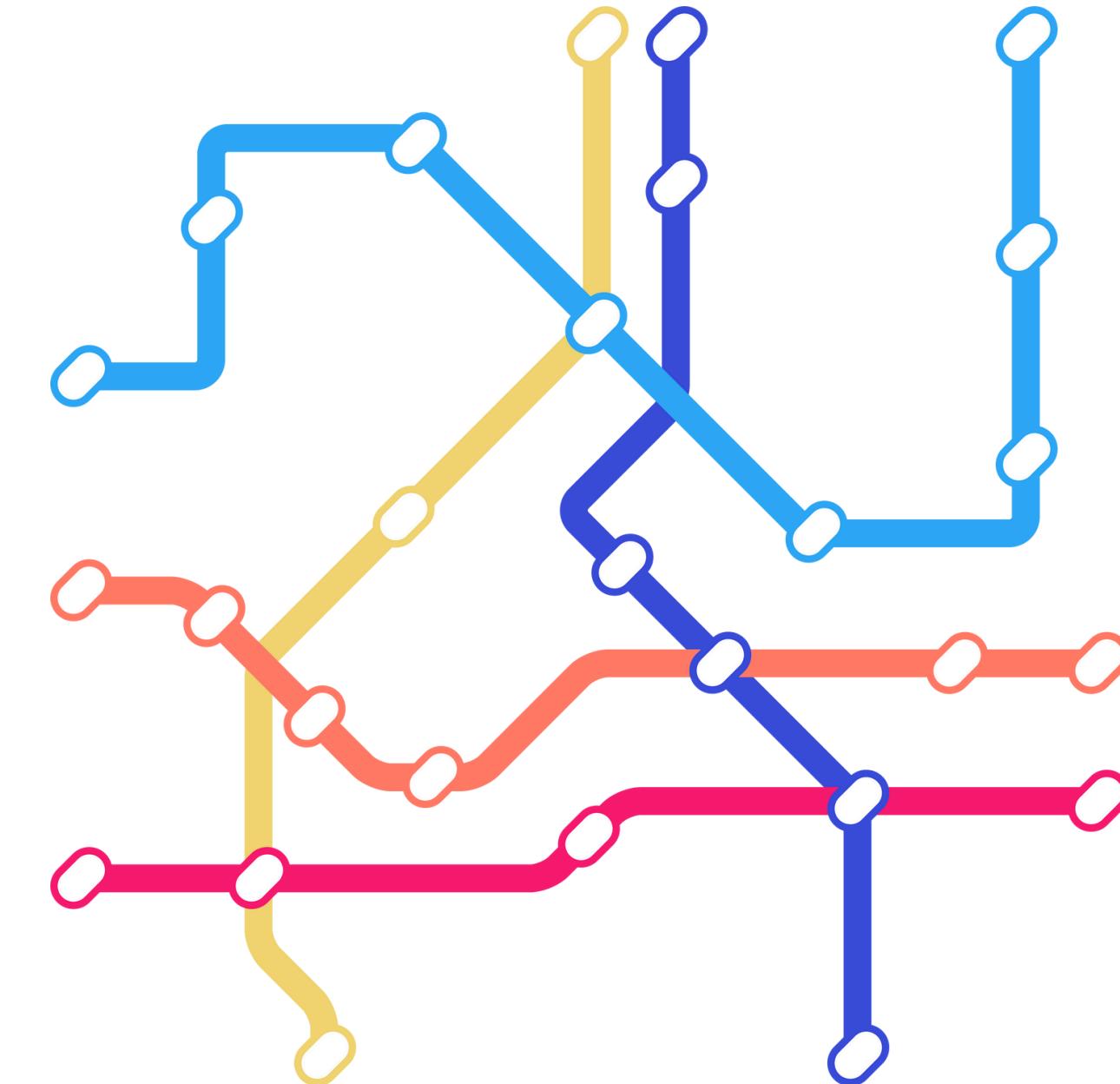
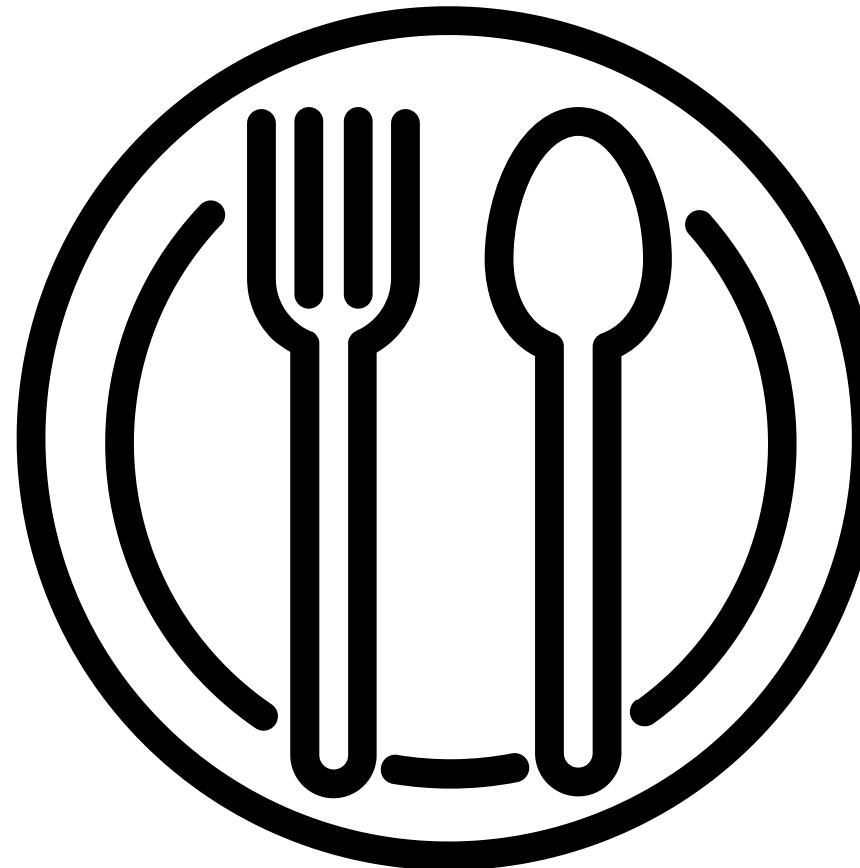
Encontro 1: Boas-vindas! Clube do Livro R for Data Science (2ed)
486 visualizações • Transmitido há 2 meses

<https://r-ladies-sao-paulo.github.io/2024-planejamento/>

4.4 - Financial support

<https://rladies.org/blog/2023-06-05-increasing-diversity-sao-paulo/>

Financial support to participants



- For meals and transport to the event

Financial support to participants

Thanks, RConsortium, for
the grant in 2019 and 2023!



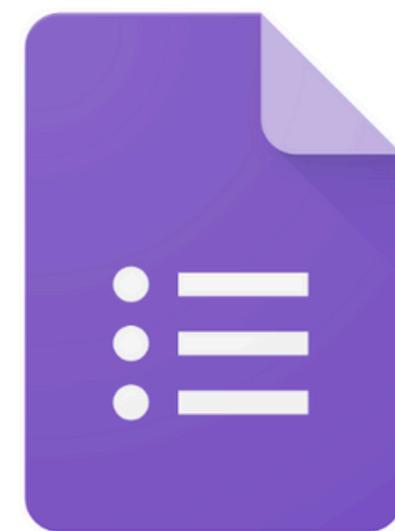
<https://rladies.org/blog/2023-06-05-increasing-diversity-sao-paulo/>

4.5 - Consider diversity in
registration

<https://rladies.org/blog/2023-06-05-increasing-diversity-sao-paulo/>

Consider diversity in registration

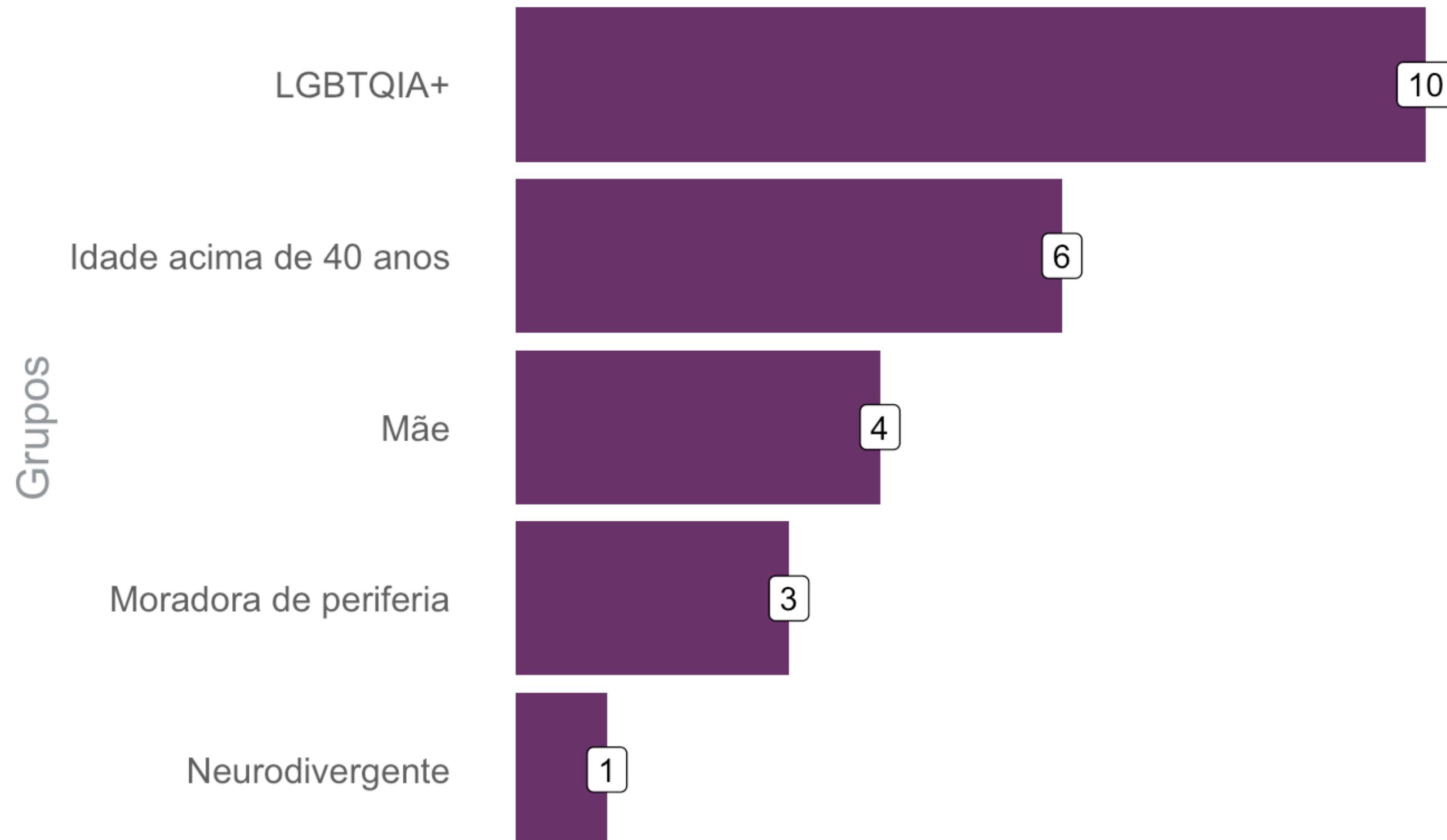
- % of spots based on race, gender, other minorities



Google Forms

Outros grupos menos representados na Ciência de Dados

Quantidade de participantes



5 - Challenges

<https://rladies.org/blog/2023-06-05-increasing-diversity-sao-paulo/>

Some challenges

- Money for financial support and teacher for Gugudadados
- Infrastructure to do hybrid events
- Improve diversity with some groups
- ...

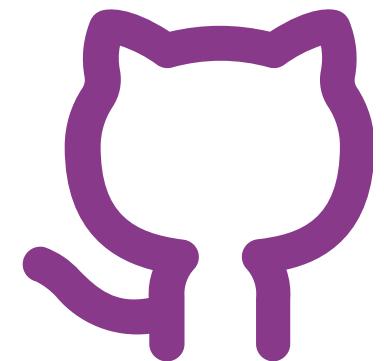
Thank you!



milz.bea@gmail.com



<https://beamilz.com>



<https://github.com/beatrizmilz>

