WRITE / SPEAK / CODE

Own Your Expertise

DEVMYND

SPEAK YOUR TRUTH!

Google Pivotal MailChimp DATADOG

The New York Times NYTIMES.COM zipline

elastic SQUARESPACE netlify splunk> AI2 ALLEN INSTITUTE for ARTIFICIAL INTELLIGENCE Movable Ink xo group/

Women Techmakers wework

SPEAK YOUR TRUTH

Welcome!

Rebecca Miller-Webster

she/her

@rmillerwebster

Quick Announcement

Glamour Shots

https://www.buzzfeed.com/whitneyjefferson/12-ways-to-get-the-best-glamour-shot

Glamour Shots

https://www.buzzfeed.com/whitneyjefferson/12-ways-to-get-the-best-glamour-shot

THANK YOU!

All headshots will be password protected and sent out in a follow-up email to attendees.

Amber Marie Green

@YourPhotoBae

@amber_m_inc

AmberMarieGreen.com

Glamour Shots

https://www.buzzfeed.com/whitneyjefferson/12-ways-to-get-the-best-glamour-shot

SIGN UP

10am - 2pm

5 per slot

Sign up for a slot:
http://bit.ly/oye-chi-headshots

Amber Marie Green

@YourPhotoBae

@amber_m_inc

AmberMarieGreen.com

Agenda

- Intro
- Tell your story
- Lunch
- Expertise Breakdown
- Break outs
- Defense against the dark arts
- Closing
- Cocktails & Networking

Goals

- Get comfortable telling your story
- List of your expertise
- Start a project — writing, speaking, or coding — related to your expertise
- Become part of a community

Speak your truth!

Morning Agenda

- About Write/Speak/Code
- Inclusion & Working Agreement
- Icebreaker exercises
- Speak your truth ... with boundaries
- Storytelling

WRITE / SPEAK / CODE

- Professional women & non-binary coders beyond the pipeline
- NYC, Chicago, San Francisco, LA, Seattle
- Visibility & leadership: amplification, career growth, awareness
- Deliverable / action oriented
- 501(c)3 non-profit & all volunteer run
- Inclusion from Day 1: childcare, lactation room, etc

thought leadership

blog posts, articles, podcasts, books, online courses

public speaking

conferences, work meetings, TEDx, interviews, teaching

code projects

open source contributions, new projects, entrepreneurship

visibility

self-branding, community amplification, technical advancement

leadership

everyday & official leadership, career advancement (or not), negotiation

growth

exploring the experience of marginalization, work/life balance, motherhood

What to expect

- Intense
- Supportive
- Individual, Pair, Small group exercise
- Very Interactive
- Move around (if possible)
- Feedback from peers & mentors
- Breadth of tools to use later

WiFi

- DevmindPublicWifi
- 777888999

Venue Logistics

- Downstairs
  - 2 Bathrooms
  - Quiet Room
  - Lactation Room
  - Food / Beverages
- Upstairs
  - 2 Bathrooms
  - Breakouts
  - Snack / Beverages

Parking

- Ok to move your cars
- Get the app!!

Accessibility & Inclusion

Inclusion

- **Mother's room**: private room equipped for pumping & nursing
- **Quiet room**: room for those needing quiet time or space to process
- **Bathrooms**: ALL single occupancy. **2** on each floor.

Accessibility

- People with **dietary restrictions** and **mobility limitations** **eat first**
- **Front most seating** is for the **hard of hearing**
- Please use the **mic during Q&A** for those who are hard of hearing
- If you can move around, please move around and **include those who have limited mobility**
- If you have limited mobility, especially with stairs, please talk to an organizers regarding break-outs

Accessibility

- People with **dietary restrictions eat first**
- **Front most seating** is for the **hard of hearing**
- Please use the **mic during Q&A** for those who are hard of hearing
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- If you have limited mobility, especially with stairs, please talk to an organizers

Organizers

ORGANIZERS / Chicago

Kara Carrell / @KaraAJC
Software Developer at TableXI
I write, I speak, I code, I SLAY!
#GitItGurl

Brittney Braxton / @mintiib
Software Engineer
Interests include cats, coding, and crafting, all while enjoying tea.

Tiffani Elmore / @tiffani_elmore
Apprentice at 8th Light
Professional dabbler. Consistently guilty of posting food pictures before eating.

Jamie Chung / @jamieshark_
Engineer at Trello
loves sharks esp tiger sharks

Katleiah Ramos / @katkodes
Full Stack Web Developer
Very into improv, dance, and code.

ORGANIZERS / Global

Neha Batra / @nerdneha
Engineering Manager at GitHub
Director at Write/Speak/Code
Collects national park magnets, uses post-its for everything, and spends too long finding the right gif

Rebecca Miller-Webster/ @rmillerwebster
CTO at Tandem (DevMynd)
Founder at Write/Speak/Code
Hobbies include drinking Cherry Coke Zero, cuddling pugs, & wearing all the colors.

Anna Watt / @annalynnwatt
Web PM at Stanford University
OYE Chair at Write/Speak/Code
Hikes in the rain. My pets have a cooler instagram than me.

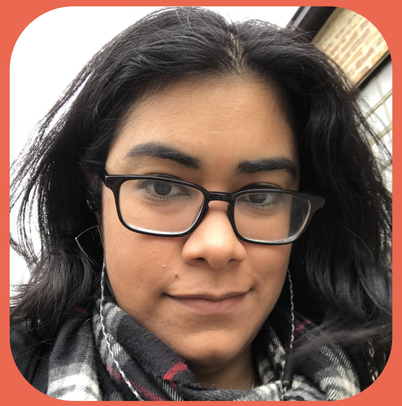
Mentors

WRITE / Mentors

Caroline Kenworthy / @carokenworthy
Software Engineer at Home Chef
Loves CSS, contemporary poetry, camping, and just started a pottery class

Kristina Vragovic / @kvrag
Front End Developer at Yaro
Has cats and also plays video games about cats

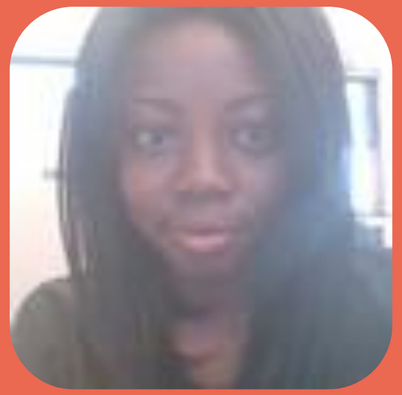
SPEAK / Mentors



Mica Alaniz / @_micada

Engineer at DNC (Democratic National Committee)

Has this thing with coffee where she needs it to live, and will eventually convince you that Chicago is the best city in the world.



Ola Giwa/ @AmazingSpeciali

Full Stack Developer at UIC

You can find me playing Pokemon Go while everyone else is on the 'gram.

CODE / Mentors

Adriana Castaneda / @geekincognito23
Software developer
I'm all about dem chonky animals. If you got any, show me pics!

Nicolette Chambers / @nicolette3883
Software Developer at Thoughtworks
Loves spending time working on embroidery projects and playing The Sims.

Amanda Hinchman-Dominguez / @hinchman_amanda
Software Engineer at Yello
Crocheting enthusiast, birb mom and a Nicolas Cage movie buff! Wow. This makes me sound really lame but here we are

Thank you
OYE 2018 Chicago Volunteers!!

Code of Conduct

Code of Conduct

- Harassment-free environment
- Online & offline
- All affiliated events, outings
- **Pronouns** on badges
- Ask before posting on social media or publicly - look at **green/yellow/red buttons**
- Event video or photography will respect photo buttons and all B-Roll is owned by Write/Speak/Code
- Report to organizers: mint sashes (trained in CoC) or navy sashes

We prioritize marginalized people's safety over privileged people's comfort

http://www.writespeakcode.com/about/code-of-conduct/

Harassment includes …

- **Offensive** comments related to **gender, gender identity and expression, sexual orientation, disability, mental illness, neuro(a)typicality, physical appearance, body size, age, race, or religion**.
- **Unwelcome** comments regarding a person's **lifestyle choices and practices**, including those related to **food, health, parenting, drugs, and employment**.
- Deliberate **misgendering** or use of 'dead' or rejected names.
- Gratuitous or off-topic sexual images or behavior in spaces where they're not appropriate.

Harassment includes …

- **Harassing photography or recording**, including logging online activity for harassment purposes.
- **Sustained disruption of discussion**.
- Unwelcome sexual attention.
- Pattern of inappropriate social contact, such as requesting/assuming inappropriate levels of intimacy with others
- Continued one-on-one communication after requests to cease.

Photo Buttons

Be conscious when photographing

- This is **an issues of safety** for many in our community
- Wear your photo buttons <u>near your face</u>

Be aware of everyday language

Particularly ...

- Pronouns - on badges/buttons
- Gendered language
- Abelist language

Pronouns

Look for and use the appropriate pronouns for a person

- Wear your pronouns buttons near your face
- ASK pronoun if unsure, don’t assume

Pronoun practice

She gave an amazing talk on **her** passion about accessibility.

They wrote a fascinating blog post on **their** work teaching people of color to code.

Ze is creating a cool open source project showing examples of how to test from **zir** work with a legacy system.

Gendered Language

Non-gendered words for addressing groups:

Folks, **Y'all**, Friends, Everyone, peeps

Inclusive phrases for addressing groups:

Ladies & Non-binary people

Women and enbys ("en-bees")

Ableist language

Alternatives for “crazy,” “lame”, “insane,” “sociopath,” “psychotic” etc

Frustrating: pointless, annoying, irritation, obnoxious

Intense: awesome, amazing, wild, fantastic

Bad: unpleasant, awful, uncool, gross, “the worst”

Intensifiers: really, very, intensely, wickedly, considerably, mad

Unreasonable: absurd, outrageous, unacceptable, ridiculous

Dangerous character: menacing, threatening, evil

Dorky: silly, cheesy, nonsensical, hokey, illogical

Bizarre: fathomless, daunting, overwhelming, bottomless

Impact before Intention

Calling out & responding

"That makes me uncomfortable. Please stop."

"Thank you for letting me know. Can I follow up with you to better understand what I did wrong?"

Calling out & responding

"My pronouns are 'they/their.'"

"I'm so sorry for using the incorrect pronoun for you. I will use they/their in the future."

Calling out & responding

"That makes me uncomfortable. Please Stop."
"Please don't say [] around me. It's offensive to me."

"Thank you for letting me know. Can I follow up with you to better understand what I did wrong?"

Timely, direct feedback is best

- Giving someone direct feedback —in person or in slack — is the most effective way to create change and get a resolution
- Organizers can help you frame feedback (and we want to know about issues)
- Organizers have limited ability to intervene without knowledge of the person

Terminology

- **Oppression**: Unequal distribution of resources enforced by cultural, political, economic institutions
- **Power**: Access to resources - influence, money, education
- **Privilege**: Unearned access to resources
- **Intersectionality**: intersecting aspects of social identity related to oppression

*for the purposes of this talk

Intersectionality at Write/Speak/Code

- Everyone is a women or non-binary
- Baseline shared experience: being ignored, ideas taken credit for

BUT

- Different types of oppression can be both the same AND different
- Experiencing multiple types of oppression at once is complicated
- Don’t dictate what someone “should” experience, feel, want
- Most of us have some sort of privilege *sometimes*

Working agreement

- Speak from your experience
- Two people speak once before you speak twice
- Allow a person to finish speaking
- Listen. Then ask *"Do you want me to just listen or to respond?"*
- Prefer shared experience over advice ("should")
- Silence is OK

Productive Conversation

- **Listen** with full attention.
- **Silence is OK**. Let silence be longer than you are comfortable with. People need time to process.
- When you don't know how to respond, **ask questions**. You won't always agree with what is said and that's Ok.
- **Summarize and repeat** what people are saying. No one listens well.
- "No" shuts down the conversation. Try: "**Yes, and ...**" or "I can see how ..."
- Pay attention to **nonverbal cues**, especially if person seems to be getting triggered, flooded, or overwhelmed.
- Self-manage your non-verbal cues.

Productive Feedback

- Actionable
- Specific
- Kind
- Contextual
- Encouraging - to individual and the group
- Within the recipients scope of skills
- Speak from your own experience

Framework for giving feedback

1. **Situation**: set the situation or context
2. **Behavior**: describe the person's behavior
3. **Impact**: state the impact of behavior on you
4. **Recommendation**: suggest an alternative behavior

"When you said the word 'expert', you immediately looked down. It made me feel like you didn't believe you were an expert. But you are! Try to focus on keeping eye contact with the group or the wall when saying that even if it makes you uncomfortable. Fake it 'til you become it!"

Don’t forget positive feedback

3 pieces of positive feedback = 1 piece of negative feedback
(up to 10:1)

Feedback Tart:

1. **Praise**: Identify strengths
2. **Issue**: Identify what needs to be improved or developed
3. **Opportunities**: Where and how to grow and improve

Framework for receiving feedback

1. **Mirror**: Summarize and repeat what was said. Make sure you understood.

2. **Empathy**: Show you understand their reasoning and emotions.

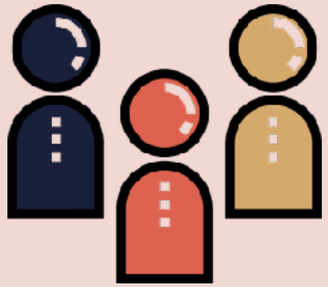
3. **Validation**: Ask questions that show you understand.

Pairing

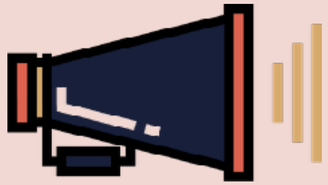
- Be a **rubber ducky** first: ask to describe what they are trying to do, why, and how they have approached it
- **Prefer watching or navigating** (speaking instructions or ideas) over typing or driving
- Ask before taking the keyboard
- Think out loud
- **Explain** what you are doing or did or why something worked
- Be conscious of emotional state: frustrated, tired
- Be conscious of work style: experimental, deliberate, verbal, visual

A few notes …

“Do it!”
Individual, Pair, or Small Group Activity



Mentor facilitated Activity



Tweet! Share!
#OwnYourExpertise
@wsc_la @writespeakcode

Story you enjoy

or just recently watched … don't over think it!

- Think of a TV show, movie, book you like
- Why do you like it?
- How does it apply to your own life?
- What are the universal themes?

Story you enjoy

or just recently watched … don't over think it!

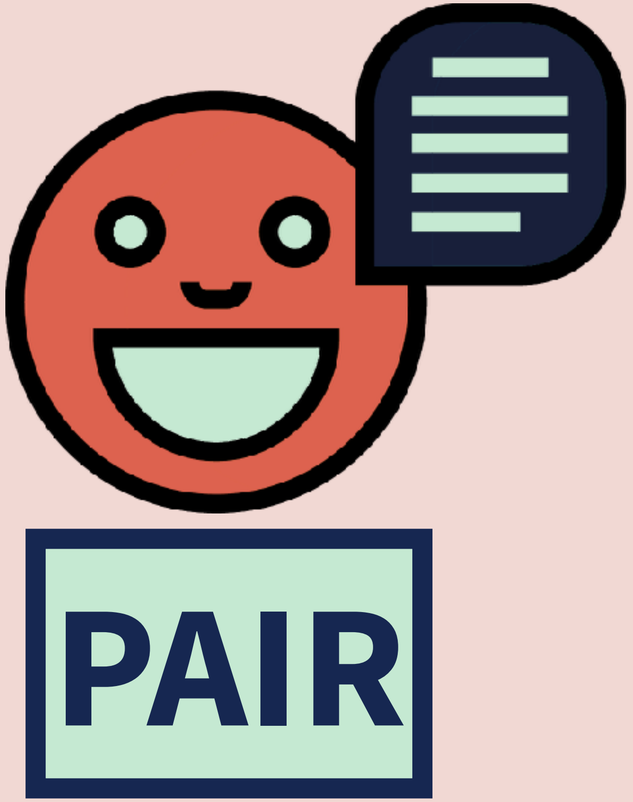
- Think of a TV show, movie, book you like
- Why do you like it?
- How does it apply to your own life?
- What are the universal themes?
- **Find a pair and share!**

Characters

- List 3 characters you **relate to**
- List 3 characters you **want to be**
- I wish I was like _____
- Instead I'm more like _____

Characters

- Find a new pair
- Share an anecdote that exemplifies how you are like one of the characters you relate to



SPEAK YOUR TRUTH

“

Fear is a kind of unintentional storytelling that we are all born knowing how to do.

”

–Karen Thompson Walker

SPEAK YOUR TRUTH

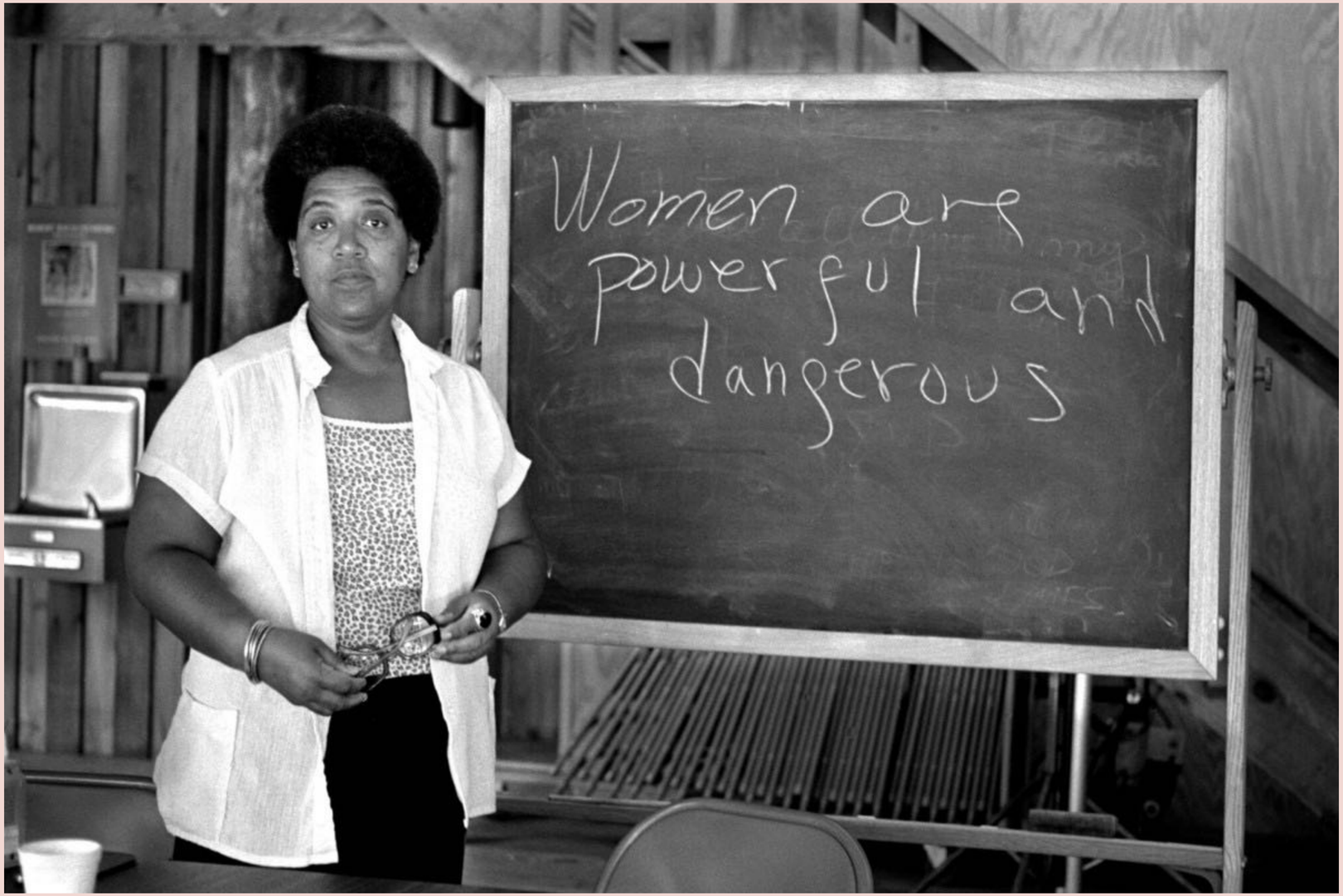
Ellen Pao

Jack Monroe

Anita Hill

Ellen DeGeneres

Audre Lorde



Monica Lewinsky

Malala Yousafzai

Zoe Quinn

Karla Souza

Rosa Parks

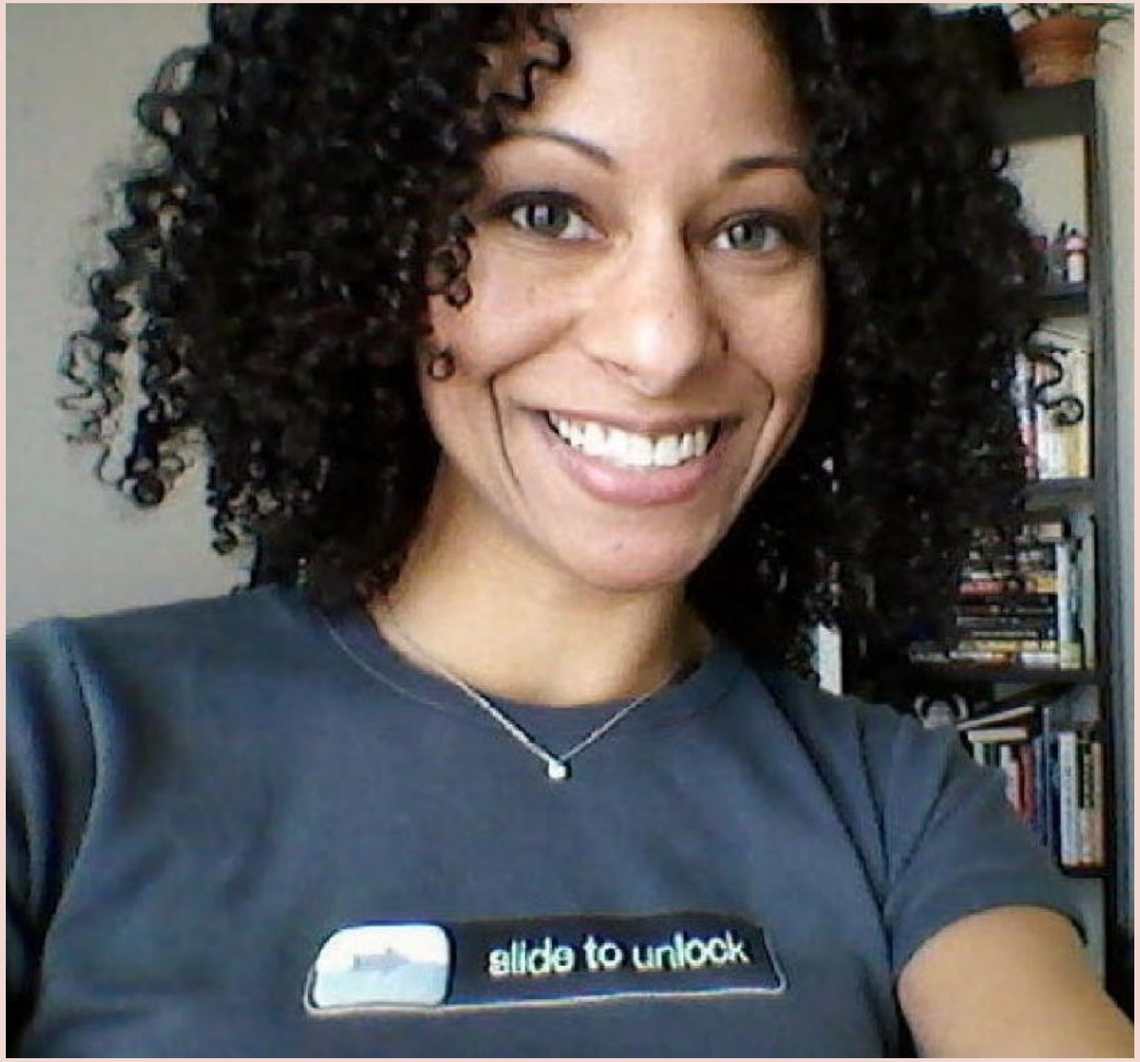
Susan Fowler

Amber Rose

America Ferrara

Coraline Ada Ehmke

Adria Richards



Julie Ann Horvath

Kathy Sierra

SPEAK YOUR TRUTH

lorenkerns, http://www.flickr.com/photos/40522857@N07/3564362311, CC BY 2.0

“

Boundaries are a clear understanding of what’s ok for you and what’s not ok for you. *There’s no way you can be compassionate and generous towards somebody if they are violating your boundaries at the same time.*

”

–Brené Brown

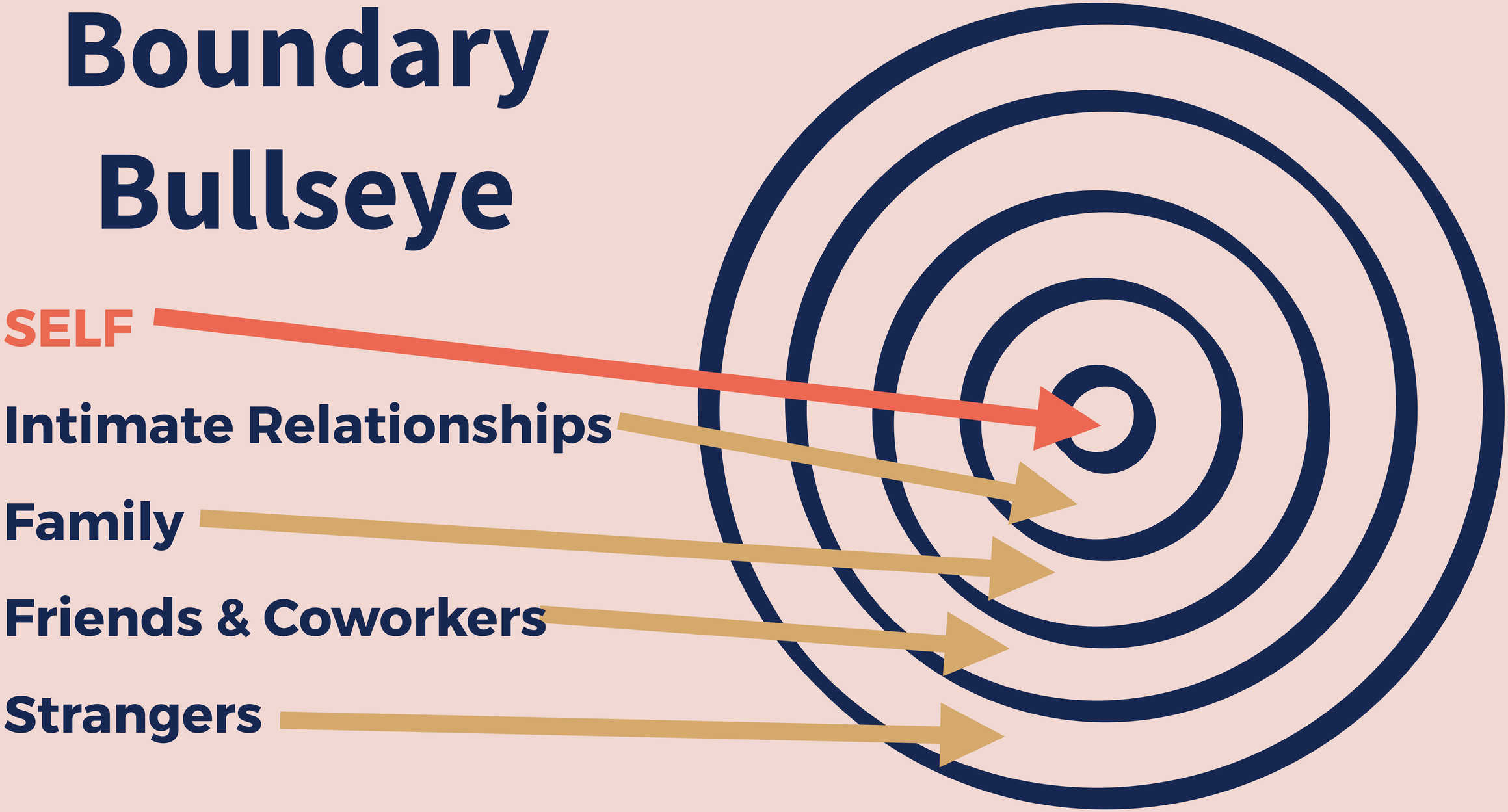
Boundary Bullseye

Boundary Bullseye

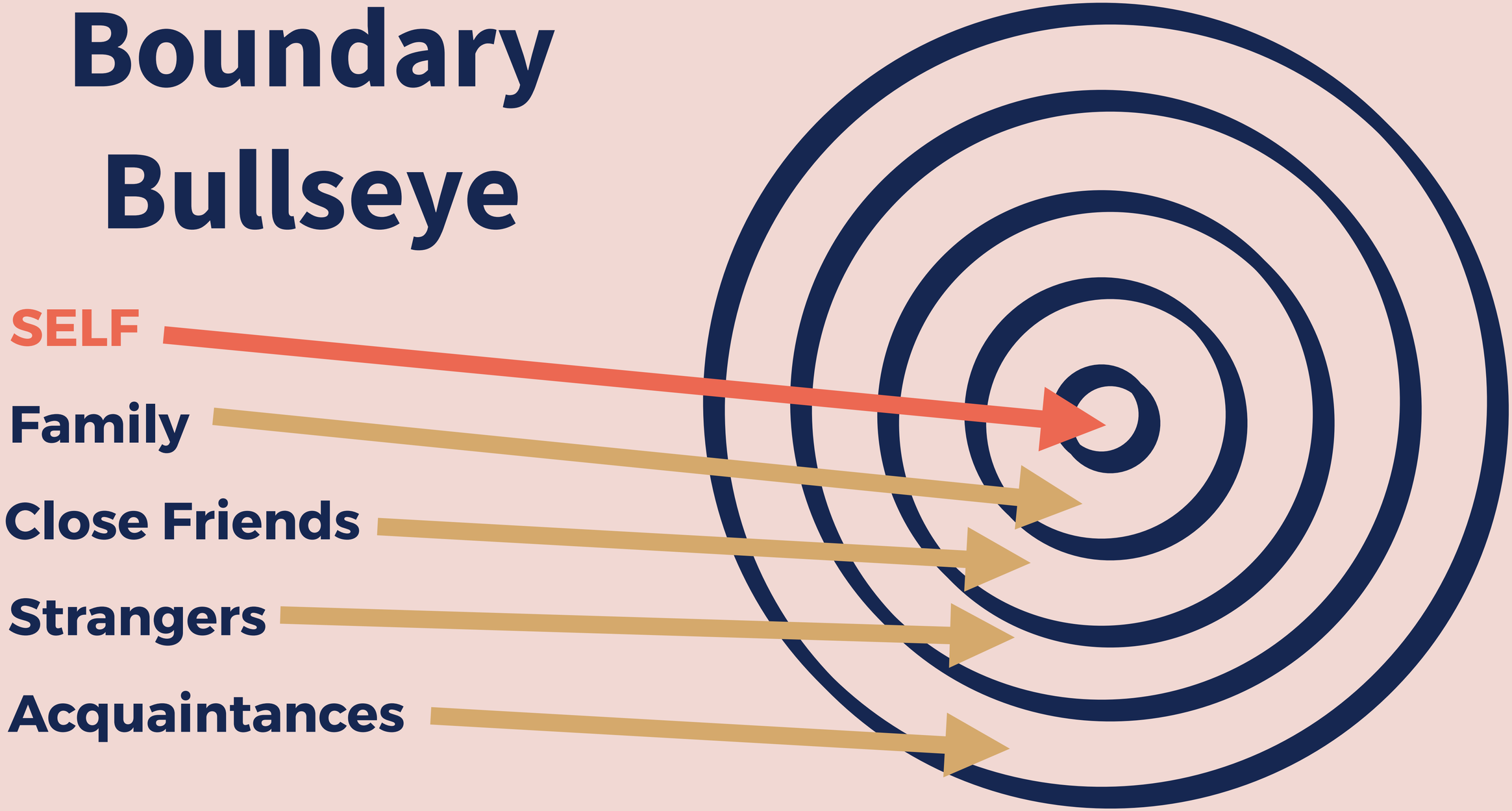
- What are your personal boundaries around sharing your truth?

- Think about where certain relationships would be: intimate relationships, family, friends, acquaintances, coworkers, strangers

Boundary Bullseye



Boundary Bullseye



Boundary Bullseye

- What are your personal boundaries around sharing your truth?

- Think about where certain relationships would be: **intimate relationships**, **family**, **friends**, **acquaintances**, **coworkers**, **strangers**

Boundary Bullseye

- What are your personal boundaries around sharing your truth?

- Think about where certain relationships would be: **intimate relationships**, **family**, **friends**, **acquaintances**, **coworkers**, **strangers**

http://www.botcommunications.com/boundaries/

Giuseppe Milo (www.pixael.com), http://www.flickr.com/photos/87690240@N03/40351199182, CC BY 2.0

Kyle Mortara, http://www.flickr.com/photos/8068336@N02/39097905821, CC BY 2.0

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Kyle Mortara, http://www.flickr.com/photos/8068336@N02/39097905821, CC BY 2.0
Weather
Common Truth Topics
Deeper Truth Topics
Trauma

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SPEAK
YOUR
TRUTH

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Truth Topics + Your Boundaries

SOLO

frostnip907, http://www.flickr.com/photos/135422841@N07/35936213436", CC BY-NC-SA 2.0

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What do you want to surface?

SOLO

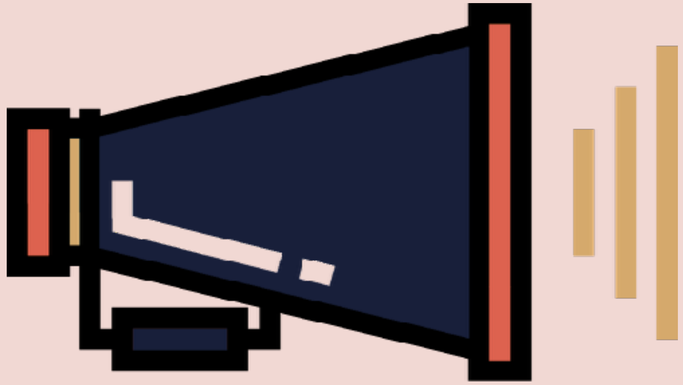
Kyle Mortara, http://www.flickr.com/photos/8068336@N02/39097905821, CC BY 2.0

What do you want to surface?

PAIR

What’s your truth song?

- Tweet it!
- #OwnYourExpertise @wscchicago



WRITE / SPEAK / CODE

Break

DEVMYND

SPEAK YOUR TRUTH!

Google Pivotal MailChimp DATADOG

The New York Times NYTIMES.COM zipline

elastic SQUARESPACE netlify splunk> AI2 ALLEN INSTITUTE for ARTIFICIAL INTELLIGENCE Movable Ink xo group/

Women Techmakers wework

Our brains are *Wired for Story*

danielfoster437, http://www.flickr.com/photos/17423713@N03/33251024290, CC BY-SA 2.0

“

***Story**, as it turns out, was **crucial to our evolution**—more so than opposable thumbs…Story is what enabled us to imagine what might happen in the **future**, and so **prepare for it**.*

”

–Lisa Cron

Stories ...

- Originated as a way to bring us together to share **lifesaving** information
- **Teach** us about the world
- Keep us **safe**
- Help instill **empathy**
- Activate the parts of the brain that process the sights, sounds, tastes, and movement of real life
- Allow us to **simulate intense experiences without having to live through them**

“

Story *is the* ***language of experience****, whether it’s ours, someone else’s or that of fiction characters.*

”

–Lisa Cron

Your brain's Story Archetype

- Our brain expects stories to provide information about how we might safely navigate the world

- How **what happens** affects **someone** who is trying to achieve a **difficult goal** and **how they change** as a result

Sky Noir, http://www.flickr.com/photos/49788302@N00/35129487181, CC BY-NC 2.0

WOCinTech Chat, https://www.flickr.com/photos/wocintechchat/22518591062/, CC BY 2.0

I was _____

List **20** answers to “I was ….”

WOCinTech Chat, https://www.flickr.com/photos/wocintechchat/22518591062/, CC BY 2.0

Share yourself

- Share your “I am/was …” statements (selectively)
- Pair asks question about 1 of the statements
- Share a story about that statement

SPEAK YOUR TRUTH

What brought you here today?

What brought you here today?

- Rapid Fire Questions!

What brought you here today?

- What, literally, brought you here today? Describe the trip

What brought you here today?

- Describe your morning from the time you woke up to the time you arrived here

What brought you here today?

- Why did you buy a ticket?
- What was interesting or attractive about the event?
- What experiences led to that interest?

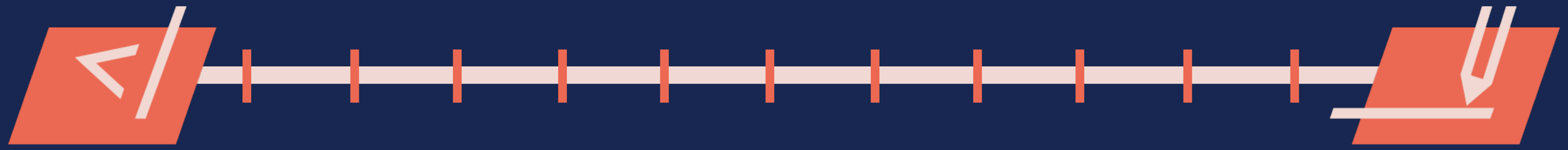
What brought you here today?

- When did you hear about #OwnYourExpertise?
- Describe that day: your clothing, how you felt and what you were thinking.

How did you get interested in coding?

- When was it?
- What made you interested?

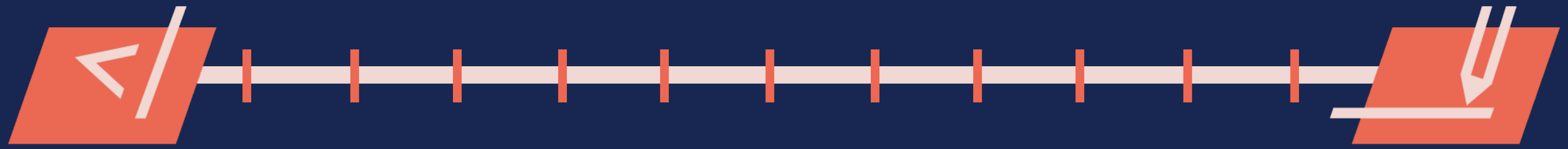
Timeline



How you got interested in coding

What brought you here today

Timeline



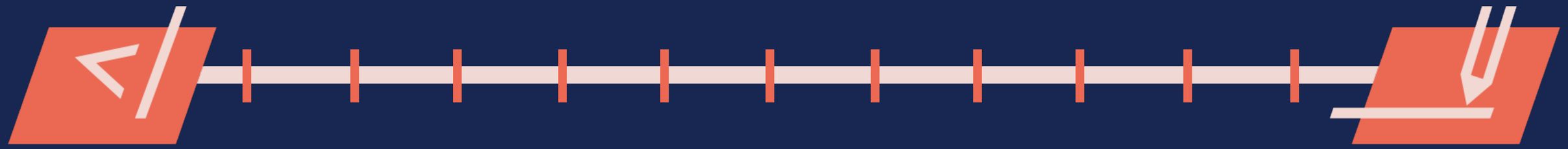
How you got interested in coding

What brought you here today

10 years

1 year per |

Timeline



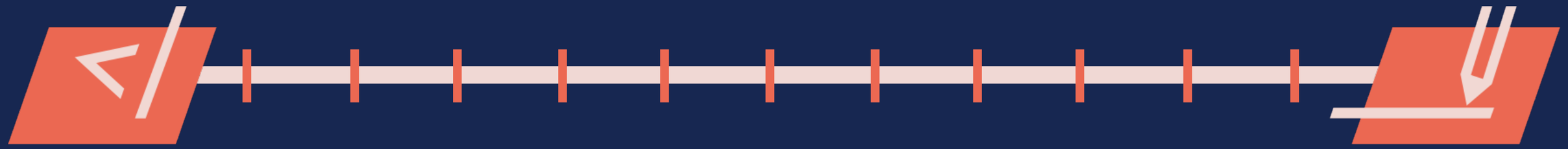
How you got interested in coding

What brought you here today

1 year

~1 month per |

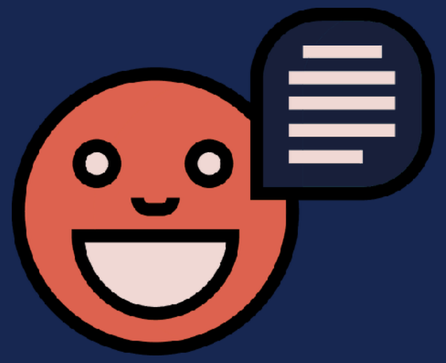
Timeline



How you got interested in coding

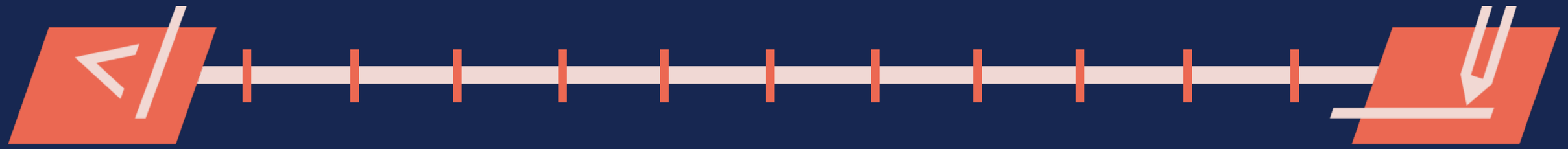
Plot significant moments on timeline

What brought you here today



SOLO

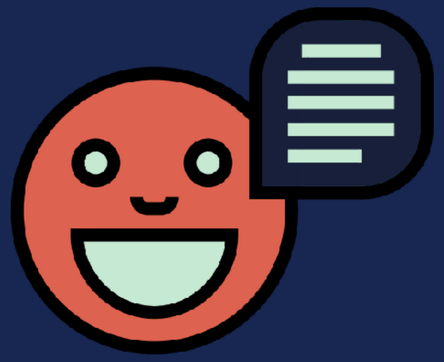
Timeline



How you got interested in coding

Plot significant moments on timeline

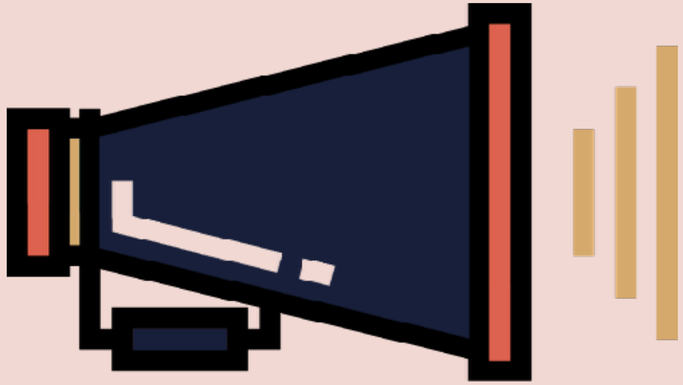
What brought you here today



PAIR

Thank someone who was crucial to your timeline!

- Tweet it!
- #OwnYourExpertise @wscchicago



WRITE / SPEAK / CODE

Lunch

DEVMYND

SPEAK YOUR TRUTH!

Google Pivotal MailChimp DATADOG

The New York Times NYTIMES.COM zipline

elastic SQUARESPACE netlify splunk> AI2 ALLEN INSTITUTE for ARTIFICIAL INTELLIGENCE Movable Ink xo group/

1) Dietary Restrictions 2) Mentors/Orgs 3) Everyone else

Women Techmakers wework

Lunch Menu

Key:
GF - Gluten Free
DF - Dairy Free

- Koko's Mediterranean Grille
  - **Chicken Kabob** (char-broiled chicken breast kabob)
    [*GF, DF*]
  - **Falafel** (seasoned ground chickpeas and vegetables)
    [*DF, Vegan, Vegetarian*]
  - **Greek Salad** (mixed greens with tomatoes, cucumber, green peppers, red onions, greek olives, feta cheese on the side)
    [*GF, DF, Vegan*]
  - **Hummus** (chickpea and tahini dip served with grilled vegetables and pita bread)
    [*GF*]
  - **Oven Potatoes** (roasted and seasoned)
    [*DF, Vegan*]
  - **Rice Pilaf**
    [*GF, DF, Vegan*]
  - **Pita bread and sandwich toppings** (sliced tomatoes, red onion, tzatziki sauce)
    [*Vegetarian*]

WRITE / SPEAK / CODE

Lunch

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Azure

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Women Techmakers wework

tandem

DEVMYND is now

tandem

Sasha Grodzins
Software Consultant
sasha@devmynd.com

madeintandem.com
@madeintandem

We're hiring: devmynd.workable.com

WRITE / SPEAK / CODE

Thank you!

Google

Sarah Kaylor

Senior Software Engineer, Technical Lead

skaylor@google.com

www.google.com/careers

Hi! I'm Neha Batra, Engineering Manager @ GitHub Desktop -- @nerdneha

- 38% in SF (HQ), 42% Remote US, 20% International
- 37% women (overall), 34% women (leadership), 22% women (technical roles)

Talk to me (google form) -- http://bit.ly/wsc-meets-github

We're hiring for (https://github.com/about/careers):

- Analytics
- Engineering (45 openings)
- Product (2 openings)
- Design
- QA
- Managers
- ...And more!

WRITE / SPEAK / CODE

Thank you!

DEVMYND

Speak Your Truth

Azure

Google

Pivotal

MailChimp

DATADOG

The New York Times
NYTIMES.COM

zipline

elastic

SQUARESPACE

netlify

splunk>

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Women Techmakers

wework

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Sponsor

free tickets

custom workshops

avg 5 years exp

recruit amplifiers

elevate women/ enby leaders

bit.ly/wsc-18-sponsor

Donate

first to offer **childcare**

accessibility services

vegan and gluten-free

conf **scholarships**

free events

Venmo: @writespeakcode

because it works

workshops & events for **1500+**

organizations launched

freelance rates doubled

oss projects started

we help you shine

patreon.com/writespeakcode

Goals

- Get comfortable telling your story
- List of your expertise
- Start a project - writing, speaking, or coding - related to your expertise
- Become part of a community

Speak your truth!

Afternoon Agenda

- Storytelling
- Digging further into your timeline
- Identifying skills, strengths, and challenges
- Making a list of topics to Write / Speak / Code about
- Write / Speak / Code Break out sessions
- More Write / Speak / Code for everyone
- Glamour Shots! (aka Headshots)

Storytelling

Story Archetype

- How **what happens** affects **someone** who is trying to achieve a **difficult goal** and **how they change** as a result

Story Archetype

- How **what happens** affects **someone** who is trying **PLOT** **difficult goal** and **how they change** as a result

Story Archetype

- How **what happens** affects **someone** who is trying to achieve a **how they change** as a result

Protagonist

Story Archetype

- How **what happens** affects **someone** who is trying to achieve a **difficult goal** and **how they ch**

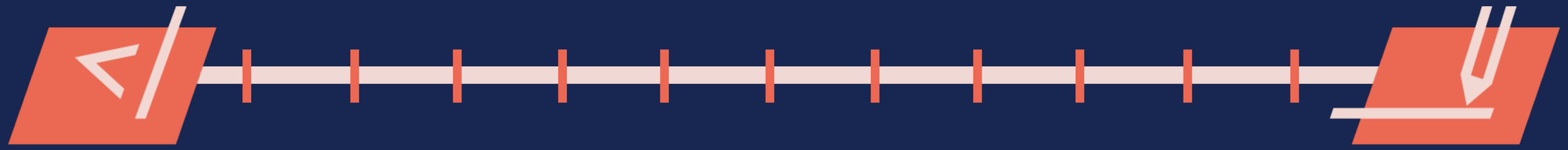
Story Question

Story Archetype

- How **what happens** affects **someone** who is trying to achieve a **difficult goal** and **how they change** as a result

What the story is actually about

Timeline



How you got interested in coding

What brought you here today

Success Story

1. Situation or problem you walked into that needed to be addressed
2. What you did about it
3. Results of what you did
4. Strategic impact on company/team/you
5. What skills & strengths did you use?

Success Story

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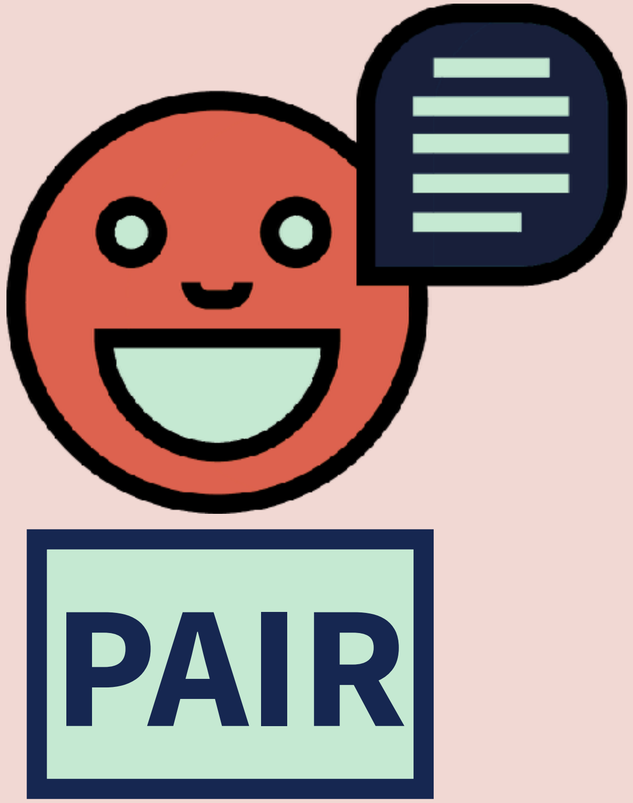
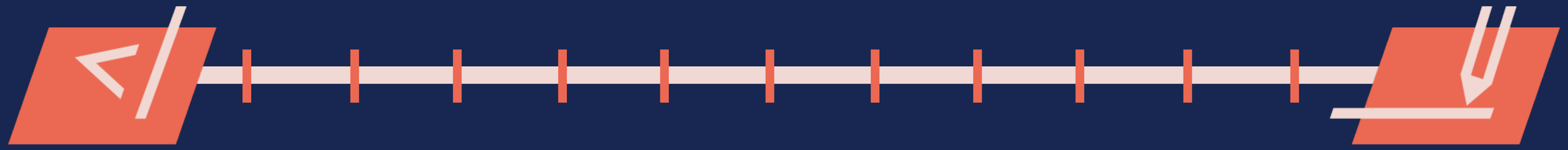


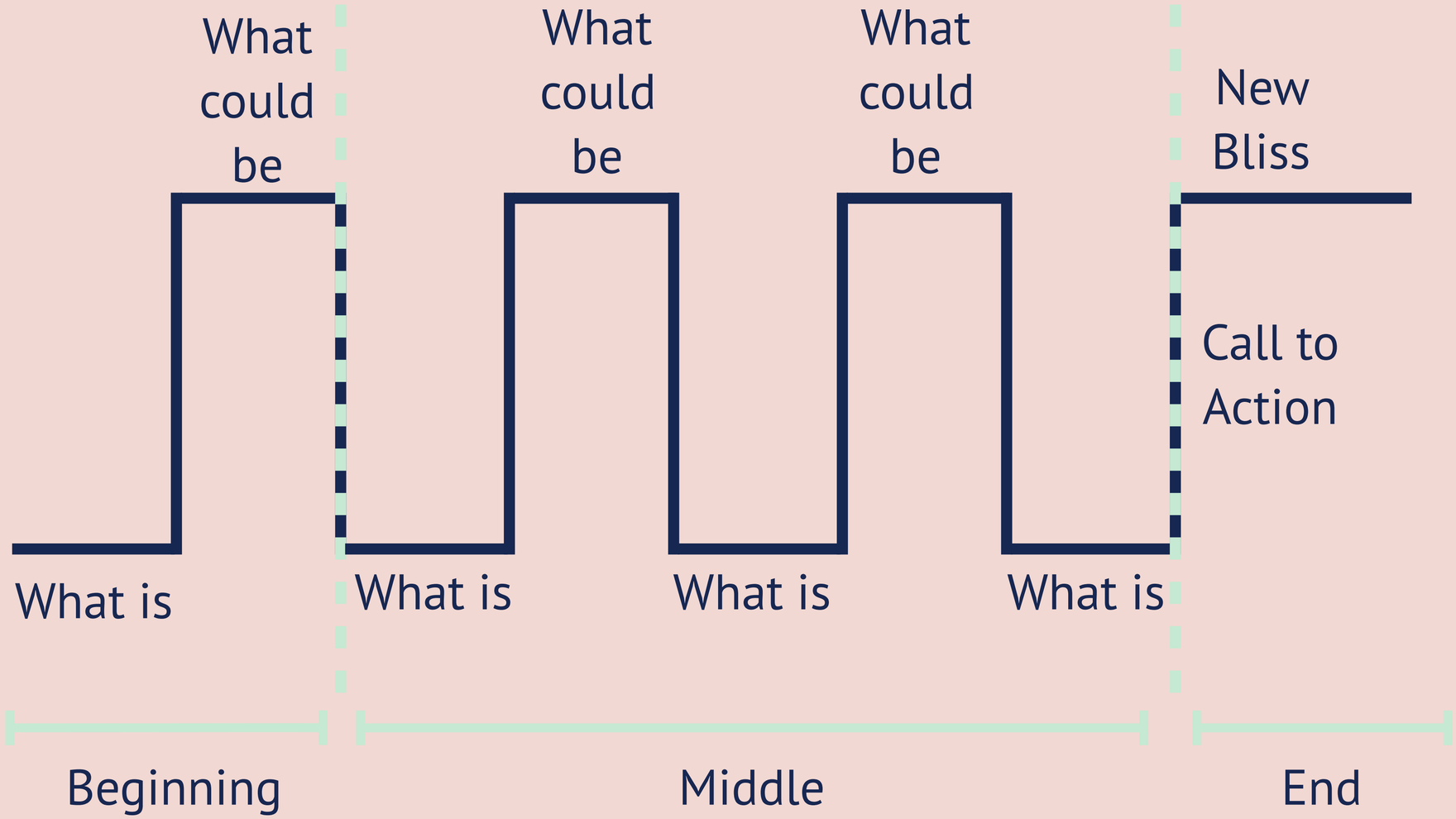
Timeline



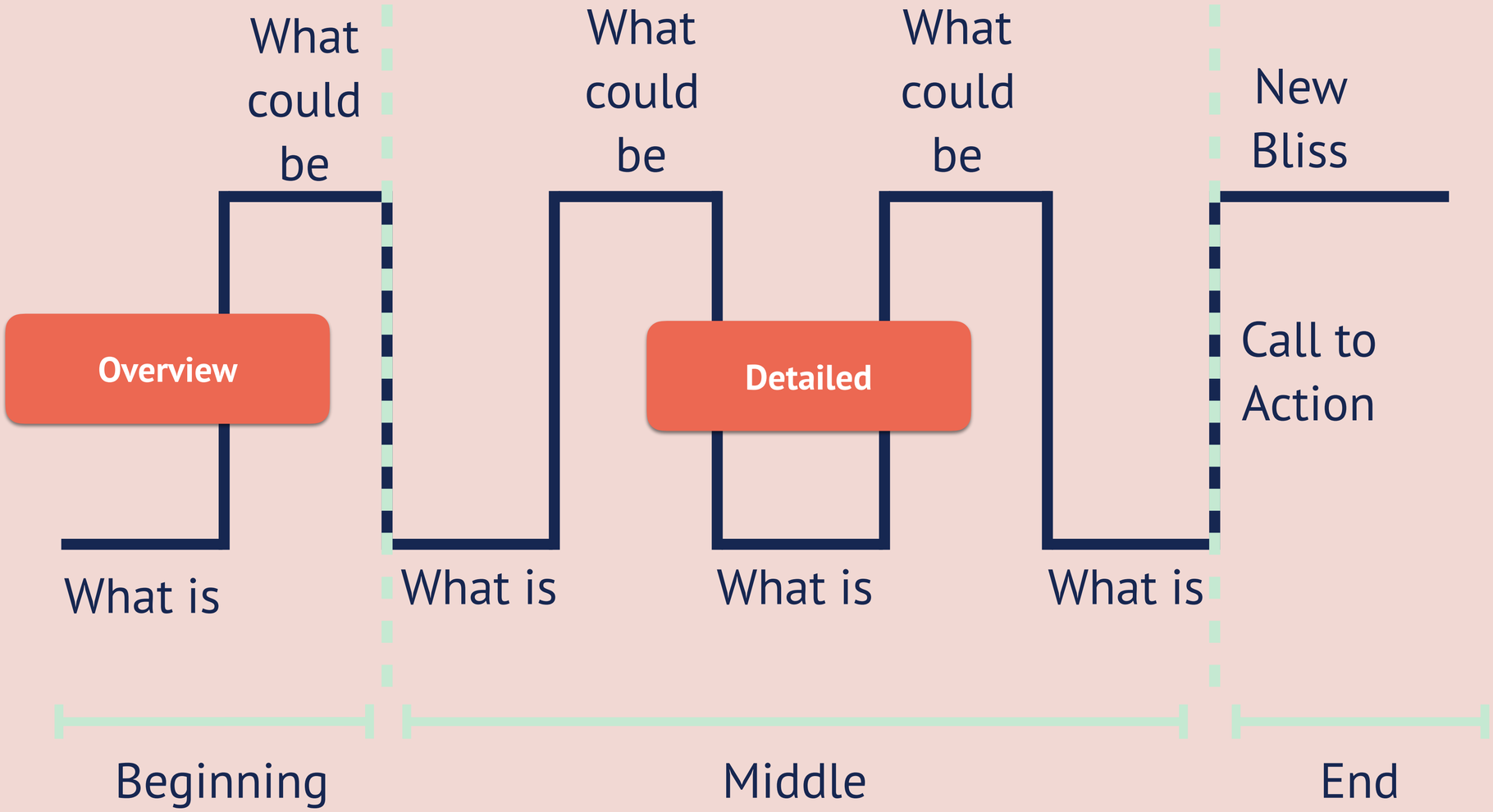
How you got interested in coding

What brought you here today

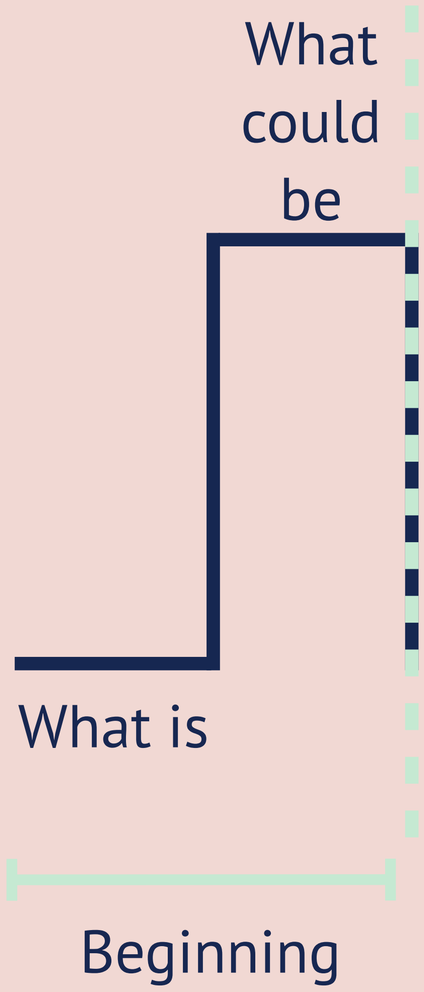
Persuasive Storytelling



Persuasive Storytelling



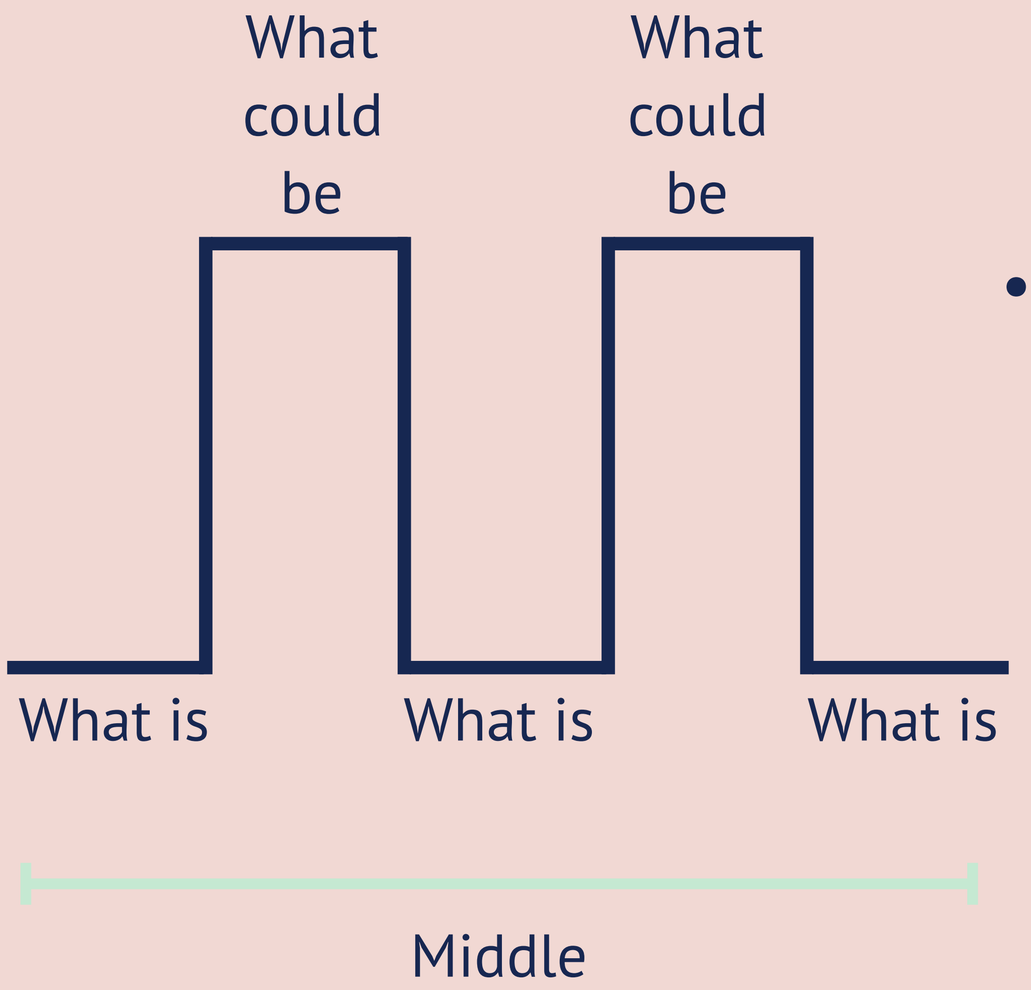
Persuasive Storytelling



- Describe life as the audience knows it
- Introduce your vision of what could be

Persuasive Storytelling

- Now you've shown the world is off-kilter

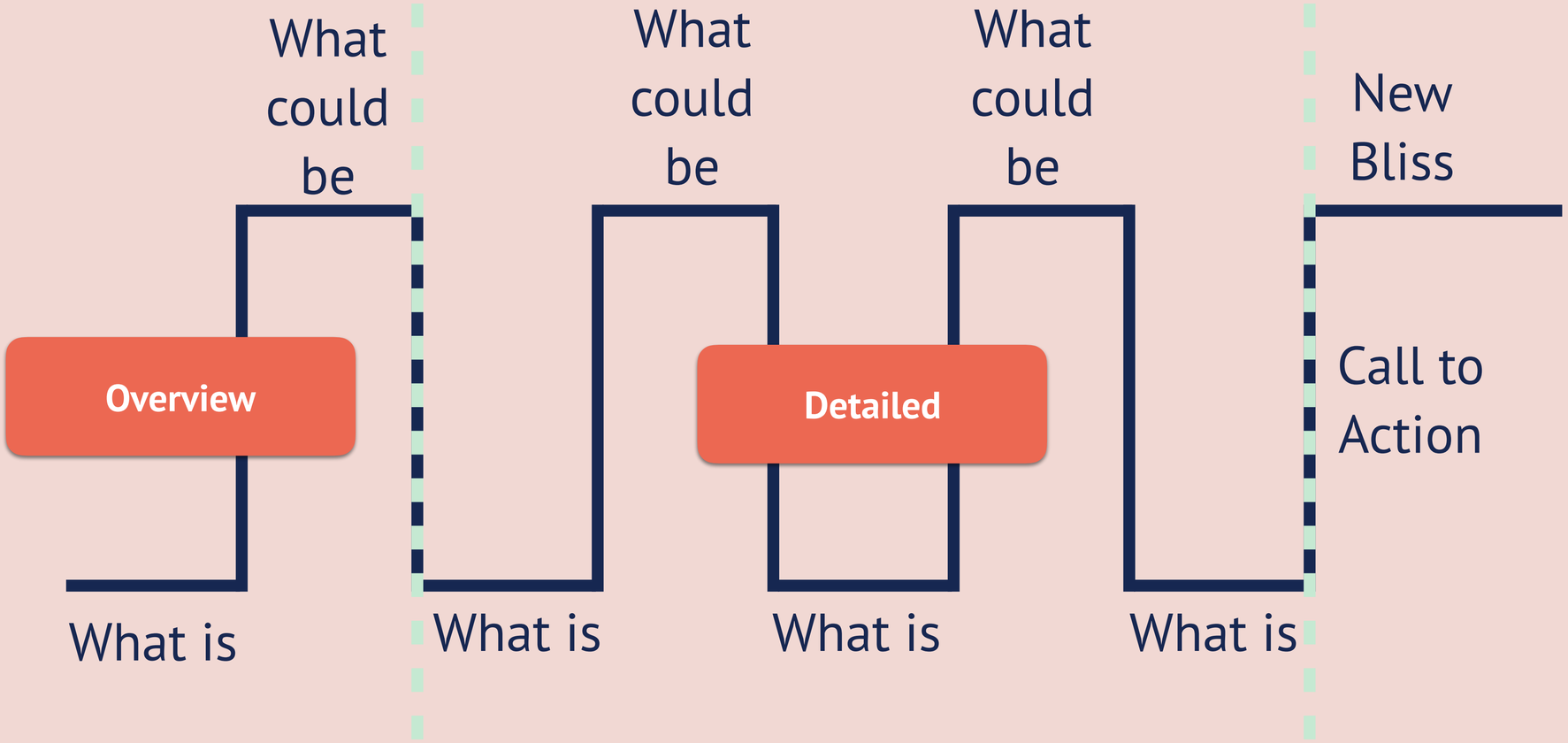


- Play up the contrast between what is and what could be

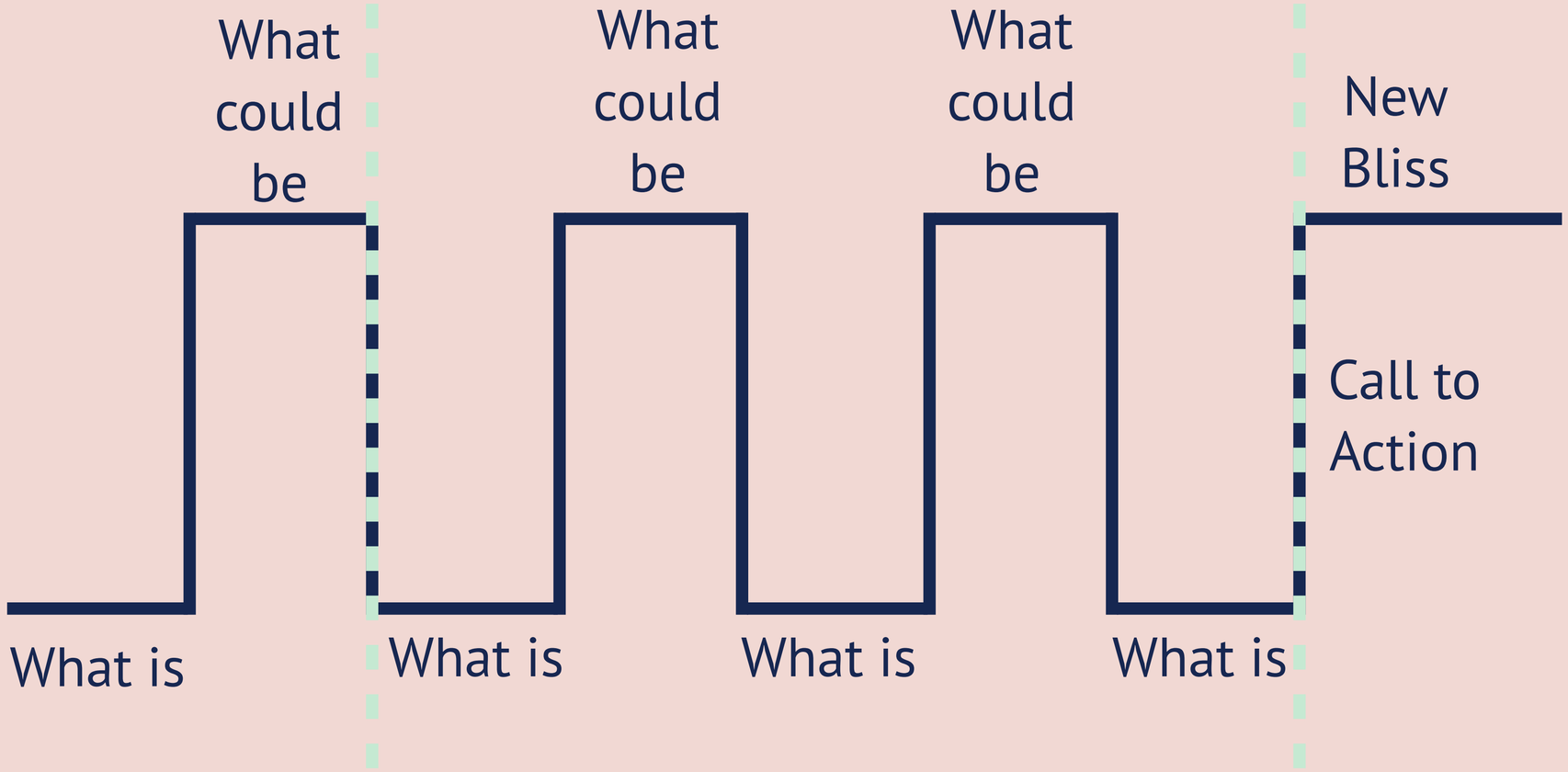
Persuasive Storytelling

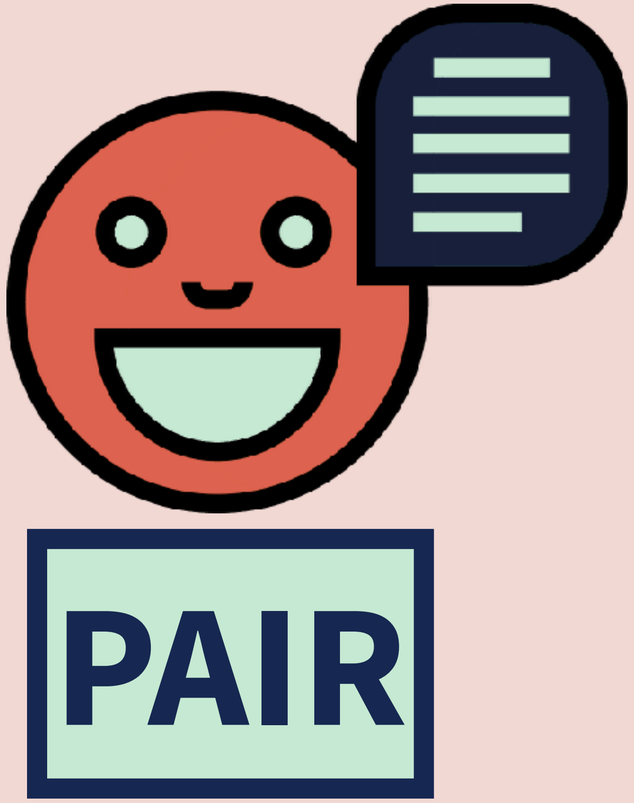
- Call to action: inspiring request to act *(not just a list of todos)*
- New Bliss: how awesome life will be if they adopt your ideas

Persuasive Storytelling

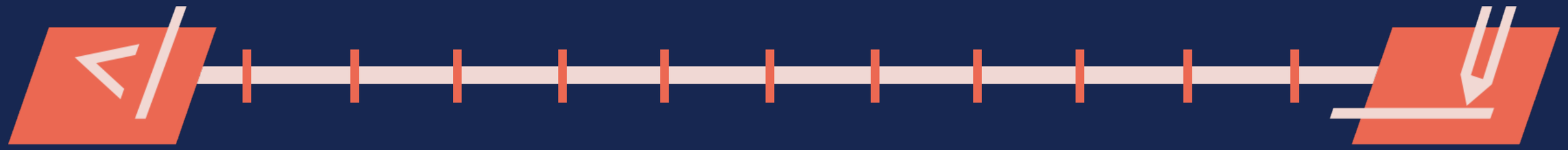


Persuasive Storytelling





Timeline



How you got interested in coding

What brought you here today

Thesis Story

1. Determine a thesis about your timeline
2. Cite an example of your thesis
3. Describe various examples that illustrate the thesis in its nuance

Thesis Story

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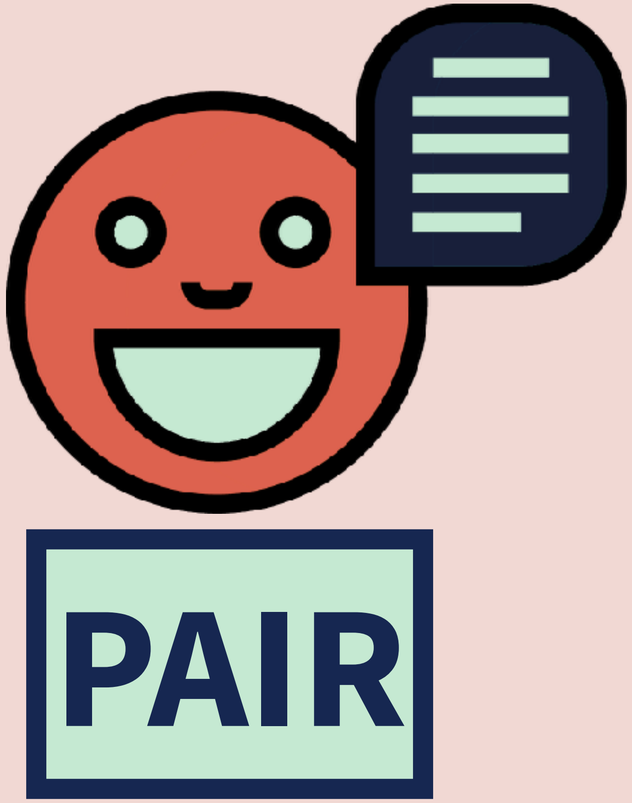
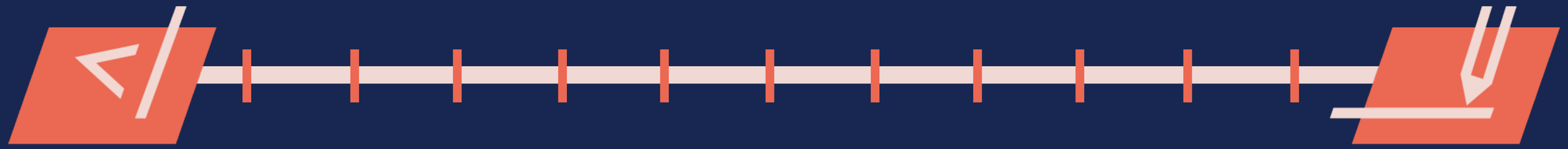


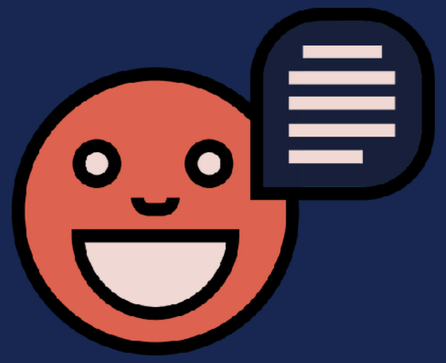
Mine your Timeline



How you got interested in coding

Identify Roles

What brought you here today



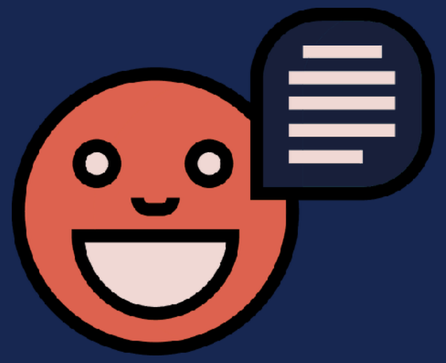
SOLO

Mine your Timeline

How you got interested in coding

Identify Projects

What brought you here today



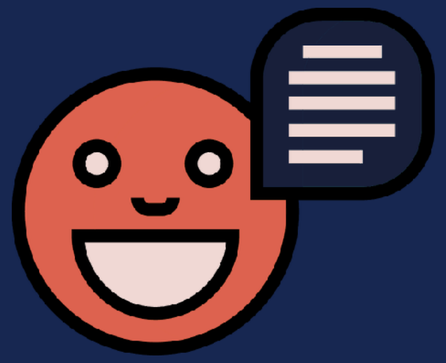
SOLO

Mine your Timeline

How you got interested in coding

Identify Skills

What brought you here today



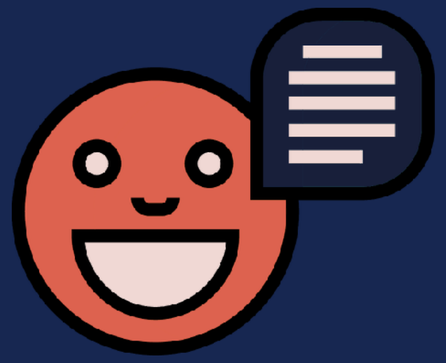
SOLO

Mine your Timeline

How you got interested in coding

Identify Strengths

What brought you here today



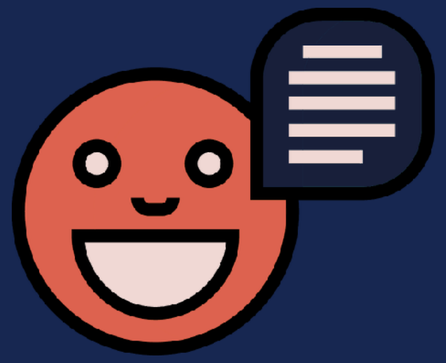
SOLO

Mine your Timeline

How you got interested in coding

Identify Challenges

What brought you here today



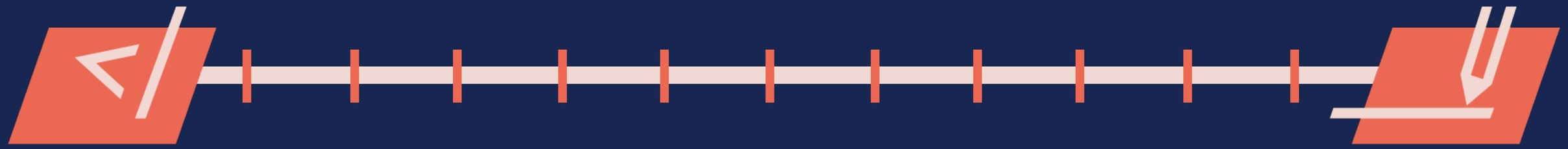
SOLO

Did an experience ...

- prepare you for great work?
- help you become a smarter, kinder, more compassionate person?
- teach you exactly what you need to know to create better or more effective work?
- remind you of natural strengths I do or do not have?
- push you to make an important decision about something critical to your life or wellbeing?
- show you what you need to get help with or outsource?
- teach you patience?

What did you learn from those challenges?

Timeline



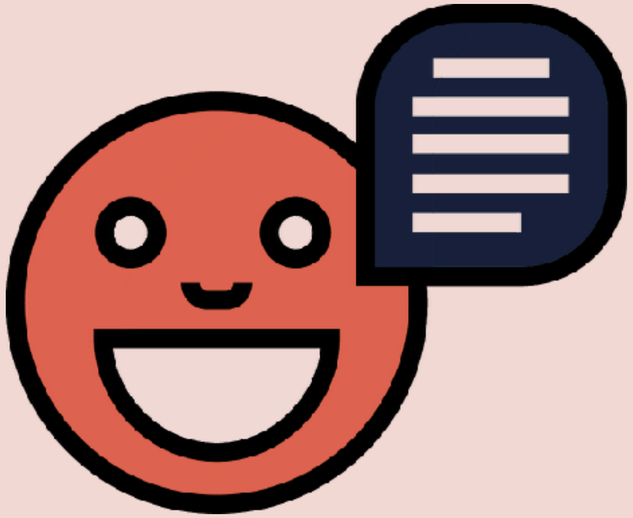
How you got interested in coding

Review

What brought you here today

20 topics in 5 minutes!

Go!



SOLO

Stories are effective communication

- Represent our lived and passed down experience
- Help us look for patterns
- Make for engaging blogs, talks, and even code projects!

How do I code about it?

- Small tools
  - Chrome extension that replaces pronouns
  - “That what she said” response bot
- If you can talk about a solution, you can turn into code
  - Callisto
  - pronoun.is
- Visualize the data that leads to the solution
  - Homicide Rate vs. Drug Arrests
- Examine a problem through experimentation / Code to promote discussion
  - Rewrite a library to use “Leader/Follower" instead of “Master/Slave”

What do you want them to take away?

- What is it? (Name, description)
- Who is it for?
- Why should they care?
- How does it fit into my goals?
- What's the best structure?

Feedback Review

Productive Feedback

- Actionable
- Specific
- Kind
- Contextual
- Encouraging - to individual and the group
- Within the recipients scope of skills
- Speak from your own experience

Framework for giving feedback

1. **Situation**: set the situation or context
2. **Behavior**: describe the person's behavior
3. **Impact**: state the impact on you of behavior
4. **Recommendation**: suggest an alternative behavior

"When you said the word 'expert', you immediately looked down. It made me feel like you didn't believe you were an expert. But you are! Try to focus on keeping eye contact with the group or the wall when saying that even if it makes you uncomfortable. Fake it 'til you become it!"

Don’t forget positive feedback

3 pieces of positive feedback = 1 piece of negative feedback
(up to 10:1)

Feedback Tart:

1. **Praise**: Identify strengths
2. **Issue**: Identify what needs to be improved or developed
3. **Opportunities**: Where and how to grow and improve

Framework for receiving feedback

1. **Mirror**: Summarize and repeat what was said. Make sure you understood.

2. **Empathy**: Show you understand their reasoning and emotions.

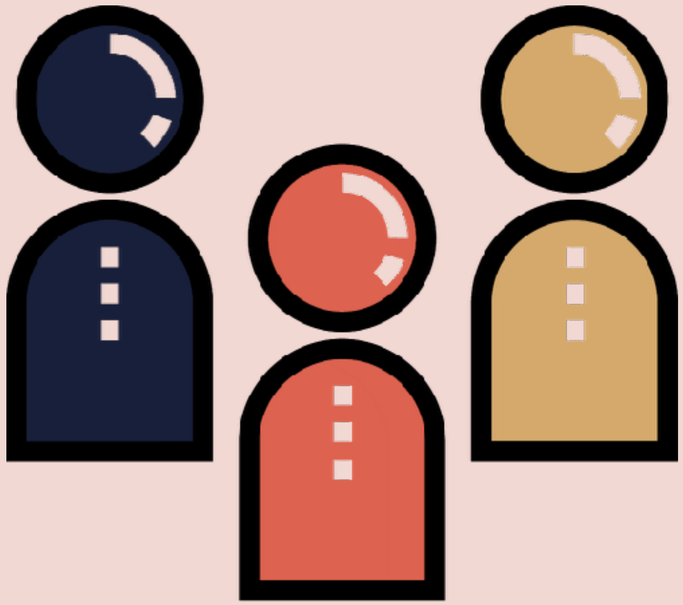
3. **Validation**: Ask questions that show you understand.

Pairing

- Be a **rubber ducky** first: ask to describe what they are trying to do, why, and how they have approached it
- **Prefer watching or navigating** (speaking instructions or ideas) over typing or driving
- Ask before taking the keyboard
- Think out loud
- **Explain** what you are doing or did or why something worked
- Be conscious of emotional state: frustrated, tired
- Be conscious of work style: experimental, deliberate, verbal, visual

Heads down time!

- Choose focus: Write / Speak / Code
- Choose a sub-topic
- Find your group
- Get stuff done!

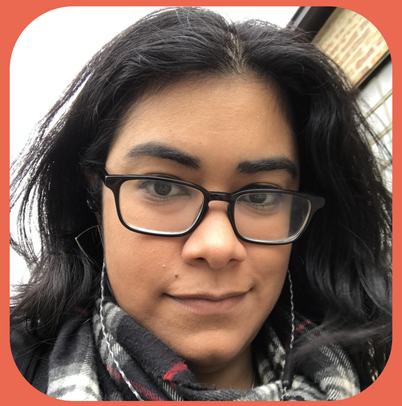


WRITE / Mentors

Caroline Kenworthy / @carokenworthy
Software Engineer at Home Chef
Loves CSS, contemporary poetry, camping, and just started a pottery class

Kristina Vragovic / @kvrag
Front End Developer at Yaro
Has cats and also plays video games about cats

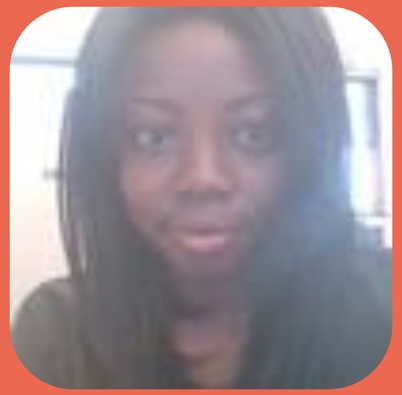
SPEAK / Mentors



Mica Alaniz / @_micada

Engineer at DNC (Democratic National Committee)

Has this thing with coffee where she needs it to live, and will eventually convince you that Chicago is the best city in the world.



Ola Giwa/ @AmazingSpeciali

Full Stack Developer at UIC

You can find me playing Pokemon Go while everyone else is on the 'gram.

CODE / Mentors

Adriana Castaneda / @geekincognito23
Software developer
I'm all about dem chonky animals. If you got any, show me pics!

Nicolette Chambers / @nicolette3883
Software Developer at Thoughtworks
Loves spending time working on embroidery projects and playing The Sims.

Amanda Hinchman-Dominguez / @hinchman_amanda
Software Engineer at Yello
Crocheting enthusiast, birb mom and a Nicolas Cage movie buff! Wow. This makes me sound really lame but here we are

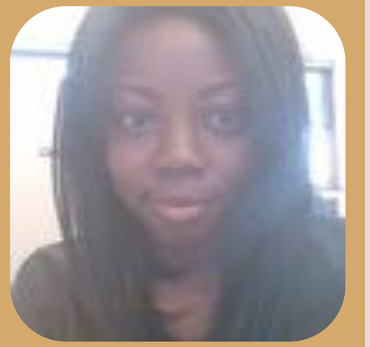
Write

Speak

Get Writing! Design patterns for bloggers

Kristina

How to become a speaker & speaker bio



Ola

Where to publish

Caroline

Find topics & conferences

Mica

Code

Intro to Git & Github

Adriana

Amanda

Getting started in open source

Nicolette

WRITE / SPEAK / CODE

Own Your Expertise

DEVMYND

SPEAK YOUR TRUTH!

Google Pivotal MailChimp DATADOG

The New York Times NYTIMES.COM zipline

elastic SQUARESPACE netlify splunk> AI2 ALLEN INSTITUTE for ARTIFICIAL INTELLIGENCE Movable Ink xo group/

Women Techmakers wework

Defense Against the Dark Arts

Emotional Labor

- Being vulnerable builds trust
- **BUT**
- People may see it as an opportunity to dump their problems on you
- Connection is a two way street
- You can <u>choose</u> what level of vulnerability feels safe for each person

Gaslighting

- Manipulation of your perception of reality
- Use false or skewed information with the (conscious/unconscious) intent to make the target doubt their perception, memory, or sanity
- Persistent denial, misdirection, contradiction, and lying
- 1944 Film “Gaslight”

The Whisper Network

- Newsweek: “A whisper network is an informal chain of conversations among women about men who need to be watched because of rumors, allegations or known incidents of sexual misconduct, harassment or assault. It's a way for women to protect themselves, and to do so under the radar.”
- Informal networks that share information on uncomfortable or taboo topics or about problematic people
- Use people you know to get additional data points on others
- Ask your network for connections and research virtual connections (i.e. LinkedIn)

When to whisper

- When asked by someone you trust or within a community you trust
- If you have an opportunity to share and potentially help an individual not suffer as you did
- Sometimes choosing not to answer an inquiry is an implicit whisper. Saying nothing is not.

Document, document, document

- Email yourself with a summary of what happen (official date/time)
- Take screenshots or photos and email them to your personal email
- Start documenting at the first sign of discomfort
- You can document without reporting

When to report

- You have a plan B or are on your way out
- You can’t live with yourself or the secret is eating you alive
- You feel you’ll regret it if you don’t
- You know why you are reporting and feel it outweighs the negatives

How to document

- Focus on facts
- Provide necessary context
- Use full names, specific locations, and times if possible
- State how you felt as a fact not an emotion
  - “I was uncomfortable” vs. “I felt uncomfortable”
- Write as if you were observing yourself

Subtle documentation

- Note an “off” statement in interview notes
- Share with someone you trust
- Ask a colleague: “Have you experienced this? I get a weird feeling from X. What do you think of X? I had a strange experience and I’m not sure what to make of it. Can I get your perspective?”
- Opportunity to open the door to recognizing a pattern and creating solidarity
- Abuse is usually a pattern

Incident Report / Statement

- Date and time being written
- Date and time of incident
- Full names, titles, and other relevant details of everyone involved
- Describe the beginning, middle, and end
- Use matter of fact statements. No diminishing language
- Describe your reaction and feelings in as detached and factual way as possible
- Have a friend read it over
- Create a “fall out” plan
- Ensure you have a support system at the ready

Create a disaster plan

- Who are your “marble jar” friends? Who can you trust?
- Who has the time and energy to help you in an emergency now: emotionally or physically
- Know how to document and file police reports related to cyber incidents and harassment
  - US Dept of Justice: http://bit.ly/gov-cyber-crimes
  - FightCyberStalking.org
  - StopCyberBullying.gov
- Know resources for handling Doxxing or other cyber attacks
  - CrashOverrideNetwork.com
  - Deflect.ca

Are you ready to talk about it?

- How much time has passed?
- Have you moved on?
- Is it actually over?
- Can you take a step back and see the positive and negative change it brought you?
- Do you have a support system?

How to process the unexpected

1. Fall apart
2. Honor what you have
3. Never forget but choose to create a new future
4. Be supported and support others

Practice defense against the dark arts

- Start small and safe. Work your way up. Trust is built in small increments.
- Share with those who deserve to hear your truth.
- Document everything.
- You will mess up. Hone your spidey sense.
- Have you gotten involved to the point where you've lost control over how you feel?
- Protect, maintain, and revisit your boundaries. Choose discomfort over resentment.
- Surround yourself with people who support you how you want and need to be supported

More Write / Speak / Code

Upcoming Events in Chicago

Join Meetup: meetup.com/WriteSpeakCode-Chicago

Looking for:

- **organizers** and **volunteers** to join our team!
- **companies** to host + provide food
- **speakers** for 15min talks at the beginning

ORGANIZERS / Chicago

Kara Carrell / @KaraAJC
Software Developer at TableXI
I write, I speak, I code, I SLAY!
#GitItGurl

Brittney Braxton / @mintiib
Software Engineer
Interests include cats, coding, and crafting, all while enjoying tea.

Tiffani Elmore / @tiffani_elmore
Apprentice at 8th Light
Professional dabbler. Consistently guilty of posting food pictures before eating.

Jamie Chung / @jamieshark_
Engineer at Trello
loves sharks esp tiger sharks

Katleiah Ramos / @katkodes
Full Stack Web Developer
Very into improv, dance, and code.

Tell your friends!

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