



WRITE / SPEAK / CODE

#WSC2018Conf  
@WriteSpeakCode

W/S/C  
Explorations  
Friday



#WSC2018Conf  
@WriteSpeakCode

# WELCOME!

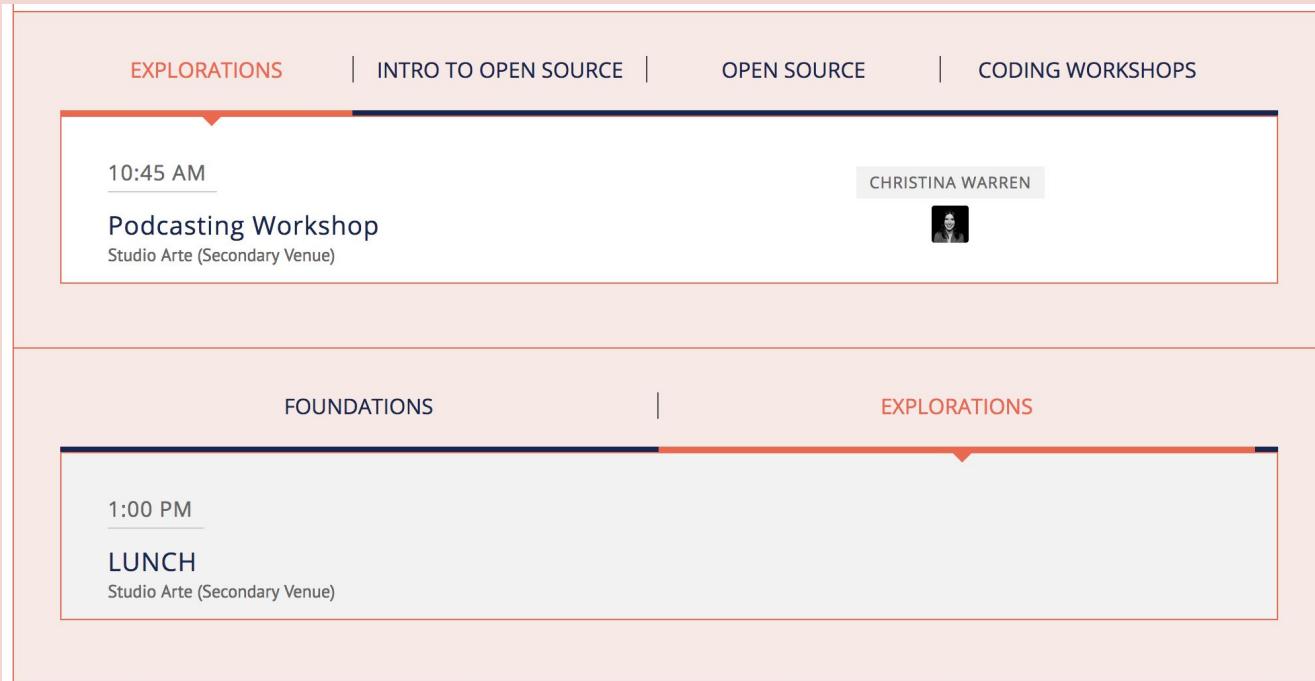
I'm your explorations host

**Kara Carrell**

(she/her)

Software Developer Apprentice @ **TableXI Chicago, IL**  
Catch me on the interwebs at **@KaraAJC**

# AM Schedule



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# CHRISTINA WARREN

(she/her)

Write/Speak/Code 2018

Speak Your Truth



Google Pivotal

The New York Times  
NYTIMES.COM

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Women Techmakers



wework

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# Enjoy Lunch!



In order to serve everyone, we will call groups to line up for lunch in this order:

- Multiple dietary restrictions + Halal
- Vegan
- Gluten-Free
- Vegetarian + Other dietary restrictions
- Everyone in Explorations ;)



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1:45 PM

**Speak Your Truth: Ethics**  
Studio Arte (Secondary Venue)

WRITE/SPEAK/CODE KARA CARRELL



1:55 PM

**Organizing for your Ethical Principles**  
Studio Arte (Secondary Venue)

LIZ FONG-JONES



2:30 PM

**Ethics at Design Time, not Run Time**  
Studio Arte (Secondary Venue)

ROWAN COTA



3:05 PM

**Looking for artists who look like me: analyzing the MoMA GitHub repo**  
Studio Arte (Secondary Venue)

SRAVANTI TEKUMALLA



3:40 PM

**Using Open Source to Solve an Identity Crisis: Tracking the Bengali Diaspora**  
Studio Arte (Secondary Venue)

NISHAT ANJUM



4:10 PM

**SNACK**  
Studio Arte (Secondary Venue)

4:20 PM

**How public speaking made me a better negotiator**  
Studio Arte (Secondary Venue)

CHIU-KI CHAN



PM

# Schedule



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# Speak Your Truth: **ETHICS**

Creative Exercise: Your Code of Ethics

Write/Speak/Code 2018

Speak Your Truth



Google Pivotal

The New York Times  
NYTIMES.COM

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# LIZ FONG-JONES

(she/her)

---

# Organizing for Your Ethical Principles

Liz Fong-Jones, Employee Activist (@lizthegrey)  
*Employer deliberately elided*  
#WSC2018Conf, August 3, 2018

---

# **Content warning:**

**Abstract discussions of sexual harassment, racial and disability discrimination, state-sponsored violence, concentration camps, and genocide**

**Screenshots of hate speech and death threats**

—

# Not my employer's opinions.



Close your eyes.



Open your eyes.



---

# 1. Why organize?

---

# Working Conditions



Examples:

- Pay and leveling
- Unjust treatment
- Excessive hours
- Harassment/discrimination
- Hostile work environment

*Many other examples.*

---

# Product Ethics



Examples:

- Discriminating against minorities
  - Poor accessibility
  - Machine learning bias
- Aiding in unlawful acts
  - Volkswagen (fraud)
  - La Liga (eavesdropping)

Or both -- e.g. **collaborating with ICE**. Many other examples.

---

# Ethics of Tech Ecosystem



Examples:

- "Independent" contractors & gig economy
- Cafeteria workers and bus drivers
- Gentrification
- Digital divide
- Tech lobbying

*Many other examples.*

---

# Intersections

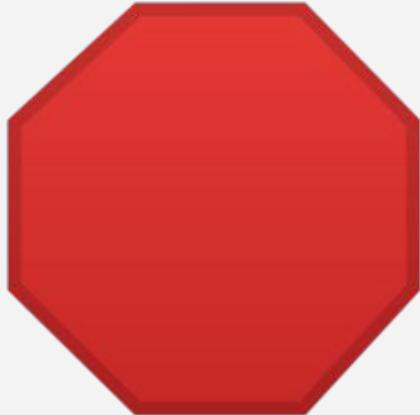


Is it okay to ask someone to work on a project that harms or excludes them, or **harms or excludes members of a group they belong to?**

Is it okay to subject external-facing employees to receiving **abuse on the company's products due to poor product design?**

---

# Intersections



What about family back home in another country?

Is it okay to build concentration camps?

What about crimes against humanity?

**We are already at this point.**

---

# Your Ethics Matter



Unjust treatment of employees is not okay.

Unjust treatment of users of technology is not okay.

Unjust treatment of our neighbors is not okay.

**We can change tech, together.**

---

# How do we fix this?

---

# I've had a few successes.



15 years in tech

2 years as a manager (now no longer)

Queer transgender woman of color

Labor organizer & activist for 8 years

Activism covered in *The New York Times*, *Wired*, *Gizmodo*, *Bloomberg*, *Financial Times*, *The Guardian*, and other media.

I'm tired and need  
your help.



# How you can help me

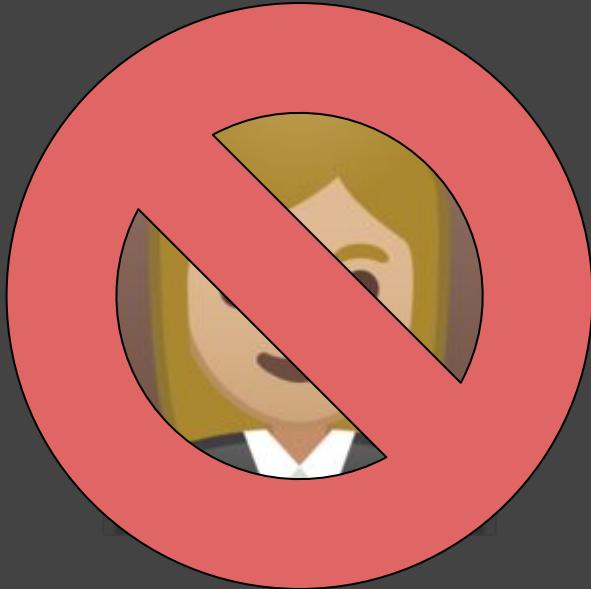


1. Why organize?
2. Risks & protections
3. Organizing best practices
4. Resources

---

## 2. Risks & Protections

I am not a lawyer.



# Industry Ethics Codes



ACM:

*Promote fundamental human rights and each individual's right to autonomy. Minimize negative consequences, including threats to health, safety, personal security, and privacy. When the interests of multiple groups conflict, the needs of those less advantaged should be given priority.*

IEEE:

*Hold paramount the safety, health, and welfare of the public, strive to comply with ethical design and sustainable development practices, and disclose promptly factors that might endanger the public or the environment.*



---

# Company Cultures



"Do good" principles.

Companies claim to want vigorous sharing, debate & employees coming forward about issues.

Make use of your company's cultural statements.

---

# Engineers are valuable



Replacing an engineer costs \$x00,000

GDPR.

Collective action & solidarity

---

# Protected Concerted Activity



National Labor Relations Act (1935)

Available to non-supervisors in the US

"Two or more employees acting together to improve wages or **working conditions**" [no union required]

Forbids "adverse action against employees because of their protected, concerted activities"

[nlrb.gov/rights-we-protect/protected-concerted-activity](https://www.nlrb.gov/rights-we-protect/protected-concerted-activity)

---

# Title VII



Civil Rights Act (1964)

Available to **all** employees, including supervisors.

Requires "opposing unlawful employment practices";  
membership in group discriminated against not required

Forbids retaliation.

[eeoc.gov/laws/guidance/retaliation-guidance.cfm](http://eeoc.gov/laws/guidance/retaliation-guidance.cfm)

---

# Whistleblowing



Federal employee whistleblower protections are weak :(

Private sector not covered, except public health/safety risks.

Risk of collateral damage.

Be prepared to resign or lose your job.

---

# Be prepared for the worst.



Remedies are retrospective.

Retaliation often happens.

What is your backup plan?

What is **our** collective plan?

*To the executives+managers:* Is your company prepared to handle ethical escalations?

—

# Change is worth the cost.

---

# 3. Successful Organizing

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# 1. Early awareness



Changing decisions is easier before shipping

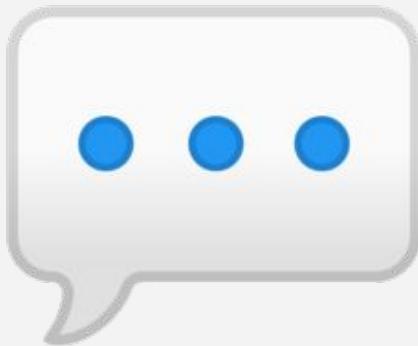
Fast iteration/feedback

Listen to colleagues & customers

Diverse networks matter

---

## 2. Building Employee Networks



Communicate outside your working group

Mailing lists, social media, and in-person gatherings

Include people different from you

Actively listen and empathize

Build trust

## 3. Venting vs. Problem-Solving



Listen vs. fix

Emotional vs. rational content

Safe places to vent "in person"

Advocacy != venting

*The New York Times* rule



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## 4. Identifying Decision-Makers



Don't attack the messenger/team

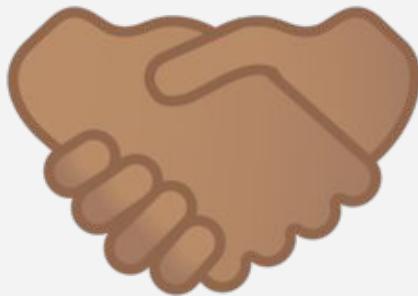
Ask exploratory questions ("If not you, who would know?").

Develop sources in management

Cultivate allies among leadership

---

## 5. Effective Persuasion



Assume good faith

Assumptions, priorities, values, & engagement may differ

How can the result be achieved differently?

No pitchfork mobs or attacks against strawpeople

Be trustworthy.

---

## 6. If all else fails...

Break glass:



- Employee petitions
  - Succinct, clear ask
  - 5% = credible threat
- Media engagement
  - Public pressure entrenches execs/PR
  - Situationally powerful.
- Complaints to regulators, directors, & shareholders
  - Less well-trodden territory
- Strike or Quits



---

## 7. Avoiding Burnout



You are not your employer.

It's okay to take a step back.

Progress can take years.

Form long-term working groups.

---

## 8. Virtuous Cycles



Ethics is an integral part of our job.

Ethics crises are a process failure.

Continuous {integration, deployment, **ethics**}

We need robust, reusable infrastructure.

"Crises are simply a  
scarcity of time and  
attention."

--@EmilyGorcenski

—

**Be proactive.  
Prevent crises.  
Pick fights carefully.**

---

# 4. Resources

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# Acknowledgments



Emily Gorcenski, Yonatan Zunger, Yana Calou, & anonymous organizers

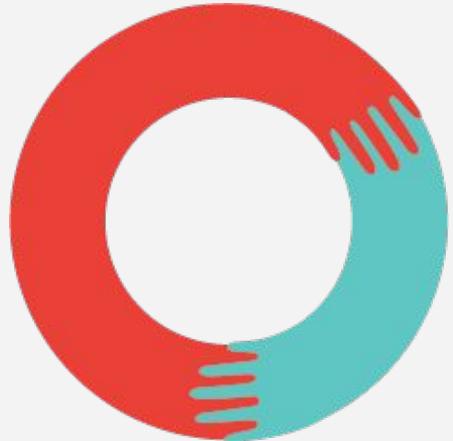
Thousands of my coworkers.

Nitasha Tiku & Kate Conger who believed us and told our stories.

Amélie Lamont, Kelly Ellis, Erica Baker, Julie Pagano, and Susan Fowler.

---

# Coworker.org



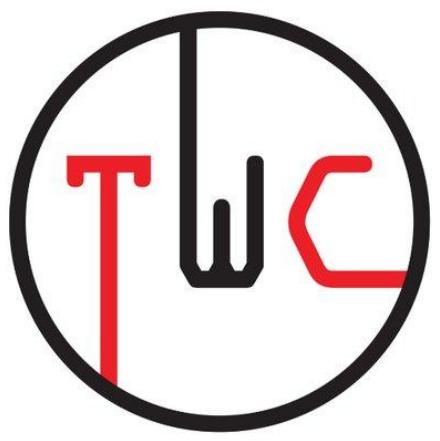
Helped Google employees develop an organizing and media strategy around workplace safety.

Helped REI, Starbucks, and Publix employees campaign for better working conditions.

Can help you!

---

# Tech Workers Coalition



Response to Lanetix employee layoffs.

Solidarity for cafeteria workers at Facebook unionized by Silicon Valley Rising.

Can help you!

---

# Journalists



Know reporters' beats and angles.

Write out talking points.

Reporters aren't scary.

Talk to me for recommendations.

---

# Thank you, and rise up!

## #TechWontBuildIt

@lizthegrey - [lizthegrey.com](http://lizthegrey.com)

# Q&A: Chatham House Rules



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Google Pivotal

The New York Times  
NYTIMES.COM

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# ROWAN COTA

(she/her)

ETHICS AT DESIGN TIME  
NOT RUNTIME



“...it is my judgment in these things that when you see something that is **technically sweet**, you **go ahead and do it** and you argue about **what to do about it** only **after** you have had your technical success.” \*

—••—

[\* J. Robert Oppenheimer,  
Oppenheimer Hearing Transcripts]

From the **history** of the atom  
bomb, to the pop-cultural  
dinosaurs of Jurassic Park...

...plenty of stories tell us a  
continuous and **integrated**  
**ethical design** practice is **required**.

PRIORITIZE ETHICS.

Every technical  
decision is a  
political and social  
decision.

BEGIN FRESH EVERY TIME.

ASK HOW THE THINGS WE BUILD CAN  
BE MISUSED.

Unaddressed  
**ethical** concerns  
become  
**security** and **risk**  
concerns.

DIVERSIFY PERSPECTIVES  
AT EVERY STAGE.

Always ask  
who **isn't** in the room  
when you collect feedback;  
actively seek out  
their voices.

SEEK TO REDUCE HARM.

account for the  
**disproportionate ways**

new technology can  
**affect marginalized people**  
and communities, for example:

**institutionalizing a bias**

or enabling and  
**furthering structural violence.**

COMMUNICATE TRANSPARENTLY  
WITH ALL STAKEHOLDERS.

# We should declare:

- supported use cases
- potential ethical concerns
- how to mitigate risk whenever possible

BE ACCOUNTABLE.

DECLINE

TO BUILD THE UNETHICAL,

SUPPORT THOSE WHO HAVE

OBJECTIONED.

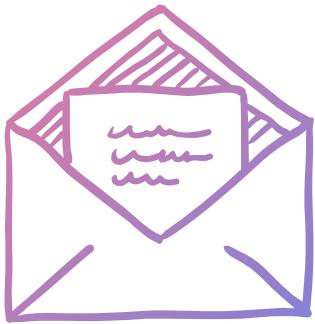
Ethics are **only** ethics  
if they  
**require a risk.**

**Support**  
must be both  
**material** and social.

“Your **scientists** were so  
**preoccupied** with whether  
they **could**, they didn’t stop to  
think if they **should.**” \*

—••—

[\* Ian Malcolm,  
Jurassic Park]



THANKS!

twitter: @sweetpavement

github: @cotarg

e-mail: cota.rg@gmail.com

web: <https://technical.ink>



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Google Pivotal

The New York Times  
NYTIMES.COM

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# SRAVANTI TEKUMALLA

(she/her)

# LOOKING FOR ARTISTS WHO LOOK LIKE ME

---

*Analyzing the MoMA GitHub Repo*

Sravanti Tekumalla, Write/Speak/Code

August 3, 2018

# WHAT WE'LL COVER

---

- Why diversity in art matters
- How to navigate a large data set
- Using data to test against a hypothesis

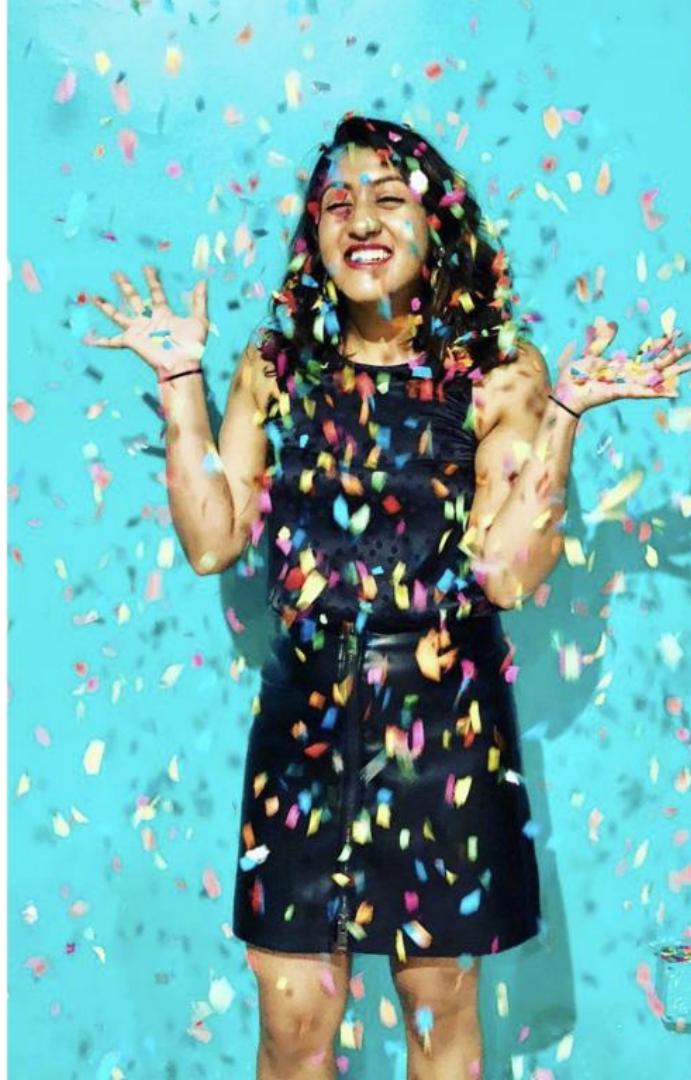


@sravanti\_

# WHO AM I?

---

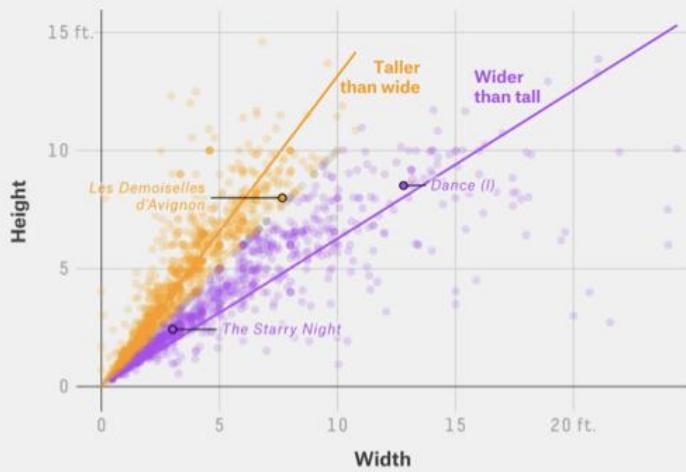
- Software engineer @ Uber
- Data storyteller
- Enjoys art & art museums





## MoMA Paintings, Tall And Wide

Dimensions of over 2,000 paintings in the collection, excluding six pieces over 25 feet wide and one piece over 15 feet tall



FIVETHIRTYEIGHT

SOURCE: THE MUSEUM OF MODERN ART

OLIVER ROEDER, "A NERD'S GUIDE TO THE  
2,229 PAINTINGS AT MOMA", FIVETHIRTYEIGHT



# THE MOMA COLLECTION DATASET

- MoMA open-sourced *all* its art metadata
- ~134,000 records
- ~15,000 artists

HOW CAN I USE DATA TO  
ANSWER A QUESTION  
I'M INTERESTED IN?



@sravanti\_



# Do women have to be naked to get into the Met. Museum?

Less than **4%** of the **artists** in the Modern Art sections are women, but **76%** of the **nudes** are female.

Statistics from the Metropolitan Museum of Art, New York City, 2011

**GUERRILLA GIRLS** CONSCIENCE OF THE ART WORLD  
[www.guerrillagirls.com](http://www.guerrillagirls.com)

**DIVERSE ARTISTS CREATE  
ART THAT REFLECTS  
DIVERSE PEOPLE**



@sravanti\_

```
1 [
2 {
3     "ConstituentID": 1,
4     "DisplayName": "Robert Arneson",
5     "ArtistBio": "American, 1930–1992",
6     "Nationality": "American",
7     "Gender": "Male",
8     "BeginDate": 1930,
9     "EndDate": 1992,
10    "Wiki QID": null,
11    "ULAN": null
12 },
13 {
14     "ConstituentID": 2,
15     "DisplayName": "Doroteo Arnaiz",
16     "ArtistBio": "Spanish, born 1936",
17     "Nationality": "Spanish",
18     "Gender": "Male",
19     "BeginDate": 1936,
20     "EndDate": 0,
21     "Wiki QID": null,
22     "ULAN": null
23 },
24 {
25     "ConstituentID": 3,
26     "DisplayName": "Bill Arnold",
27     "ArtistBio": "American, born 1941",
28     "Nationality": "American",
29     "Gender": "Male",
30     "BeginDate": 1941,
31     "Wiki QID": 2
```

# DATA → HYPOTHESIS

---

- **Don't:** wade through data and hope you find something
- **Do:** use data to prove/disprove a hypothesis



# HYPOTHESIS

MOMA INCLUDES  
INCREASINGLY MORE  
WOMEN AND MINORITY  
ARTISTS OVER TIME.



@sravanti\_

**MY HOPE  
THERE'S AT LEAST 1  
FEMALE INDIAN-  
AMERICAN ARTIST AT  
MOMA**



@sravanti\_

```
1  [
2  {
3      "ConstituentID": 1,
4      "DisplayName": "Robert Arneson",
5      "ArtistBio": "American, 1930–1992",
6      "Nationality": "American",
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31     "EndDate": 0
```

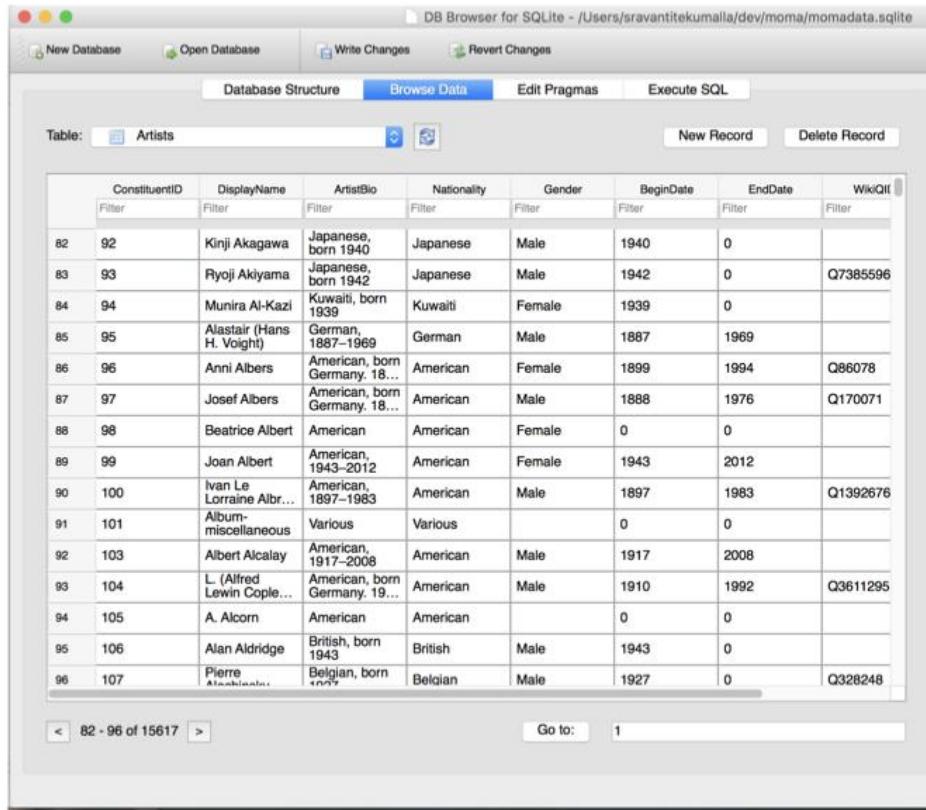
# STARTING POINTS

---

1. Gender
2. Nationality



# METHODOLOGY: PORT CSV FILES TO SQLITE DB



The screenshot shows the DB Browser for SQLite application interface. The title bar reads "DB Browser for SQLite - /Users/sravantitekumalla/dev/moma/momadata.sqlite". The main window has tabs for "Database Structure", "Browse Data" (which is selected), "Edit Pragmas", and "Execute SQL". Below the tabs, there's a toolbar with icons for New Database, Open Database, Write Changes, Revert Changes, and a magnifying glass. The table name "Artists" is selected. There are buttons for "New Record" and "Delete Record". The table itself has columns: ConstituentID, DisplayName, ArtistBio, Nationality, Gender, BeginDate, EndDate, and WikiQID. The data shows various artists from the MoMA dataset, such as Kinji Akagawa, Ryoji Akiyama, Munira Al-Kazi, Alastair (Hans H. Voight), Anni Albers, Josef Albers, Beatrice Albert, Joan Albert, Ivan Le Lorraine Albr..., Albert Alcalay, L. (Alfred Lewin Cople..., A. Alcorn, Alan Aldridge, Pierre Alechinsky, etc.

ConstituentID	DisplayName	ArtistBio	Nationality	Gender	BeginDate	EndDate	WikiQID
82	92	Kinji Akagawa	Japanese, born 1940	Japanese	Male	1940	0
83	93	Ryoji Akiyama	Japanese, born 1942	Japanese	Male	1942	0
84	94	Munira Al-Kazi	Kuwaiti, born 1939	Kuwaiti	Female	1939	0
85	95	Alastair (Hans H. Voight)	German, 1887–1969	German	Male	1887	1969
86	96	Anni Albers	American, born Germany, 18...	American	Female	1899	1994
87	97	Josef Albers	American, born Germany, 18...	American	Male	1888	1976
88	98	Beatrice Albert	American	American	Female	0	0
89	99	Joan Albert	American, 1943–2012	American	Female	1943	2012
90	100	Ivan Le Lorraine Albr...	American, 1897–1983	American	Male	1897	1983
91	101	Album-miscellaneous	Various	Various		0	0
92	103	Albert Alcalay	American, 1917–2008	American	Male	1917	2008
93	104	L. (Alfred Lewin Cople...	American, born Germany, 19...	American	Male	1910	1992
94	105	A. Alcorn	American	American		0	0
95	106	Alan Aldridge	British, born 1943	British	Male	1943	0
96	107	Pierre Alechinsky	Belgian, born 1927	Belgian	Male	1927	0

Gender	Total #
	3130
Female	2348
Male	10126
male	13

**SELECT GENDER, COUNT(GENDER)**

**FROM ARTISTS**

**GROUP BY GENDER**

## DATA CONSISTENCY

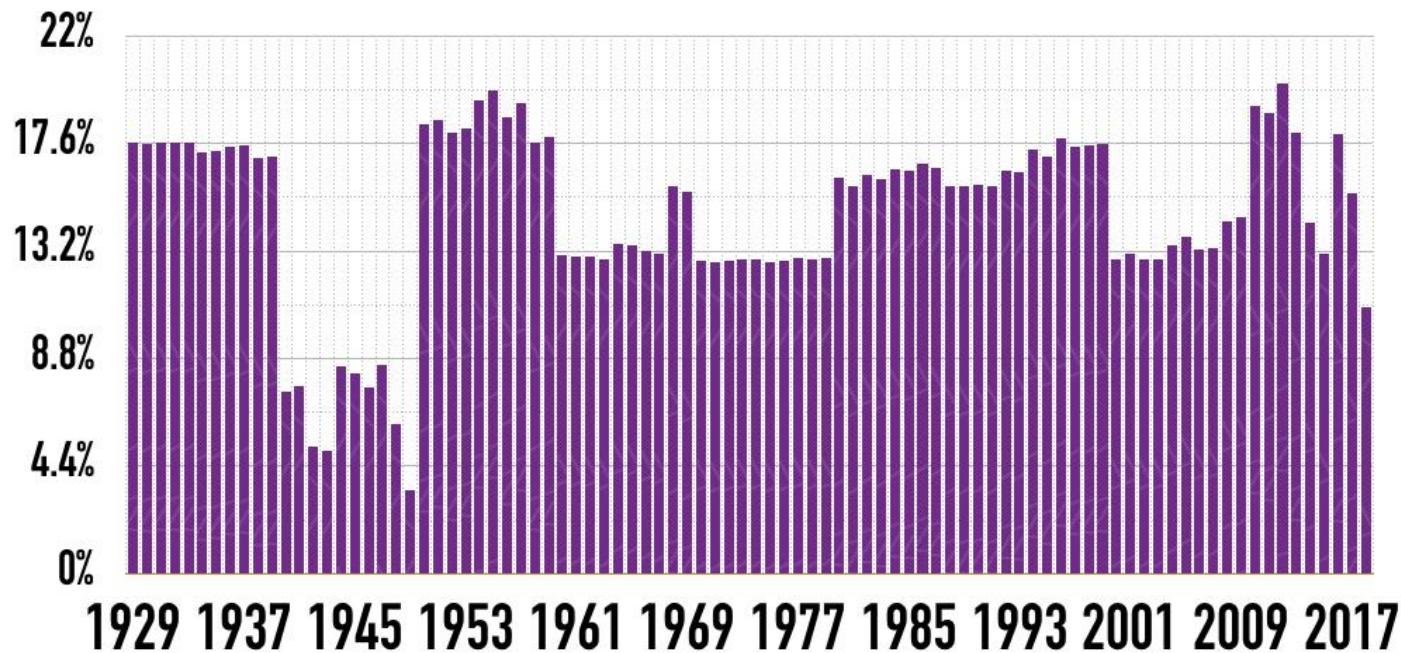
---

3130 artists with  
unknown gender

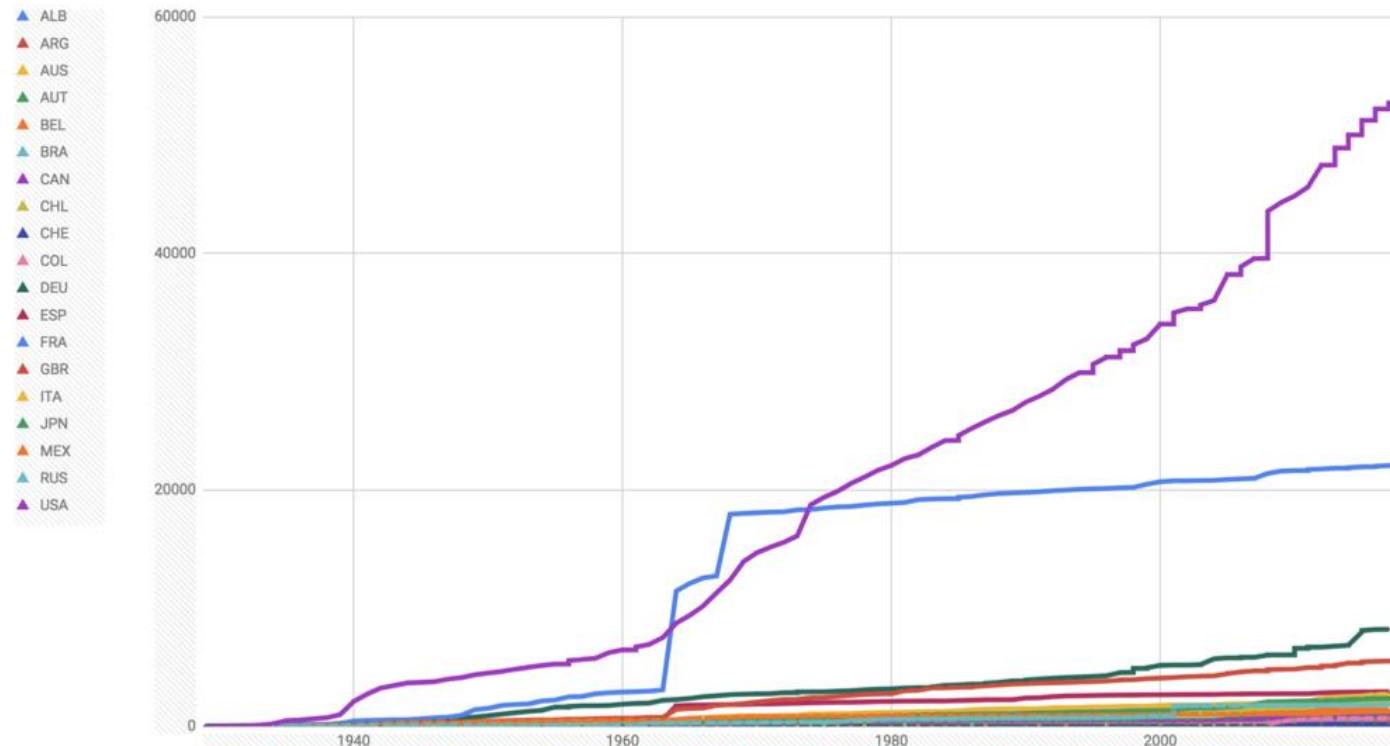
- Non-binary
- Institutions
- Unknown



# % WORK BY FEMALE ARTISTS



# NATIONALITY OVER TIME



# DIGGING DEEPER

## NATIONALITY DOESN'T TELL THE WHOLE STORY



@sravanti\_

## QUANTIFYING RACE: CAVEATS

---

- Name doesn't always reflect race
- How do we ID mixed race individuals?
- No self-identification of race of artists anywhere on the Internet



@sravanti\_

## QUANTIFYING RACE: A VIABLE SOLUTION

---

- For *my intended purpose*: NamSor API
- Cluster names based on sociolinguistic taxonomies



NamSor software classifies personal names accurately  
by gender, country of origin, or ethnicity.

# TOP ETHNICITY ORIGINS OF FEMALE AMERICAN MOMA ARTISTS

EthnicityType	count(EthnicityType)
British	168
Irish	123
Jewish	122
Chinese	93
German	64
Italian	49
French	47
Austrian	40
Swedish	35
Dutch	31
Spanish	28
AfricanAmerican	26
Flemish	26
HispanoLatino	21
Norwegian	17

# TOP ETHNICITY ORIGINS (CONTINUED)

Korean	15
Portuguese	13
South African	13
Indonesian	12
Indian	10
Japanese	10
Polish	10
Russian	10

**TODAY, THERE ARE  
2 (?) FEMALE  
INDIAN-AMERICAN  
ARTISTS AT MOMA.**



@sravanti\_



# CHITRA GANESH

1975-, born in Brooklyn, NY to Indian immigrant parents



Chitra Ganesh  
*Untitled from Delicate Line (Corpse she was holding): Her head in the flames?*  
2009

# WHAT NEXT?

---

- Compare to other art museums!
- Use data to make arguments for diverse artist representation



# SOURCES

---

- [MoMA's Collection GitHub repo](#)
- [FiveThirtyEight's feature on the MoMA GitHub repo](#)
- [Guerilla Girls Met museum poster](#)
- Code and ethnicity table [\*\*@sravanti\*\*](#) on GitHub
- [NamSor API](#)
- Chitra Ganesh's art:
  - Artist portrait (top left): [Chitra Ganesh: Eyes of Time](#)
  - Top and bottom right: [Untitled from Delicate Line \(Corpse she was holding\): Her head in the flames? \(2009\)](#)
- **Slides hosted at <http://bit.ly/momadiversity>**

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Speak Your Truth



Google Pivotal

The New York Times  
NYTIMES.COM

MailChimp



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# NISHAT ANJUM

(she/her)



**Nishat Anjum  
she/her  
(knee-shot ann-jhum)  
@thathijabae**

# **Content Warning:**

Mentions of:

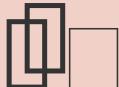
- Death or dying.
- Genocide and warfare.

# Using Open Source to Solve an Identity Crisis

Tracking the Bengali Diaspora



The story of me.

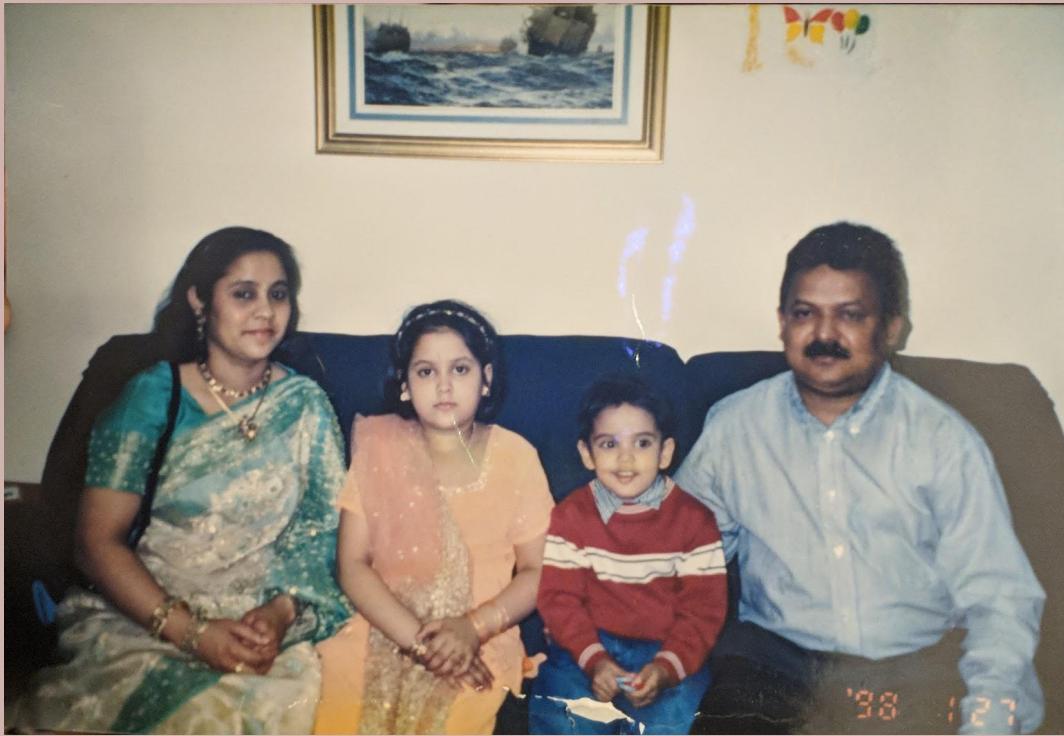


Genocide and data.



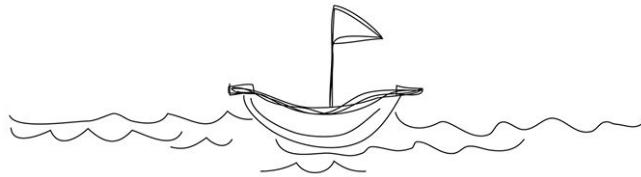
Where the tech comes in.





they have no idea what it is like  
to lose home at the risk of  
never finding home again  
have your entire life  
split between two lands and  
become the bridge between two countries

*first generation immigrant* - rupi kaur

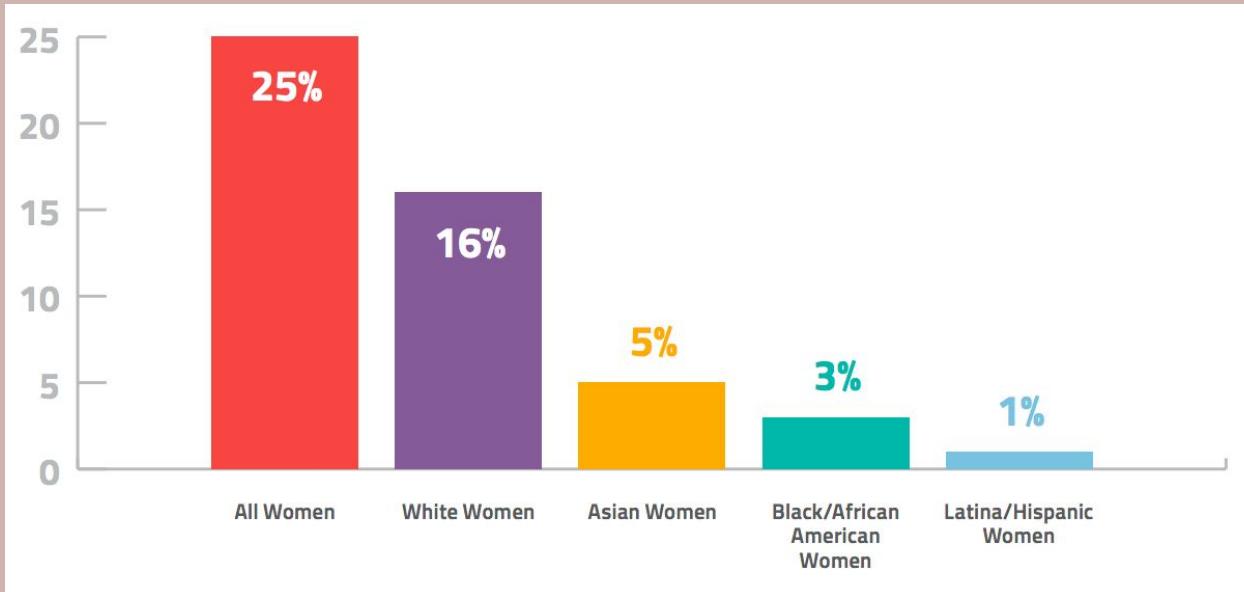


Being a WoC in tech is  
like being a double  
minority.

Being a WoC or a  
Non-binary PoC in tech is  
like being a double minority.

In 2015, women made up 25 percent of computing-related occupations. (NCWIT/ Bureau of Labor, 2016).

Percentage of Computing Occupations Held By Women, 2015



The intersection of tech and cultural identity occurred once I moved past building apps and websites for the sake of building apps and websites and bridged an understanding of what matters to me.

**How do I use my experiences to  
create a better future for those like me  
who come after me?**

- ⚡ 11th most densely populated country
- ⚡ Known for textiles exports {Zara, H&M factories}
- ⚡ March 1971 – December 16, **1971** Bangladesh
- ☐ Liberation War
- ⚡ Genocide: About 3 Million Bengalis murdered

# diaspora

*noun* | di·as·po·ra | \ dī-'as-p(ə-)rə , dē- \

the movement, migration, or scattering of a people away from an established or ancestral homeland

or

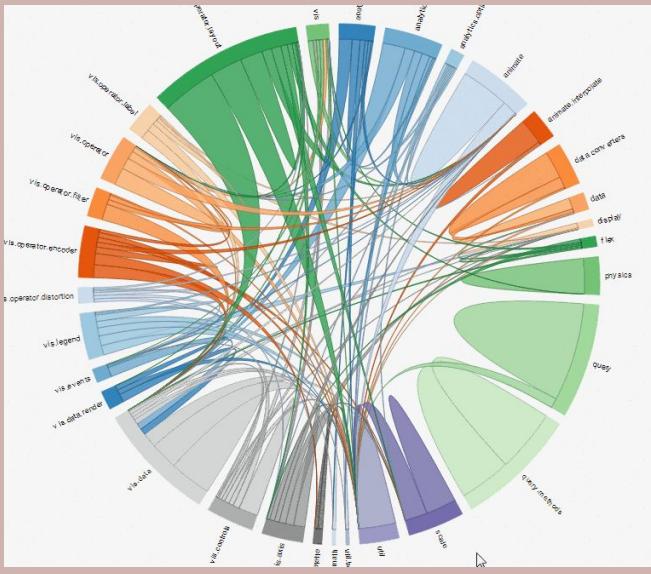
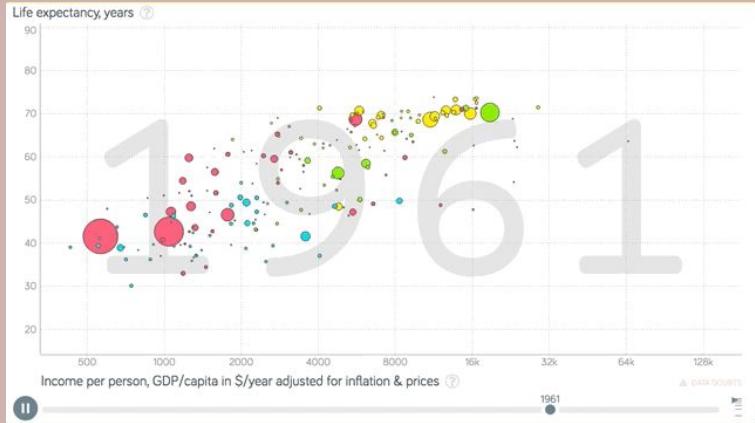
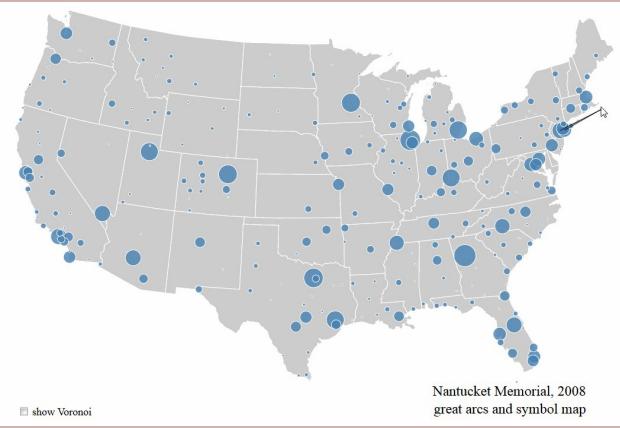
any group migration or flight from a country or region.

**Data is always collected with an agenda.**

**I wanted to make my father's memories of  
war concrete with some hard numbers.**

Big data has a history of  
harming marginalized  
communities.

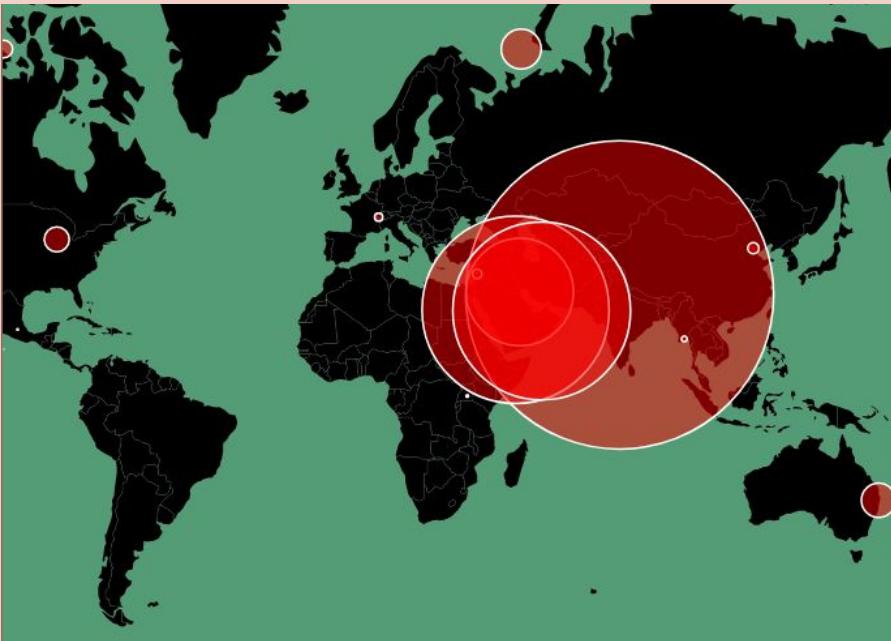
**D3.JS is a great introduction  
to data visualization.**



# Running through the UN archives with my woes.

Year	Sort order	Major area, region, country or area of destination	Notes	Code	Type of data (a)	Bangladesh
						Bangladesh
1990	1990002	More developed regions	b	901		160,805
1990	1990003	Less developed regions	c	902		5,290,741
1990	1990004	Least developed countries	d	941		2,047
1990	1990005	Less developed regions, excluding least developed countries		934		5,288,694
1990	1990006	High-income countries	e	1503		1,038,610
1990	1990007	Middle-income countries	e	1517		4,412,312
1990	1990008	Upper-middle-income countries	e	1502		34,282
1990	1990009	Lower-middle-income countries	e	1501		4,378,030
1990	1990010	Low-income countries	e	1500		624
1990	1990011	Sub-Saharan Africa	f	947		2,649
1990	1990012	AFRICA		903		3,079
1990	1990013	Eastern Africa		910		132





```
79 d3.json(worldMapJson, function(error, countries) {
80   d3.json(populationsJson, function(error, populations) {
81     if (error) throw error;
82     let year = 2016;
83     let mapG = svg.append('g');
84     let map = svg.append('g');
85     mapG.selectAll("path")
86       .data(countries.features)
87       .enter().append("path")
88       .attr("d", path)
89       .style('fill','black')
90       .style('stroke','white')
91       .style('stroke-width','0.1');
92     let trans = {};
93     let zoom = d3.zoom()
94       .scaleExtent([1, 8])
95       .on("zoom", () => {
96         trans["stroke-width"] = 1.5 / d3.event.transform.k + "px";
97         trans["transform"] = d3.event.transform;
98         mapG.style("stroke-width", trans["stroke-width"]);
99         mapG.attr("transform", trans["transform"]);
100        map.style("stroke-width", trans["stroke-width"]);
101        map.attr("transform", trans["transform"]);
102      });
103     svg.call(zoom);
104
105     d3.csv("resources/styles/ImmigrationRoutes.csv", row => {
106       row.Year = +row.Year;
107       row['num_of_people'] = +row['num_of_people']; return row;
108     }, function(data) {
109       let nestD = d3.nest().key(d => d.Year).entries(data);
110       let nest_Cause = d3.nest()
111         .key(d => d.Year).key(d => d['location']).entries(data);
112       let causeArr2 = nest_Cause.map( c => {
113         let obj = {};
114         obj.time = c.key;
115         let _n = c.values;
```

**With great power comes  
great responsibility.**

# Thank you!

Write/Speak/Code 2018

Speak Your Truth



Google Pivotal

The New York Times  
NYTIMES.COM

MailChimp



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# SNACKTIME!



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WRITE / SPEAK / CODE

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@WriteSpeakCode

# CHIU-KI CHAN

(she/her)

How

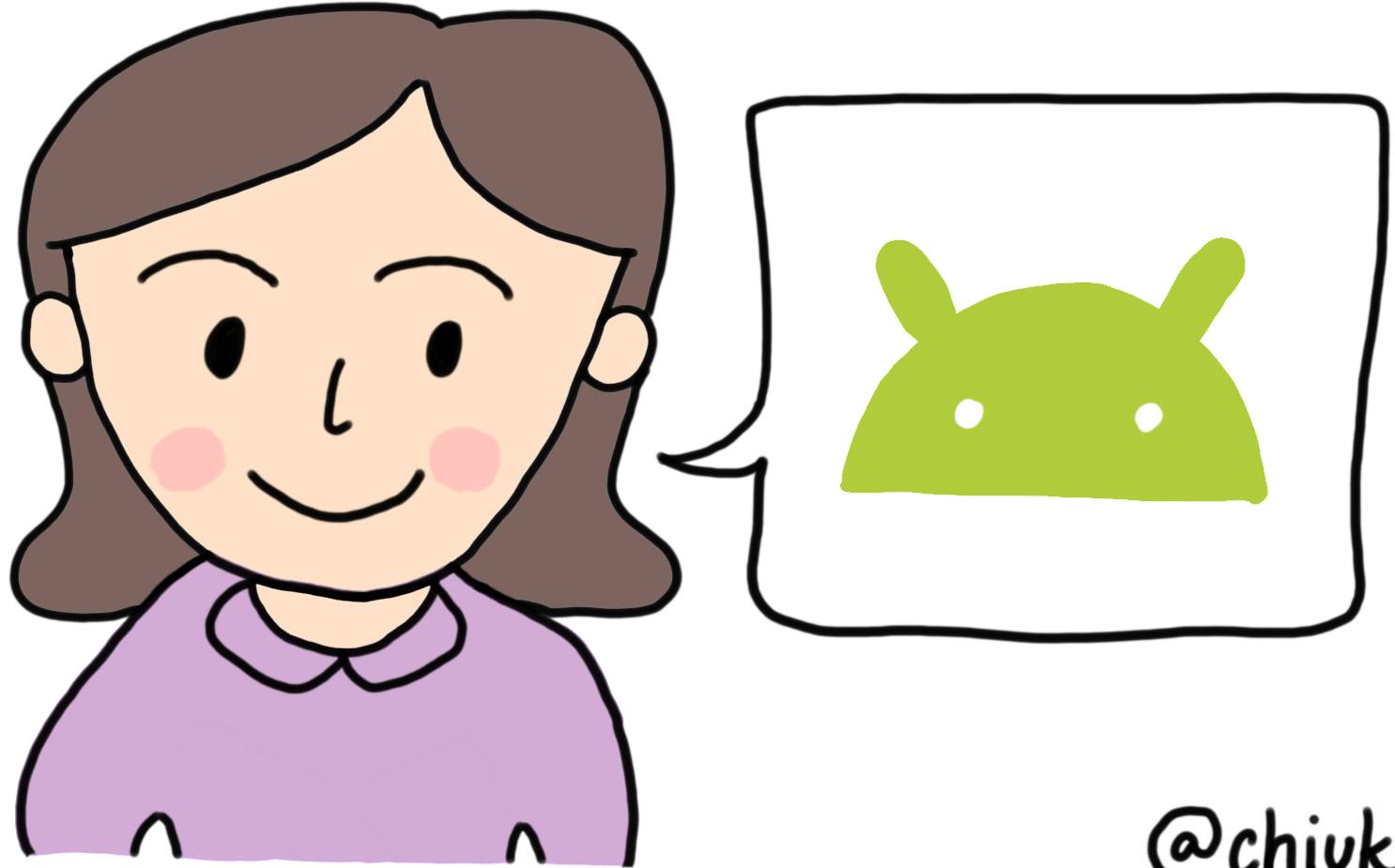
# PUBLIC SPEAKING

made me

a better

# NEGOTIATOR

Chiu-Ki Chan @chiuki



@chiuki

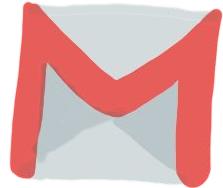
Android conferences Bay Area

Search

@chiuki

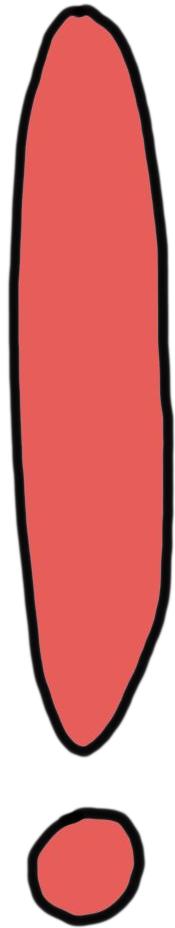


@chiuki



\$400  
towards  
travel

@chiuki



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Android conferences Bay Area

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# FRAME

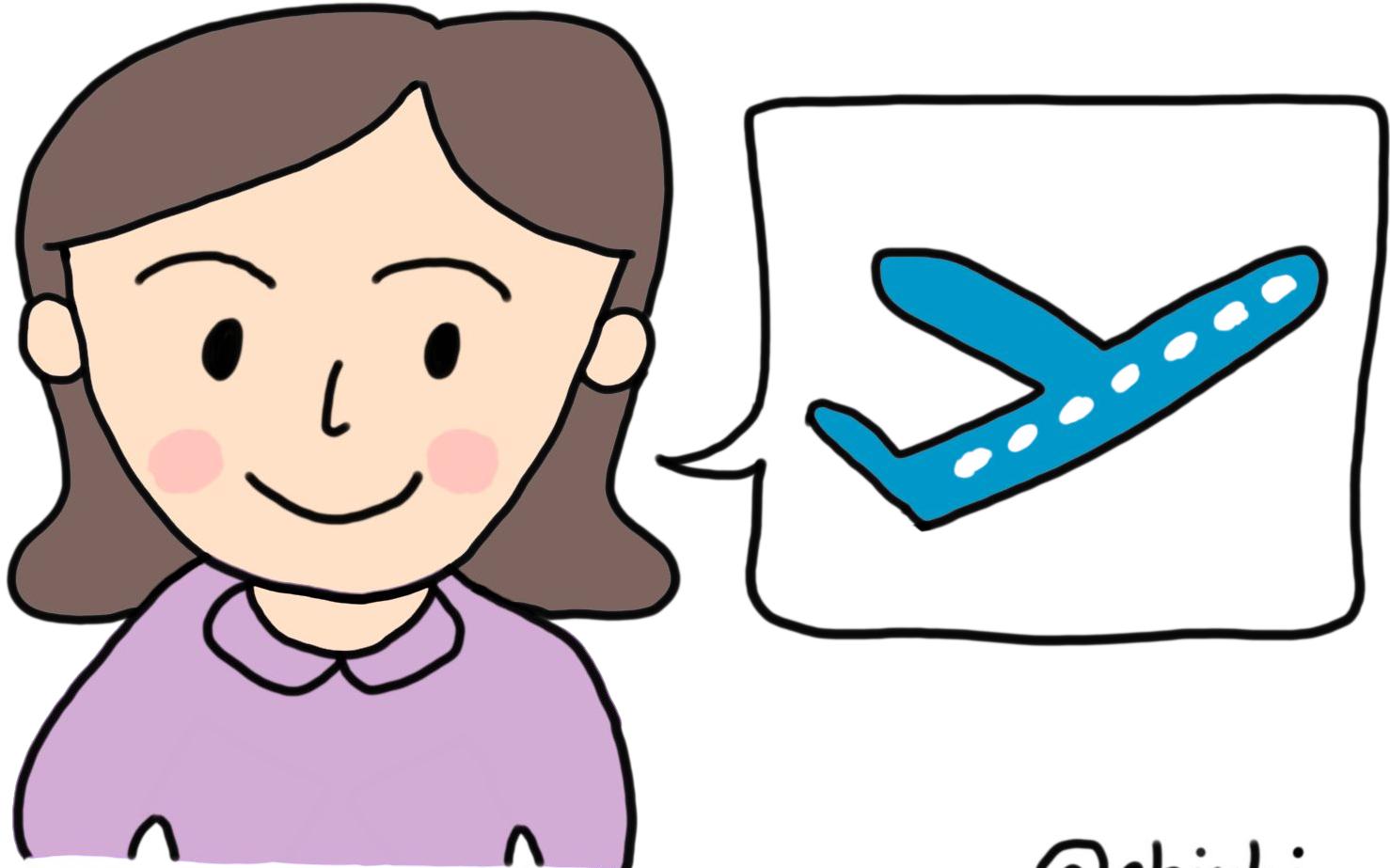
@chiuki



@chiuki



@chiuki



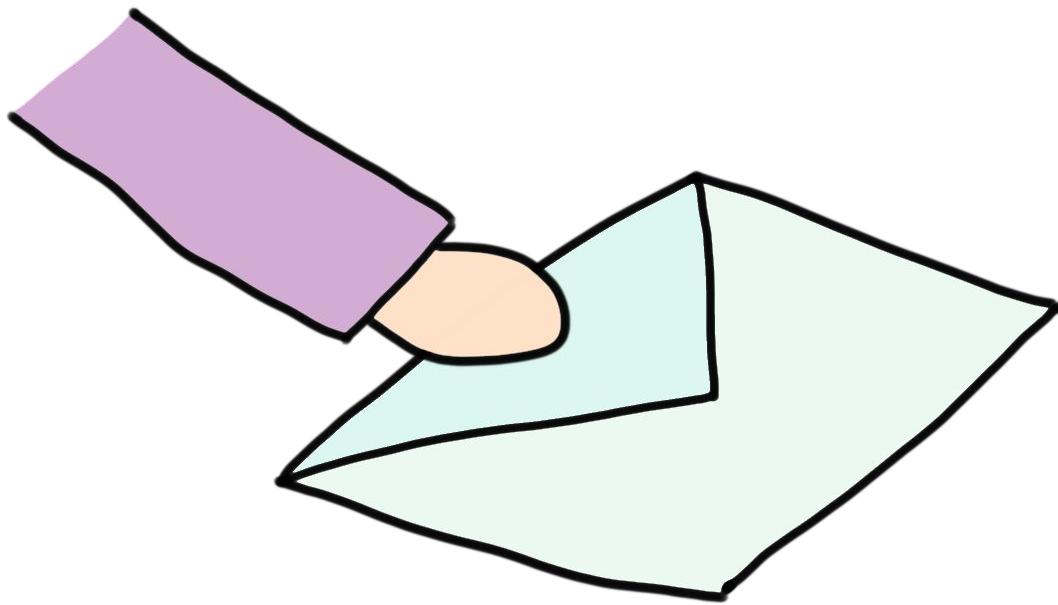
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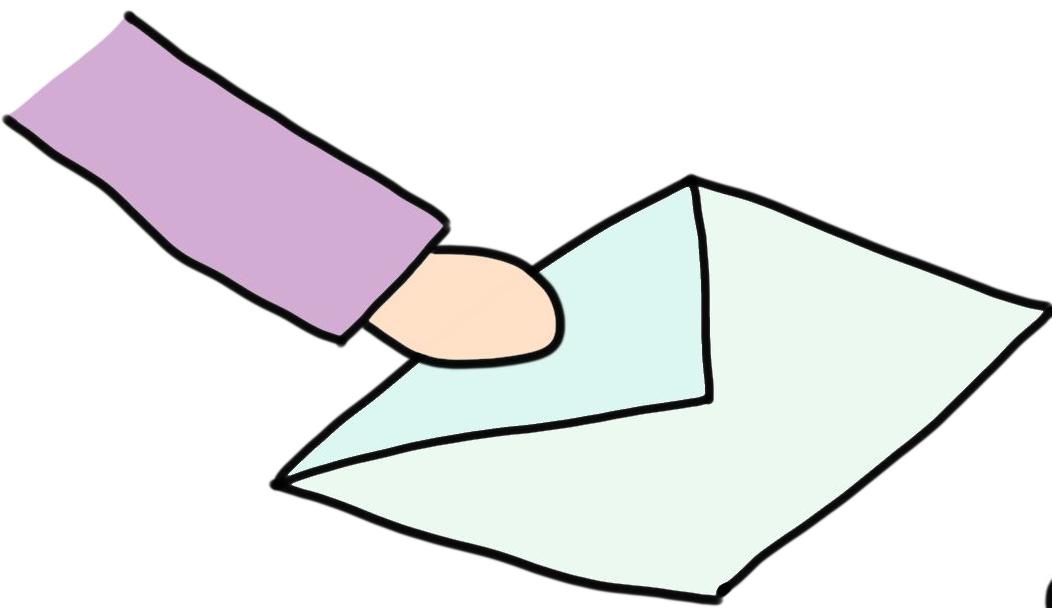
@chiuki

# FRAME

@chiuki



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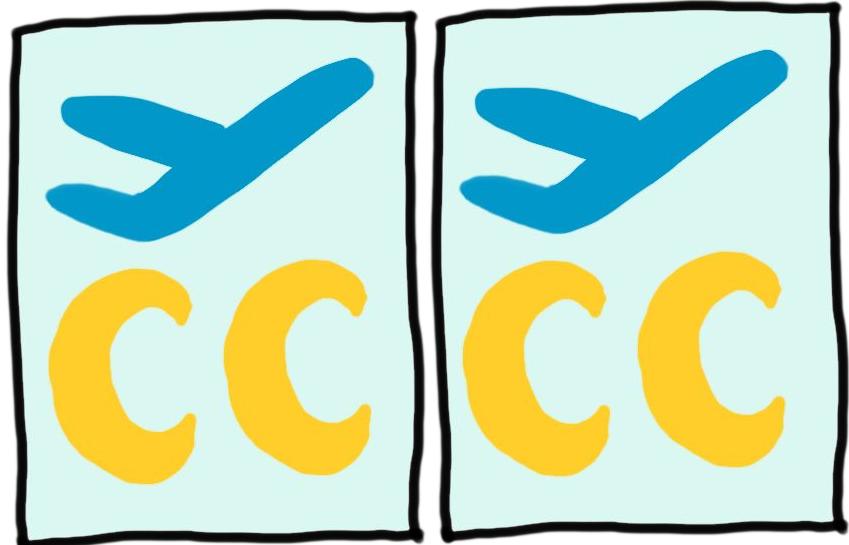
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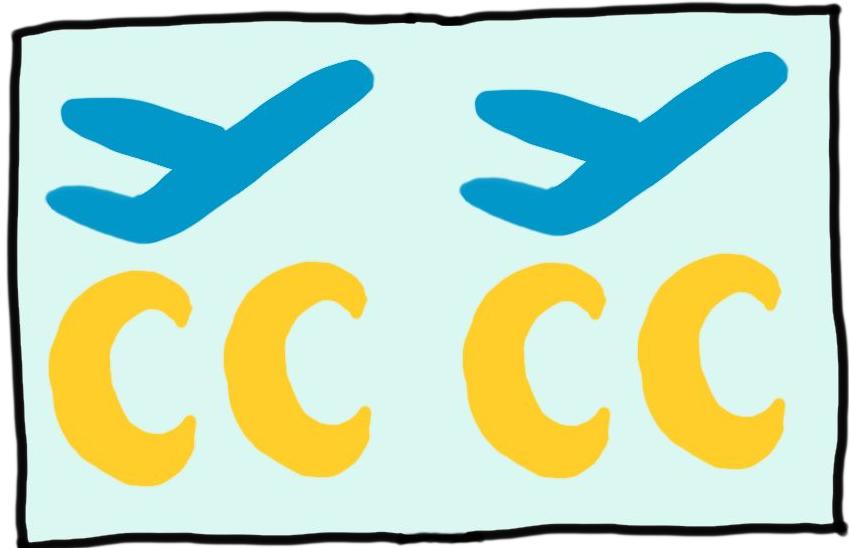
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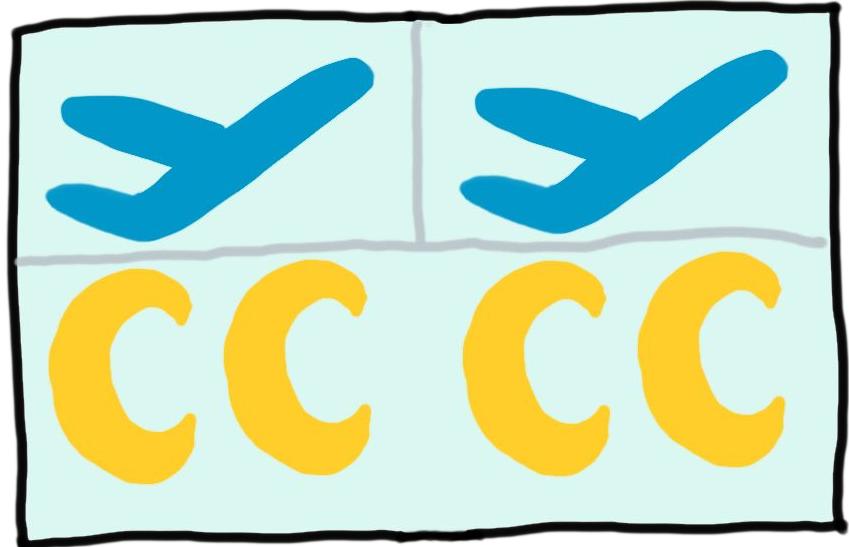
@chiuki



@chiuki



@chiuki



@chiuki



**Julia Elman**



@juliaelman

Following



Wowza! So, guess who is speaking at  
**#OSCON 2013?** This lady! //cc @DrOhYes

11:43 AM - 25 Mar 2013

@chiuki



**Julia Elman**



@juliaelman

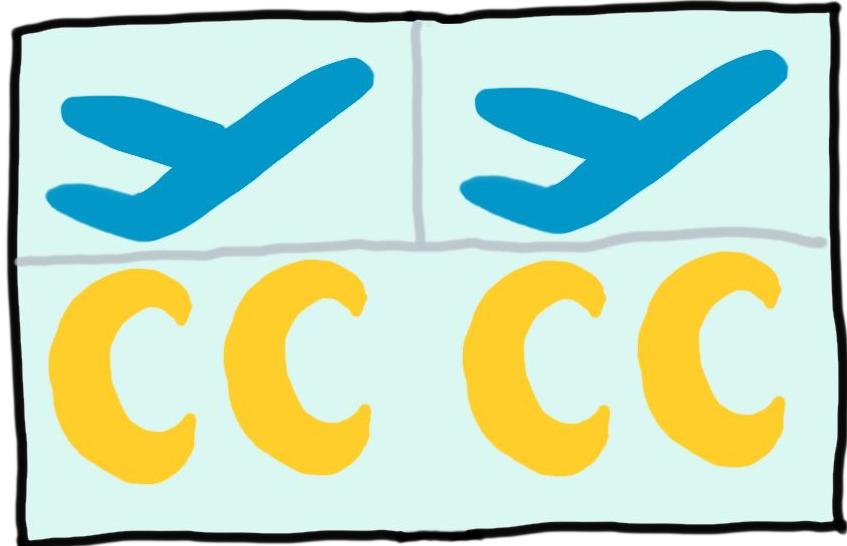
Following



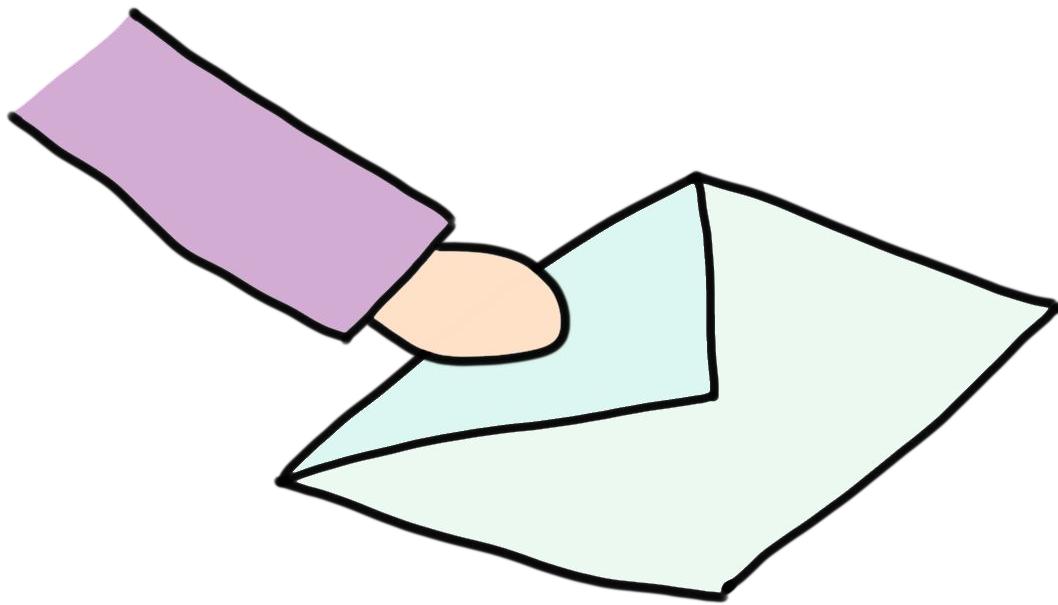
Wowza! So, guess who is speaking at  
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11:43 AM - 25 Mar 2013

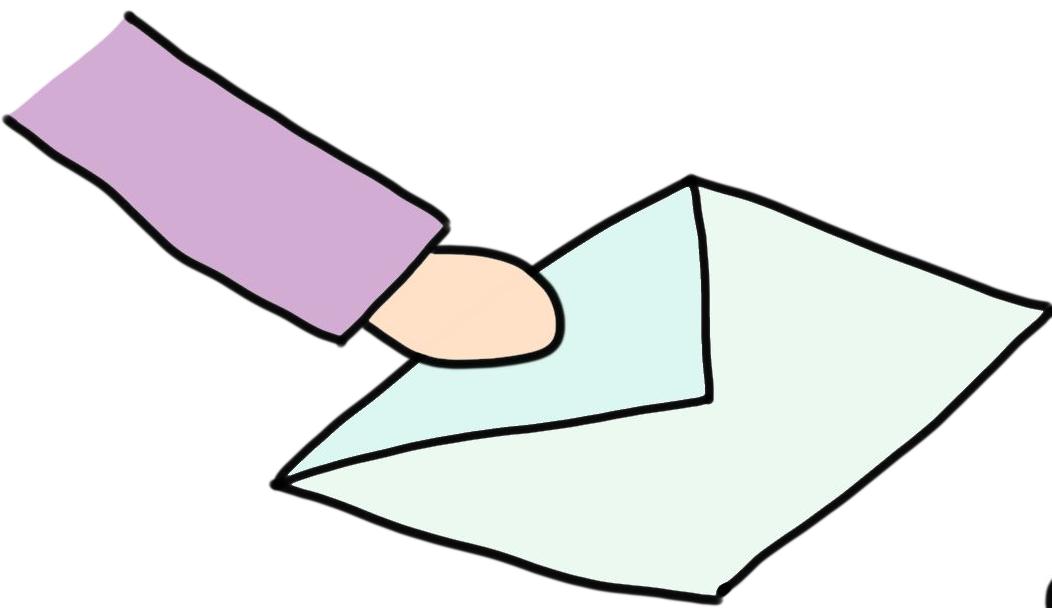
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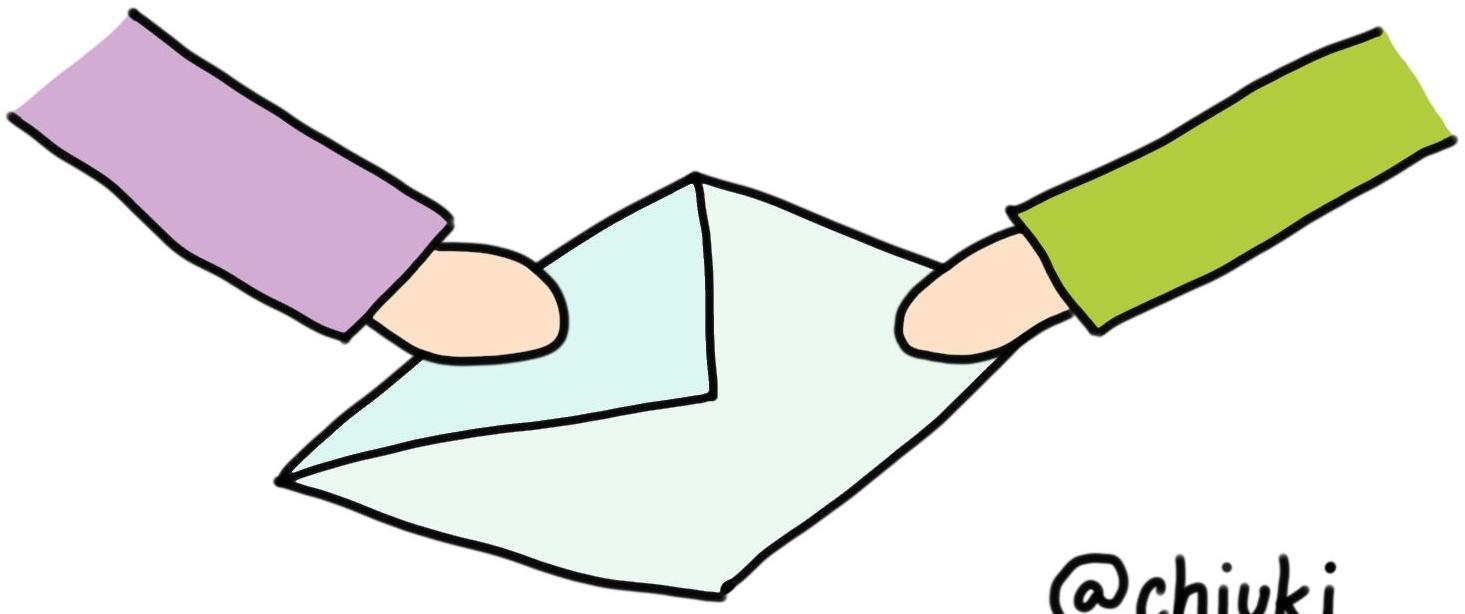
@chiuki



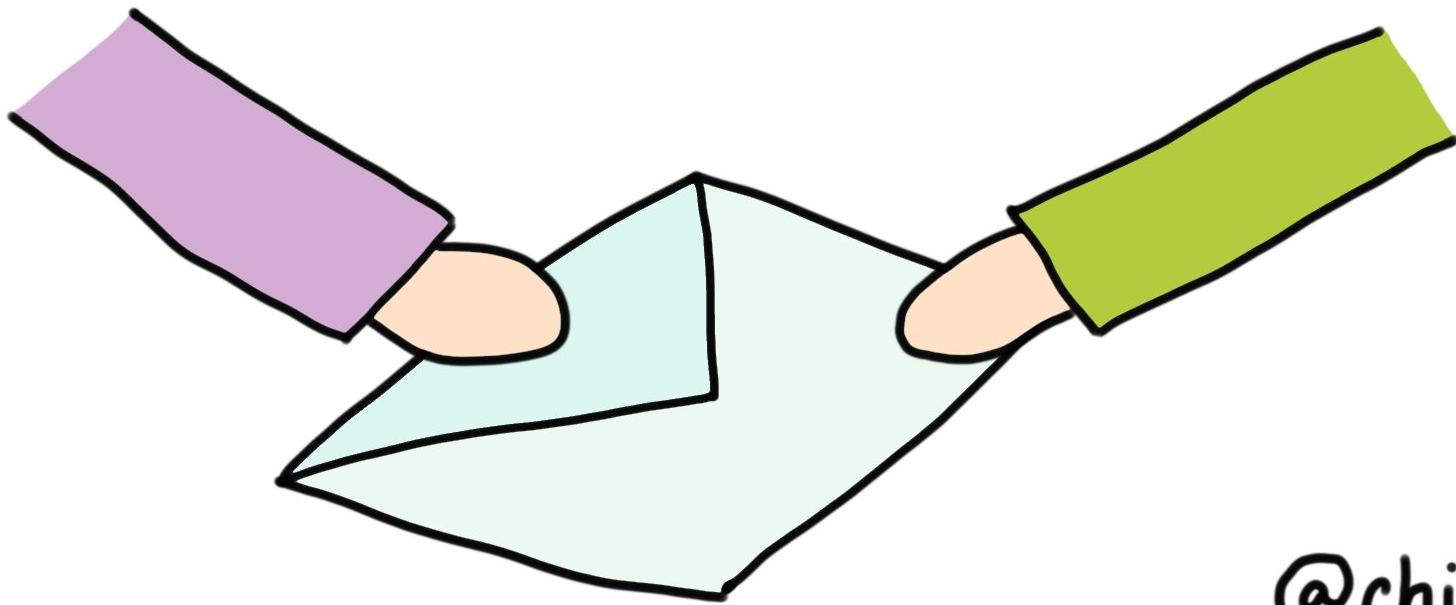
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REFLECTION

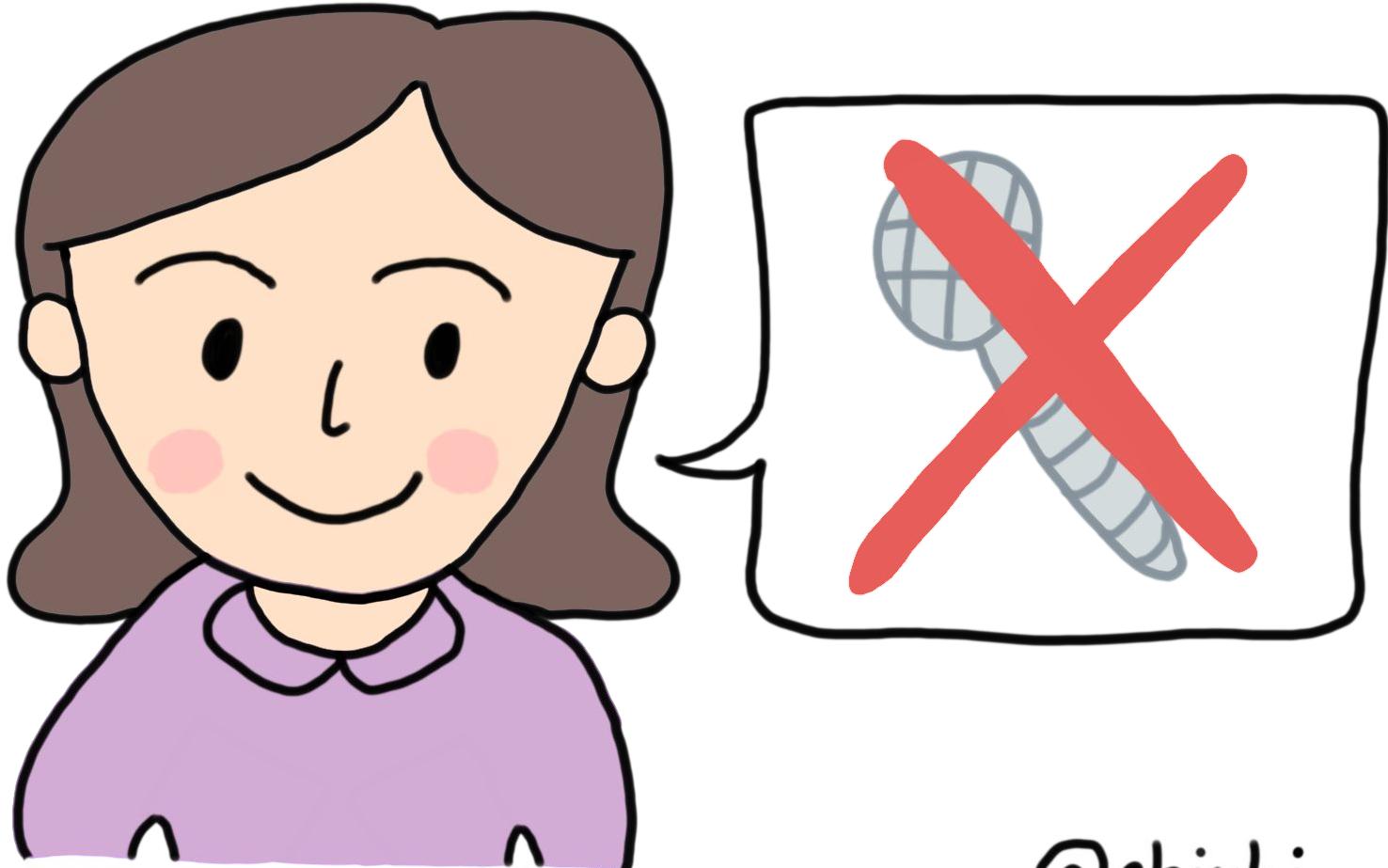
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Kiki Schirr

@KikiSchirr

Follow



At the beginning of the year, I made an oath to receive 100 rejection letters by Dec 31 so I started applying for tons of out-of-my-league opportunities.

But at this rate, I won't be able to achieve my goal

...because many of my responses are acceptances!

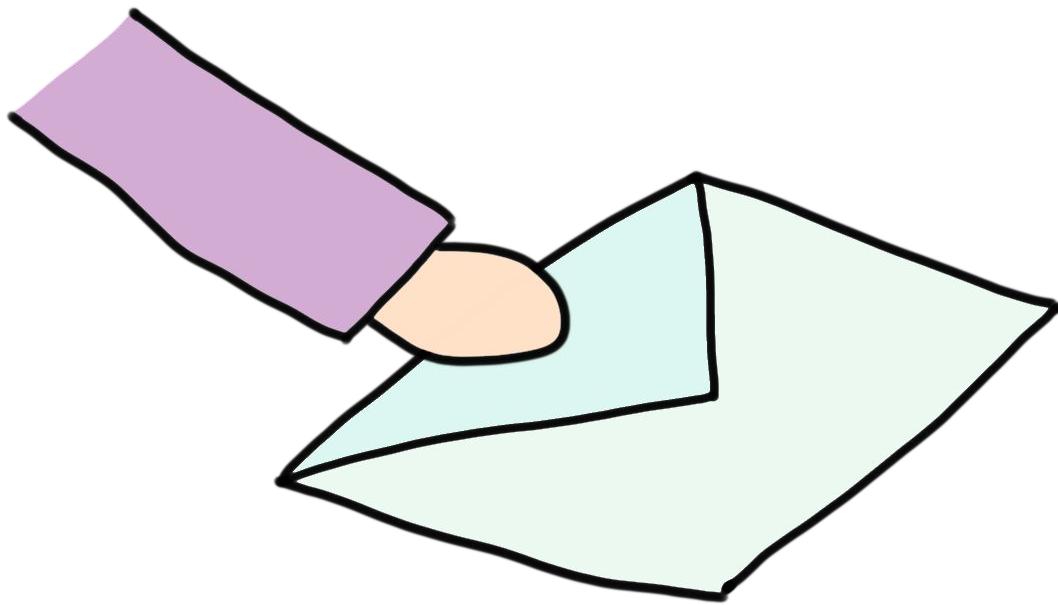
Take more chances.

2:51 PM - 27 May 2018 from San Francisco, CA

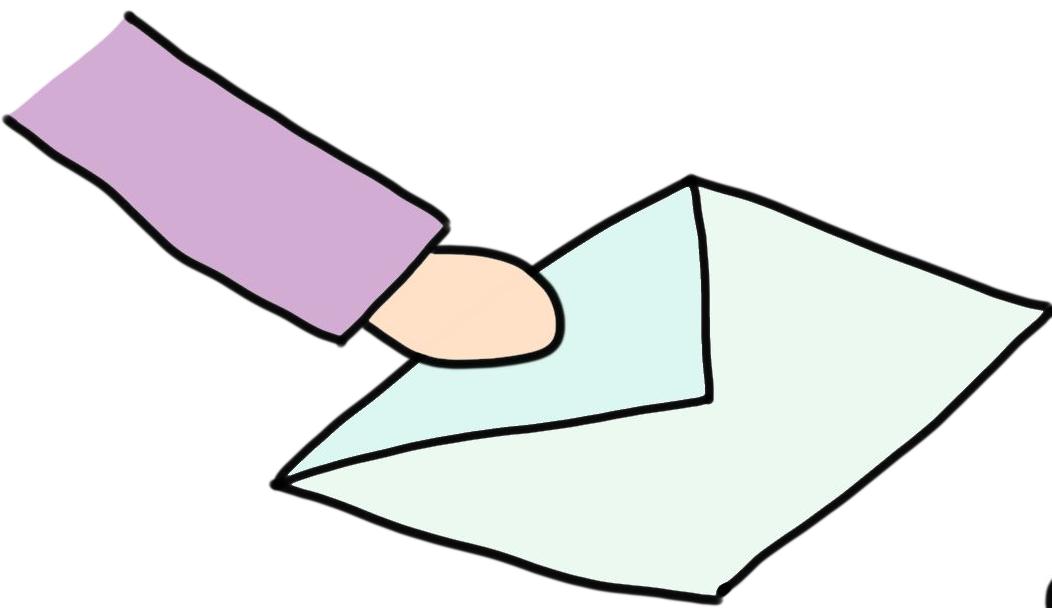
@chiuki

FIND YOUR  
VOICE

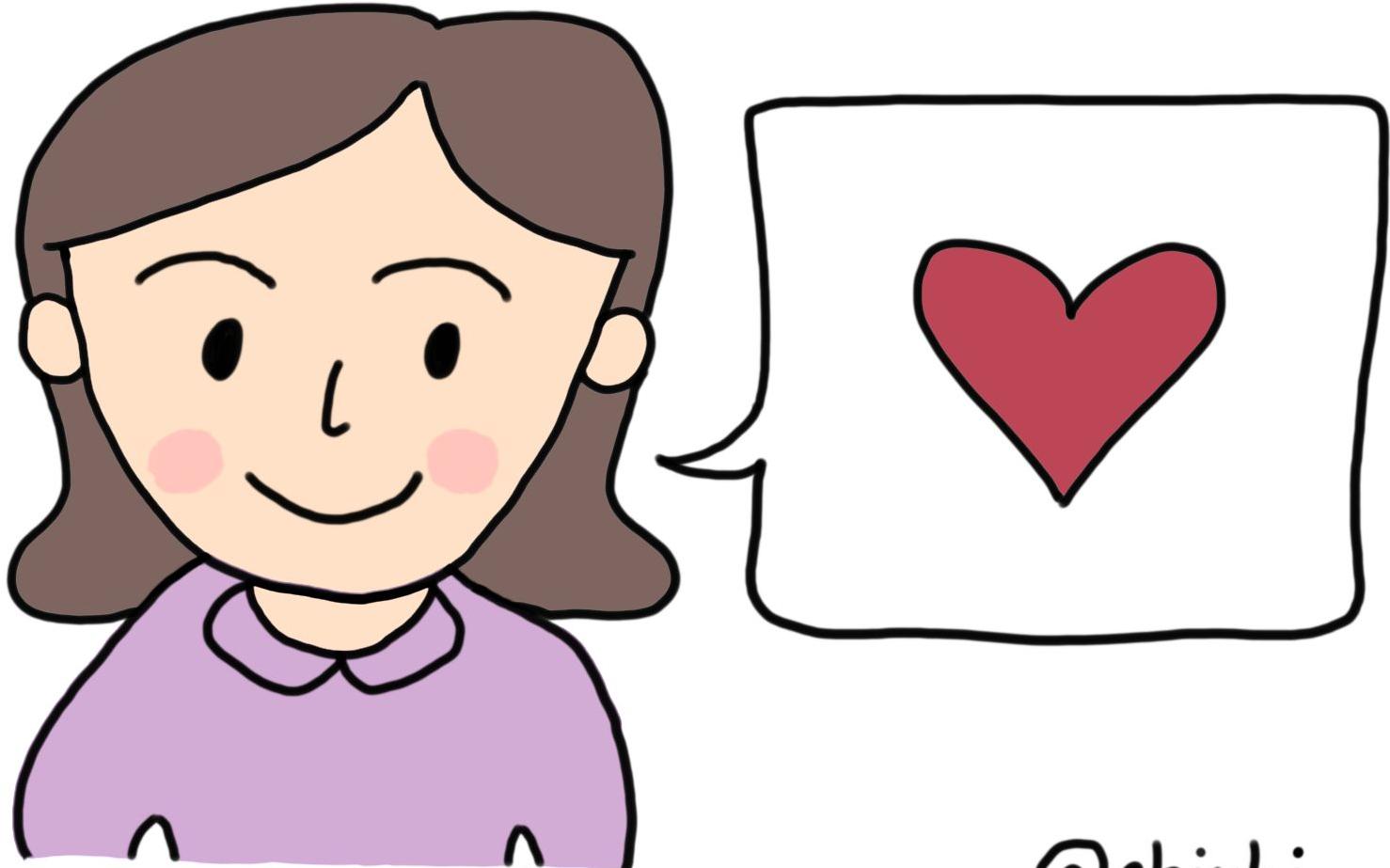
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Speak Your Truth Prompts:

**When has your work had an  
ethical impact?**

**Did you anticipate it?**

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