

# Diversity Through Empathy

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# Silicon Chef

- women-centric beginners hardware hackathon
- hardware was provided with *secret* ingredients
- 100% of teams created a hardware project
- 80% of attendees were identified as female
- 60% reported it was their first time programming
- all team leads and presenters identified as female

# Sympathy



# Empathy



Empathy leads to  
understanding.

Understanding leads to  
diversity.



# Sympathy & Empathy



# Narrative Crafting



# Narrative Crafting

- creating an experience for the attendees
- write a narrative of how you want someone to experience the event
- keep your narrative generic enough for all teams
- use the narrative as a guide for event planning



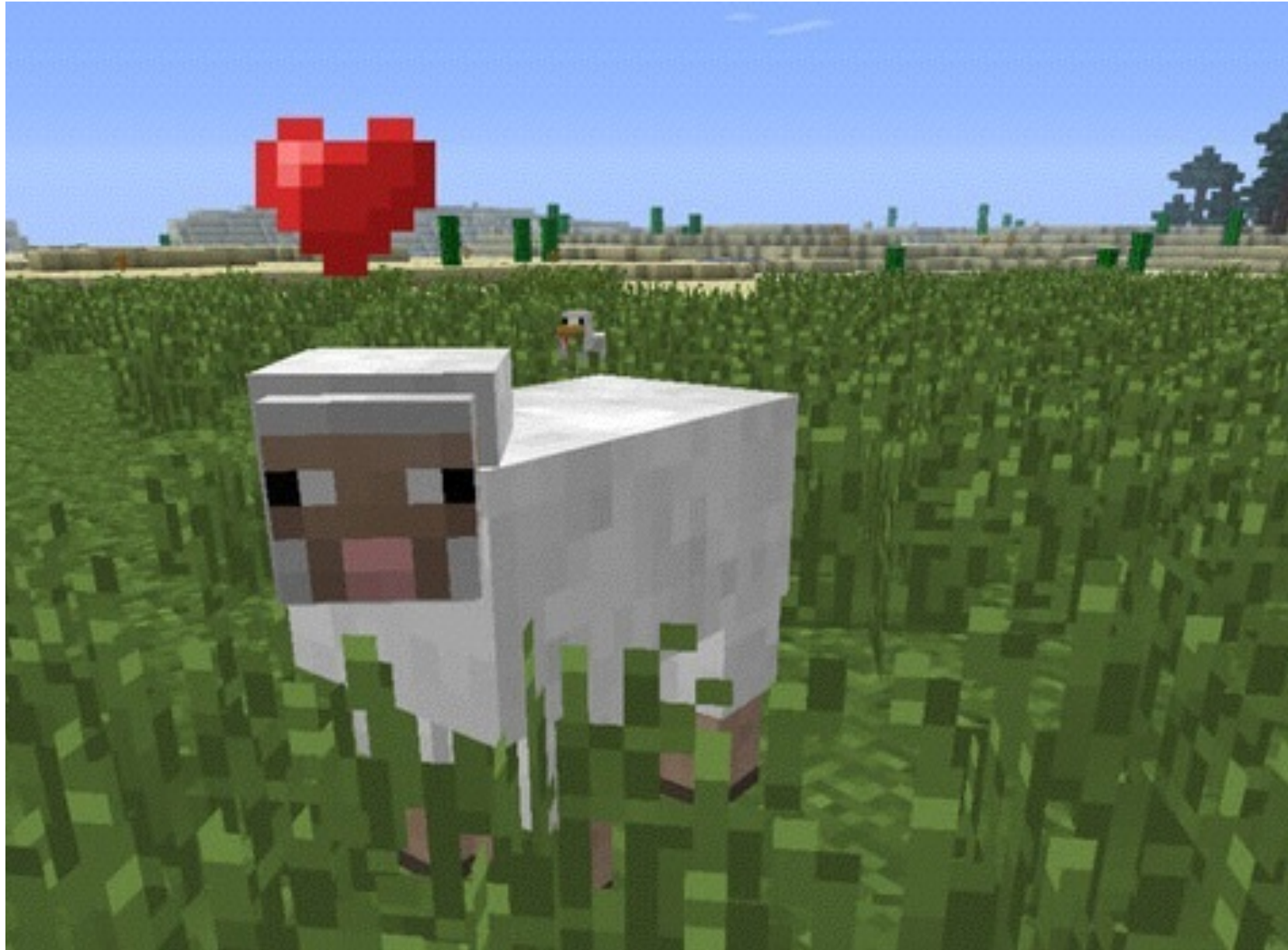
# Messaging

- Messaging sets the tone of the event
- Attracts your audience and tells them how to behave
- Sets expectations on what is acceptable

# Code of Conduct

- put it in a prominent place on website
- if possible, make people agree to it before getting tickets
- reiterate during intro time
- <http://hackcodeofconduct.org/>

# Experience Crafting



# Food

- brains run on food
- food is social
- try to accommodate as best you can various dietary restrictions
- Vegetarian, Vegan, Gluten-Free and religious restrictions
- label foods that may contain common allergens (nuts, soy, dairy, etc.)
- survey attendees for dietary restrictions



# Experience Crafting

- post speaker info as soon as you confirm it
- T-shirts, men & women cuts please
- lady products in the bathroom
- more than 2 gender options
- advertise your event through groups whose mission aligns with the hackathon theme
- ask attendees to help clean up the space

# Retrospective

- do this with other organizers/staff/event volunteers
- What worked? What didn't? Why?
- What can we do to improve it for day 2?
- What can we do to improve it for future hackathons?
- Ask attendees what they liked and what we could improve.



# Barrier Removal



# Barrier Removal

- Learn to make mistakes properly- “Fail quickly. Fail softly. Fail safely.”
- Mistakes are how learning happens
- be explicit that you are trying to create a safe space
- hackathons are emotionally intense for **EVERYONE!**

# Barrier Removal

- have open words of encouragement
- let attendees know that you believe in them
- explicit opt in vs implicit opt out
- Ice Breaker: have attendees share 1 thing that they have done that they are proud of to their team

# You

- Take care of yourself.
- Listen to your body's signals.
- Be present when listening.
- If you can't be present acknowledge that.



Thanks! 😎

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<http://www.slideshare.net/aerialdomo/diversity-through-empathy-50651502>