



WRITE / SPEAK / CODE

Own Your Expertise  
SPEAK YOUR TRUTH!

Pivotal®

**SPEAK  
YOUR  
TRUTH**

# Welcome!

# 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
- Safe space to explore, learn & grow
- Supportive community through peer mentorship
- Conferences, workshops, & meet ups
- NYC, Chicago, San Francisco, and LA
- Seattle in April!



# WRITE / SPEAK / CODE

## 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



# WRITE / SPEAK / CODE

## 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)
- Breadth of tools to use later

# Accessibility & Inclusion

# Inclusion

- **Childcare room:** supervised play area for children.
- **Mother's room:** private room equipped for pumping & nursing
- **Quiet room:** room for those needing quiet time or space to process
- **Bathrooms:** single occupancy/gender-neutral option

# 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
- If you can move around, please move around and **include those who have limited mobility.**

# Organizers

# ORGANIZERS /



**Rebecca Bever** @beckabec  
**Sr. Core Developer**  
**@ Marvel Studios**  
Dachshund lover, geode collector, and stop motion creator. I am gRoot.



**Emma Cunningham** @emmatcu  
**Sr. Software Engineer**  
**@ Second Spectrum**  
Enthusiastic about: lambdas, fermentation, and 한글



**Kelly Gajewski**  
**Software Engineer @ Zefr**  
Bootcamp grad, chocolate addict, and sunset Instagrammer.

**Kirsten Garrison**  
**Developer/Upstream Contributor**  
**@ OpenStack**  
FOSS enthusiast, cloud and container tinkerer.



**Angie Gonzalez** @angieg0nzalez  
**QA Engineer@ Internet Brands**  
Loves writing bug reports and cares too much about wrestling.



**Evelyn Masso**  
**Fullstack Web Developer**  
**@ Carbon Five**  
Loves traveling, hosting dinner parties, and subverting expectations.

# Mentors

# WRITE / Mentors



**Lara Schenck / @laras126**

**Web Developer**

Loves WordPress and front-end development and illustrates friendly monsters in her spare time.



**Megan Spier / @meganspier**

**Developer Evangelist at Twilio**

Builds with code & community at Twilio and is probably looking for her next meal right now.

# SPEAK / Mentors



**Hannah Howard / @techgirlwonder**

**Senior Developer at Carbon Five**

The first website I ever made was an homage to cheese, in 1995, and I'm pretty sure I've yet to top that.



**Sasha Laundry / @sashalaundy**

**Sr. Data Scientist at Warby Parker**

Former physics and neuroscience teacher. Just got her first puppy!

# CODE / Mentors



**Sarah Port / @seport\_**  
**Junior Developer at Carbon Five**

Full Stack Developer at Carbon Five and  
maintainer of an open source protest  
calendar for the LA area.

**Kirsten Garrison /**  
**Developer/Upstream Contributor**  
**at OpenStack**

FOSS enthusiast, cloud and container tinkerer.

# GROWTH / Mentors



**Lana Lee / @lanathedev**

**Project Manager at Pex**

PM at a start-up. Will buy you a coffee in exchange for a great story.



**Rachel Chervin /**

**Software Engineer at Swell Investing**

Loves traveling, hosting dinner parties, and subverting expectations.

# 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.

# 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

# Gendered Language

**Non-binary** not Gender Non-Conforming

Non-gendered words for addressing groups:

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

*Ladies & Non-binary people, Women & Enbys ("En-bees")*

If you are **not sure of a pronoun, ASK** 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.

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?”*

# 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

# 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
- 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

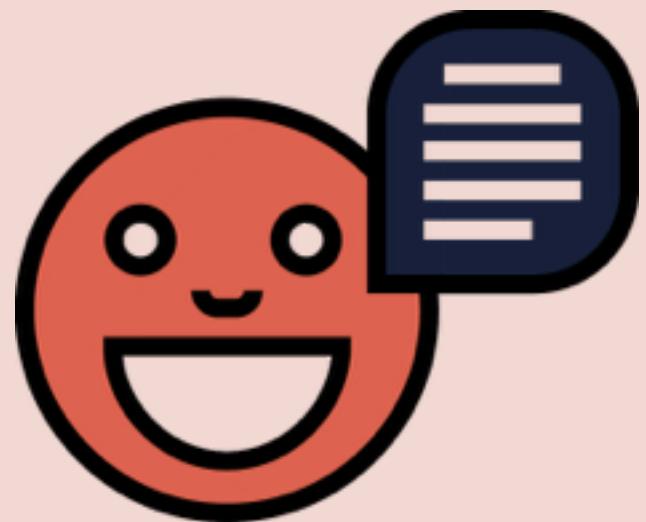
1. **Mirror:** Summarize and repeat what was said. Make sure you understood.
2. **Empathy:** Show you understand their reasoning and emotions.
3. **Validation:** Ask questions that show you understand.

# 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

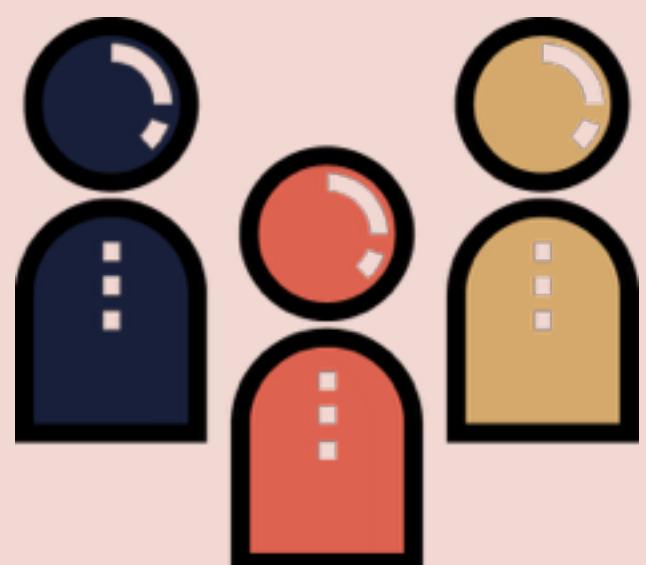


# A few notes ...

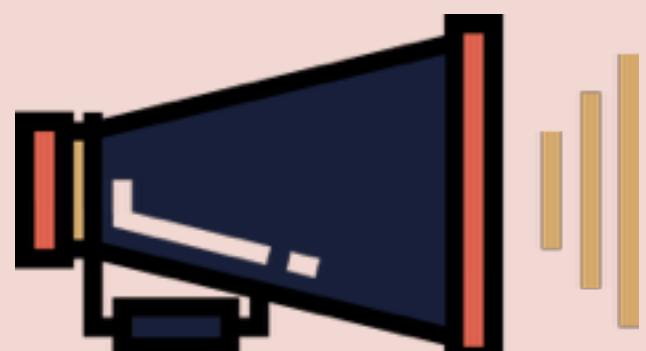


**“Do it!”**

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?

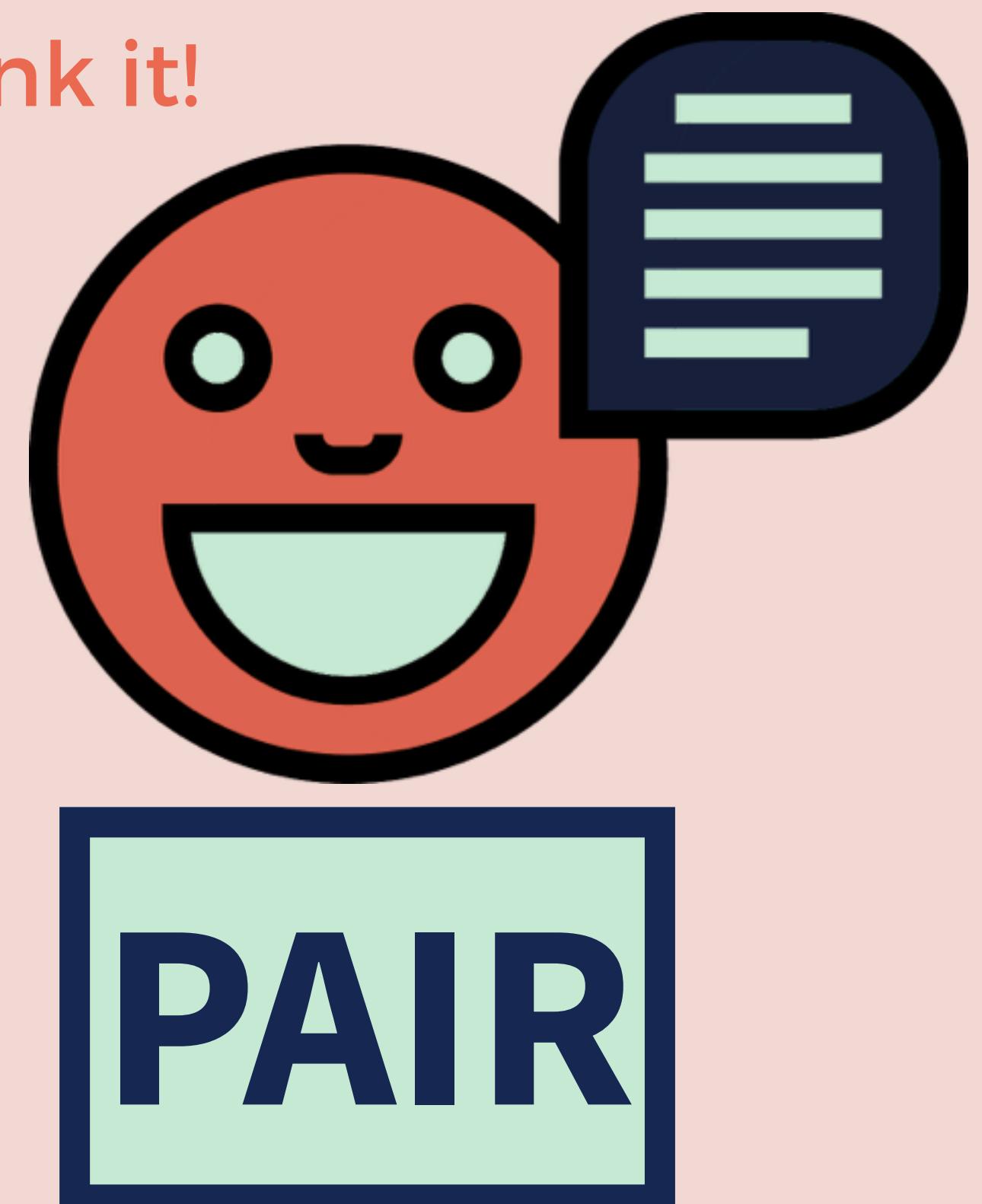


**SOLO**

# 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!**



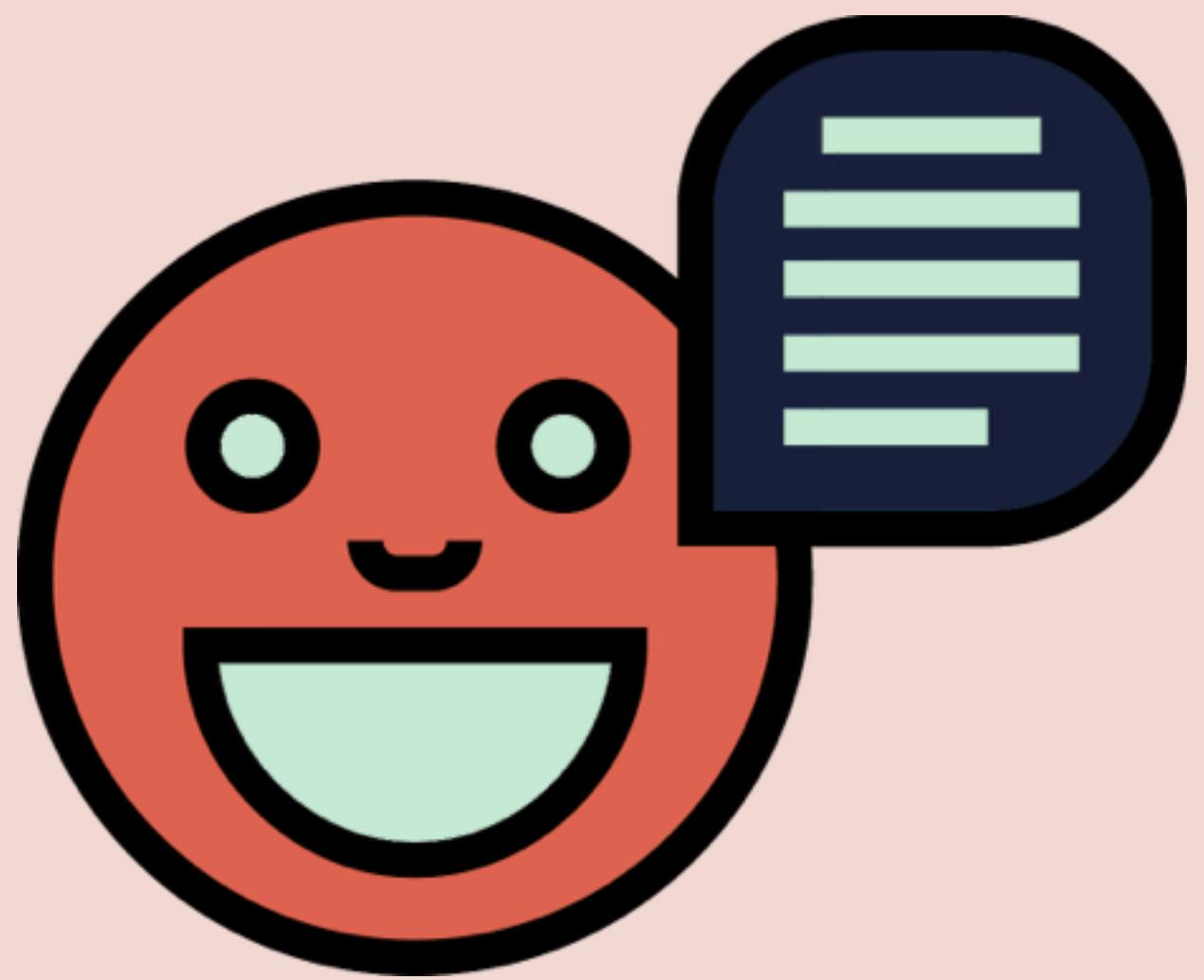
# Characters

- 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



**PAIR**

**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



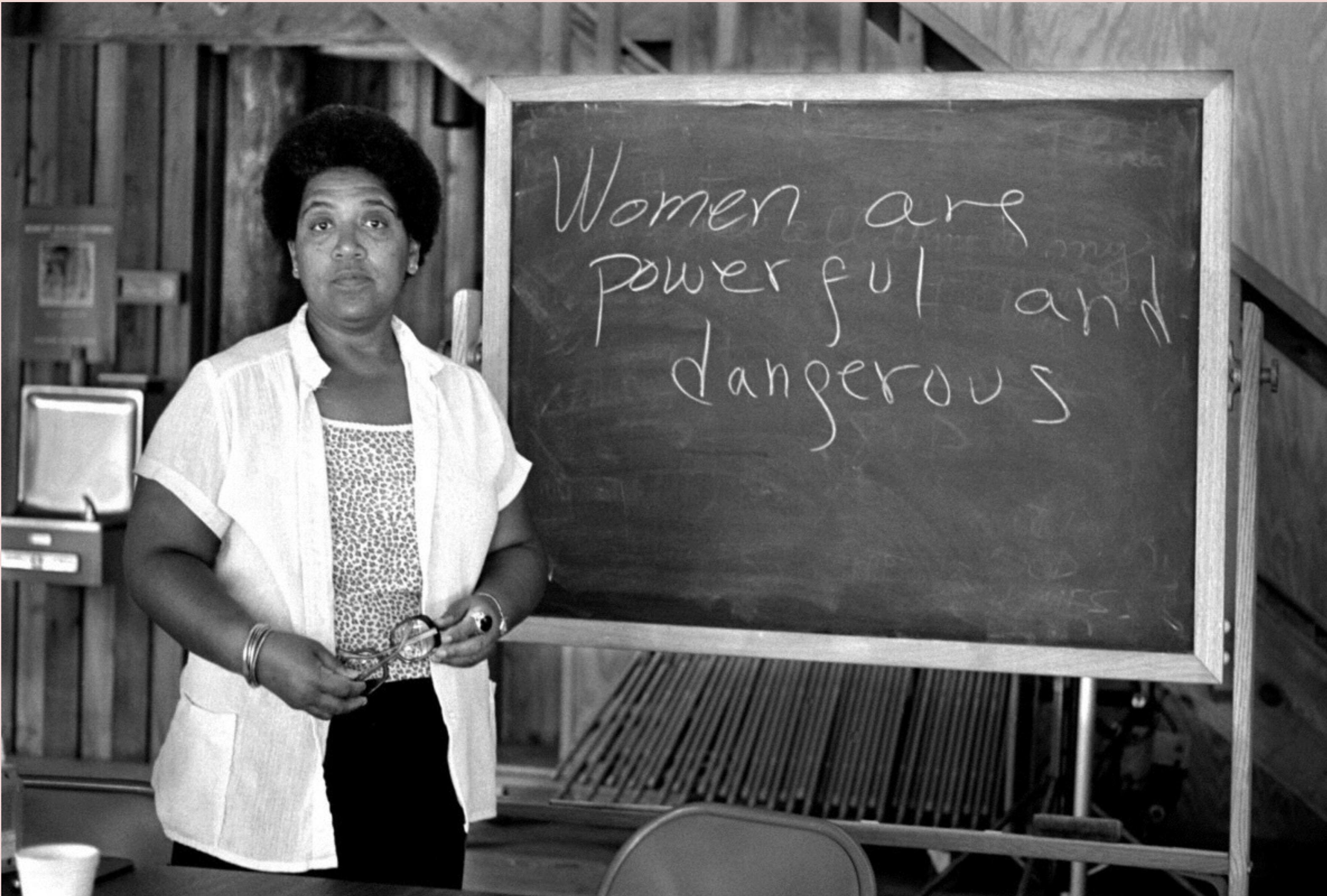
# Anita Hill



# Ellen DeGeneres



# Audre Lorde



# Monica Lewinsky



# Malala Yousafzai



# Zoe Quinn



# Karla Souza



MIGUEL TOWAR/LATINCONTENT/WOLATINCONTENT/GETTY IMAGES

# Rosa Parks



# Susan Fowler



# Amber Rose



# America Ferrara



# Coraline Ada Ehmke



# Adria Richards



# Julie Ann Horvath



# Kathy Sierra



**SPEAK  
YOUR  
TRUTH**

# SPEAK

# YOUR MIND OUT

“  
*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.*

”

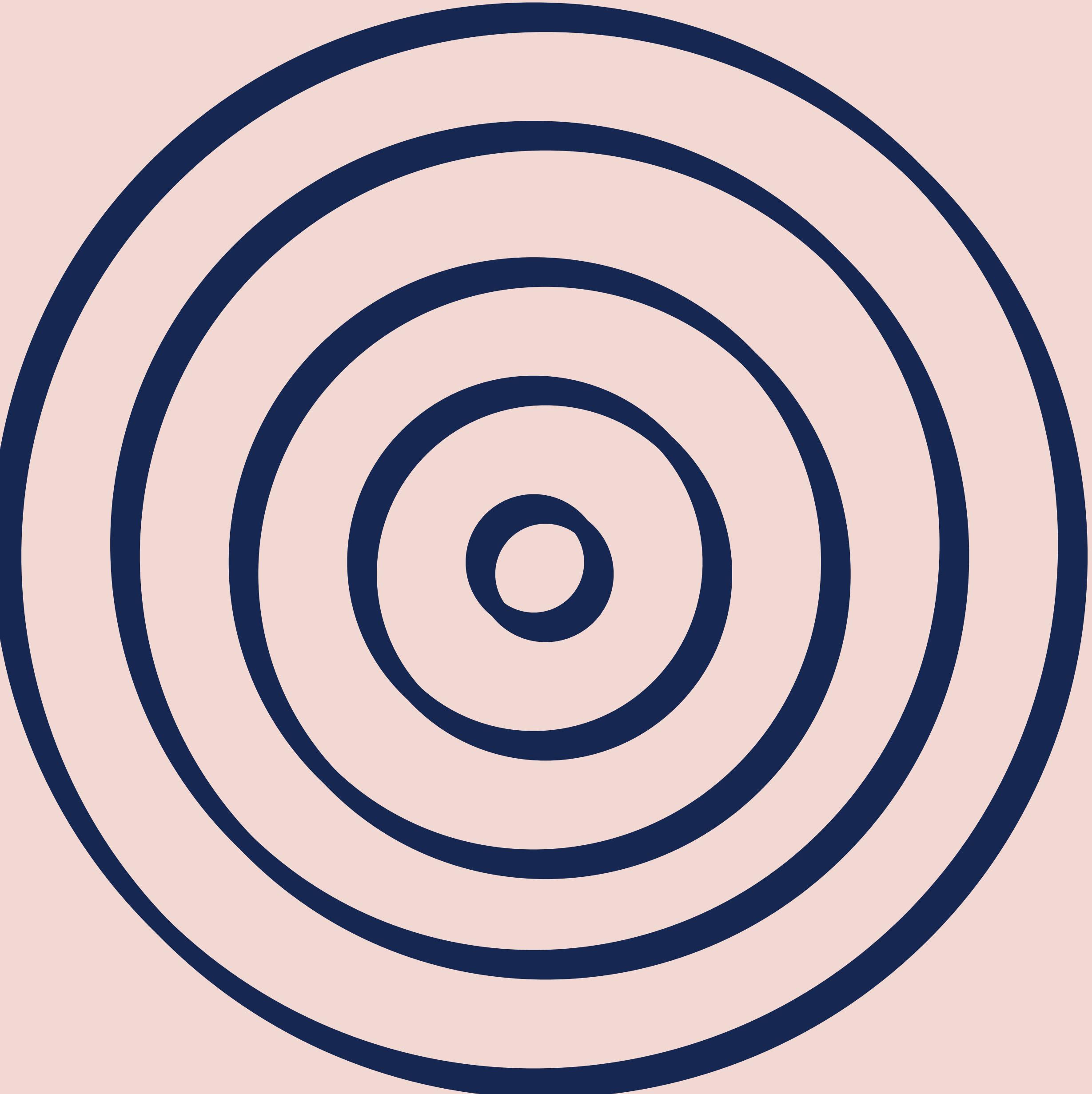
-Brené Brown

# 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

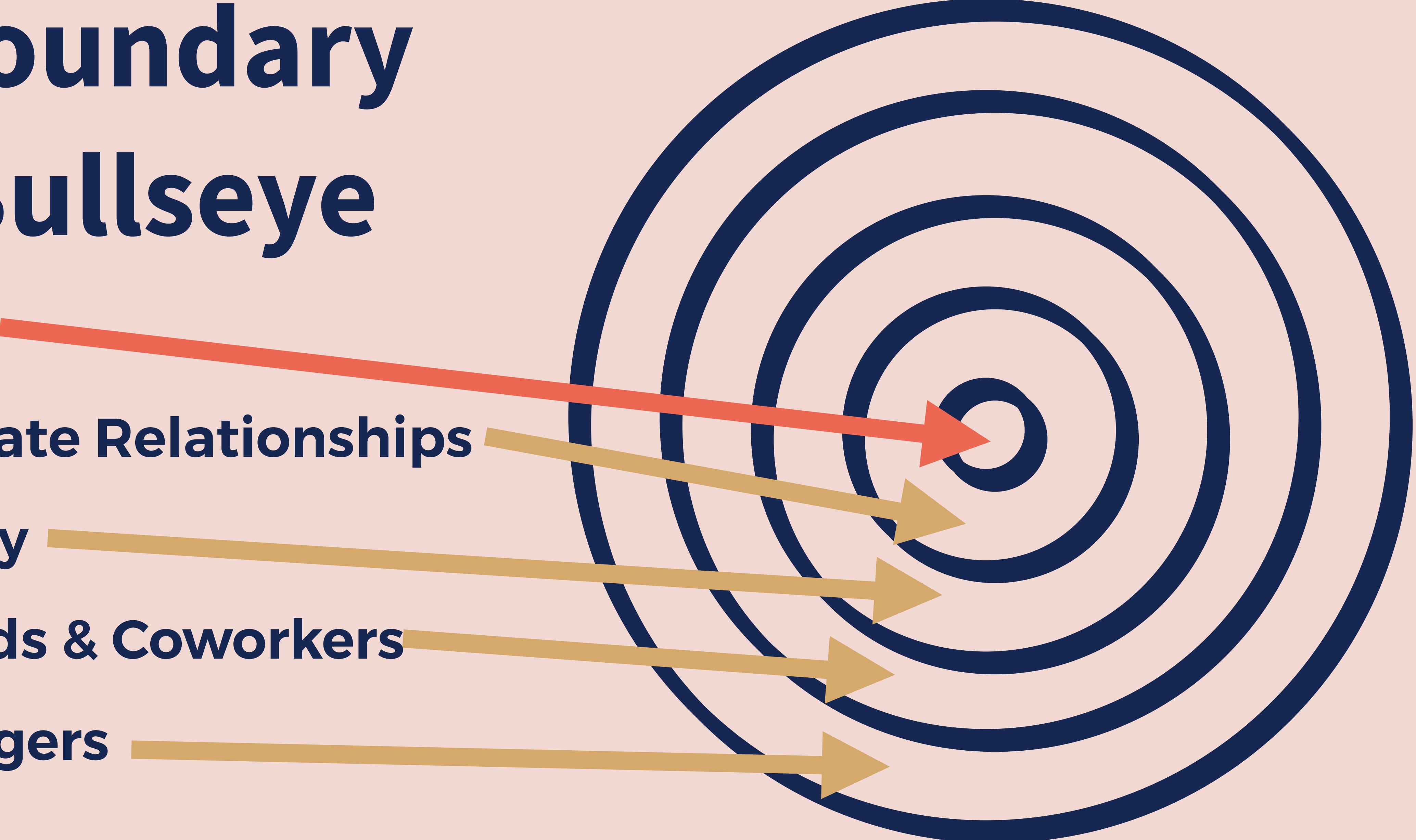
**SELF**

**Intimate Relationships**

**Family**

**Friends & Coworkers**

**Strangers**



# Boundary Bullseye

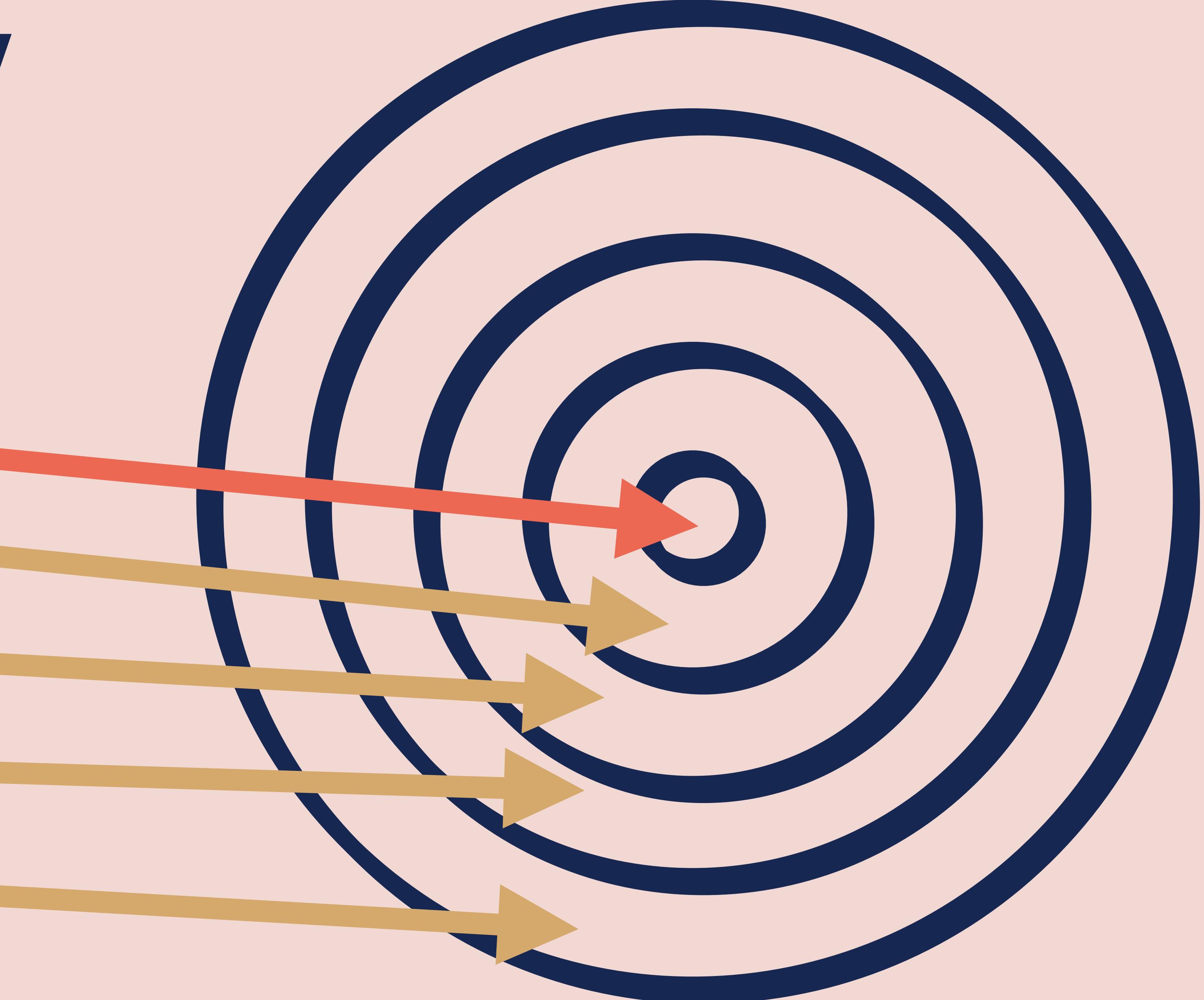
SELF

Family

Close Friends

Strangers

Acquaintances



# 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**





daring TO SET  
**BOUNDARIES**  
IS ABOUT HAVING  
the COURAGE  
TO LOVE ourselves.  
even when WE RISK  
DISAPPOINTING  
others.  
—BRENÉ brown

**SPEAK  
YOUR  
TRUTH**

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



A photograph of a massive iceberg floating in dark, choppy water. The iceberg is a light blue color and has a complex, textured surface with many ridges and grooves. It is positioned in the upper half of the frame, with its base submerged in the water. A thin, light green wavy line starts from the left edge of the slide and sweeps across the middle of the image, ending on the right.

Common Truth Topics

Deeper Truth Topics



# Common Truth Topics



# Deeper Truth Topics



Weather

A large iceberg is partially submerged in dark blue water. A thin green wavy line starts from the bottom left and sweeps across the water towards the right, ending under the 'Deeper Truth Topics' text.

Common Truth Topics



Deeper Truth Topics

Small Group

Trauma

**SPEAK YOUR TRUTH**





# Truth Topics + Your Boundaries



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



What do you  
want to surface?



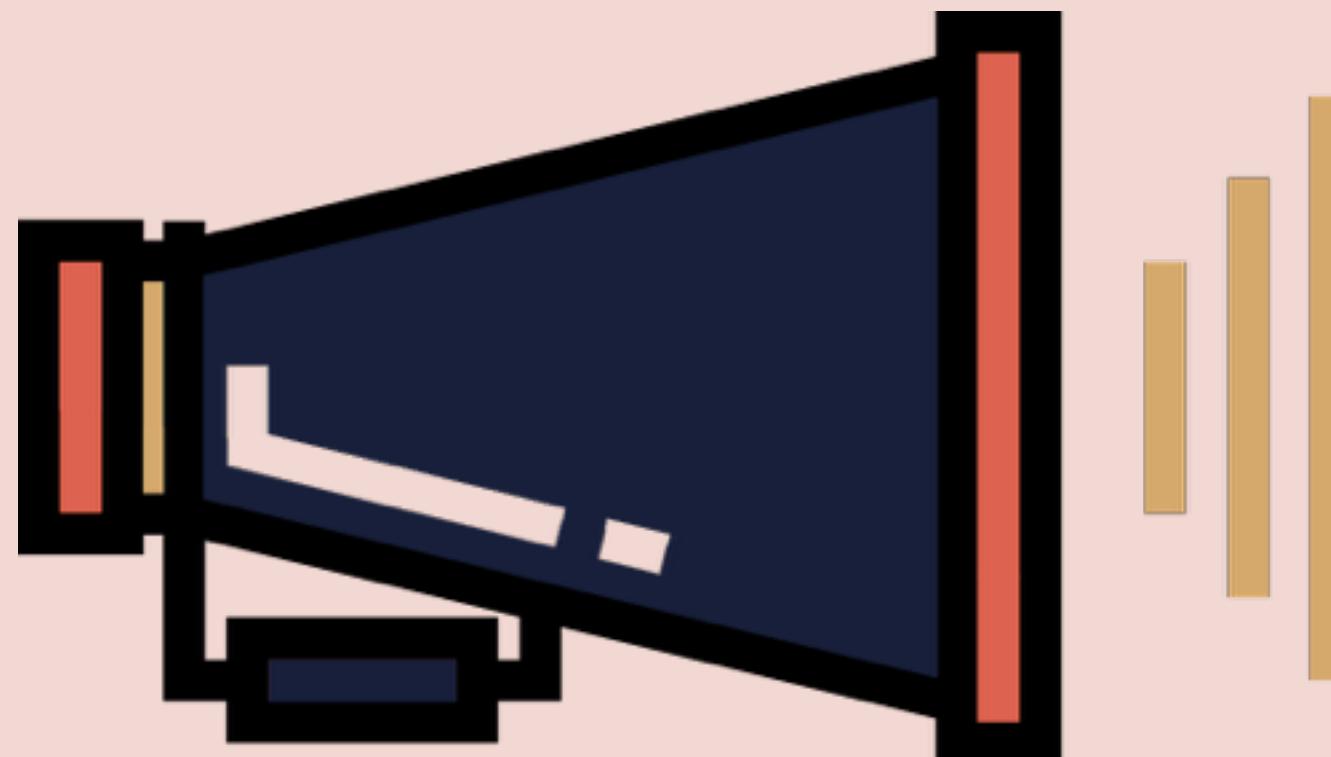


What do you  
want to surface?



# What's your truth song?

- Tweet it!
- #OwnYourExpertise @wsc\_la





WRITE / SPEAK / CODE

Break

SPEAK YOUR TRUTH!

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# 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

A wide-angle landscape photograph of a mountain range. In the foreground, dark, rocky peaks are partially covered in snow. Beyond them, a range of mountains is completely covered in white snow. The sky above is a clear, vibrant blue, with bright sun rays radiating from behind the peaks, creating a lens flare effect.

**YOU** are the **STAR**  
of your truth.



I am

-----

List 20 answers to “I am ....”



I was \_\_\_\_\_

List 20 answers to “I was ....”





# Share yourself

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

A woman with dark hair tied back, wearing a white hijab, is speaking into a microphone at a podium. She is gesturing with her hands as she speaks. In the background, other people are visible, suggesting a public event or rally.

**SPEAK  
YOUR  
TRUTH**

# What brought you here today?



PAIR

Write Speak Code  
Chicago June 5-6, 2016

#OwnYourExpertise | @writespeak

@wsc\_la



# What brought you here today?

- Rapid Fire Questions!



# What brought you here today?

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



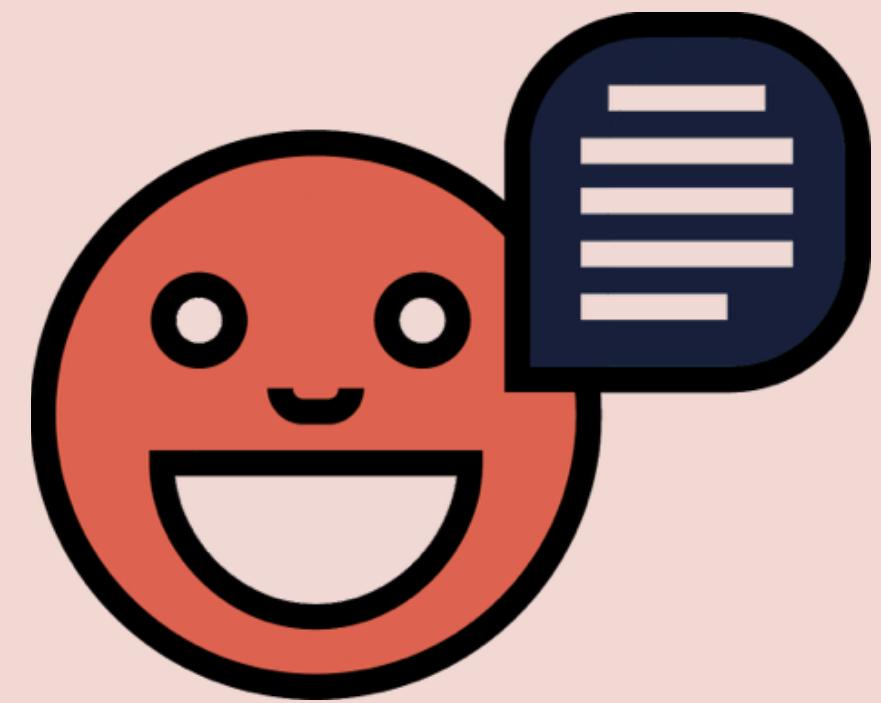
# What brought you here today?



- 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?



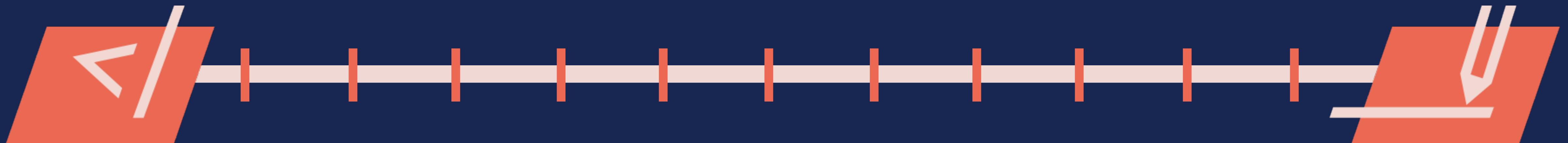
- How did you hear about #OwnYourExpertise?
- Describe that day: your clothing, how you felt and what you were thinking.

# How did you get interested in coding?



- When was it?
- What made you interested?

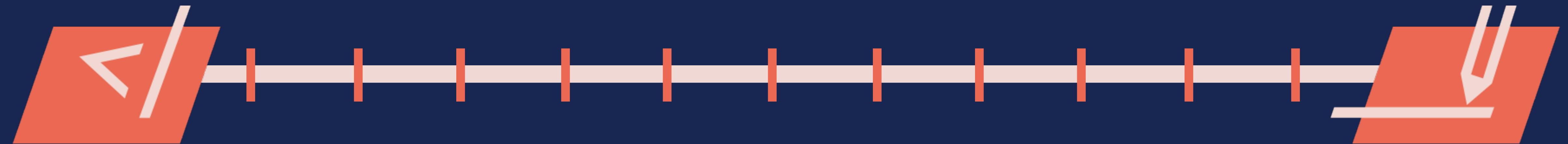
# Timeline



How you got  
interested in  
coding

What  
brought you  
here today

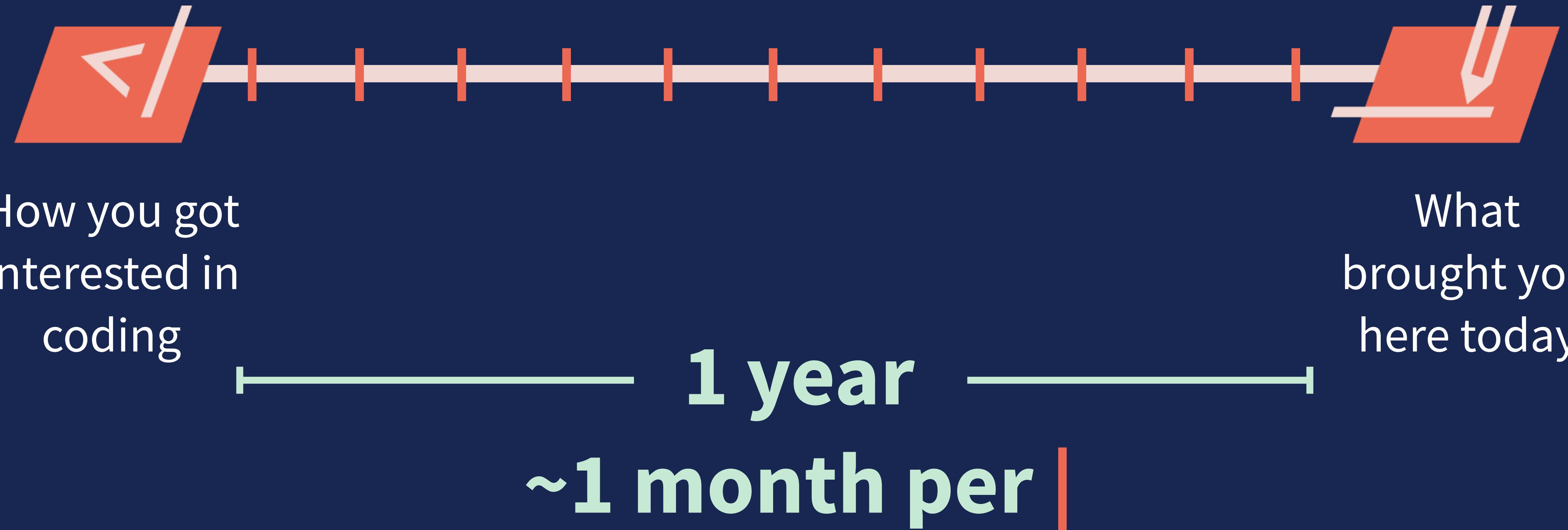
# Timeline



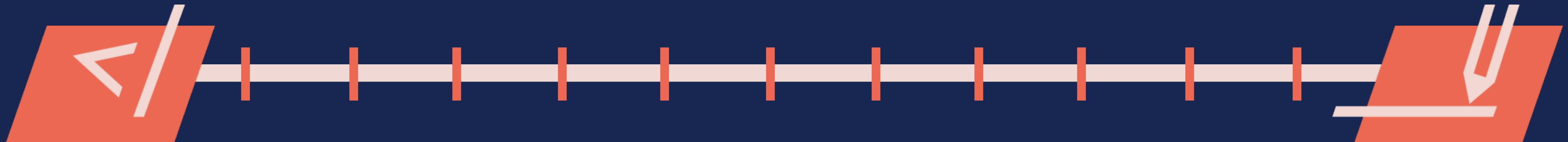
How you got  
interested in  
coding



# Timeline



# Timeline

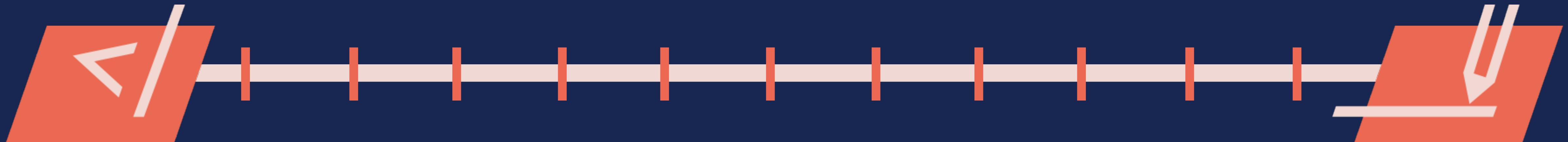


How you got interested in coding **Plot significant moments on timeline**

What brought you here today



# Timeline



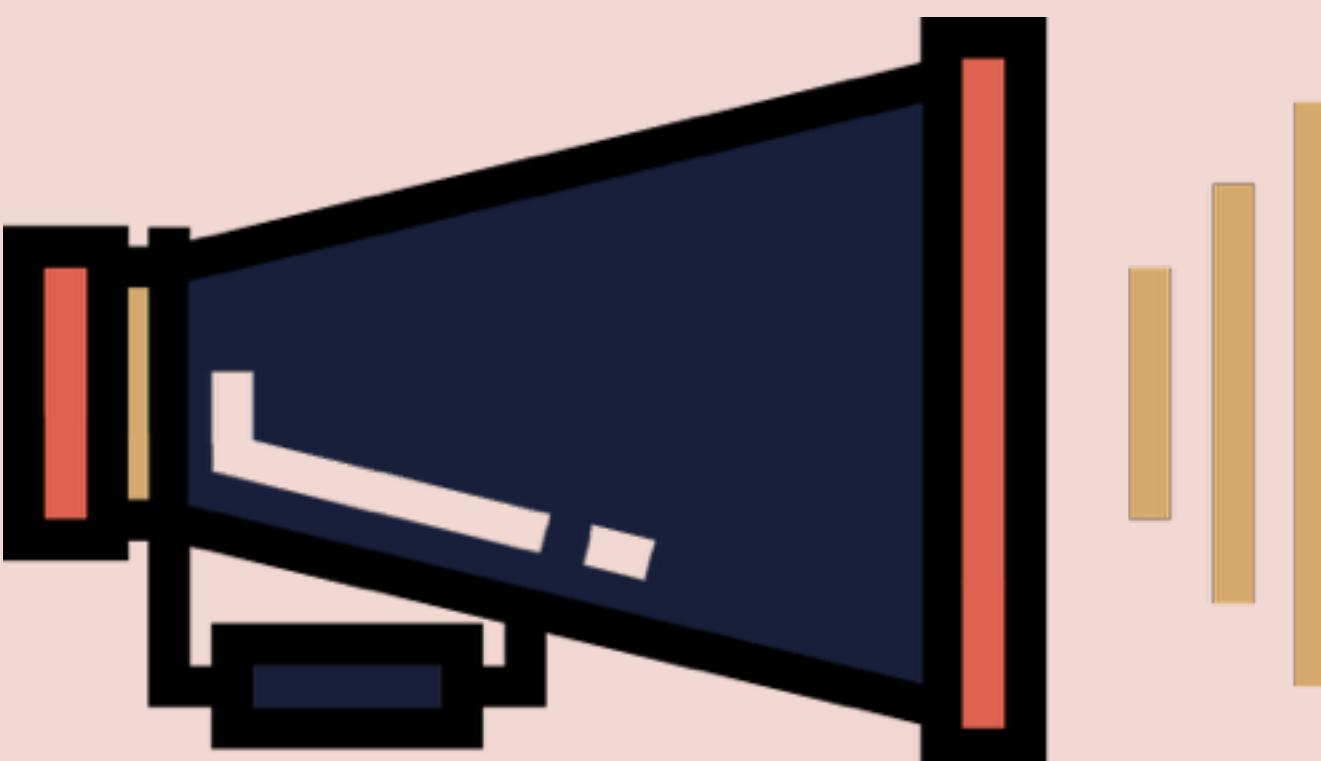
How you got interested in coding

What brought you here today



# Thank someone who was crucial to your timeline!

- Tweet it!
- #OwnYourExpertise @wsc\_la





WRITE / SPEAK / CODE

Lunch

SPEAK YOUR TRUTH!

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



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## Lunch Order

French rolls with:

- Piccata Chicken Breast
- Mongolian Pork
- Pesto Salmon Filet
- Corned Beef Brisket
- Roasted Turkey Breast
- Pulled Pastrami
- Herb-Roasted Veggies

Red Skin Mashed Potatoes  
Super Grains Veggie Pilaf  
Sloppy Chili Prepared with  
Veggies  
Wasabi Corn & Spinach  
Braised Brussel Sprouts  
Avocado Salad

Gingered Beets Salad  
BBQ Brisket Sliders  
Margherita Caprese Crisps  
Double Bacon Crisps  
Harvest Bowl (Vegan)  
Arugula Salad (Vegan)  
Garden Spring Salad





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Lunch

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**Venue & Food Sponsor!**

Amelia Downs

@Pivotal

Hiring! <http://bit.ly/work-at-pivotal-la>



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Thank you!

@Pivotal

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# WRITE / SPEAK / CODE

## Sponsor

free tickets  
**custom workshops**  
avg 5 years exp  
recruit amplifiers  
**elevate women/**  
**enby leaders**

[bit.ly/wsc-18-sponsor](https://bit.ly/wsc-18-sponsor)

## Donate

first to offer **childcare**  
**accessibility** services  
vegan and gluten-free  
conf **scholarships**  
free events

**Venmo:**

[@writespeakcode](https://venmo.com/@writespeakcode)

because it works

workshops & events for  
**1500+**  
organizations launched  
freelance rates doubled  
oss projects started  
**we help you shine**

[patreon.com/writespeakcode](https://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 **Protagonist** how they change as a result

# Story Archetype

- How **what happens** affects **someone** who is

trying to achieve a **difficult goal** and

**how they change**

**Story Question**

# Story Archetype

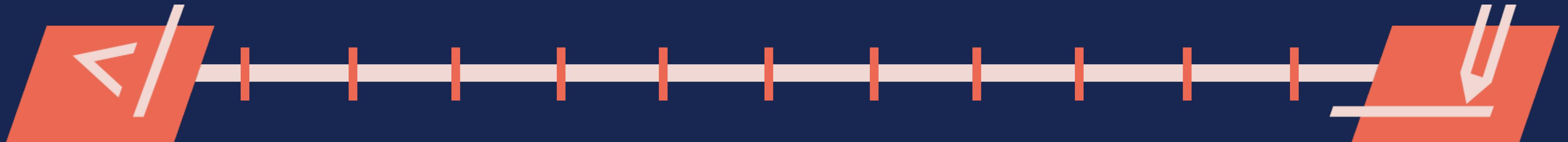
- How **what happens** affects **someone** who is

trying to achieve a **difficult goal** and

**how they change** as a result

What the story is  
actually about

# Timeline

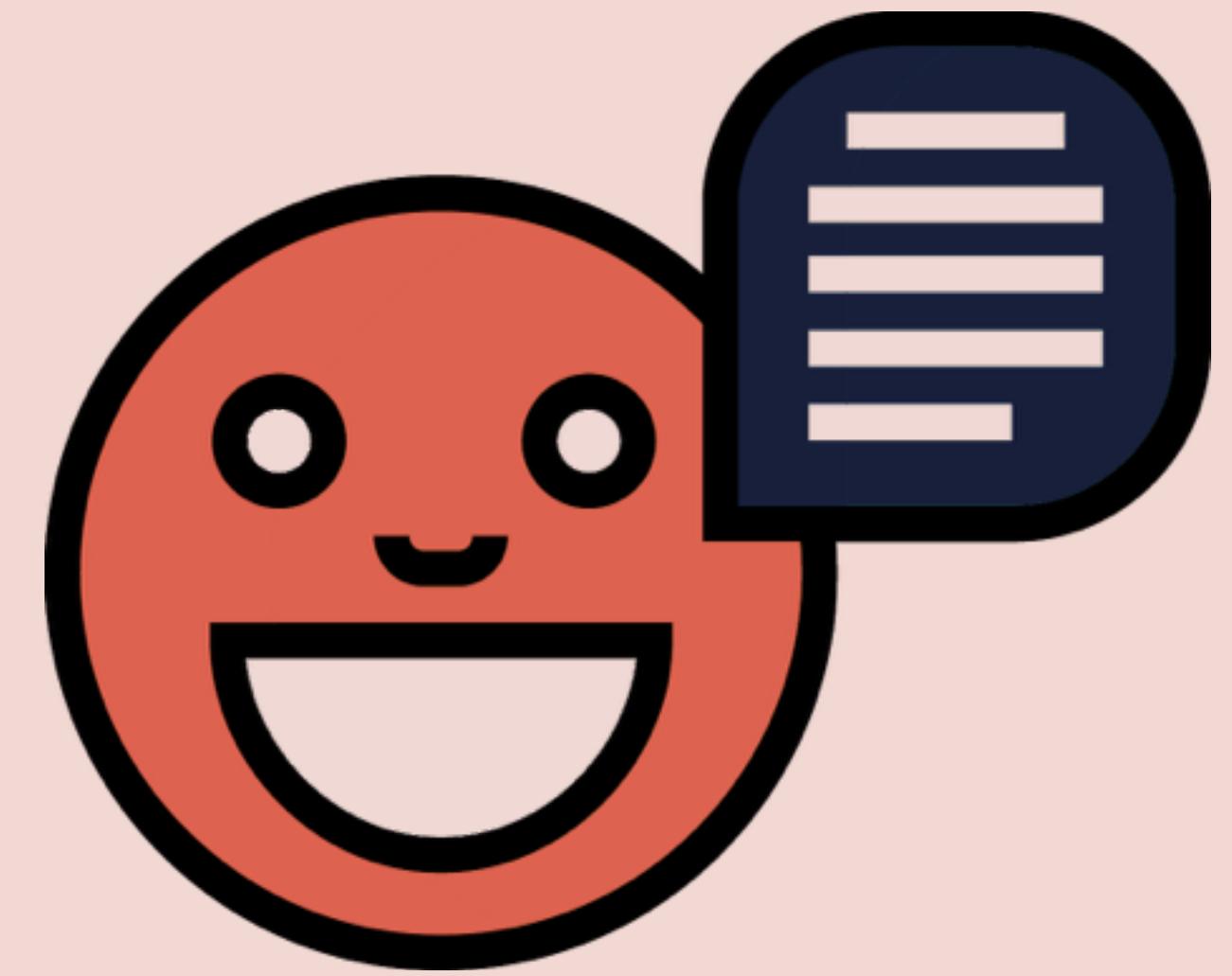


How you got  
interested in  
coding

What  
brought you  
here today

# Success Story

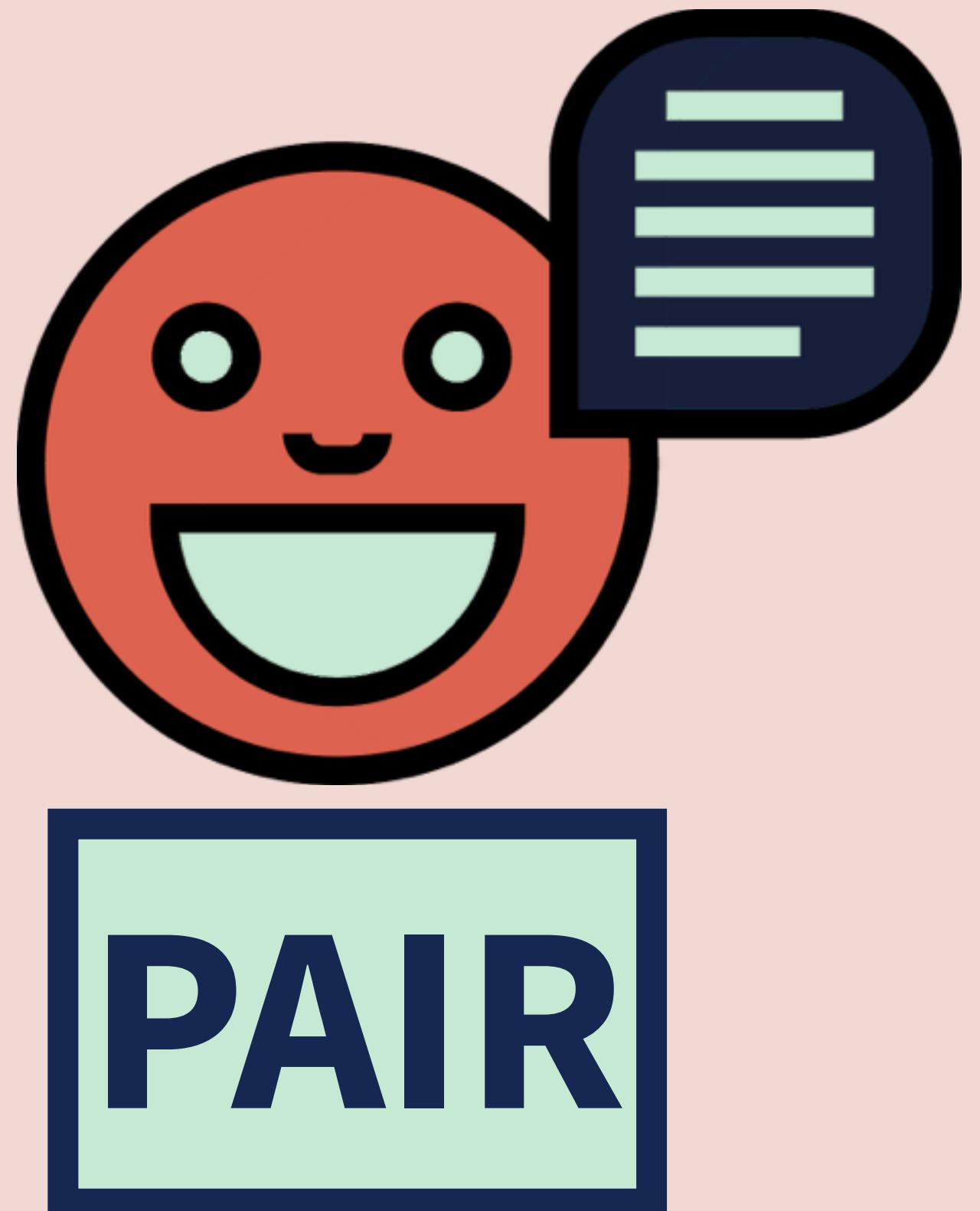
1. Situation or problem you walked into that needed to be addressed
2. What you did about it
3. Results of what you did
4. Strategic impact on company/team/you
5. What skills & strengths did you use?



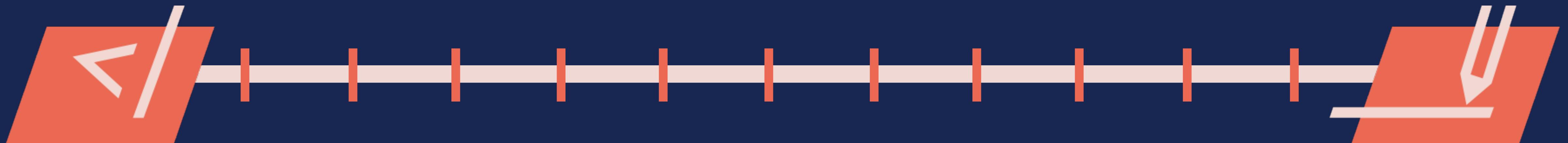
**SOLO**

# Success Story

1. Situation or problem you walked into that needed to be addressed
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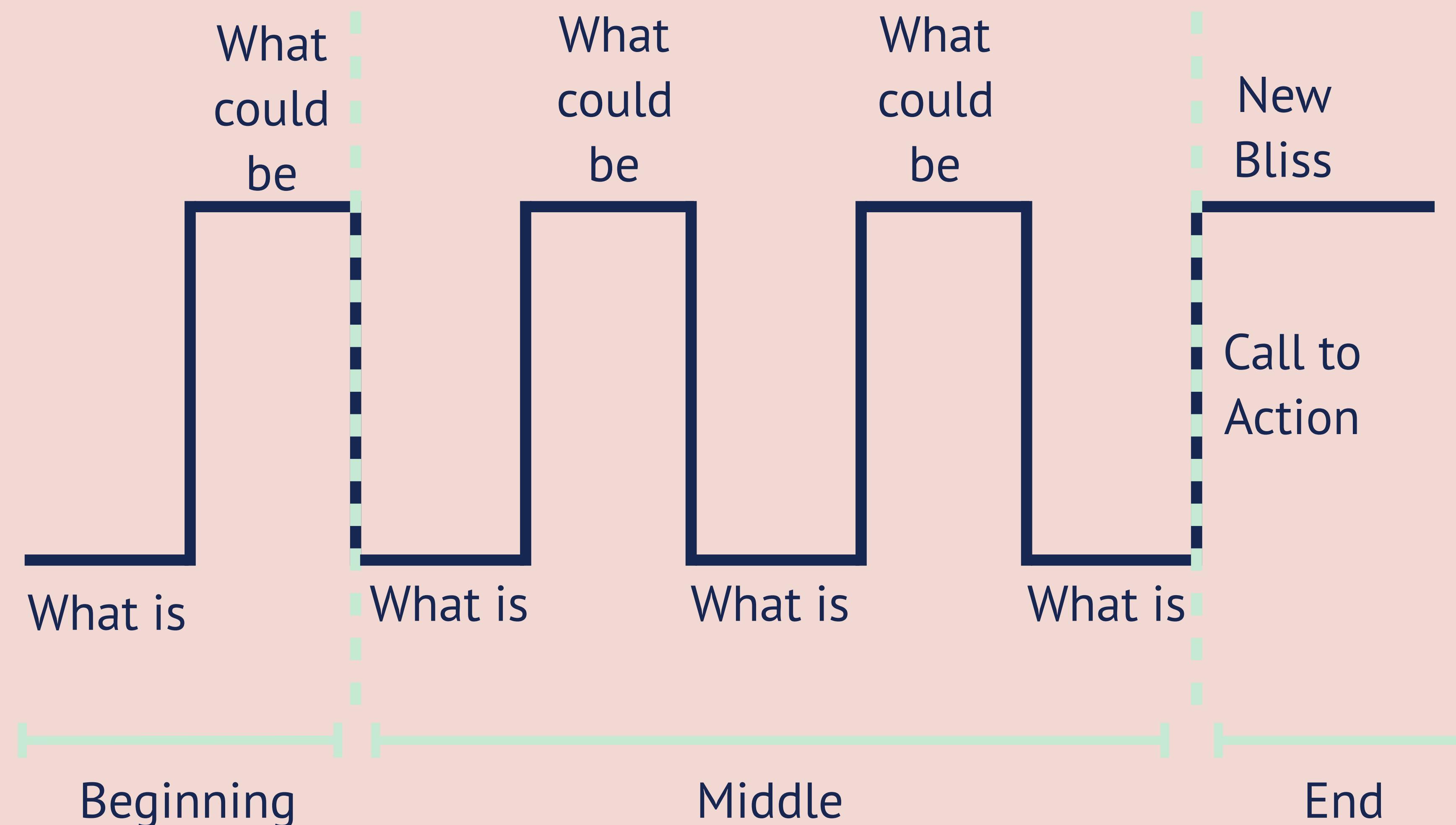
# Timeline



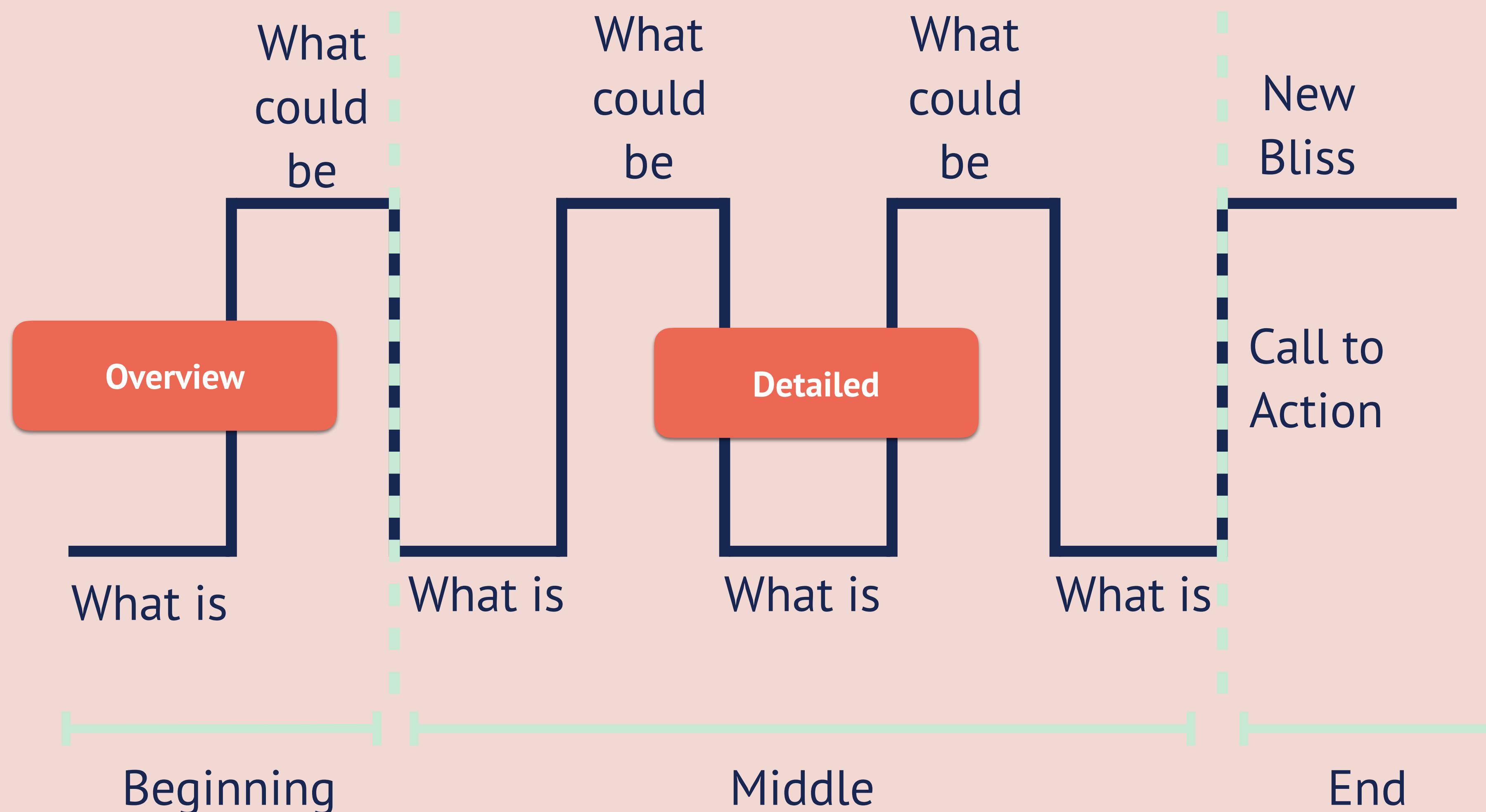
How you got  
interested in  
coding

What  
brought you  
here today

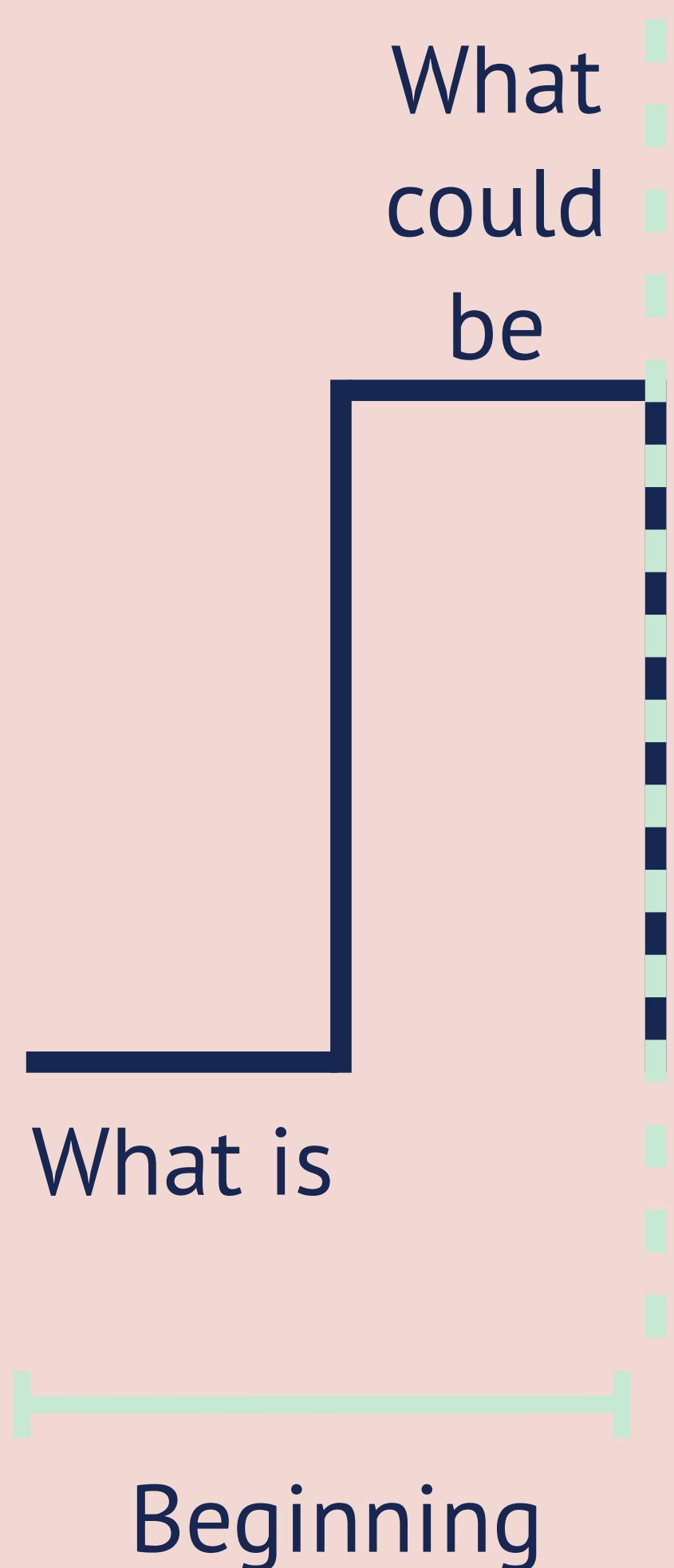
# Persuasive Storytelling



# Persuasive Storytelling

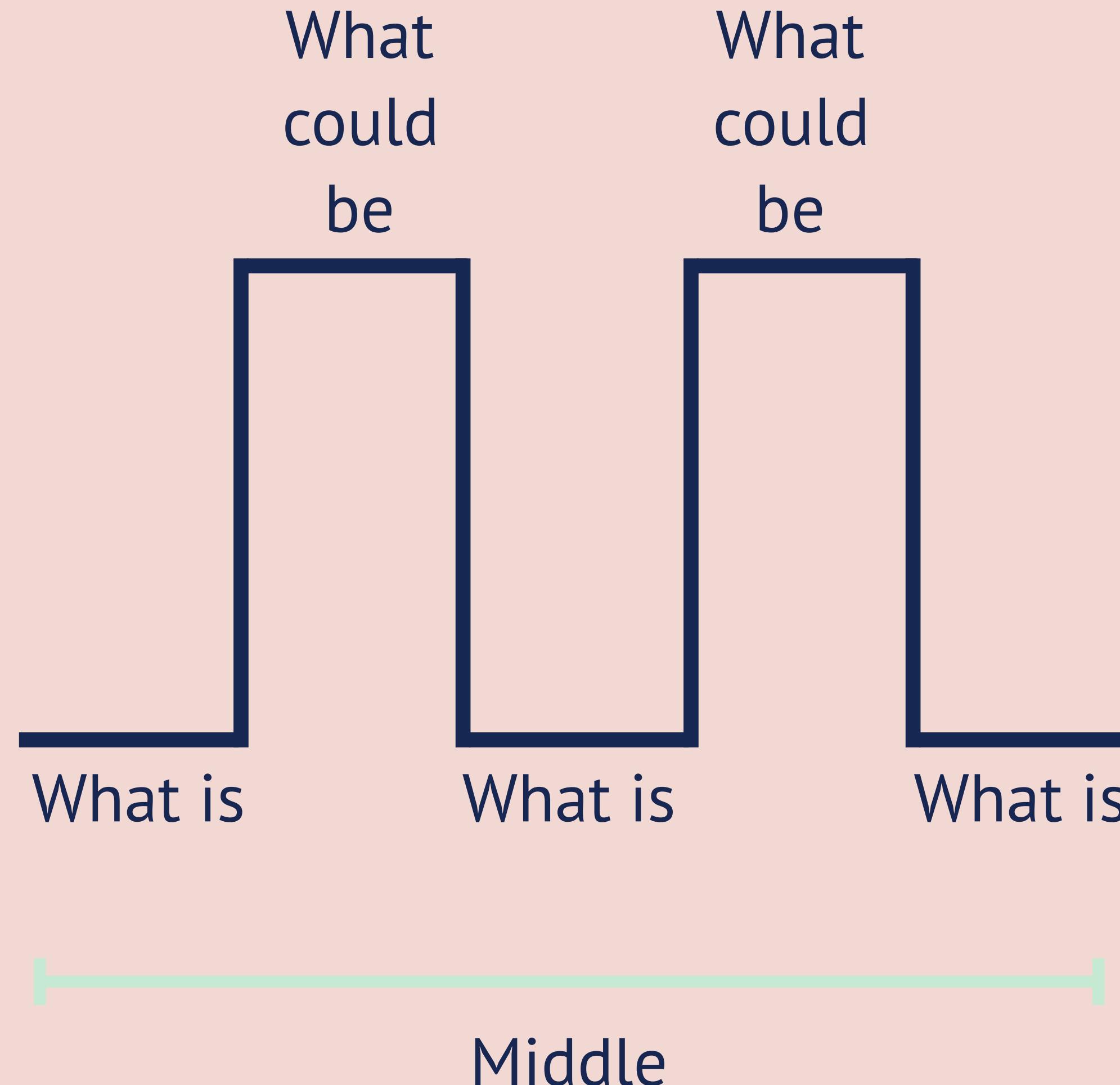


# Persuasive Storytelling



# Persuasive Storytelling

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



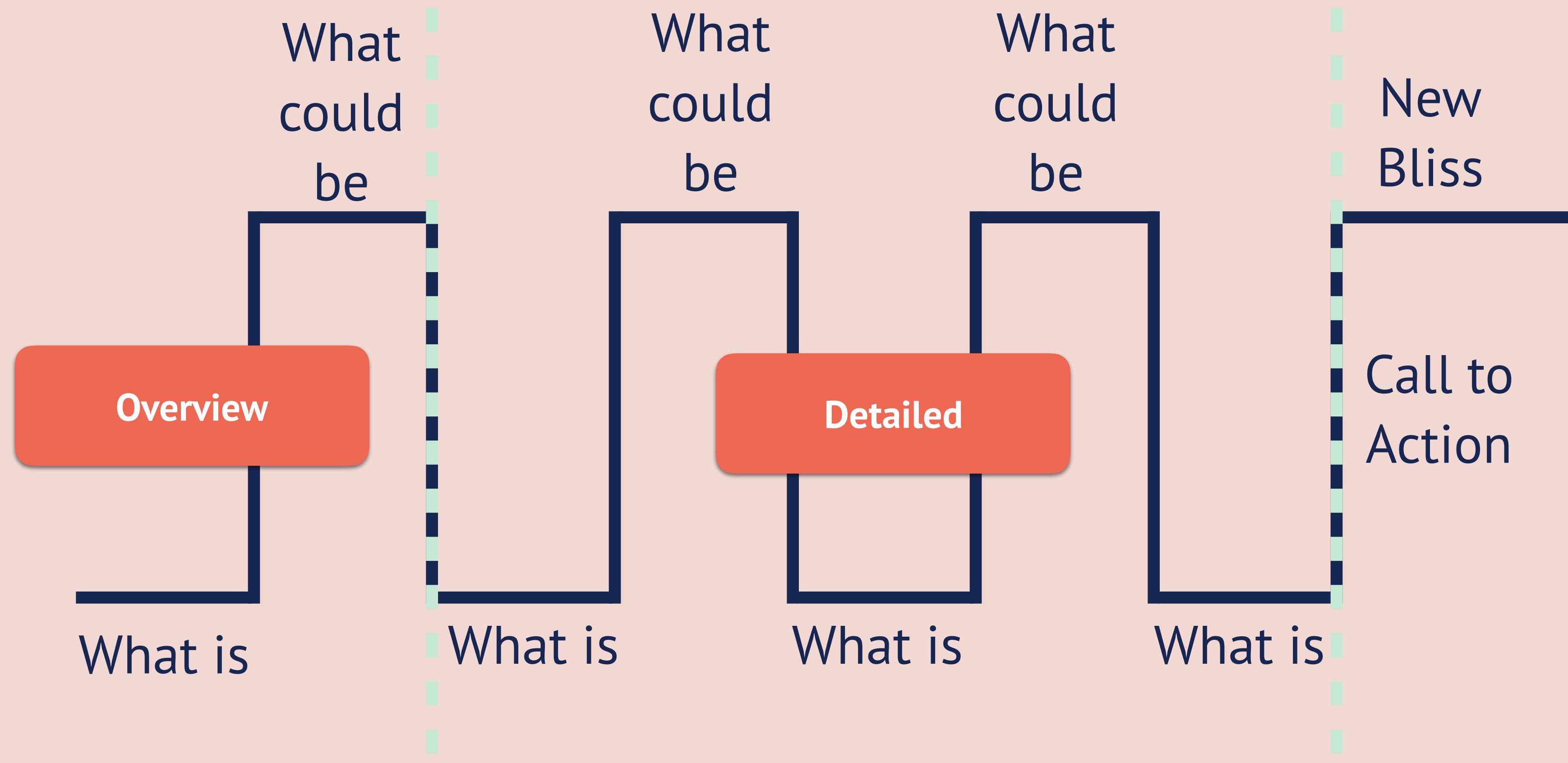
- Play up the contrast between what is and what could be

# Persuasive Storytelling

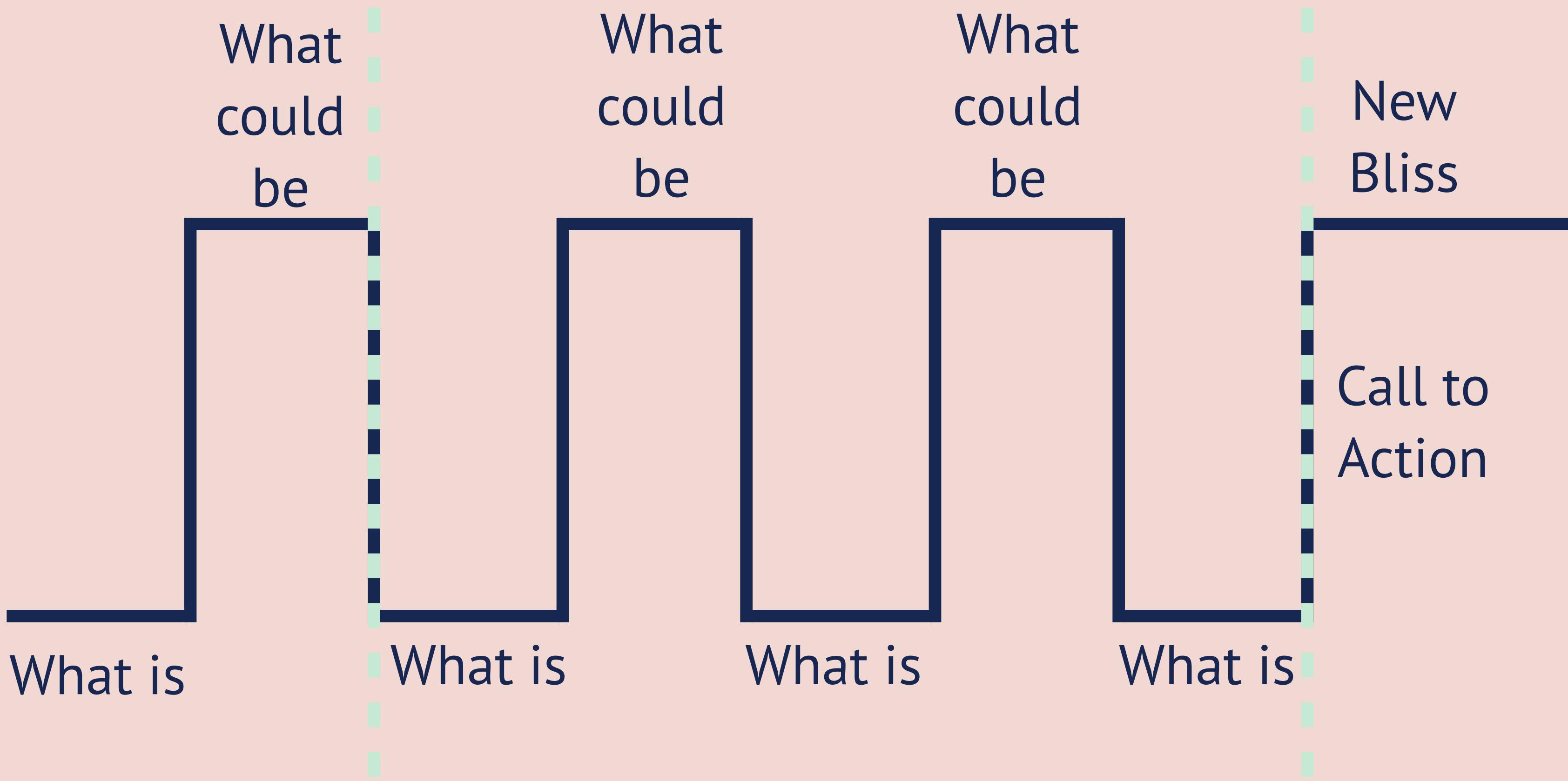
- Call to action: inspiring request to act (*not just a list of todos*)
- New Bliss: how awesome life will be if they adopt your ideas



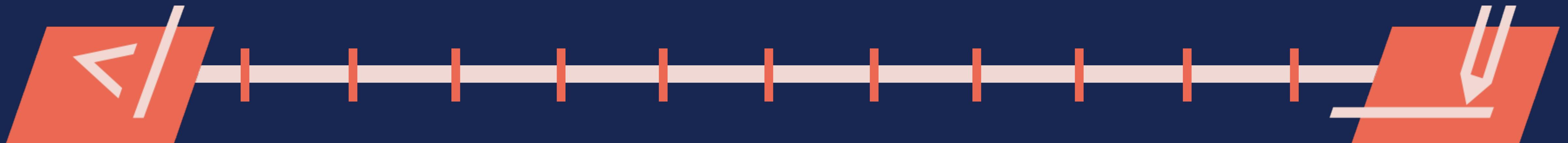
# Persuasive Storytelling



# Persuasive Storytelling



# Timeline



How you got  
interested in  
coding

What  
brought you  
here today

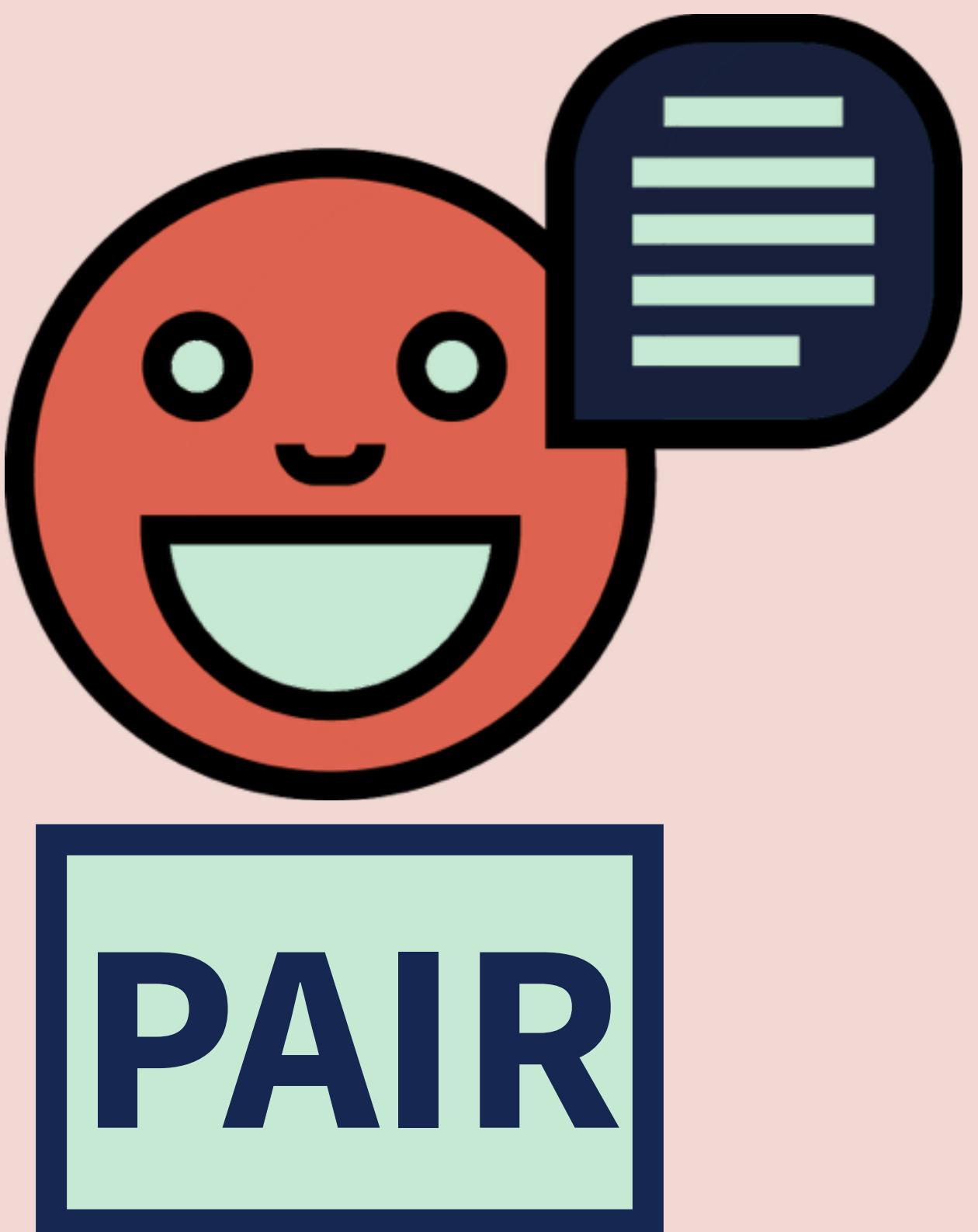
# Thesis Story

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

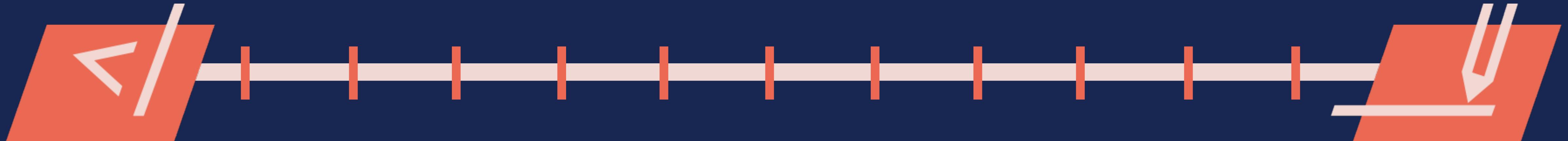


# Thesis Story

1. Determine a thesis about your timeline
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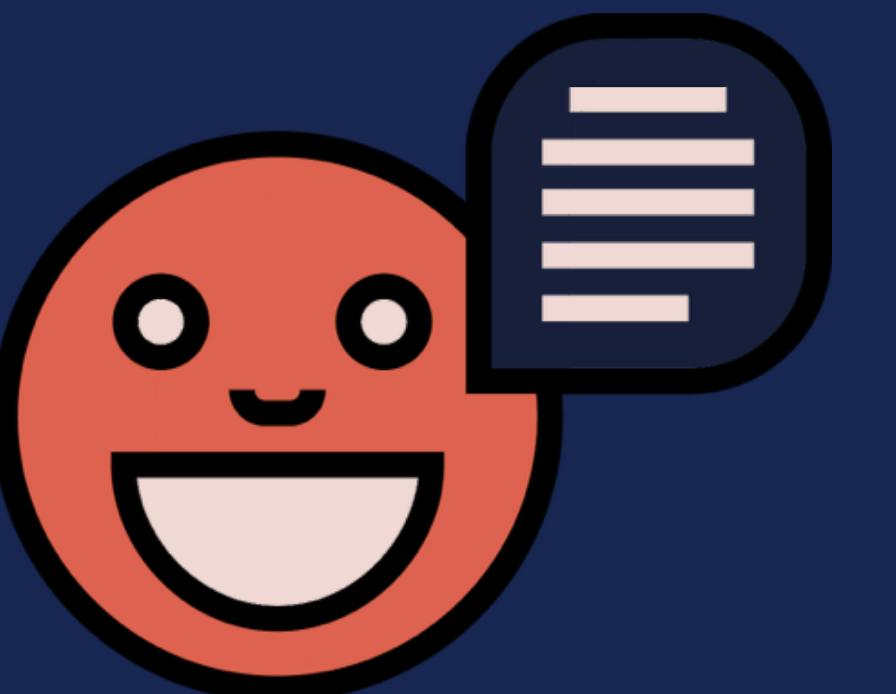


# Mine your Timeline



How you got  
interested in  
coding

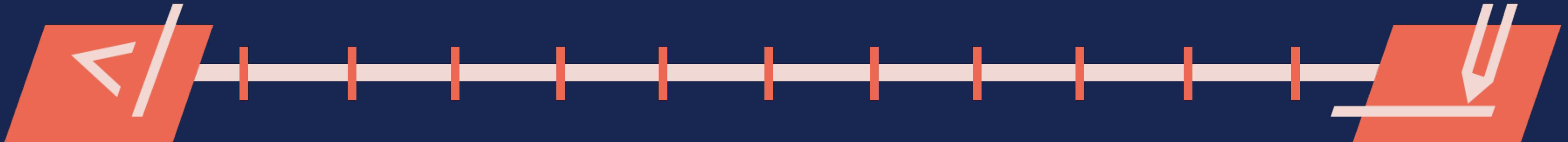
Identify Roles



SOLO

What  
brought you  
here today

# Mine your Timeline



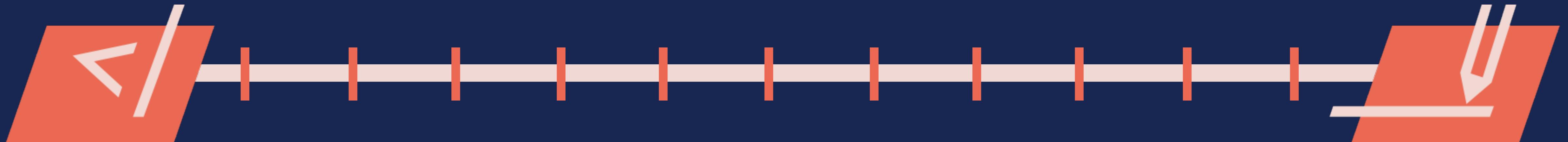
How you got  
interested in  
coding

Identify Projects

What  
brought you  
here today



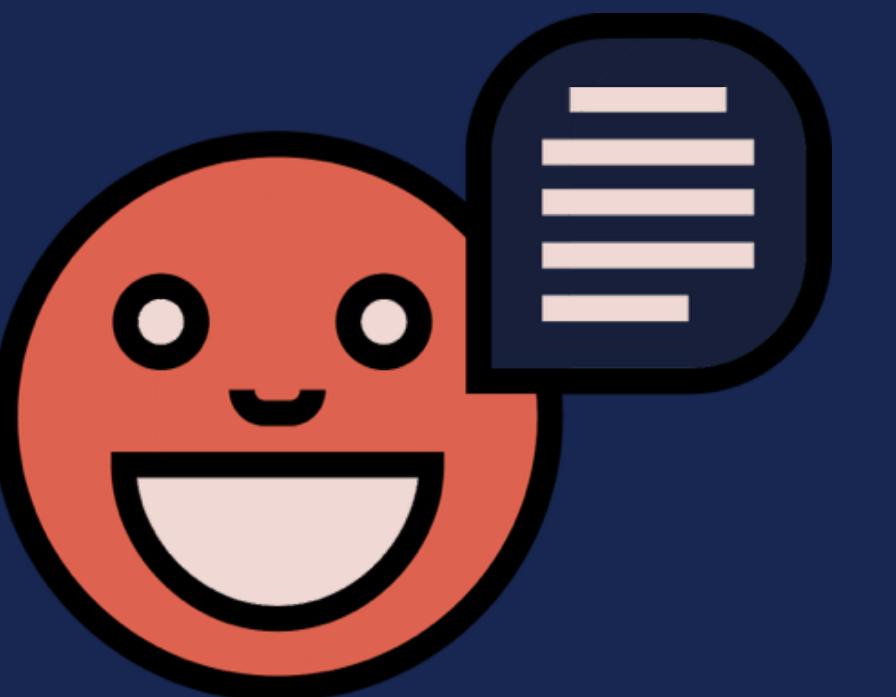
# Mine your Timeline



How you got  
interested in  
coding

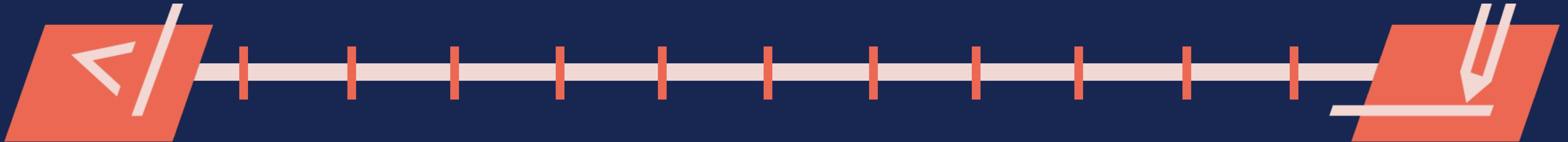
Identify Skills

What  
brought you  
here today



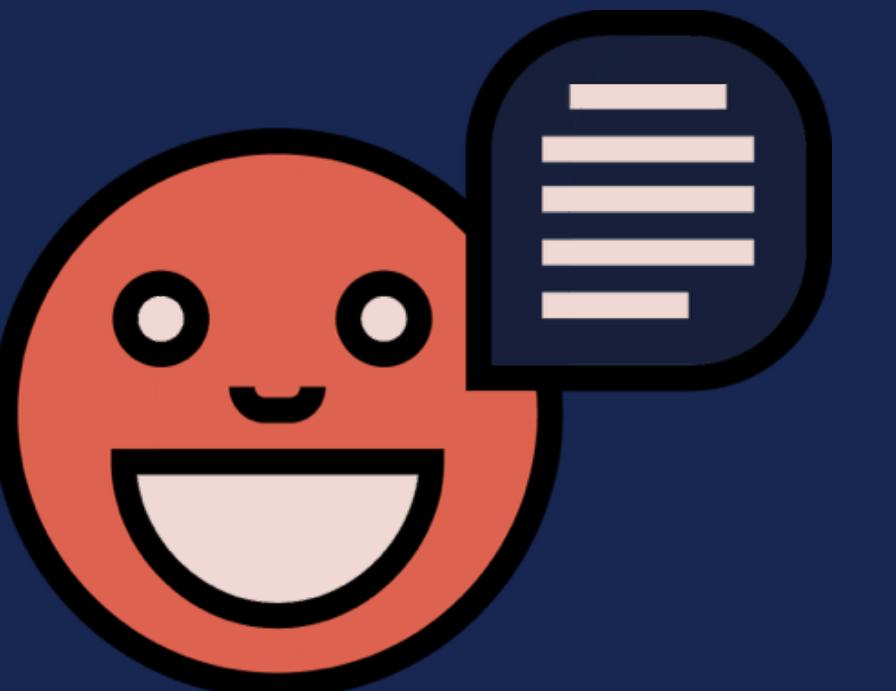
SOLO

# Mine your Timeline



How you got  
interested in  
coding

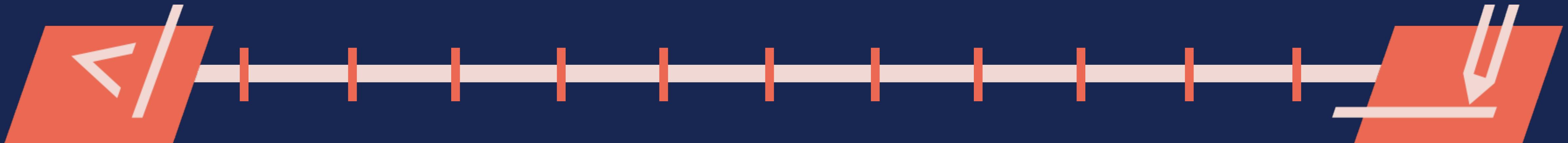
Identify Strengths



SOLO

What  
brought you  
here today

# Mine your Timeline



How you got  
interested in  
coding

Identify Challenges

What  
brought you  
here today



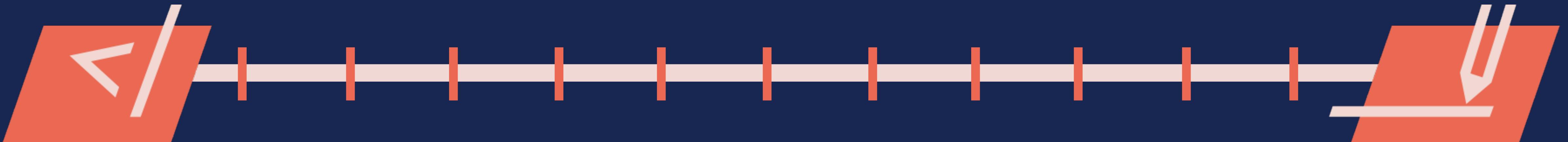
# Did an experience ...

- 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!



# 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](http://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

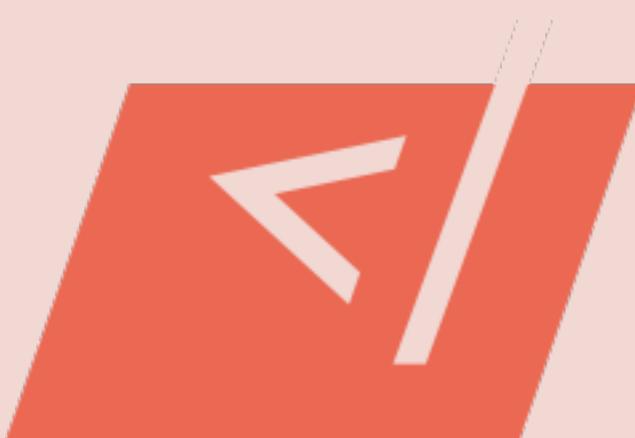
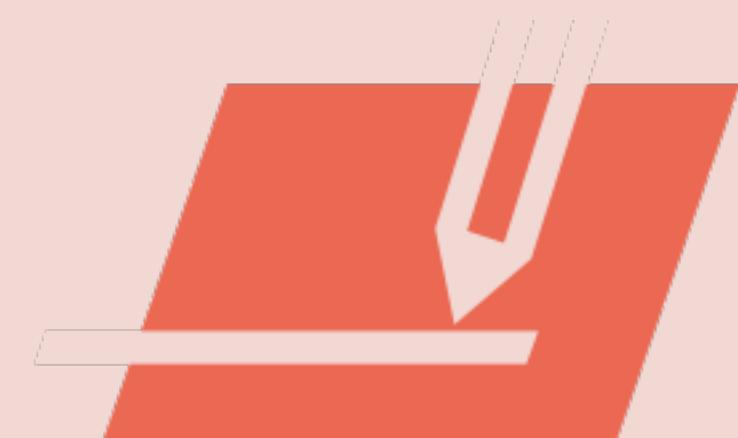
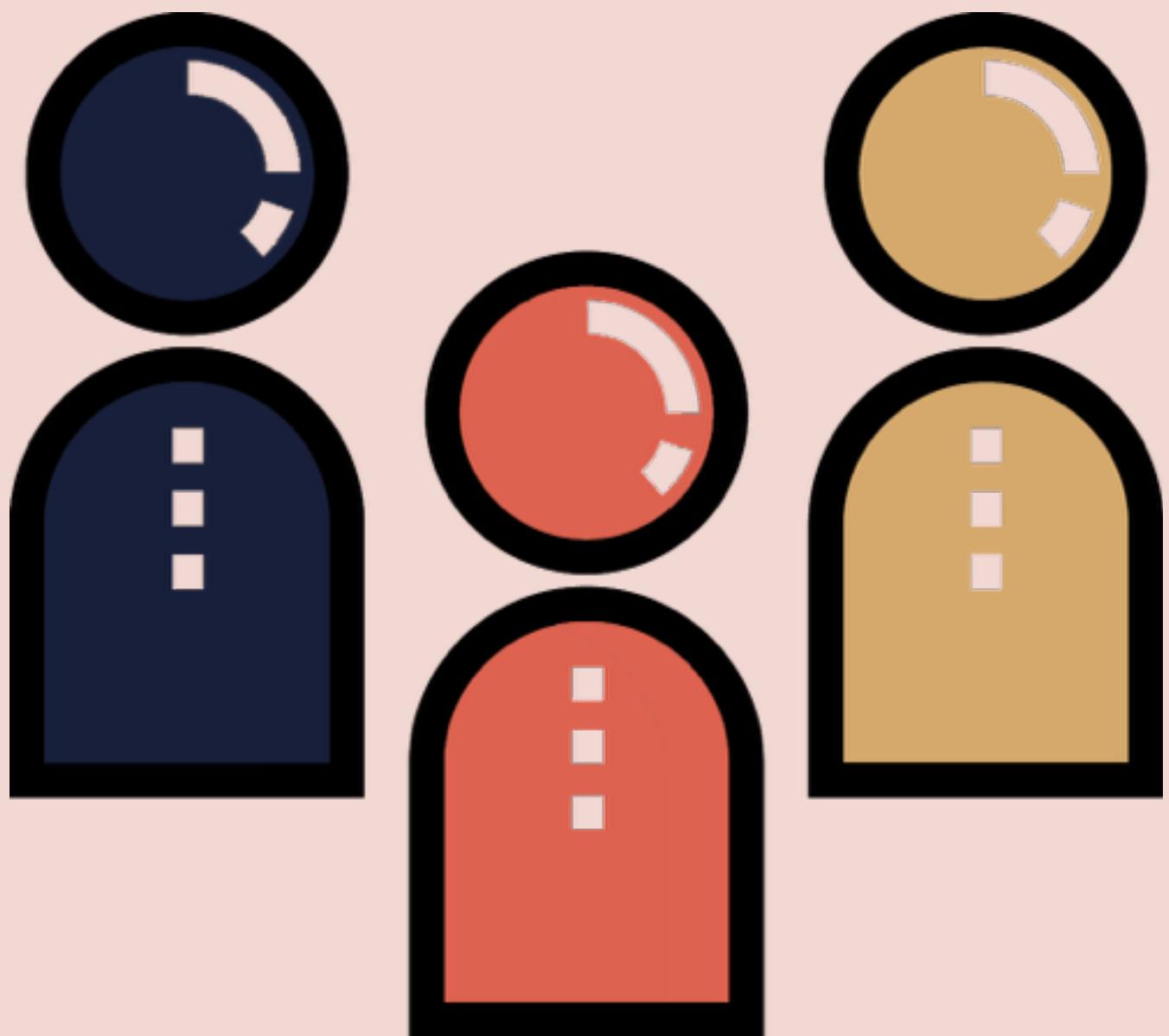
1. **Mirror:** Summarize and repeat what was said. Make sure you understood.
2. **Empathy:** Show you understand their reasoning and emotions.
3. **Validation:** Ask questions that show you understand.

# 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 or Growth
- Choose a sub-topic
- Find your group
- Get stuff done!



# WRITE / Mentors



**Lara Schenck / @laras126**

**Web Developer**

Loves WordPress and front-end development and illustrates friendly monsters in her spare time.



**Megan Spier / @meganspier**

**Developer Evangelist at Twilio**

Builds with code & community at Twilio and is probably looking for her next meal right now.

# SPEAK / Mentors



**Hannah Howard / @techgirlwonder**  
**Senior Developer at Carbon Five**

The first website I ever made was an homage to cheese, in 1995, and I'm pretty sure I've yet to top that.



**Sasha Laundry / @sashalaundy**  
**Sr. Data Scientist at Warby Parker**

Former physics and neuroscience teacher. Just got her first puppy!

# CODE / Mentors



**Sarah Port / @seport\_**  
**Junior Developer at Carbon Five**

Full Stack Developer at Carbon Five and  
maintainer of an open source protest  
calendar for the LA area.

**Kirsten Garrison /**  
**Developer/Upstream Contributor**  
**at OpenStack**

FOSS enthusiast, cloud and container tinkerer.

# GROWTH / Mentors



**Lana Lee / @lanathedev**

**Project Manager at Pex**

PM at a start-up. Will buy you a coffee in exchange for a great story.



**Rachel Chervin /**

**Software Engineer at Swell Investing**

Loves traveling, hosting dinner parties, and subverting expectations.

# Write



**Get Writing!**



Lara

Finding places to publish and writing a bio



Megan

# Speak



**How to get started as a speaker**



Hannah

**Advanced conference speaking**



Sasha

# Code



# Growth

**Beginner:  
Contribute to  
Rubocop**



Sarah

**Advanced  
open  
source**

Kirsten

**Ask an  
engineering  
manager**



Lana

**Job search,  
interviewing &  
negotiating  
tips**



Rachel



WRITE / SPEAK / CODE

Own Your Expertise  
**SPEAK YOUR TRUTH!**

Pivotal®

A painting of a man in a long, light-colored robe, possibly a monk or scholar, sitting at a wooden desk. He is focused on writing in a large, open book with a quill pen. On the desk, there is a small inkwell and a piece of paper. In the background, there are shelves filled with books and other objects, creating a scholarly atmosphere.

# 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 choose 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](http://FightCyberStalking.org)
  - [StopCyberBullying.gov](http://StopCyberBullying.gov)
- Know resources for handling Doxxing or other cyber attacks
  - [CrashOverrideNetwork.com](http://CrashOverrideNetwork.com)
  - [Deflect.ca](http://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

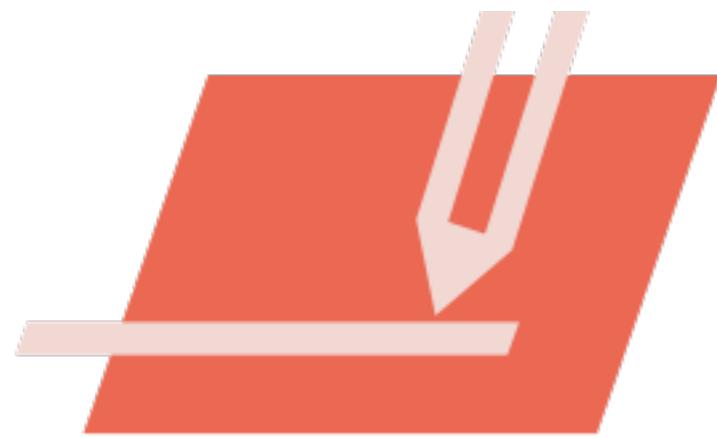
- Start small and safe. Work your way up. Trust is built in small increments.
- Share with those who deserve to hear your truth.
- Document everything.
- You will mess up. Hone your spidey sense.
- Have you gotten involved to the point where you've lost control over how you feel?
- Protect, maintain, 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

# Keep it up at the LA Meetup!

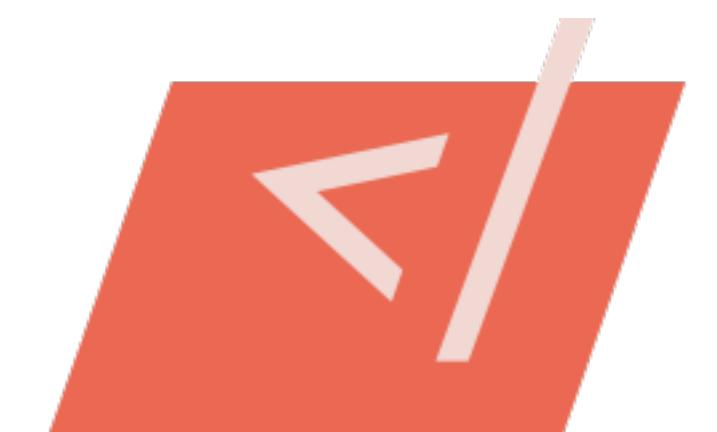
[meetup.com/Write-Speak-Code-Los-Angeles](https://meetup.com/Write-Speak-Code-Los-Angeles)

- Thu Apr 26th - WRITE: Write About It - [bit.ly/wsc-la-apr](https://bit.ly/wsc-la-apr)
- May TBD - SPEAK: Speak Your Talk



Join us! We're looking for ...

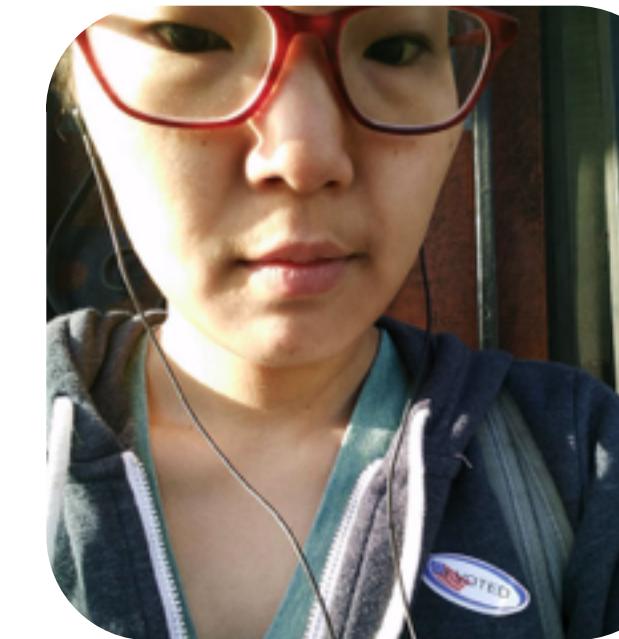
- **Organizers** and **volunteers** to join our team
- **Companies** to host and provide food
- **Speakers** for 15 min talks



# ORGANIZERS /



**Rebecca Bever** @beckabec  
**Sr. Core Developer**  
**@ Marvel Studios**  
Dachshund lover, geode collector, and stop motion creator. I am gRoot.



**Emma Cunningham** @emmatcu  
**Sr. Software Engineer**  
**@ Second Spectrum**  
Enthusiastic about: lambdas, fermentation, and 한글



**Kelly Gajewski**  
**Software Engineer @ Zefr**  
Bootcamp grad, chocolate addict, and sunset Instagrammer.

**Kirsten Garrison**  
**Developer/Upstream Contributor**  
**@ OpenStack**  
FOSS enthusiast, cloud and container tinkerer.



**Angie Gonzalez** @angieg0nzalez  
**QA Engineer@ Internet Brands**  
Loves writing bug reports and cares too much about wrestling.



**Evelyn Masso**  
**Fullstack Web Developer**  
**@ Carbon Five**  
Loves traveling, hosting dinner parties, and subverting expectations.

# Tell your friends!

- **New York** - [bit.ly/wsc-ny](http://bit.ly/wsc-ny)
- **SF Bay** - [bit.ly/wsc-sf-bay](http://bit.ly/wsc-sf-bay)
- **LA** - [bit.ly/wsc-la](http://bit.ly/wsc-la)
- **Chicago** - [bit.ly/wsc-chi](http://bit.ly/wsc-chi)



# WRITE / SPEAK / CODE

## Sponsor

free tickets  
**custom workshops**  
avg 5 years exp  
recruit amplifiers  
**elevate women/**  
**enby leaders**

[bit.ly/wsc-18-sponsor](https://bit.ly/wsc-18-sponsor)

## Donate

first to offer **childcare**  
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vegan and gluten-free  
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free events

**Venmo:**

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because it works

workshops & events for  
**1500+**  
organizations launched  
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oss projects started  
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**WRITE / SPEAK / CODE**

**2018 Conference:**

**Aug 1-4 | NYC**

**Foundations & Explorations Tracks**

*writing, speaking, coding, career development, personal growth, and self-care*

**[writespeakcode.com/2018/](http://writespeakcode.com/2018/)**

# 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>

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Shireen!  
Thank you!!

All headshots will be password protected  
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SPEAK YOUR TRUTH!

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