WRITE / SPEAK / CODE

Own Your Expertise

SPEAK YOUR TRUTH!

GitHub

slack

SPEAK YOUR TRUTH

Welcome!

Agenda

- Intro
- Tell your story
- Lunch
- Expertise Breakdown
- Break outs
- Defense against the dark arts
- Closing
- Cocktails & Networking (at Github!)

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

Resume Reviews: 12-12:30

slack

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

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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)

Accessibility & Inclusion

Inclusion

- **Childcare room**: supervised play area for children. Thank you @bugsnag!
- **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

bugsnag

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 /

Neha Batra @nerdneha
Engineering Manager @ GitHub
Collects national park magnets, has a chores kanban board on her wall, WSC Board Member

Kelly Mason @kellymase
Customer Engineer @ Bugsnag
Gets excited about education and engineering; currently educates engineers.

Tien "Mimi" Nguyen
@Mimi_Dumpling
Software Engineer (seeking opps)
Has an uncanny ability of finding the nearest churro stand and is currently learning more about Rails.

Ting Deng @tingex
Software Engineer @ Indiegogo
Life-long learner, currently diving into playing piano by ear and Chinese history

Mentors

WRITE / Mentors

Ei-Nyung Choi
Staff Engineer @ Slack
Been building user-centered technology professionally for 20 years. Specialties are in high-performance/ high-scale web products, mobile apps, and casual games.

Angie Hilem @angiehilem
Social Strategist @ Heighten Social
Gets really excited about social media strategy, makeup, and puppy sightings

Alaina Kafkes @alainakafkes
Software Engineer @ Medium
Writer-engineer who likes long runs, literature, languages, and lemons

Mina Markham @minamarkham
Sr. Software Engineer @ Slack
Front-end architect, conference speaker and organizer, and lover of design systems

SPEAK / Mentors

Marlena Compton @marlenac
Developer @ Ministry of Velocity
Enjoys pair programming and taking her dog for walks at the beach

Maude Lemaire @qcmaude
Sr. Software Engineer @ Slack
Consumer of Netflix cooking shows, loyal yoga student, bilingual poutine critic

Jessica Parsons @verythorough
Documentation Engineer @ Netlify
Teacher turned developer turned development teacher who likes to sew and teach her shibas silly tricks.

Julie Qiu @JQiu25
Engineering Lead @ Spring
Loves to travel, cook and drink iced coffee.

CODE / Mentors

Kelly King @kng
Sr Software Engineer @ Twitter
Loves warm weather, playing board games, and hanging with her two pups.

Julia Nguyen @fleurchild
Software Engineer @ Headspace
Viet-Canadian developer, community organizer, and storyteller from Toronto who cares about mental health, refugee/immigrant communities, and social equity.

Katrina Uychaco @kuychaco
Software Engineer @ GitHub
Lover of ketchup and squirrels. Master and teacher of Git.

Fureigh @fureigh
Software Engineer/Innovation Specialist @ 18F
Oakland-based software architect/ service designer/rock guitarist who believes technology should be kind to humans and so should the state.

Linda Peng @lpnotes
Developer @ ActionKit.com
Developer at ActionKit.com, alum at MoveOn.org, violinist at youtube.com/ lpnotes, creator of CodeBuddies.org, and Hufflepuff

Camille Villa @effusivelynerdy
Digital Library Research Engineer @ Stanford University Libraries
Likes tea parties and excessive quantities of nacho cheese

Breakouts

Get writing!

Where to publish.

What's a good talk proposal?

Find conferences.

Write a proposal!

Intro to Git/Github.

Find OSS projects.

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
- 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, hooky, illogical

Bizarre: fathomless, daunting, overwhelming, bizarre, 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 & Nbs ("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 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 Sandwich:

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.

A few notes …

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

Mentor facilitated Activity

Tweet! Share!
#OwnYourExpertise
@wscsf @writespeakcode

Inspire / Describe / Want

- List 5 things that **inspire you**
- List 5 words that **describe you**
- List 5 things **you want**

Story you love

- 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 love

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- 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
- Tell a story 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

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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

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

Boundary Bullseye

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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

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

Common Truth Topics

Deeper Truth Topics

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

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

Weather

Common Truth Topi

Deeper Truth Top

Small Group

Trauma

Chose a truth topic
Share a personal anecdote
Small Group
#OwnYourExpertise | @writespearcode | @wsecst

SPEAK
YOUR
TRUTH

Kyle Mortara, http://www.flickr.com/photos/8068336@N02/2[illegible]905821, CC BY[illegible]

Truth Topics + Your Boundaries

SOLO

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

What do you want to surface?

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What do you want to surface?

PAIR

What’s your truth song?

- Tweet it!
- #OwnYourExpertise @wscsf

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Break

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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

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?

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

How did you get into coding?

- When was it?
- What made you interested?

Timeline

How you got into coding

What brought you here today

Timeline

How you got into coding

What brought you here today

10 years

1 year per |

Timeline

How you got into coding

What brought you here today

1 year

~1 month per |

Timeline

How you got into coding

Plot significant moments on timeline

What brought you here today

SOLO

Timeline

How you got into coding

Plot significant moments on timeline

What brought you here today

PAIR

Thank someone who was crucial to your timeline!

- Tweet it!
- #OwnYourExpertise @wscsf

WRITE / SPEAK / CODE

Lunch

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Lunch Order

Meats (Al Pastor, Carne Asada, Carnitas)
Pork Tamales
Zucchini
Mexican Street Corn
Papas con Rajas
Yucatan White Rice
Pinto Beans
Cucumber Salad
Baja Cabbage Salad
Ceviche Mexicano

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WRITE / SPEAK / CODE

Lunch

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Interested in learning more or reviewing your resume, come see us at our table!
Interested in applying? Send an email to writespeakcode@slack.com

Ensuring a diverse and inclusive workplace where we learn from each other is core to Slack's values. We welcome people of different backgrounds, experiences, abilities and perspectives.

We're hiring for:

- Analytics
- Engineering
- Product Management
- ...And more!

GitHub

Cocktails/Mocktails Sponsor!

Neha Batra: @nerdneha + nerdneha@github.com

github.com/about/careers + @Github

Hiring for: Engineering + PM + Design

WRITE / SPEAK / CODE

Thank you!

@SlackHQ @Github

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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 into 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
5. What skills & strengths did you use?

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
5. What skills & strengths did you use?

Timeline

How you got into 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 into 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
2. Cite an example of your thesis
3. Describe various examples that illustrate the thesis in its nuance

WRITE / SPEAK / CODE

Break

SPEAK YOUR TRUTH!

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Mine your Timeline

How you got into coding

Identify Projects

What brought you here today

SOLO

Mine your Timeline

How you got into coding

Identify Skills

What brought you here today

SOLO

Mine your Timeline

How you got into coding

Identify Roles

What brought you here today

SOLO

Mine your Timeline

How you got into coding

Identify Strengths

What brought you here today

SOLO

Mine your Timeline

How you got into coding

Identify Challenges

What brought you here today

SOLO

Share your Timeline ingredients

How you got into coding

Share projects, skills, roles, strengths and challenges

What brought you here today

PAIR

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!

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?

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”

Timeline

How you got into coding

Review

What brought you here today

20 topics in 5 minutes!

Go!

SOLO

WRITE / Mentors

Ei-Nyung Choi
Staff Engineer @ Slack
Been building user-centered technology professionally for 20 years. Specialties are in high-performance/ high-scale web products, mobile apps, and casual games.

Angie Hilem @angiehilem
Social Strategist @ Heighten Social
Gets really excited about social media strategy, makeup, and puppy sightings

Alaina Kafkes @alainakafkes
Software Engineer @ Medium
Writer-engineer who likes long runs, literature, languages, and lemons

Mina Markham @minamarkham
Sr. Software Engineer @ Slack
Front-end architect, conference speaker and organizer, and lover of design systems

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Marlena Compton @marlenac
Developer @ Ministry of Velocity
Enjoys pair programming and taking her dog for walks at the beach

Maude Lemaire @qcmaude
Sr. Software Engineer @ Slack
Consumer of Netflix cooking shows, loyal yoga student, bilingual poutine critic

Jessica Parsons @verythorough
Documentation Engineer @ Netlify
Teacher turned developer turned development teacher who likes to sew and teach her shibas silly tricks.

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Engineering Lead @ Spring
Loves to travel, cook and drink iced coffee.

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Loves warm weather, playing board games, and hanging with her two pups.

Julia Nguyen @fleurchild
Software Engineer @ Headspace
Viet-Canadian developer, community organizer, and storyteller from Toronto who cares about mental health, refugee/immigrant communities, and social equity.

Katrina Uychaco @kuychaco
Software Engineer @ GitHub
Lover of ketchup and squirrels. Master and teacher of Git.

Fureigh @fureigh
Software Engineer/Innovation Specialist @ 18F
Oakland-based software architect/ service designer/rock guitarist who believes technology should be kind to humans and so should the state.

Linda Peng @lpnotes
Developer @ ActionKit.com
Developer at ActionKit.com, alum at MoveOn.org, violinist at youtube.com/ lpnotes, creator of CodeBuddies.org, and Hufflepuff

Camille Villa @effusivelynerdy
Digital Library Research Engineer @ Stanford University Libraries
Likes tea parties and excessive quantities of nacho cheese

Heads down time!

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

Write		Speak	
“Bio”-Engineering	Mina	Find conferences to submit to	Maude
What should I write about	Ei-Nyung	How CFPs & talk proposals work	Marlena
Get Writing	Angie	Prepare your talk for getting accepted	Jessica
Where to Publish	Alaina	Writing a Talk	Kelly

Code - Git	Code - OSS	Growth
Fureigh (Int. Git)	Julia	
Katrina (Int. Git)	Linda	Julie
	Camille	Ask an engineering manager

WRITE / SPEAK / CODE

Own Your Expertise

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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 secrete 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

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 SF Meetup!

meetup.com/WriteSpeakCode-SFBay

- **Mon Mar 26th - SPEAK**: Speak Your Talk - bit.ly/wsc-sf-mar
- **Tue Apr 17th - WRITE:** Write About It - bit.ly/wsc-sf-apr
- **Wed May 16th - CODE:** Open Source Hours - bit.ly/wsc-sf-may
- **The Jun 21st - GROW**: Eng Leader Panel - bit.ly/wsc-sf-jun

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 /

Neha Batra @nerdneha
Engineering Manager @ GitHub
Collects national park magnets, has a chores kanban board on her wall, WSC Board Member

Kelly Mason @kellymase
Customer Engineer @ Bugsnag
Gets excited about education and engineering; currently educates engineers.

Tien "Mimi" Nguyen
@Mimi_Dumpling
Software Engineer (seeking opps)
Has an uncanny ability of finding the nearest churro stand and is currently learning more about Rails.

Ting Deng @tingex
Software Engineer @ Indiegogo
Life-long learner, currently diving into playing piano by ear and Chinese history

Tell your friends!

- **New York** - bit.ly/wsc-ny
- **SF Bay** - bit.ly/wsc-sf-bay
- **LA** - bit.ly/wsc-la
- **Chicago** - bit.ly/wsc-chi

WRITE / SPEAK / CODE

2018 Conference!!!!

Late Summer | NYC Area

Cocktails + Mocktails GitHub

88 Colin P Kelly Jr Street (bring IDs)

Old Fashioned - **New Fashioned**
Scotch, cinnamon, vanilla, Angostura Bitters.

Vodka Coupe - **Vodka Coupe-de**
Vodka, lemon, elderflower, cucumber, orange bitters.

Tequila Long - **Tech-kill-a Patriarchy**
Blanco Tequila, lime, grapefruit, honey, soda.

Non Alcoholic - **Ally-derflower and Cucumber**
Elderflower and cucumber

Non Alcoholic - **Grapefruit Inclusion Fusion**
Grapefruit and honey

Glamour Shots

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

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THANK YOU!

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Silpi!
Thank you!!

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

Silpi Padhy

@RallyHealth

I help teams push their limits further, without stressing the system, helping drive change that brings forth innovation seamlessly.

WRITE / SPEAK / CODE

Own Your Expertise

SPEAK YOUR TRUTH!

GitHub

slack