

**NO MORE  
UNICORNS**

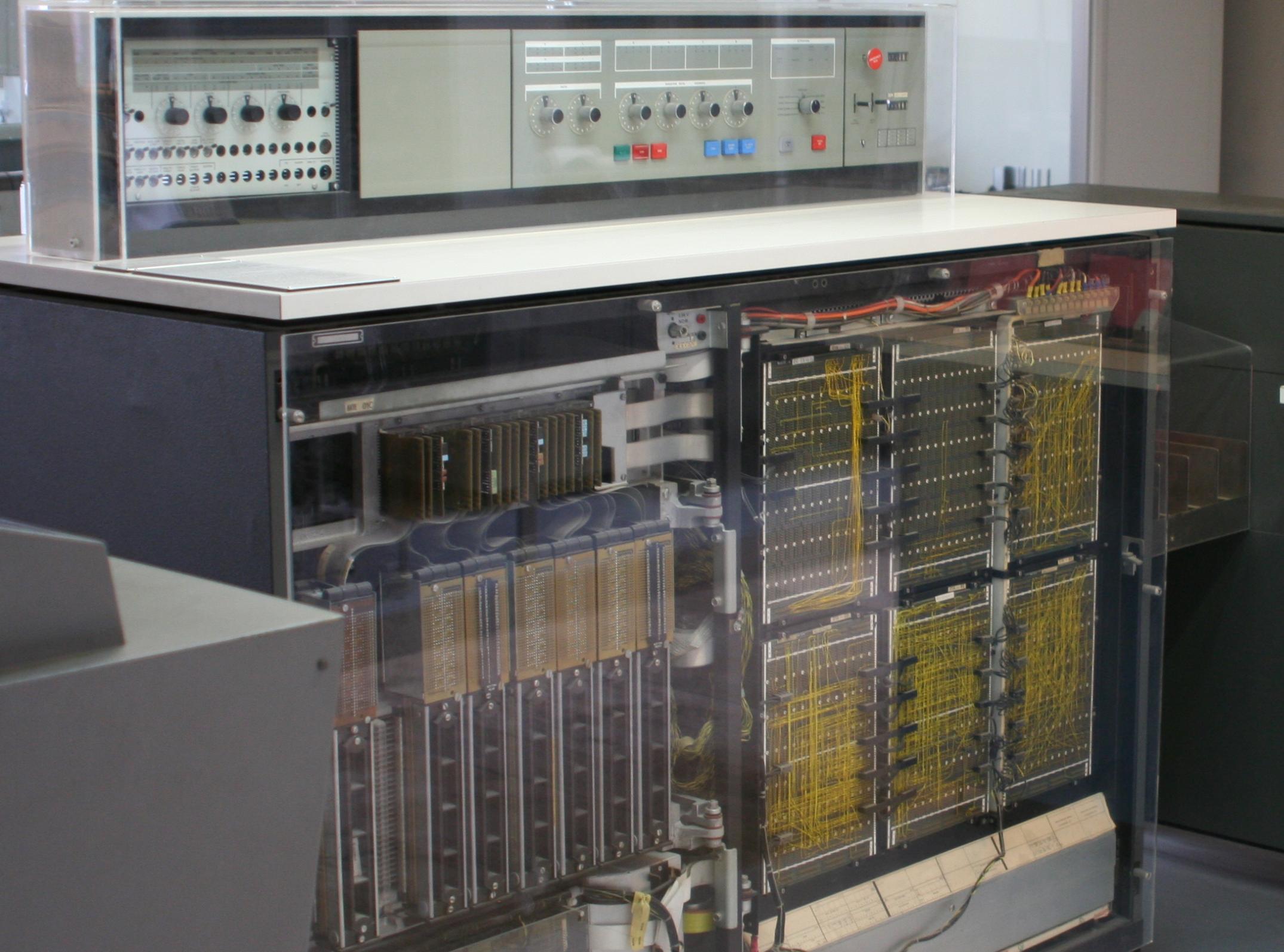


**CJ SILVERIO**  
**DEVOPS AT NPMJS.COM**  
**@CEEJBOT**

I'M GOING TO TELL YOU A  
STORY



**IBM**  
SYSTEM 360







POWER SERIES



*SiliconGraphics*  
Computer Systems

IRIS Crimson

SGI  
SiliconGraphics  
Computer Systems

Entry

Prime



# C J Silverio

ceejbot

NPM, Inc

Menlo Park, CA

ceejceej@gmail.com

<http://ceejbot.github.io/>

Joined on Apr 28, 2011

**56**

Followers

**715**

Starred

**36**

Following

Contributions

Repositories

Public activity

Edit profile

## Popular repositories

[fivebeans](#)

A beanstalkd client for node.js & a simpl...

58 ★

[aerogel](#)

a node.js driver for the Crazyflie quadco...

40 ★

[xx-bloom](#)

yet another bloom filter implementation f...

17 ★

[scurry](#)

consistent hash ring of leveldbs

17 ★

[keep-alive-agent](#)

a keep-alive agent for node http & https ...

17 ★

## Repositories contributed to

[npm/npm-ansible](#)

playbooks, roles, and other Ansible good...

0 ★

[npm/operations](#)

nagios plugins, useful scripts, configurati...

0 ★

[npm/npm\\_cookbooks](#)

Chef Cookbooks for NPM

0 ★

[npm/servers](#)

npm server devops stuff

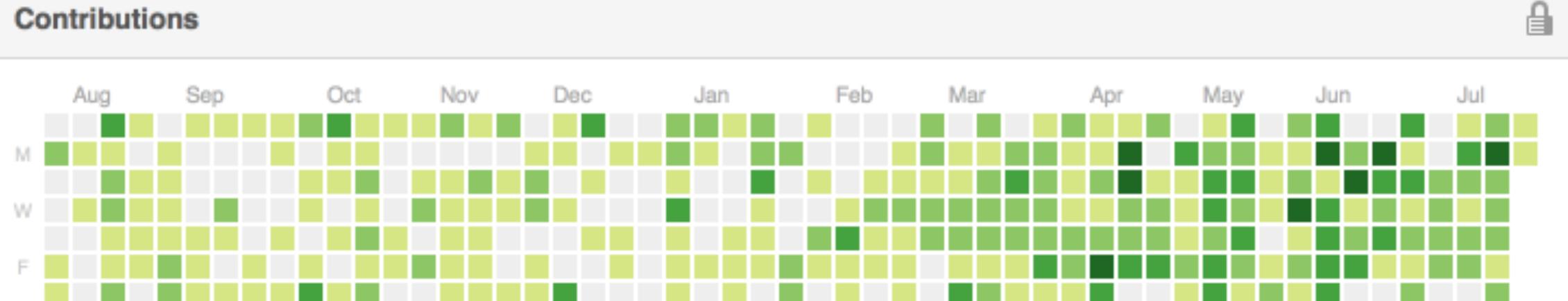
0 ★

[npm/npm-enterprise](#)

npm's Enterprise registry solution, in the ...

0 ★

## Contributions



Summary of Pull Requests, issues opened, and commits. [Learn more](#).

Less More

## Organizations

Year of contributions

Longest streak

Current streak

I HAVE AN AWESOME CAREER  
WORKING ON SOME  
GREAT PROJECTS.





This repository ▾

Search or type a command



Explore Gist Blog Help



UBLIC



joyent / libuv

Watch ▾

282

★ Unstar

# ◀ Removed use of gendered pronoun #1015

Closed

alex wants to merge 2 commits into joyent:master from alex:patch-1

Conversation 228

Commits 2

Files changed 2



alex commented on Nov 29, 2013

*No description provided.*

Labels

master

pr



Removed use of gendered pronoun



1ff9d18

Milestone



No milestone

**Labels****master****PR****Milestone**

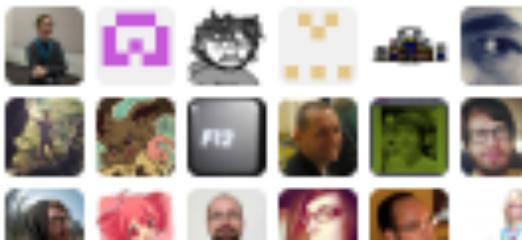
No milestone

**Assignee**

No one assigned

**Notifications** **Subscribe**

You're not receiving notifications from this thread.

**108 participants****alex** commented on Nov 29, 2013

I'm sorry to hear that. I don't really see why you wouldn't merge it if it's so trivial though. Surely making the library less hostile is worth a few seconds of our time to press the "merge" button?

**rdodev** commented on Nov 29, 2013

Glad this didn't go through. The White Knights of tech are getting a bit over their heads on this. One thing is to raise awareness of a problem that exists throughout society -- not just tech, a whole different one is to go to the extent of requesting a pull request to remove gendered references. That helps no one. Zero. It does not advance anyone's argument.

**azer** commented on Nov 29, 2013

+1 "him" definitely needs to be replaced with "them"

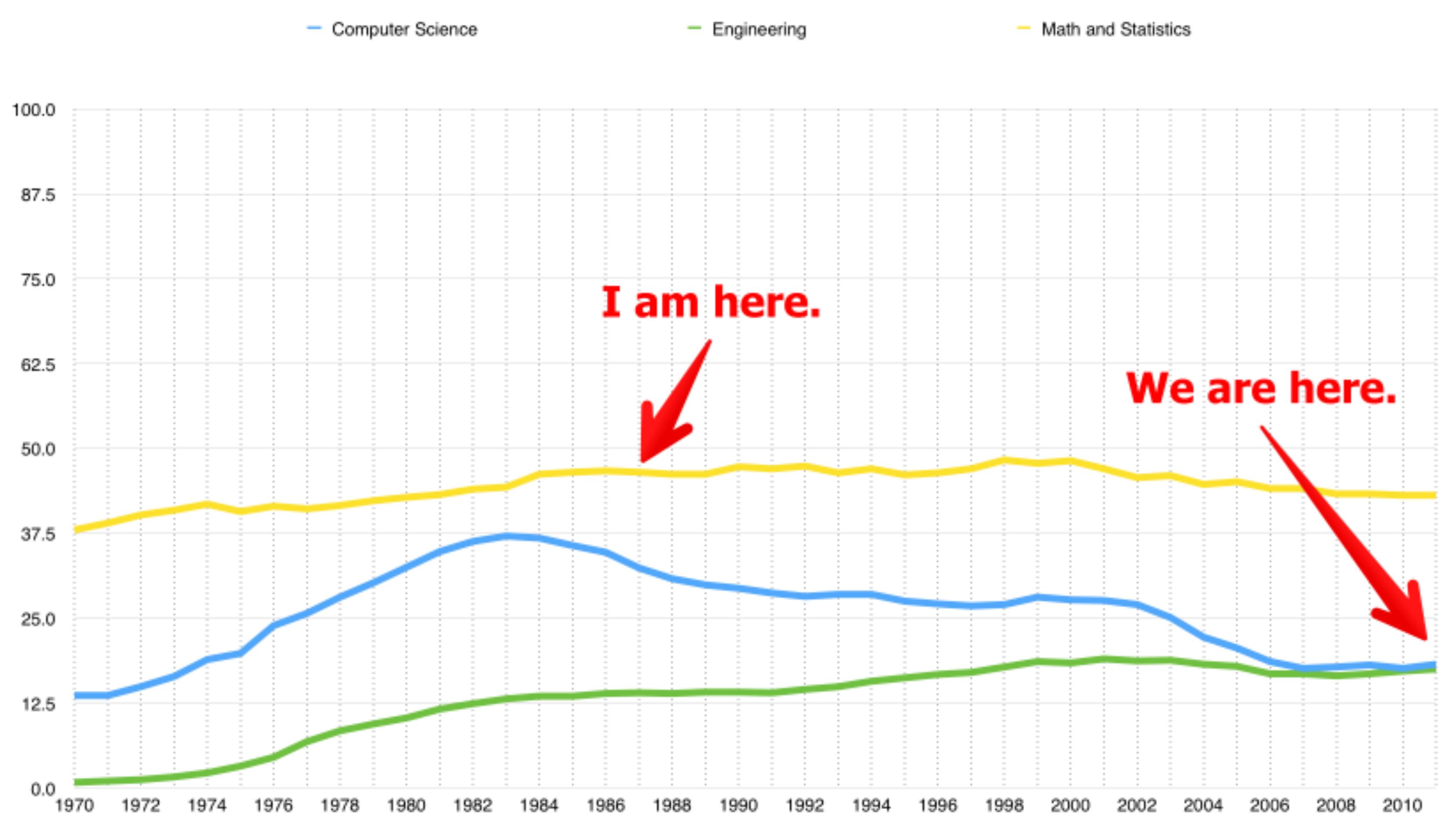
**eevee** commented on Nov 29, 2013

**WHY IS MY COMMUNITY TELLING ME  
I DON'T BELONG?**

**THIS IS IN MY HOUSE.  
MY COMMUNITY.**

**SO I LOOKED UP.  
I LOOKED AROUND.  
I SAW A LOT OF NOTHING.**

**WHAT DIDN'T I SEE?  
WOMEN.**



# PIPELINE PROBLEM?

**GOOGLE: 17%**  
**1998: 27%**

**YAHOO: 15%**  
**1994: 28.5%**

**FACEBOOK: 15%**  
**2004: 22.2%**

**TWITTER: 10%**  
**2006: 18.6%**

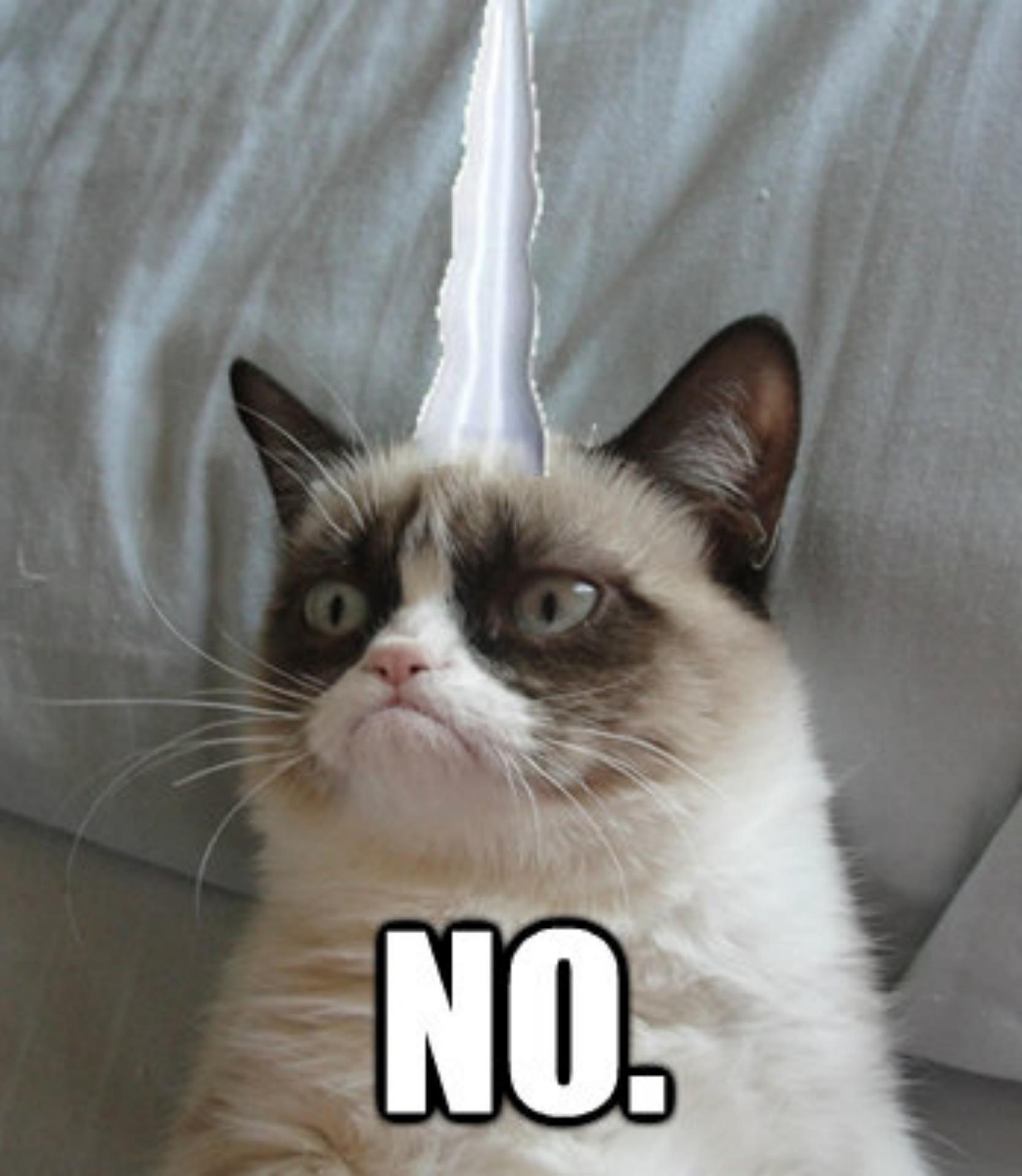
**OUR INDUSTRY IS  
REGRESSIVE.**

# THE FUTURE! UH...





**YAY. I'M A UNICORN.**



**NO.**

**MORE LIKE THIS.**



# COMMUNITY PANEL AT NODE SUMMIT 2014

Late invitation because there  
were few women on the  
schedule.

@dshaw gave me a mic.  
Brave man.

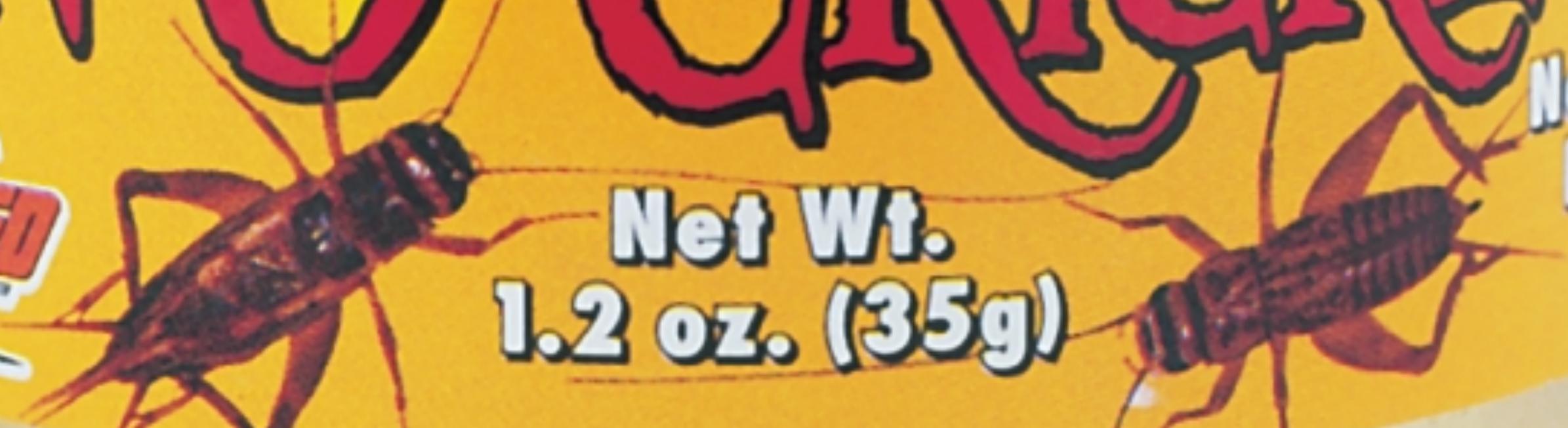
**THE NODE.JS PROJECT  
SHOULD RECRUIT  
WOMEN.**

Natural Juices  
Added in the Can!

Ideal for Reptiles  
Birds or Fish

ZOO MED'S

# CAN O' CRICKETS



Net Wt.  
1.2 oz. (35g)

Never Buy  
Live Food  
Again!

**LET'S FIGURE THIS OUT.**

**HOW DID I BECOME  
A UNICORN?**

**STUBBORN &  
OBVIOUS**

**"GIRLS DON'T PROGRAM COMPUTERS!"**

**STUBBORN:**  
**SCREW YOU; I'M GOING TO DO WHAT I WANT.**

**OBLIVIOUS:  
SORRY DIDN'T NOTICE.  
TOO BUSY WRITING THIS MODULE.**

**NOT ACTUALLY A GOOD IDEA.  
NOT EVERYBODY WANTS TO BE  
THAT THICK-SKINNED.**

**PEOPLE SHOULDN'T  
HAVE TO BE THAT  
THICK-SKINNED.**

**DETERMINED  
& EMPATHETIC.**

**GIRLS DON'T PROGRAM COMPUTERS!**

**DETERMINED:  
I'M GOING TO DO WHAT I WANT.**

**EMPATHETIC.  
WHO ELSE HAS THAT GUY  
DRIVEN OFF?**

**THAT'S ME!  
WHAT ABOUT YOU?**

**HOW YOU ACT  
IS WHAT YOUR  
VALUES ARE**

**DO YOU TRULY VALUE  
DIVERSITY  
IN OUR PROFESSION?**

# HIRING MANAGERS!



**IF YOUR TEAM LOOKS LIKE THIS  
IT'S BECAUSE YOU  
DIDN'T TRY.**

**RIP <YOUR NAME HERE>  
YOU ONLY WORKED ON  
EASY PROBLEMS**



**BE DETERMINED  
IT'S EASIER THAN YOU FEAR**

# **STEP ONE: SAY IT CLEARLY.**

“We are not a typical early stage startup. We believe that working sensible hours and taking care of ourselves and our loved ones is the best way to ensure long-term productivity. We care deeply about making tech a more inclusive and diverse place.”

-- yes, please apply

**STEP TWO:  
ENLIST YOUR EXISTING  
EMPLOYEES TO HELP.**

**STEP THREE:  
HIRE SOMEBODY  
WHO DOESN'T LOOK LIKE  
EVERYBODY ELSE**

**BUT CEEJ, I CAN'T DO THAT.  
I CAN ONLY HIRE THE BEST.**

**HIRE PEOPLE FOR WHO THEY'LL BECOME,  
NOT FOR WHAT THEY ARE NOW.**

**A TERRIBLE SECRET ABOUT OUR CULTURE:  
MEN OVER-STATE  
WOMEN UNDER-STATE**

**HOT TIP:  
THAT CANDIDATE IS PROBABLY  
UNDERVALUED. SNAG 'EM  
WHILE YOU CAN.**



**THIS IS THE NPM TEAM.  
@IZS ACTED ON HIS VALUES.**

**OKAY GUYS.  
YOUR TURN.**



**LET'S MOVE BEYOND  
NOT BEING HORRIBLE**

**EMPATHETIC:  
YOUR WOMEN COLLEAGUES  
HAVE A HARDER TIME THAN YOU KNOW.**

**THE STANDARD YOU WALK PAST  
IS THE STANDARD  
YOU ACCEPT.**

**DETERMINED:  
STOP BAD BEHAVIOR  
WHEN YOU SEE IT**

**MY FELLOW WOMEN**



**56% LEAVE  
BY MID-CAREER**

**PROGRAMMING IS  
A GREAT CAREER.**

**STAY DETERMINED.**

**MY RESOLUTION:  
2014 IS THE YEAR  
I HELP OTHER WOMEN.**

# MY NEW LOOK



# DETERMINED & EMPATHETIC



# WHAT ABOUT YOU?

