NO MORE UNICORNS

I'M GOING TO TELL YOU A

STORY

IBM
SYSTEM 360

sun

CONTROL DATA
POWER SERIES
IRIS 4D/210GTX
SiliconGraphics
Computer Systems
IRIS Crimson
SiliconGraphics
Entry
Prime

I HAVE AN AWESOME CAREER
WORKING ON SOME
GREAT PROJECTS.

C J Silverio

ceejbot

NPM, Inc

Menlo Park, CA

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http://ceejbot.github.io/

Joined on Apr 28, 2011

56 Followers **715** Starred **36** Following

Organizations

Contributions | Repositories | Public activity

Edit profile

Popular repositories

fivebeans 58 ★
A beanstalkd client for node.js & a simpl...

aerogel 40 ★
a node.js driver for the Crazyflie quadco...

xx-bloom 17 ★
yet another bloom filter implementation f...

scurry 17 ★
consistent hash ring of leveldbs

keep-alive-agent 17 ★
a keep-alive agent for node http & https ...

Repositories contributed to

npm/**npm-ansible** 0 ★
playbooks, roles, and other Ansible good...

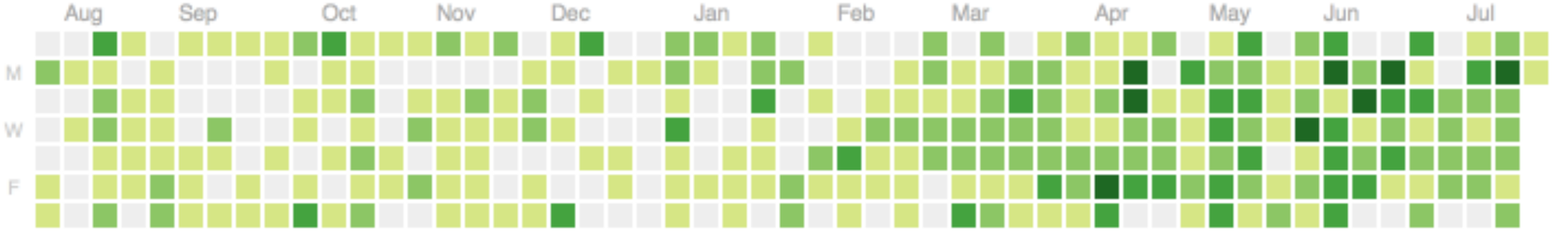
npm/**operations** 0 ★
nagios plugins, useful scripts, configurati...

npm/**npm_cookbooks** 0 ★
Chef Cookbooks for NPM

npm/**servers** 0 ★
npm server devops stuff

npm/**npm-enterprise** 0 ★
npm's Enterprise registry solution, in the ...

Contributions



Summary of Pull Requests, issues opened, and commits. Learn more.

Less More

Year of contributions	Longest streak	Current streak

JS

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.

Removed use of gendered pronoun 1ff9d18

Labels

master

pr

Milestone

No milesto

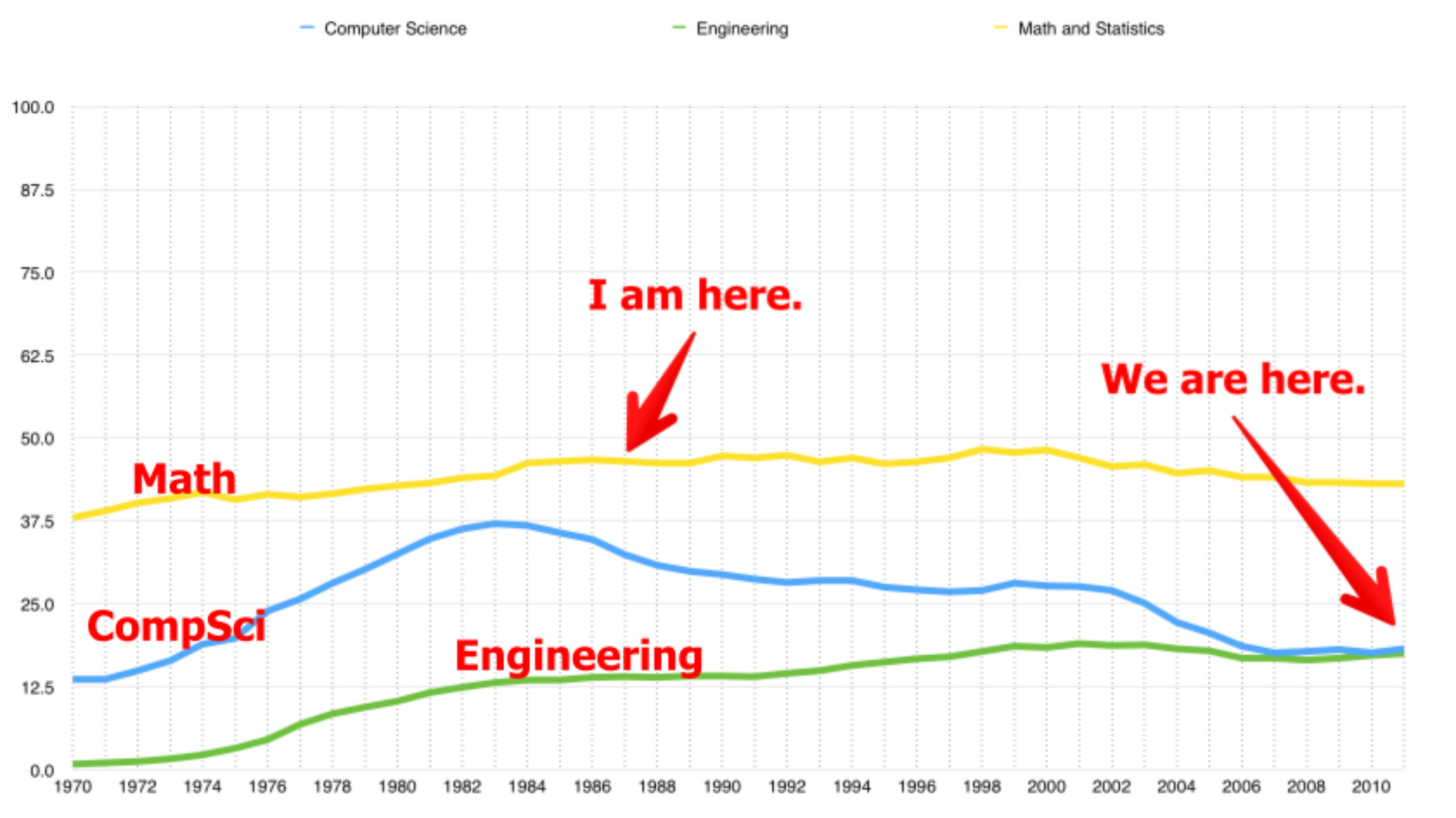
WHY IS MY COMMUNITY TELLING ME I DON'T BELONG?

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.


Computer Science
Engineering
Math and Statistics
100.0
87.5
75.0
62.5
50.0
37.5
25.0
12.5
0.0
1970
1972
1974
1976
1978
1980
1982
1984
1986
1988
1990
1992
1994
1996
1998
2000
2002
2004
2006
2008
2010
I am here.
We are here.
Math
CompSci
Engineering

PIPELINE PROBLEM?

GOOGLE: 17%
1998: 27%

YAHOO: 15%
1994: 28.5%

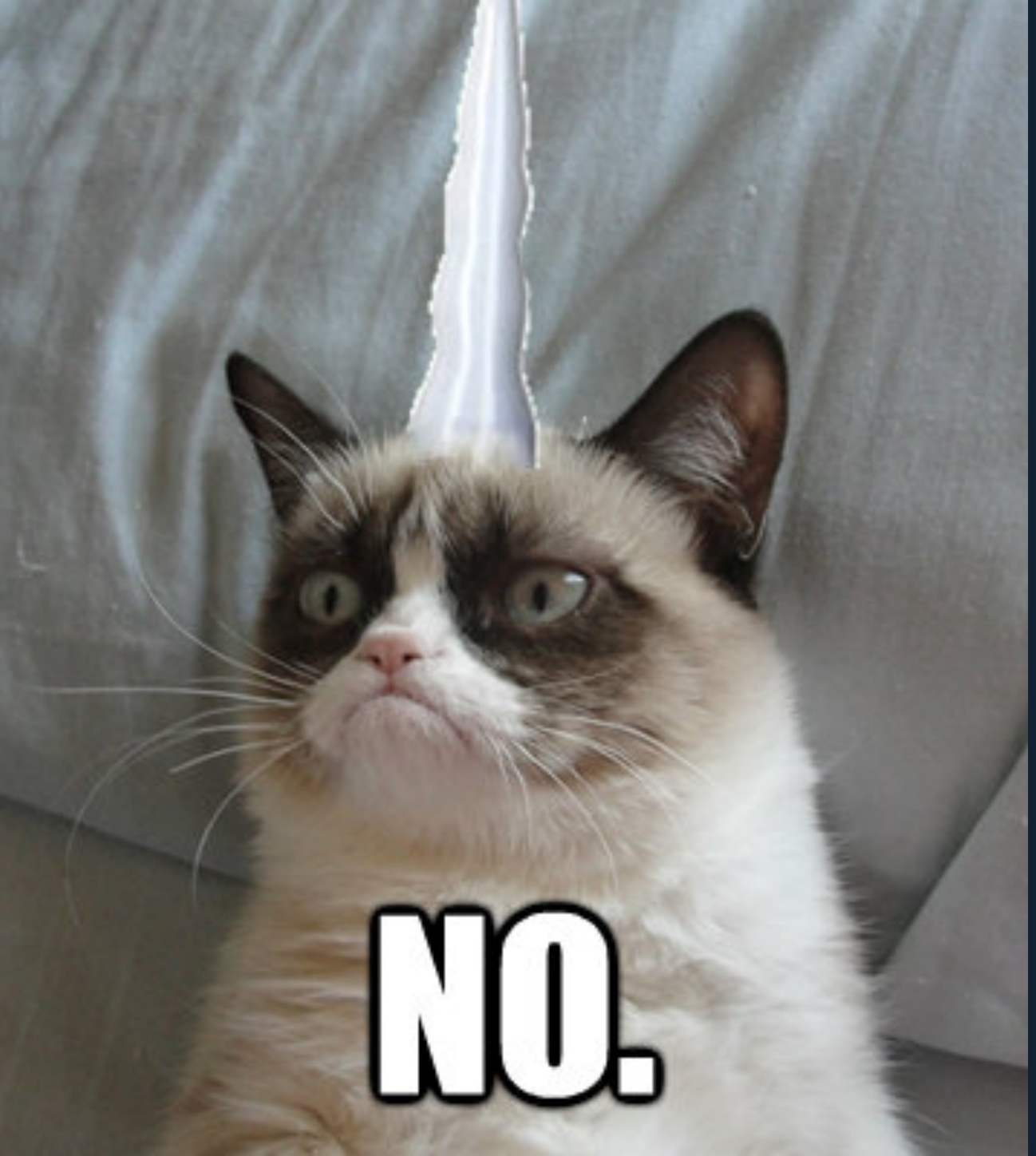
FACEBOOK: 15%
2004: 22.2%

TWITTER:10%
2006:18.6%

OUR INDUSTRY IS REGRESSIVE.

THE FUTURE!
UH...

YAY. I'M A UNICORN.



MORE LIKE THIS.

COMMUNITY PANEL AT NODE SUMMIT 2014

THE NODE.JS PROJECT SHOULD RECRUIT WOMEN.

Natural Juices
Locked in the Can!
ZOO MED'S
Ideal for Reptiles
Birds or Fish
CAN O' CRICKETS
Never Be
Live Fe
Ag
Net Wt.
1.2 oz. (35g)

LET'S FIGURE THIS OUT.

HOW DID I BECOME A UNICORN?

STUBBORN & OBLIVIOUS

"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 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 WAS MY WAKE UP MOMENT.

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 MATTERS

"WE CARE DEEPLY ABOUT MAKING TECH A MORE INCLUSIVE AND DIVERSE PLACE."

STEP TWO:
ENLIST YOUR TEAM'S 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.

YOUR HIRING PROCESS SUCKS.

YOU'RE NOT DIVERSE.
YOU NEED TO BE.

A TERRIBLE SECRET ABOUT OUR CULTURE:

MEN OVER-STATE
WOMEN UNDER-STATE

HOT TIP: THAT CANDIDATE IS UNDERVALUED

THIS IS THE NPM TEAM.
NOT PERFECT, BUT BETTER.

OKAY, GUYS.
YOUR TURN.

LET'S MOVE BEYOND NOT BEING HORRIBLE

YOU'RE SCARED OF LOSING SOMETHING.

I NEED YOU TO DO SOMETHING
THAT I CAN'T DO.

THE STANDARD YOU WALK PAST
IS THE STANDARD
YOU ACCEPT.

STOP BAD BEHAVIOR WHEN YOU SEE IT

MY FELLOW UNICORNS

56% LEAVE BY MID-CAREER

YOU CAN BE GREAT AT THIS.

APPLY FOR THAT JOB.
IT IS SO NOT OVER YOUR HEAD.

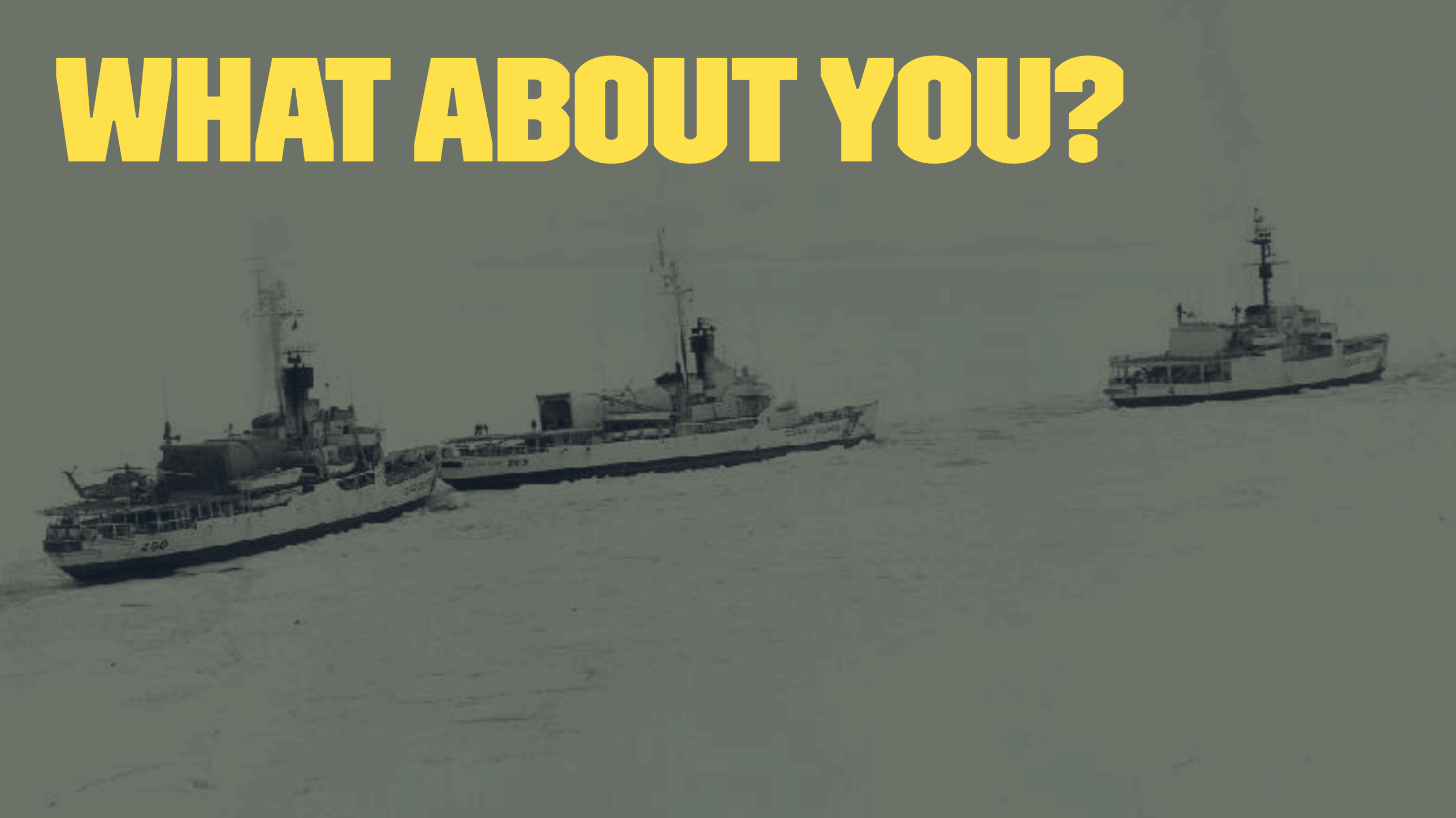
STAY DETERMINED.
I NEED COMPANY.
(YES, I'M SELFISH.)

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

I'M HERE FOR YOU.

MY NEW LOOK
ЯМАЛ

WHAT ABOUT YOU?



C J SILVERIO

DEVOPS AT NPMJS.COM

@CEEJBOT

GITHUB/CEEJBOT/NO-MORE-UNICORNS