

**NO MORE
UNICORNS**

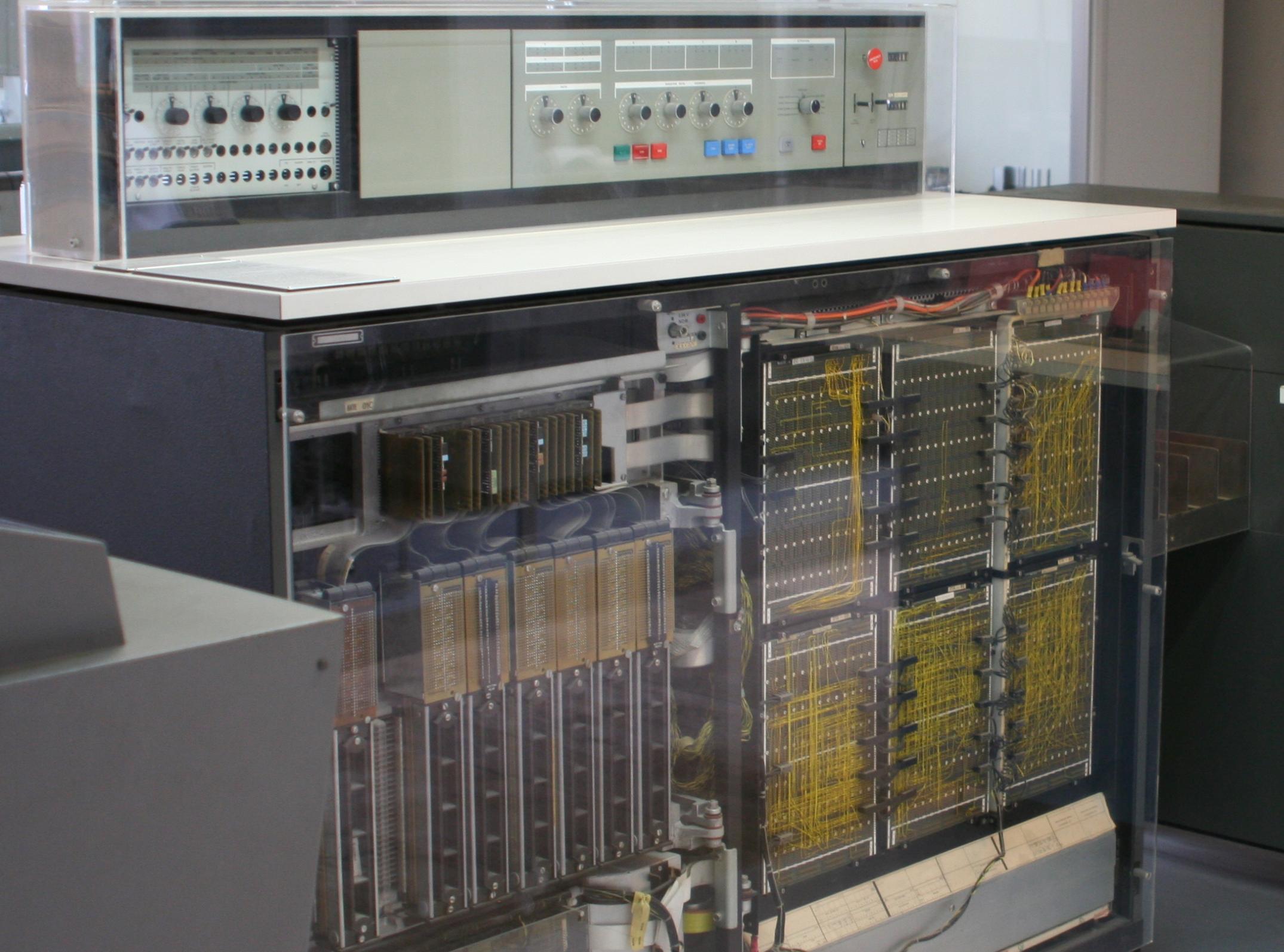


CJ SILVERIO
DEVOPS AT NPMJS.COM
@CEEJBOT

I'M GOING TO TELL YOU A
STORY



IBM
SYSTEM 360





sun



POWER SERIES



SiliconGraphics
Computer Systems

IRIS Crimson

SGI
SiliconGraphics
Computer Systems

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

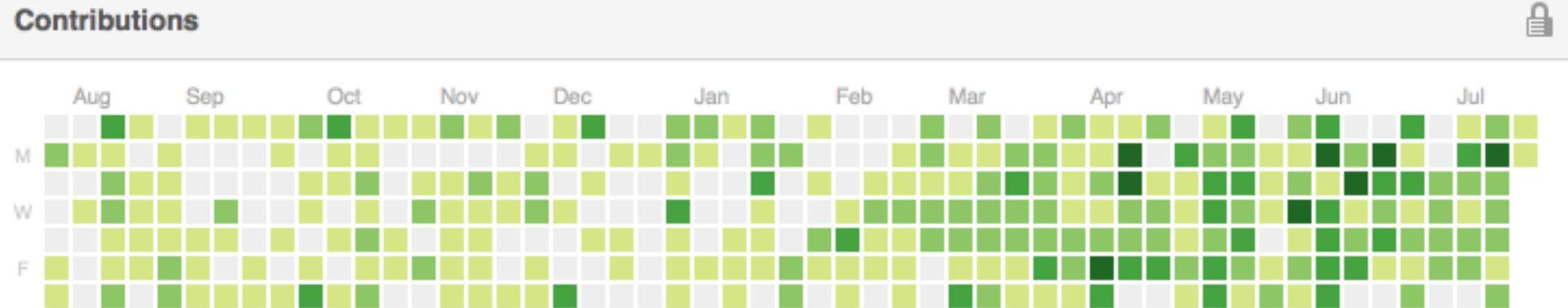
0 ★

[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**

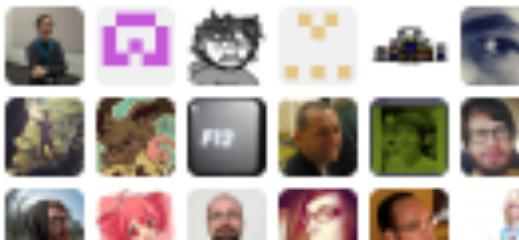
No milestone

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"

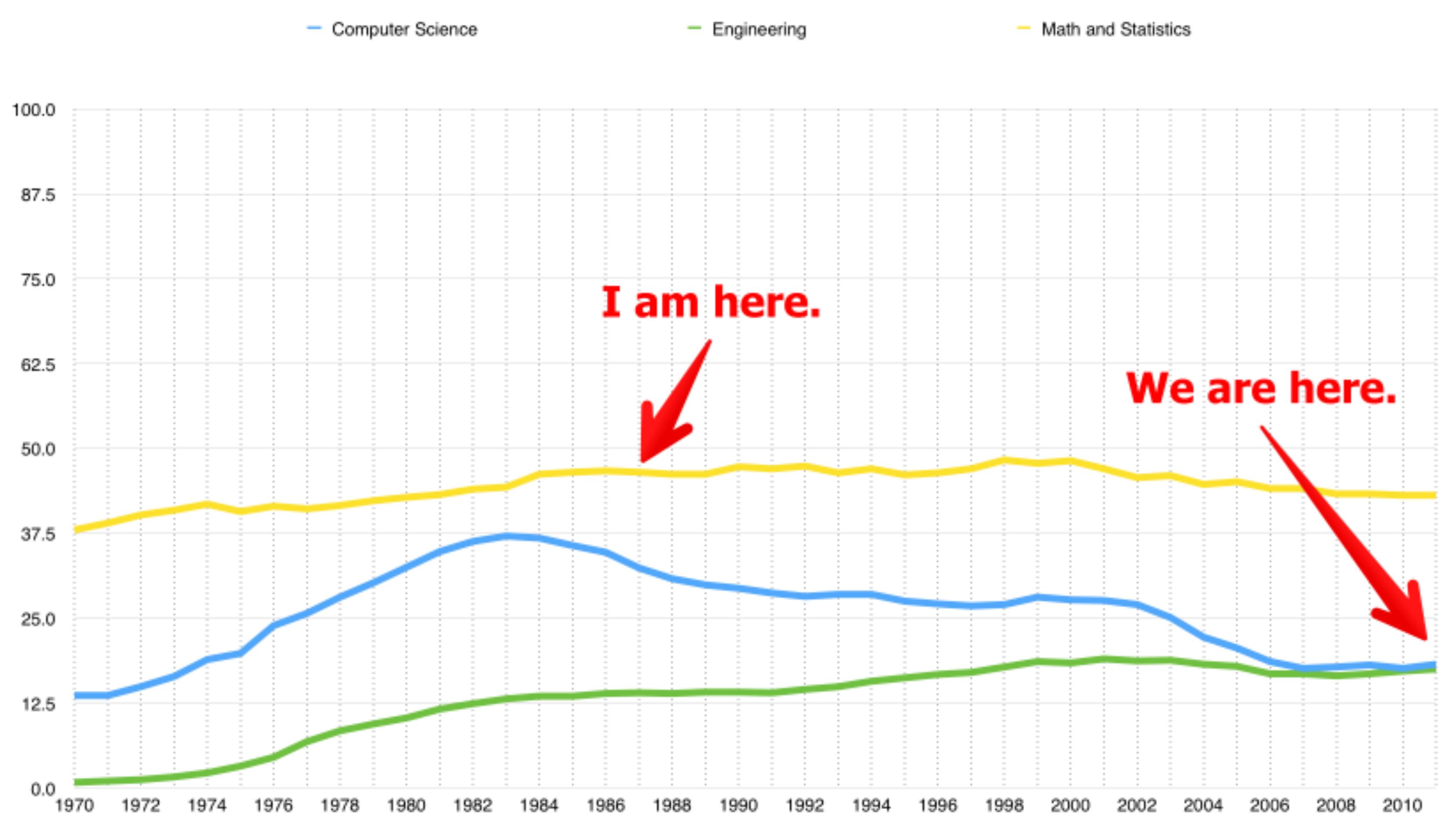
eevee commented on Nov 29, 2013

**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%

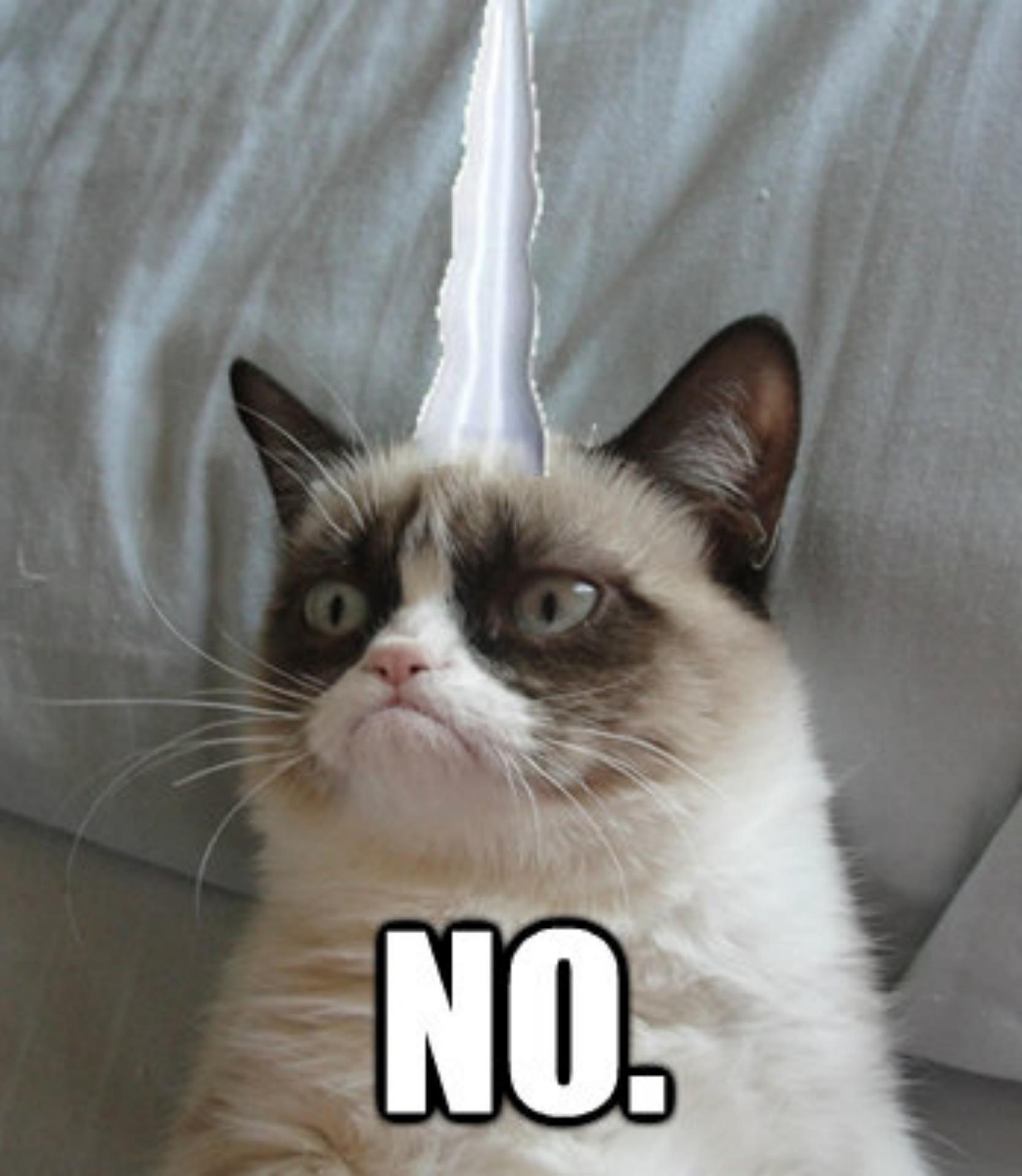
**OUR INDUSTRY IS
REGRESSIVE.**

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.

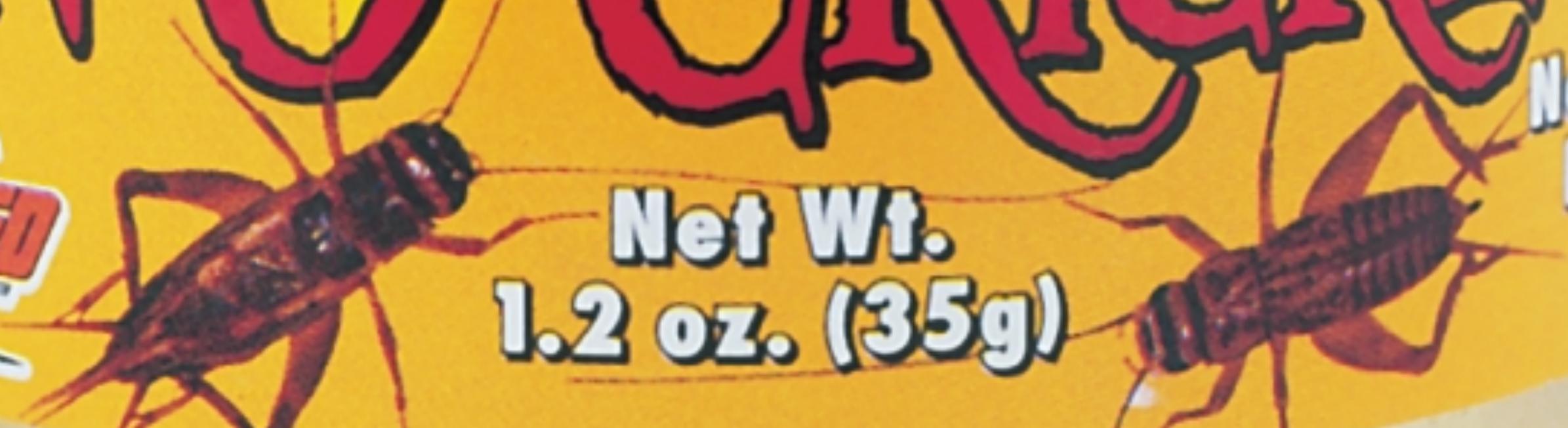
**THE NODE.JS PROJECT
SHOULD RECRUIT
WOMEN.**

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 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.**

**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
UNDERVALUED**



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

**OKAY GUYS.
YOUR TURN.**



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

DIVERSITY IS A WIN
FOR YOU TOO

**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.)**

I'M HERE FOR YOU.

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

MY NEW LOOK



DETERMINED & EMPATHETIC



WHAT ABOUT YOU?

