a

Social Coding

The most important aspect of building software, is the thing we spend the least amount of our energy on and is the part we're the worst at.

Phil Haack

@haacked

https://haacked.com/

“

THE MAJOR PROBLEMS OF OUR WORK ARE NOT SO MUCH TECHNOLOGICAL AS SOCIOLOGICAL IN NATURE.

- TIMOTHY LISTER and TOM DEMARCO in *PEOPLEWARE*

”

THERE’S A LOT TO ADMIRE ABOUT O

Créé par Loi n°93-933 du 22 juillet 1993 - art. 50 JORF 23 juillet 1993

master

Browse files

République Française authored on Dec 31, 1969 1 parent 441db6b commit 9c7dac7a8fbbea91680fda88dac3346f959ba532

Showing 1 changed file with **3 additions** and **14 deletions**.

Unified Split

17 Livre Ier/Titre Ier bis/Article 17.md

View

```diff
@@ -1,16 +1,5 @@
 Article 17
 ----
-La qualité de Français se perdra,
-
-1.° par la naturalisation acquise en pays étranger ;
-
-2.° par l'acceptation non autorisée par le Gouvernement, de fonctions publiques
-conférées par un gouvernement étranger ;
-
-3.° par l'affiliation à toute corporation étrangère qui exigera des distinctions
-de naissance ;
-
-4.° enfin, par tout établissement fait en pays étranger, sans esprit de retour.
-
-Les établissements de commerce ne pourront jamais être considérés comme ayant
-été faits sans esprit de retour.
+La nationalité française est attribuée, s'acquiert ou se perd selon les
+dispositions fixées par le présent titre, sous la réserve de l'application des
+traités et autres engagements internationaux de la France.
```

Women just were interested or predisposed to programming or open source

ORIGINAL HIPSTER PROGRAMER

Coding before there were even computers

“

THE MOST IMPORTANT THING I'VE ACCOMPLISHED, OTHER THAN BUILDING THE COMPILER, IS TRAINING YOUNG PEOPLE.

- GRACE HOPPER

OG PULL REQUEST

Real developers send people to the moon

Programming is women’s work

Three Years Later…

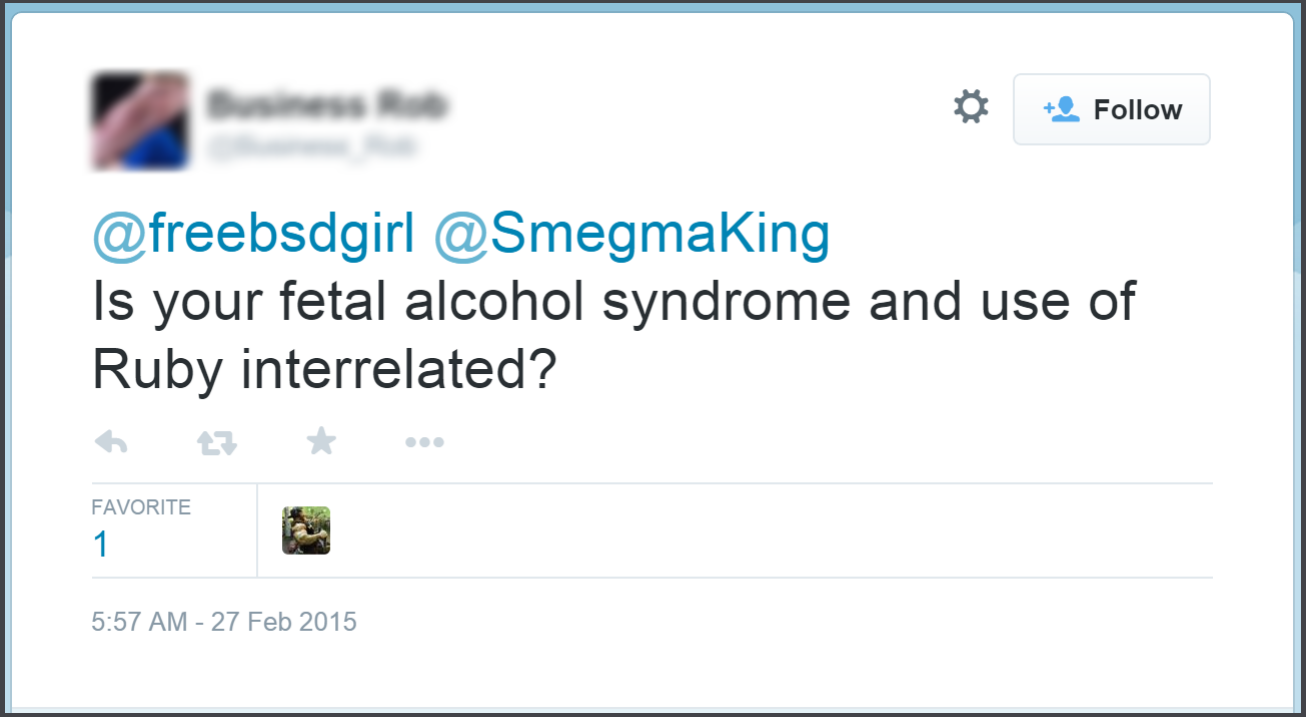
mortdeus

@mortdeus

Follow

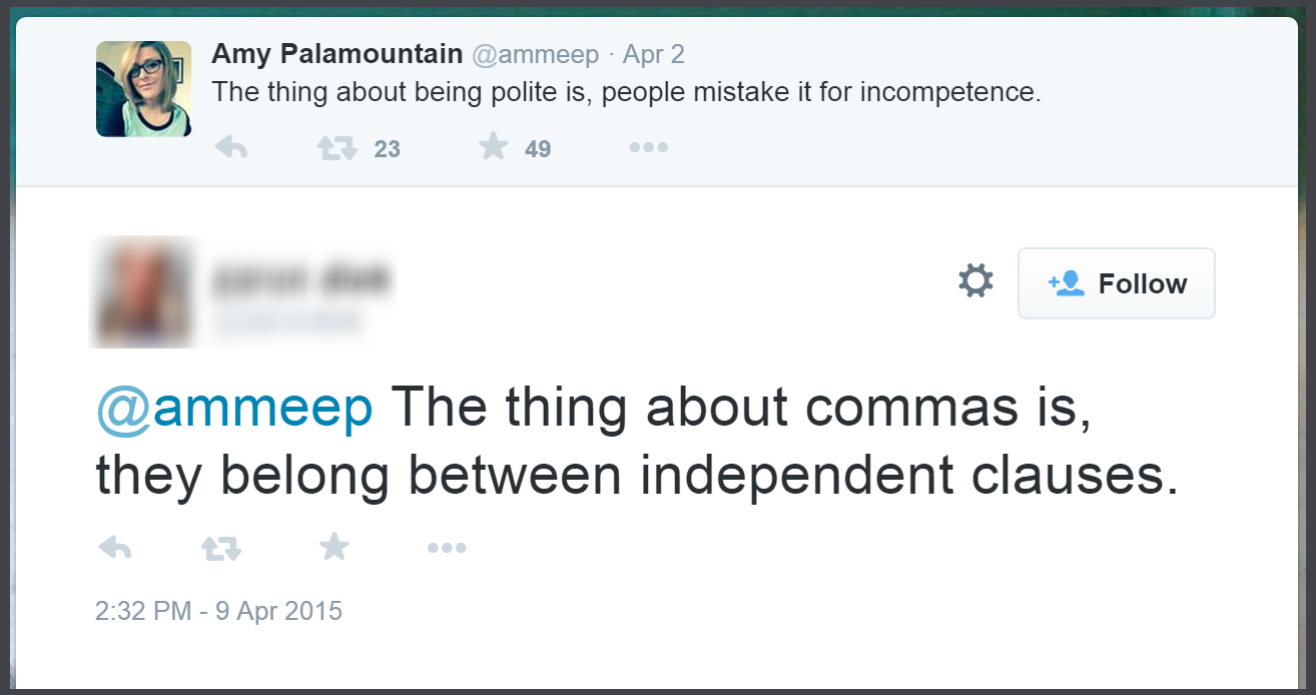
@nrrrdcore You would receive a lot more respect from your peers within the tech industry if contributed more towards open source projects.

12:27 AM - 11 Mar 2015


Business Rob
@Business_Rob
Follow
@freebsdgirl @SmegmaKing
Is your fetal alcohol syndrome and use of Ruby interrelated?
FAVORITE
1
5:57 AM - 27 Feb 2015

Follow

@caitie uneducated opinion. nice. maybe women should ask themselves what they can do to make themselves more attractive to this industry.


Amy Palamountain @ammeep · Apr 2
The thing about being polite is, people mistake it for incompetence.
23
49
Follow
@ammeep The thing about commas is, they belong between independent clauses.
2:32 PM - 9 Apr 2015

“

MARGINALIZED PEOPLE IN TECH — WOMEN, PEOPLE OF COLOR, PEOPLE WITH DISABILITIES, LGBTQ PEOPLE, AND OTHERS — HAVE LESS FREE TIME FOR A FEW MAJOR REASONS: DEPENDENT CARE, DOMESTIC WORK AND ERRANDS, AND PAY INEQUITY.

- ASHE DRYDEN

”

WHY DO WE CARE?

“

BEING IN TECH AND NOT CARING ABOUT TECH CULTURE IS A LUXURY, ONLY AFFORDABLE TO THOSE WITH ENOUGH PRIVILEGE TO IGNORE IT & TOO LITTLE EMPATHY TO CARE.

- LENA REINHARD

”

Diversity is a competitive advantage

Companies with higher proportions of women board directors outperform others by 53%.

On average, companies with the highest percentages of women board directors outperformed those with the least by…

Return on equity: 53%
Return on sales: 42%
Return on invested capital: 66%

Complex decision making improves

It’s not only do the addition of women and people of color contribute something unique from those members, research shows that everybody else contributes something unique. Everybody benefits

WHAT CAN WE DO?

BE AWARE OF UNCONSCIOUS BIAS

“

IN THE U.S. POPULATION, ABOUT 14.5 PERCENT OF ALL MEN ARE SIX FEET OR OVER. AMONG CEOS OF FORTUNE 500 COMPANIES, THAT NUMBER IS 58 PERCENT

- MALCOM GLADWELL

”

Bill Gates – 5’ 9”Steve Ballmer – 6’ 5”

In a randomized double-blind study, science faculty from research-intensive universities rated the application materials of a student—who was **randomly assigned either a male or female name**—for a laboratory manager position. **Faculty participants rated the male applicant as significantly more competent and hireable than the (identical) female applicant**. These participants also selected a higher starting salary and offered more career mentoring to the male applicant.

The gender of the faculty participants did not affect responses, such that **female and male faculty were equally likely to exhibit bias against the female student.**

Don’t feel blamed, be conscious of it

https://implicit.harvard.edu/implicit/

Hold each other accountable

Promote Work Time OSS Contribution

OSS Contribution Benefits

Support Programs That Help

Google Summer of Code
Black Girls Code
Rails Girls Summer of Code
Code 2014

Be Better Maintainers

People new to open source find it intimidating

Untitled by New Zealand Defense Force License: CC BY 2.0

Review new contributions like a child’s drawing

- 'D' in 'Daddy' looks like a 'B'
- People have five fingers
- Love is spelled 'Love' not 'Luv'
- Y in 'you' looks like a squiggle
- Page layout is terrible.
- Wait – is that me !?
  - My eyes are the same size
  - My hands are not potatoes
  - My body is much thicker !
- Hearts are not this shape

- Wow !
  - You love me :-)
    - I love you too …
- Thank you so much for making that for me
  - I'd really like to meet up and practice some of the hard letters sometime
- I particularly like the smile
- I've pushed it with a few minor corrections to master
- Thanks again & looking forward to your next piece.

- https://www.gv.com/lib/unconscious-bias-at-work
- https://implicit.harvard.edu/implicit/takeatest.html
- https://devmynd.com/blog/2015-2-mind-the-gap
- https://twitter.com/freebsdgirl/status/571350489649950720
- http://www.businessinsider.com/google-course-on-unconscious-bias-2014-9#ixzz3X35iqeGy
- http://geekfeminism.wikia.com/wiki/Geek_Feminism_Wiki
- https://twitter.com/nrrrdcore/status/575569430538776578
- http://www.catalyst.org/media/companies-more-women-board-directors-experience-higher-financial-performance-according-latest