

Be a Superhero!

Tangible Actions to Support Diverse Builders and Show Allyship in Web3 Communities

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Introduction

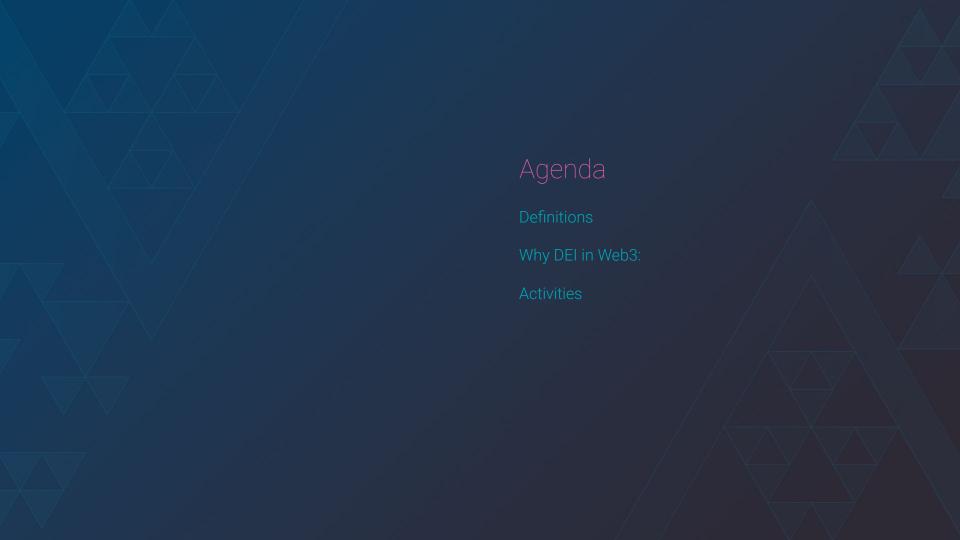
Developer Relations + Marketing at BuidlBox

Advice Columnist for Reinvented Magazine

MS in CompSc

DEI +B Advocate

Mom to 2





Privledge

"First and foremost, understanding privilege requires an understanding of how systems have been put in place so that we *all* experience privilege of some

SOrt"-https://www.shegeeksout.com/blog/superhero-s eries-how-privilege-shows-up-at-work/

https://www.buzzfeed.com/stephenlaconte/how-privileged-are-you-quiz

Harvard Implicit Bias

Weapons IAT

	THE TOTAL BIGG
Transgender IAT	<i>Transgender</i> ('Transgender People - Cisgender People' IAT). This IAT requires the ability to distinguish photos of transgender celebrity faces from photos of cisgender celebrity faces.
Weight IAT	Weight ('Fat - Thin' IAT). This IAT requires the ability to distinguish faces of people who are obese and people who are thin. It often reveals an automatic preference for thin people relative to fat people.
Disability IAT	<i>Disability</i> ('Physically Disabled – Physically Abled' IAT). This IAT requires the ability to recognize figures representing physically disabled and physically abled people.
Presidents IAT	Presidents ('Presidential Popularity' IAT). This IAT requires the ability to recognize photos of Joseph Biden and one or more previous presidents.
Religion IAT	Religion ('Religions' IAT). This IAT requires some familiarity with religious terms from various world religions.
Gender-Science IAT	<i>Gender - Science</i> . This IAT often reveals a relative link between liberal arts and females and between science and males.
Native IAT	Native American ('Native - White American' IAT). This IAT requires the ability to recognize last names that are more likely to belong to Native Americans versus White Americans.
Asian IAT	Asian American ('Asian - European American' IAT). This IAT requires the ability to recognize White and Asian-American faces, and images of places that are either American or Foreign in origin.
Sexuality IAT	Sexuality ('Gay - Straight' IAT). This IAT requires the ability to distinguish words and symbols representing gay and straight people. It often reveals an automatic preference for straight relative to gay people.
Gender-Career IAT	<i>Gender - Career</i> . This IAT often reveals a relative link between family and females and between career and males.
Age IAT	Age ('Young - Old' IAT). This IAT requires the ability to distinguish old from young faces. This test often indicates that Americans have automatic preference for young over old.

Weapons ('Weapons - Harmless Objects' IAT). This IAT requires the ability to recognize White and

Definition of bias: inclination or prejudice for or against one person or group, especially in a way considered to be unfair.

Allyship

"Anyone has the potential to be an ally. Allies recognize that though they're not a member of the underinvested and oppressed communities they support, they make a concerted effort to better understand the struggle, every single day. Because an ally might have more privilege and recognizes said privilege, they are powerful voices alongside oppressed ones."

Accomplice

an accomplice is someone who assists others in creating a space of inclusion, equity, and safety for all, often at the risk of their own social and/or professional standing and physical well-being.



Why is it important in web3

35%

Racially Diverse Teams Outperform Non-diverse Teams

https://blog.clearcompany.com/10-diversity-hiring-statistics-that-will-make-you-rethink-your-decisions

41%

Teams Where Men and Women are Equal Earn 41% More Revenue

https://blog.clearcompany.com/10-diversity-hiring-statistics-that-will-make-you-rethink-your-decisions

Decentralization

What is Decentralization?

Why is it important in web3?

How can it be applied in allyship?

Self Sovereignty and Identity

What is Identity?

Why is it important in web3?

How can it be applied in allyship?

Plurality

What is Plurality?

Why is it important in web3?

How can it be applied in allyship?



Let's be Super H.E.R.O.S

H- Hold Space

- Set aside tickets for marginalized groups at conferences
- Host workshops or learning cohorts
- Be intentional about panels and public facing opportunities

E-Environmental Safety

Have a code of conduct and enforce it.

Be aware of triggers and microaggressions

Be aware of privilege and power dynamics

Speak up!

R- Remove, Reflect and Retain

Remove any unnecessary barriers to entry

Remove bias language from job descriptions.

Remove biased requirements for jobs.

Remove any vague requirements for advancement

Are you being exclusive?

What Excites Us

- Degree in engineering, CS, physics, math, statistics, or another related field
- Strong track record of building interesting projects, whether during internships, for school, or independently
- Great fundamentals and a strong command of at least one language
- Product mindset. You understand that building the right tools and systems can impact millions of users
- Adaptability. Most of our engineers work across the entire stack, touching everything from the front end to our core infrastructure

Or Inclusive

You have:

- A strong passion for Celo's mission
- Ability to write high quality, well tested code
- Strong experience developing production software
- Strong communication skills and ability to lead technical discussions
- Experience building software that is reusable, extensible, and modular
- A passion for testing and achieving high test coverage
- Enthusiasm to work in a startup environment

DO you have an open door?

Tell us how you would like to contribute!

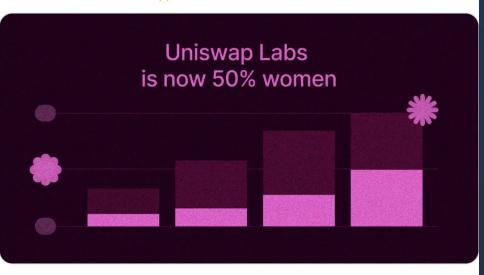
APPLY FOR THIS JOB

SAN FRANCISCO BAY AREA, CA BUSINESS & OPERATIONS FULL-TIME



 Building a more inclusive financial system calls for an inclusive team.

That's why we're proud to share that Uniswap Labs is now 50% women 🐆



2:36 PM · May 16, 2022 · Twitter Web App

Reflect

Reporting

Roles

Responsibilities

Transparency

Diversity Reports

"Many employees tell us these reports make them feel like they're reduced to numbers."

-Square's Diversity Statement

https://squareup.com/us/en/l/diversity

Diversity Reports Problems

- Often overlook Intersectionality
- Often aren't inclusive.
- Often focused solely on Diversity but not Inclusion and Belonging.
- Overly focused on metrics and numbers.

DELOKRS

- Measured across the year
- Allows you to get Specific
- Prioritizes
- Focuses on removing barriers

Retain

Double check levels.

Clear Supported Advancement

Transparent Salary Compensation and adjustments.

Double Check that policies support career and life advancement.

O- Outside the box

Recruit from non-traditional places.

Find people where they are.

Try something new.



GRANTS ROUND 15

(GITCOIN

Diversity, Equity, & Inclusion (DEI)

	NUMBER OF CONTRIBUTIONS	TOTAL CONTRIBUTED	MATCH AMOUNT
1 Blu3 DAO	472	\$3,049	\$32,816
2 Launch MECX DAO	313	\$6,817	\$18,585
3 Surge	377	\$1,584	\$14,199
4 PactDAO	223	\$831	\$6,349
Women Build Web3 Developer Accelerator	179	\$2,355	\$5,809
6 Take Up Space	173	\$1,317	\$5,552
7 Web3 Women in Science	188	\$876	\$4,857
8 OUR 40acres	166	\$1,224	\$4,081
9 Natives in Tech DAO	146	\$843	\$4,028
10 Hibiscus DAO	176	\$677	\$3,970

Show me the money

Donate to a Gitcoin Grants Round.

Have an DEI initiative.

Hire a DEI team.

Invest in Diverse Web3 projects

Shout it out. (Amplify)

























Do the Work

Let's Do the work!

Pick 1 of the following:

Activities:

Privledge Test

Implicit Bias Test

Code of Conduct-> Procedure

Diverse Mods:

Open Ended Role:

Share Roles with Diverse Networks:

Diverse Leadership

Donate: DEI Grants Round

Twitter Amplification:

EFDevCon Champions:

Check your privilege, fight against biases, be a hero.



Thank you!

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Harvard Implicit Bias Test

https://implicit.harvard.edu/implicit/selectatouchtestv2.html



Privilege Test: https://www.buzzfeed.com/stephenlaconte/how-privileged-are-you-quiz

Agree to disagree:

CS Graduates make the best engineers.

The best employees graduate from the best schools.

There is no good local talent.

Our competitive edge is our compensation.

Top Schools produce the Top talent

What are your current DEI Obstacles?

- Problem
- Solution
- Barrier
- Champion
- What's their stake in it? / Motivation
- Objection from them or others
- Overcoming that objection