



Introduction

Developer Relations + Marketing at BuidlBox

Advice Columnist for Reinvented Magazine

MS in CompSci

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-series-how-privilege-shows-up-at-work/>

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

Harvard Implicit Bias

Transgender IAT

Transgender ('**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

Disability ('**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

Gender - Science. 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

Gender - Career. 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 IAT

Weapons ('**Weapons - Harmless Objects**' IAT). This IAT requires the ability to recognize White and Black faces, and images of weapons or harmless objects.

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

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>

Self Sovereignty and Identity

What is Identity?

Why is it important in web3?

How can it be applied in allyship?



Section 2

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

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



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/!diversity>

O- Outside the box

Recruit from non-traditional places.

Find people where they are.

Try something new.



GRANTS ROUND 15

Diversity, Equity, & Inclusion (DEI)



	NUMBER OF CONTRIBUTIONS	TOTAL CONTRIBUTED	MATCH AMOUNT
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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
5	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

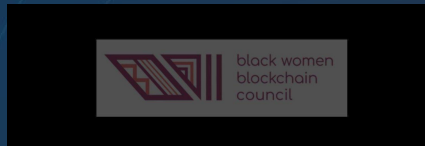
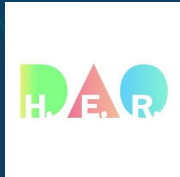
Donate to a Gitcoin Grants Round.

Have an DEI initiative.

Hire a DEI team.

Invest in Diverse Web3 projects

Shout it out. (Amplify)



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:



Thank you!

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Section 2

Harvard Implicit Bias Test

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



Section 2

Privilege Test:

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

