

Tech Diversity & Inclusion

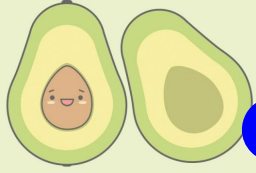
Through *Hamilton*

AlterConf NYC
December 10, 2016

@lizziepika



@lizziepika



● Lizzie Siegle



● Student

● Mobile/web Dev



● Dev Advocado



@lizziepika

What is diversity?



@lizziepika

“more than any **1** gender, **race**,
or **ethnicity**...richly
representative of ALL
people...backgrounds...
perspectives...**entire human**
experience.”

@lizziepika



- “diverse culture inclusive of disability, religious belief, sexual orientation, service to country.”
- “...individual **backgrounds**, **perspectives**, **passions** help us create the ideas that *move all of us forward.*”

Notable Stats

- FB released LGBTQIA
- Google '14-now:
Minority #'s ↑ 1-2%!

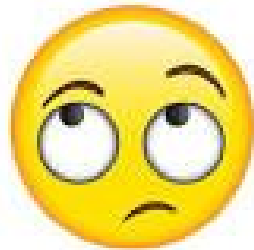
Implicit
bias



Imposter
Syndrome

AWESOME. WOW.

@lizziepika



Solutions



Branch: master New pull request

Create new file Upload files Find file Clone or download

alyssa Merge pull request #2 from square/pyricau-patch-1	Latest commit 934a8c7 on Feb 7
conference	Initial commit 11 months ago
initial_events	Initial commit 11 months ago
internal_events	Initial commit 11 months ago
onboarding	Escape angle brackets. 10 months ago
testimonials	Italicize job titles 11 months ago
README.md	WomenEng => WomEng 10 months ago
getting_started.md	Initial commit 11 months ago
mission_statement.md	Initial commit 11 months ago

README.md

WomEng Handbook

At Square, we have a strong, supportive, and empowering community of women engineers and come together as a group: WomEng. Our group grew from a mailing list to regular, in-person g. Today, WomEng expands outside of Square and includes a large network of women engineers.

We had many conversations and meetings to establish our group and come up with our recurring to help others start or expand a WomEng group in their community, we're open sourcing a hand everything someone needs to get started.

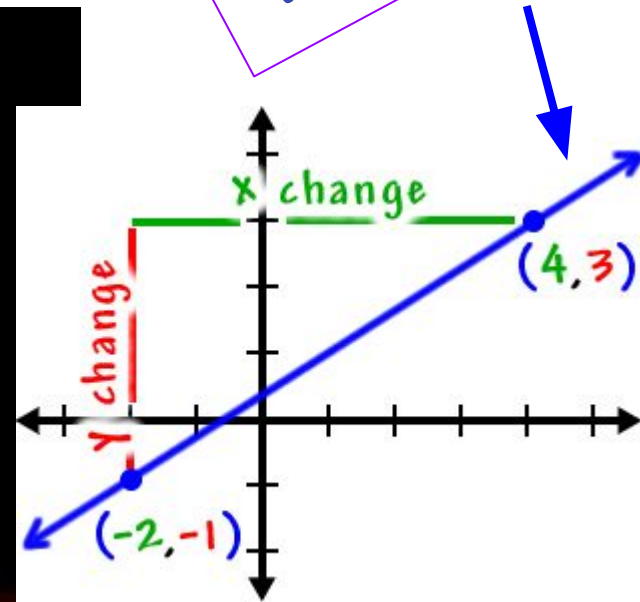
Introduction

#STAY
WOKE



@lizziepika

hunger Hire for:



@lizziepika



Inclusion

Click-BOOM,

then it happened

Diversity

Get into tech

@lizziepika



Imposter Syndrome is real



~~Eat, Sleep, Code~~

@lizziepika

Don't Throw Away Your Shot



@lizziepika

Proximity to Power



Opinions welcomed?
Imposter Syndrome?

@lizziepika

Room Where [Power] Happens



@lizziepika

When You're Included



@lizziepika

"How can I
empower
marginalized
people?"



@lizziepika

Inclusion = Teamwork

- *“Take a break,” “Lighten the load”*
- Empathy, Teamwork
- **“Washington on your side”**

Diversity and inclusion benefits

- Understand market issues
- More breakthroughs



more likely
to outperform

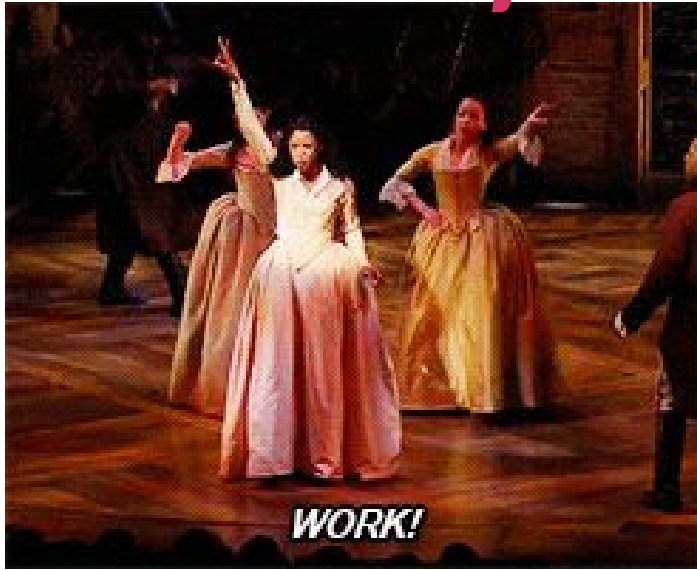
Gender-diverse
companies



more likely
to outperform

Ethnically diverse
companies

~~*“Let me offer you some
free advice”*~~



@lizziepika

Successful Programs

- Symbiotic Relationship
- Social Media!

@lizziepika



WILL THEY TELL YOUR

story

hannahrosel43

***Not same story**

@lizziepika

Lay a Strong Foundation, Rise Up!



@lizziepika



- elizabethsiegle.github.io
 - @lizziepika

Sources

<http://www.bloomberg.com/features/2016-howard-university-coders/>

[ound-one-of-the-most-obscure-fights-in-programming.jpg](#)

<https://d2pu2bk1b66iw6.cloudfront.net/photos/2016/06/10/145179-hamilton.gif>

<https://media0.giphy.com/media/JmdgW6vBYleCk/200.gif#77>

<https://s-media-cache-ak0.pinimg.com/originals/3a/16/62/3a1662b423f05a6f996d5a7adbacdc68.jpg>

<https://pbs.twimg.com/media/CjdhLYfWsAA3oO2.jpg>

<https://media.giphy.com/media/h9mSJT1SBlhQQ/giphy.gif>

<ttp://cdn0.dailydot.com/cache/2c/b6/2cb6aaf1795e208995692675ca22e02c.jpg>

<http://www.usatoday.com/story/tech/2014/10/12/silicon-valley-diversity-tech-hiring-computer-science-graduates-african-american-hispanic/14684211/>

http://49.media.tumblr.com/8035e94953f311dd4f9a6c7140b69ccb/tumblr_nxkcvsq7z11s27ctto3_500.gif

https://upload.wikimedia.org/wikipedia/en/3/33/Silicon_valley_title.png

<http://cimq.tvqcdn.net/i/r/2016/03/18/242d2375-8fb9-4772-b46a-b1f0ff4a2a07/thumbnail/1300x867/afc4dfbc3d5ab10fde649b2d193c7ab5/160318-news-silicon-valley.jpg>

http://www.chowstatic.com/blog-media/2015/09/phpThumb_generated_thumbnail-17.jpeg

https://pbs.twimg.com/profile_images/775467646208704512/HqR6qVG2.jpg

<http://wecliptart.com/qimg/905CC0C6D5FEE6F2/stock-vector-beautiful-hipster-fashion-style-graphic-designer-woman-working-with-tablet-in-front-of-computer-180503726.jpg>

<https://thenewboston.com/images/forum/logos/8bdf92d8c8c9763f22266356ae98b57c.png>

<http://i2.wp.com/cdn.bgr.com/2014/06/android-5-0-lollipop.jpg?w=625&quality=98&strip=all>

<http://static1.businessinsider.com/image/574ba842dd08955c2e8b457a-1190-625/silicon-valley-built-an-entire-episode-ar>

<http://www.coolmath.com/sites/cmat/files/images/06-lines-04.gif>

<https://ih1.redbubble.net/image.174759268.9220/sticker,220x200-pad,220x200,ffffff.jpg>

<https://ih0.redbubble.net/image.253936641.1192/gptr,x1000,front,black-c,220,210,245,320-bg,ffffff.u2.jpg>

http://a.abcnews.com/images/Entertainment/gty_hamilton_opening_mm_160202_12x5_1600.jpg

<http://remezcla.com/wp-content/uploads/2015/10/36-1150x720.jpg?x28508>

<https://cdn.ev buc.com/eventlogos/51310014/bqclogo.png>

https://az616578.vo.msecnd.net/files/2016/04/14/635962255700494683-301409234_hamilton.gif

