

ELIZABETH AYER | MATT WYNNE | PLOP USA 2024

# FLOURISHING WITH FEMINISM

Imagine a workplace free from fear, where everyone can flourish

**HELLO!**

# **TODAY'S WORKSHOP**

**We're in the earliest stages of pattern-mining.**

**We'll have a short presentation to set the scene, followed by space for storytelling and reflection.**

**There will be a 10-minute break around 11:30AM (half-way)**

**WE WELCOME REQUESTS FOR ACCOMMODATIONS.**

**WHO DO WE HAVE IN THE ROOM TODAY?**

# OUR GOALS

# OUR GOALS

- 1. Increase awareness and understanding of the concepts of feminism and patriarchy.**

# OUR GOALS

- 1. Increase awareness and understanding of the concepts of feminism and patriarchy.**
- 2. Learn more about how to mine this subject for patterns**

# OUR GOALS

- 1. Increase awareness and understanding of the concepts of feminism and patriarchy.**
- 2. Learn more about how to mine this subject for patterns**
- 3. Discover some pattern seeds?**

# TODAY'S WORKSHOP

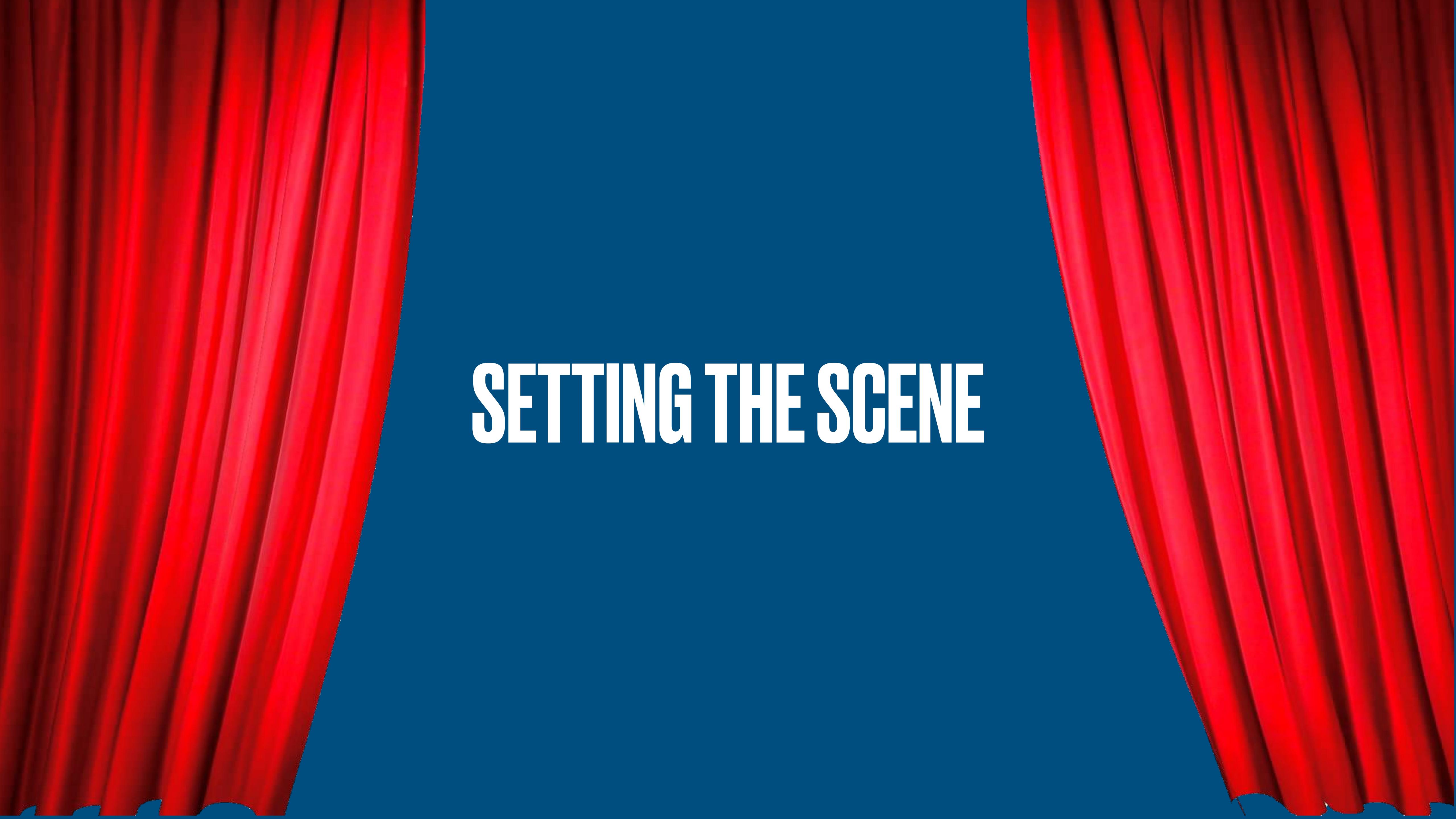
- **Connect with each other**
- **Set the scene**
- **Tell stories**
- **Attempt some pattern synthesis**
- **Reflect on the workshop**

# WORKING AGREEMENT

**We consent to:**

- **Respect each others' perspectives with curiosity**
- **Extend welcoming generosity**
- **Prioritize safety over comfort**

**WHAT BRINGS YOU HERE?  
WHY DID YOU DECIDE TO COME TO THIS SESSION?  
(3 MINUTES)**

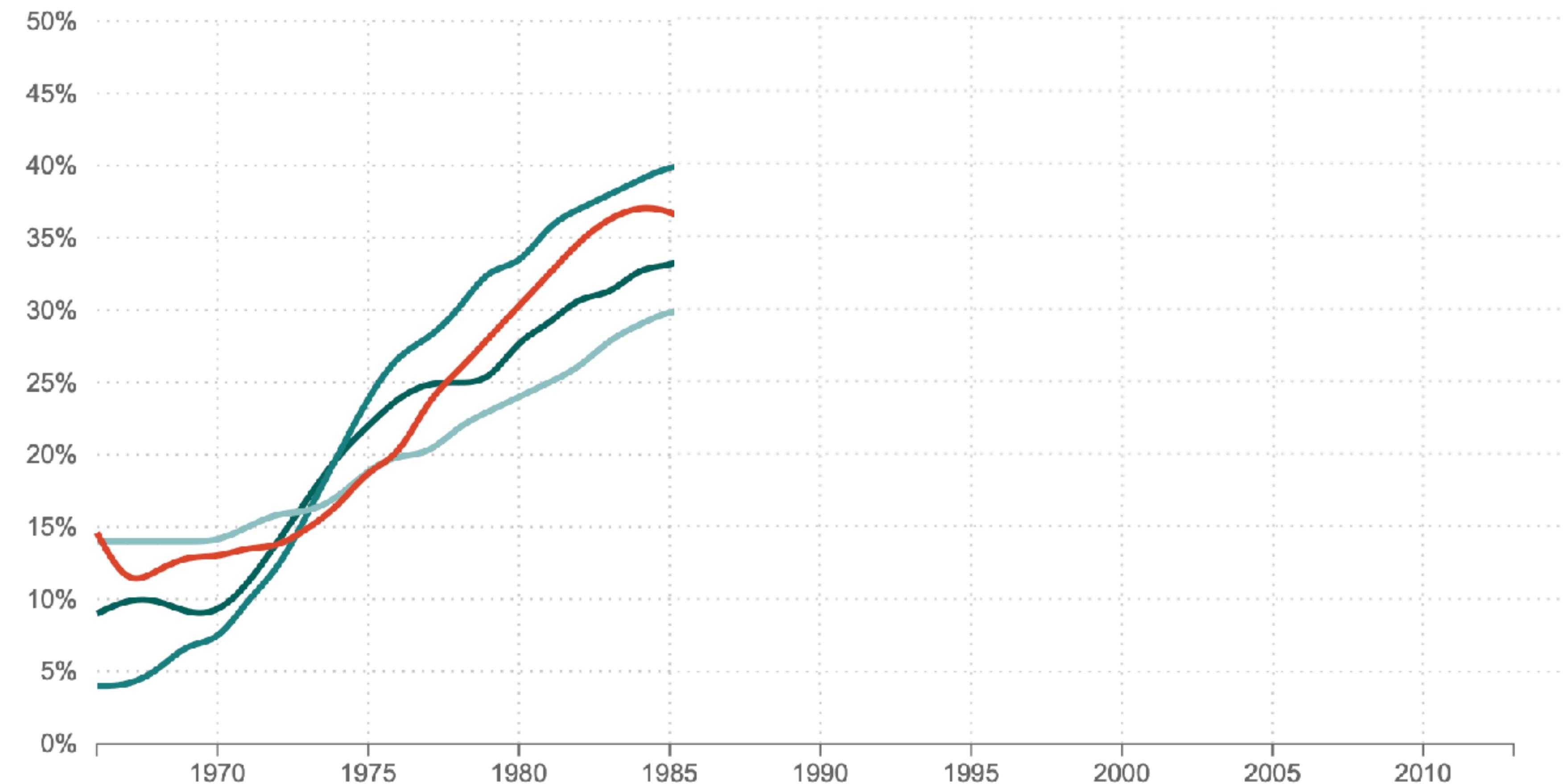
The background features a solid blue rectangular area in the center, framed by two panels of red, textured curtains that resemble theater stage drapes. The curtains are slightly parted at the top and bottom, creating a frame for the central text.

# SETTING THE SCENE

# What Happened To Women In Computer Science?

% Of Women Majors, By Field

Medical School   Law School   Physical Sciences   Computer science



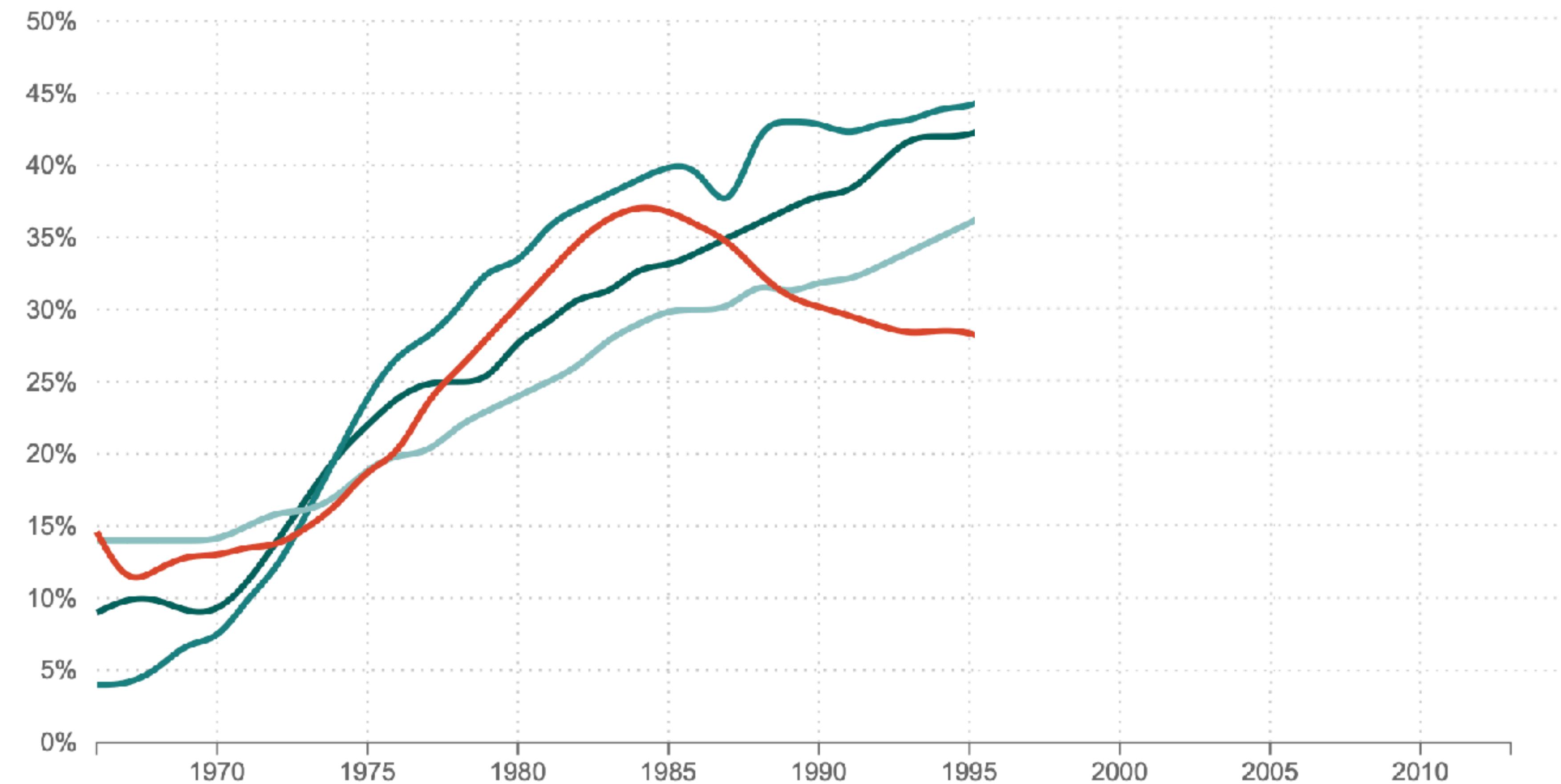
Source: National Science Foundation, American Bar Association, American Association of Medical Colleges

Credit: Quoctrung Bui/NPR

# What Happened To Women In Computer Science?

% Of Women Majors, By Field

Medical School   Law School   Physical Sciences   Computer science



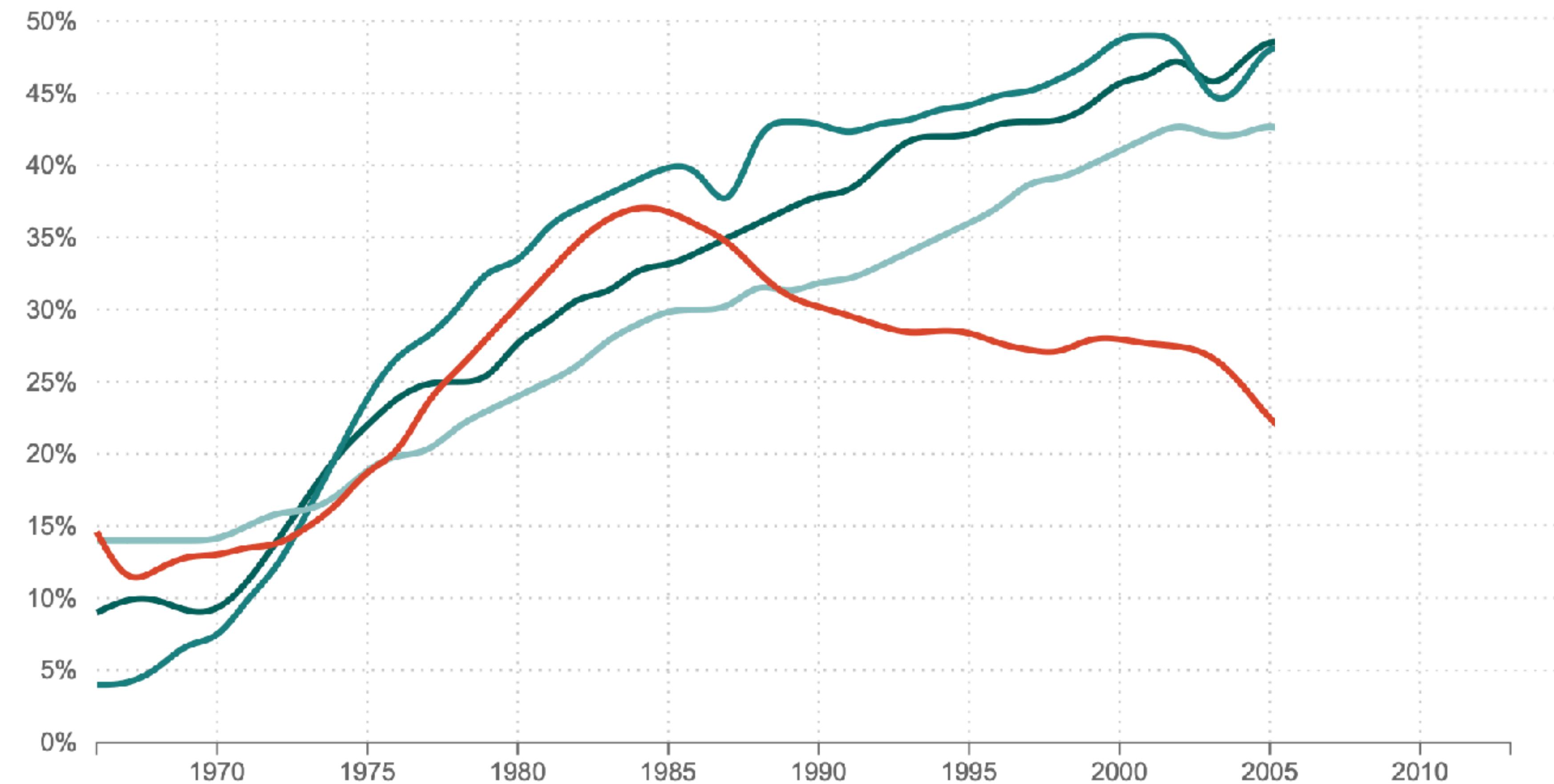
Source: National Science Foundation, American Bar Association, American Association of Medical Colleges

Credit: Quoctrung Bui/NPR

# What Happened To Women In Computer Science?

% Of Women Majors, By Field

Medical School   Law School   Physical Sciences   Computer science



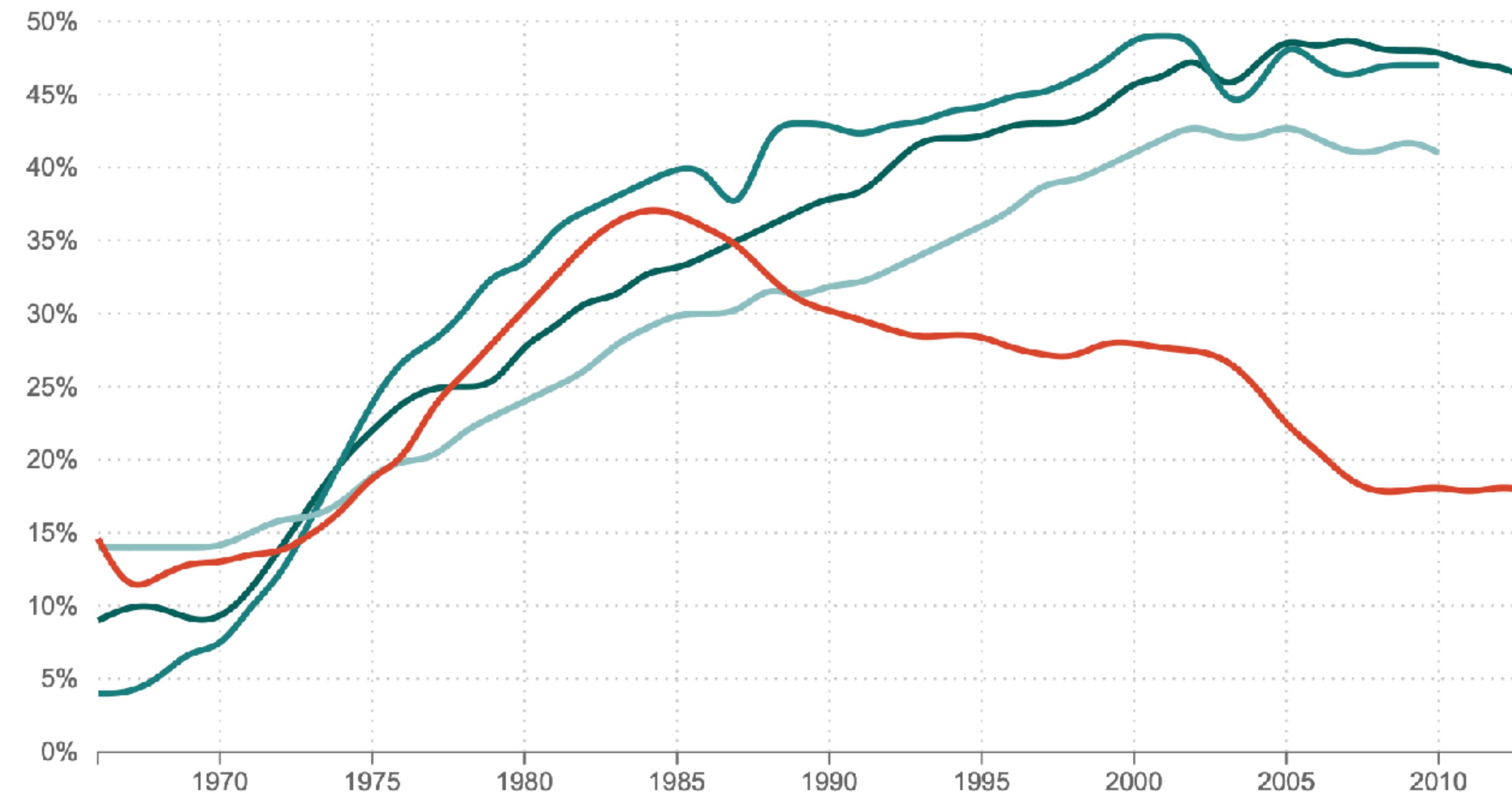
Source: National Science Foundation, American Bar Association, American Association of Medical Colleges

Credit: Quoctrung Bui/NPR

# What Happened To Women In Computer Science?

% Of Women Majors, By Field

Medical School   Law School   Physical Sciences   Computer science



Source: National Science Foundation, American Bar Association, American Association of Medical Colleges

Credit: Quoctrung Bui/NPR

**WHERE ARE ALL THE WOMEN?**

77%

**OF SOFTWARE ENGINEERS IN THE USA ARE MEN**

91.6%

**OF CTO POSITIONS IN THE USA ARE HELD BY MEN**

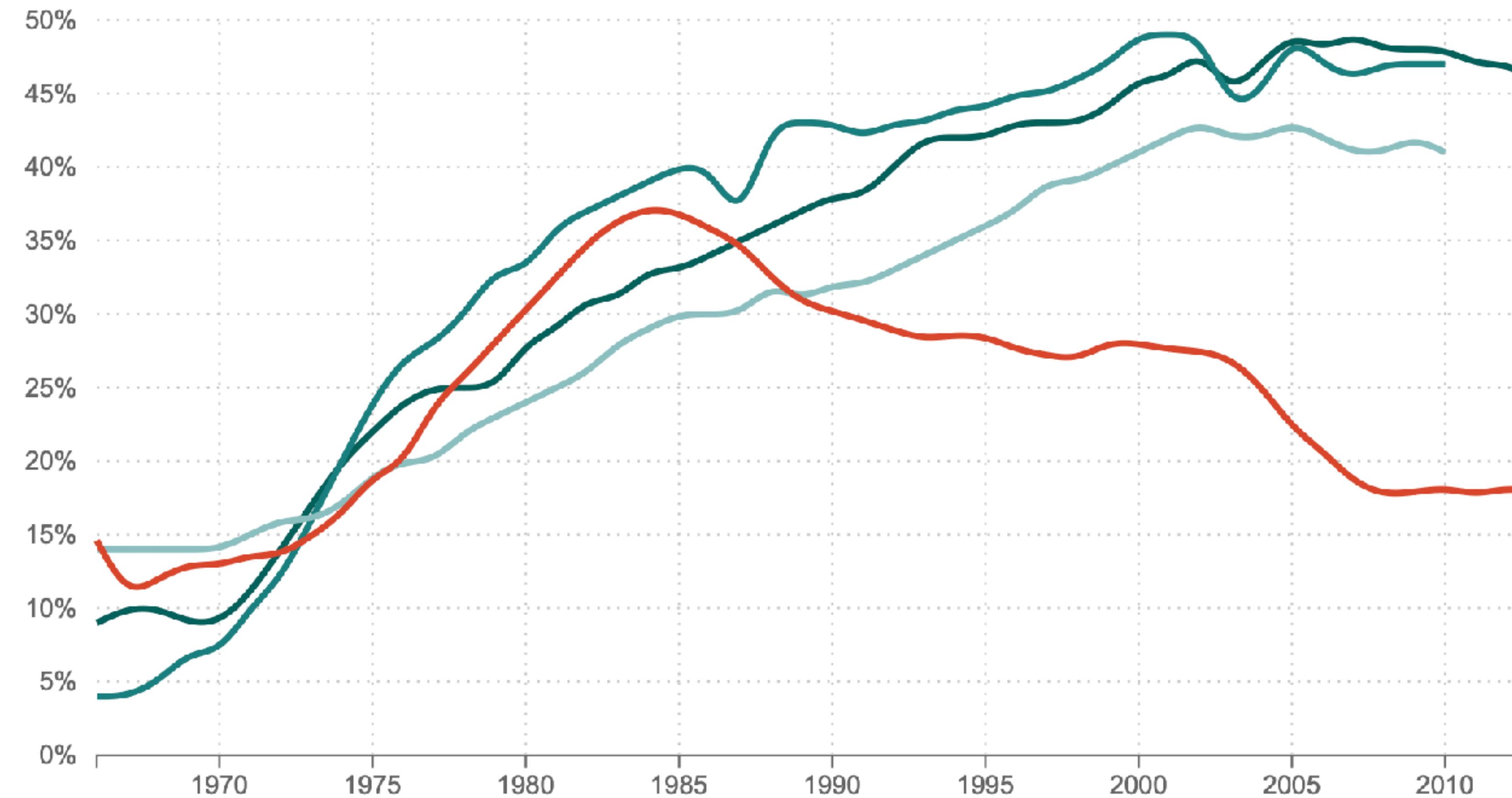
95%

**OF OPEN SOURCE CONTRIBUTORS ARE MEN**

## What Happened To Women In Computer Science?

% Of Women Majors, By Field

■ Medical School ■ Law School ■ Physical Sciences ■ Computer science

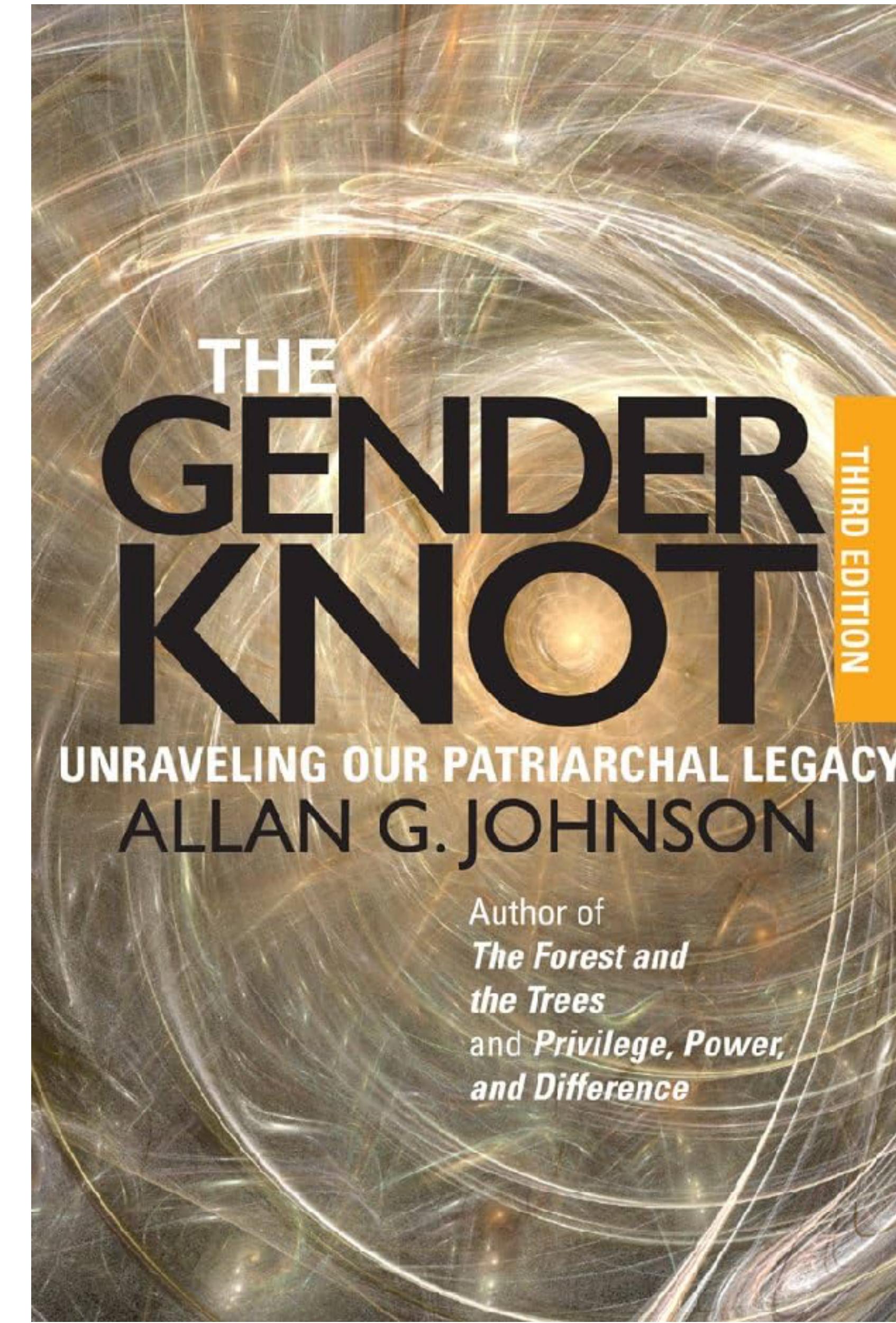


Source: National Science Foundation, American Bar Association, American Association of Medical Colleges  
Credit: Quoctrung Bui/NPR

# WHY?

# WHY?

HOW DID WE  
GET HERE?



**I'M ALLERGIC**



**TO PATRIARCHY**

**ROBOT**

**PATRIARCHY IS NOT A CONSPIRACY**

**PATRIARCHY IS A “STABLE STATE” THAT OUR  
SOCIAL SYSTEMS HAVE SETTLED INTO**

# PATRIARCHY IS A “STABLE STATE” THAT OUR SOCIAL SYSTEMS HAVE SETTLED INTO



Naeem Malik • 2nd

QC Engineer @ Netwrix Corp | Test Automation, Performance Testing

10h ...

Patriarchy has held the society together for thousands of years. It can't be all bad so relax.

Like | Reply • 2 Replies

**PATRIARCHY IS A SOCIAL SYSTEM OF  
DOMINANCE, CONTROL AND FEAR**

**PATRIARCHY IS EVERYWHERE**

**SOCIAL  
NORMS**

**PATRIARCHY IS EVERYWHERE**

**SOCIAL  
NORMS**

**LANGUAGE**

**PATRIARCHY IS EVERYWHERE**

**SOCIAL  
NORMS**

**LITERATURE**

**LANGUAGE**

**PATRIARCHY IS EVERYWHERE**

SOCIAL  
NORMS

MOVIES

LITERATURE

LANGUAGE

PATRIARCHY IS EVERYWHERE

SOCIAL  
NORMS

MOVIES

LITERATURE

LANGUAGE

TV

PATRIARCHY IS EVERYWHERE

# PATRIARCHY IS EVERYWHERE

SOCIAL  
NORMS

MOVIES

FAMILIES

LITERATURE

TV

LANGUAGE

# PATRIARCHY IS EVERYWHERE

SOCIAL  
NORMS

MOVIES

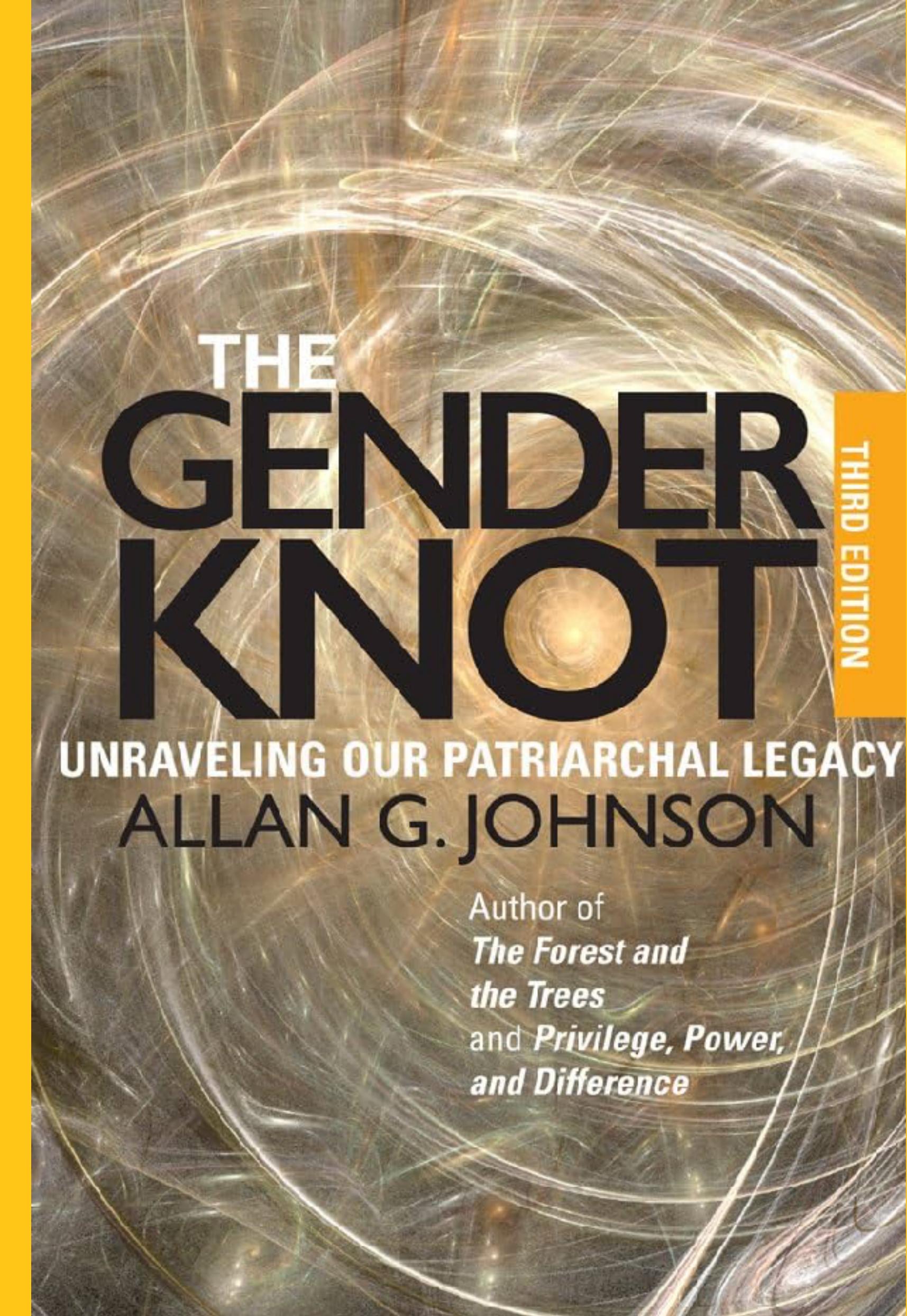
FAMILIES

LITERATURE

TV

LANGUAGE

WORKPLACE



Author of

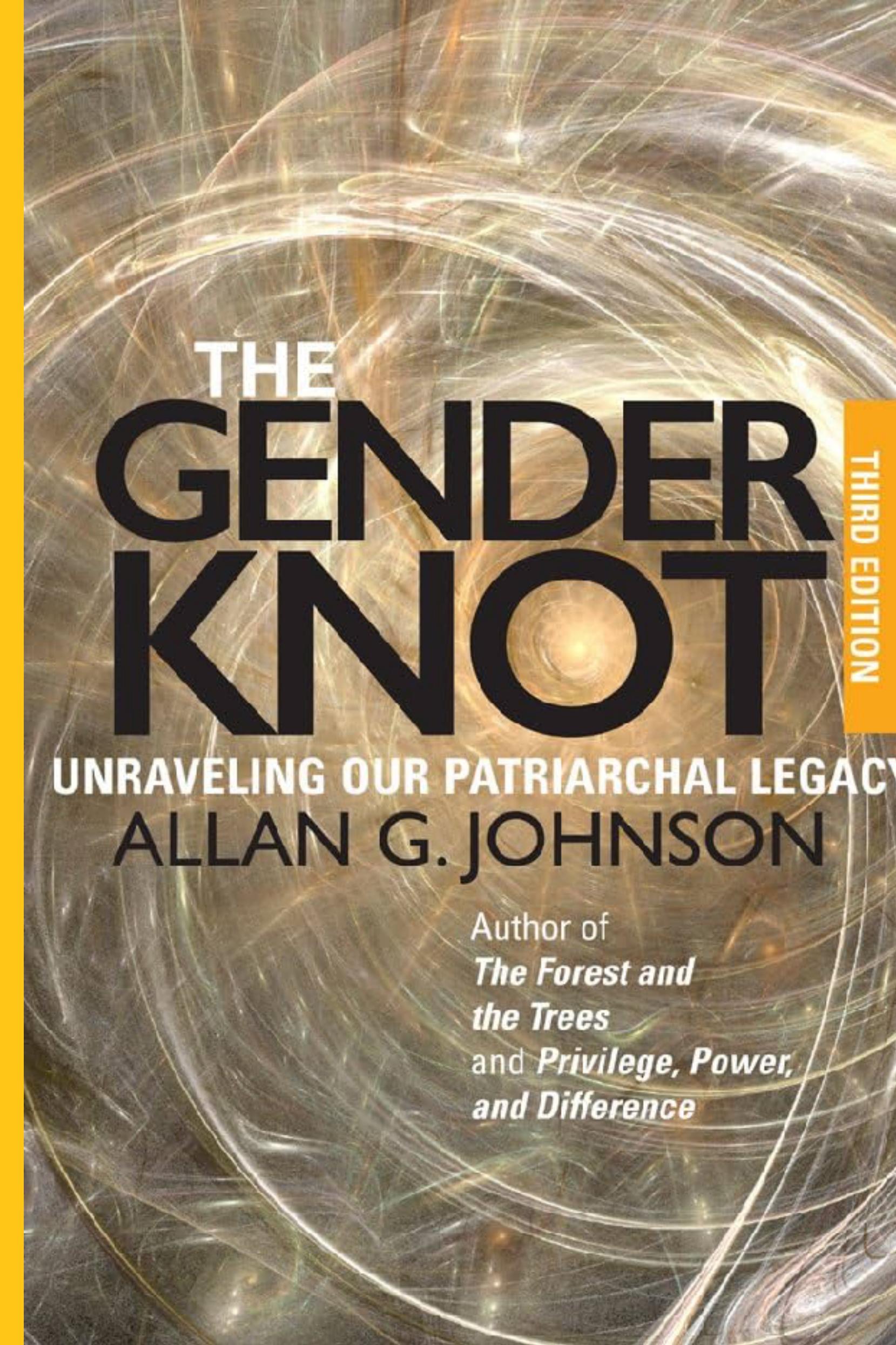
*The Forest and*

*the Trees*

and *Privilege, Power,*

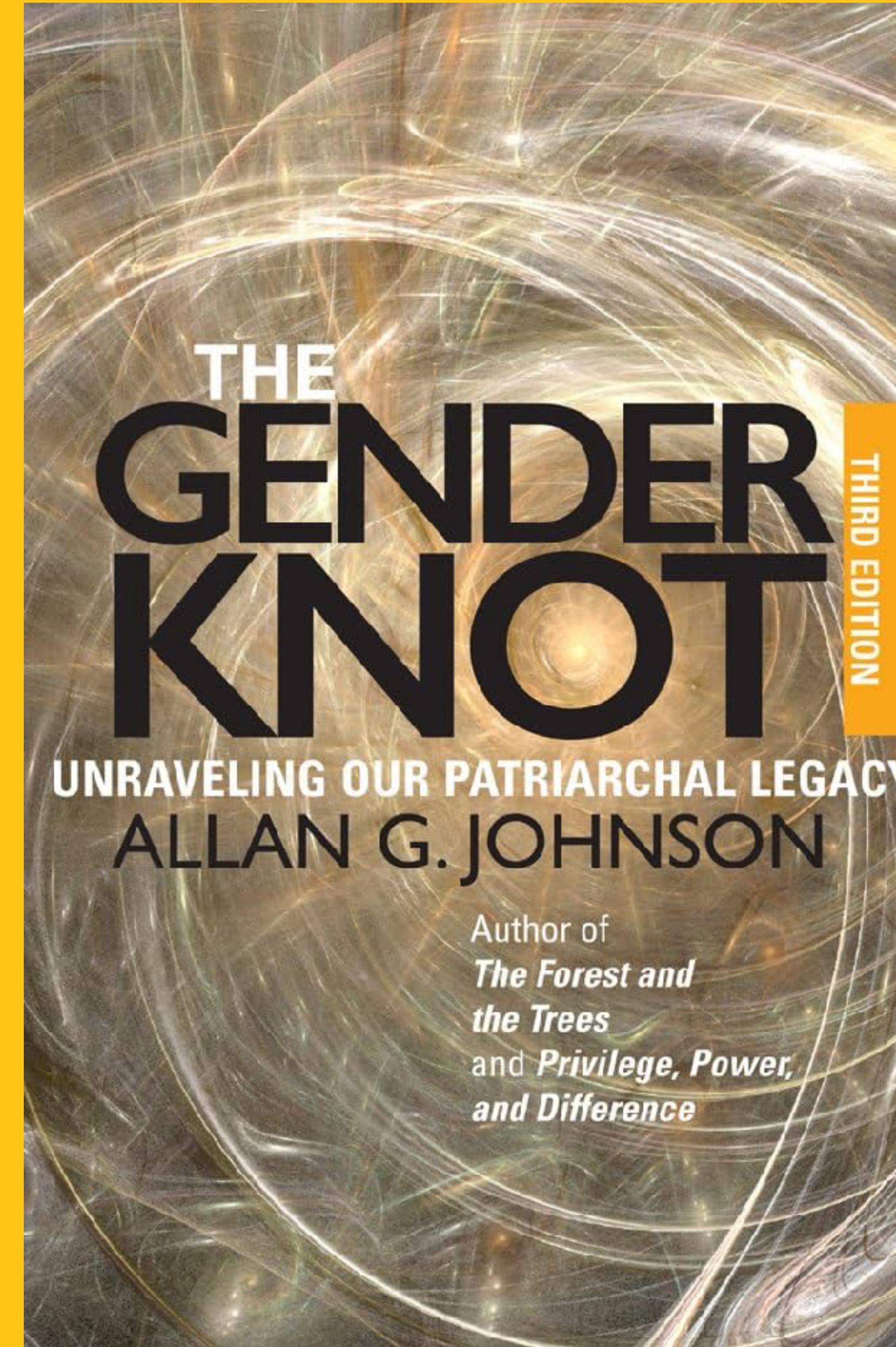
*and Difference*

# PATRIARCHY IS



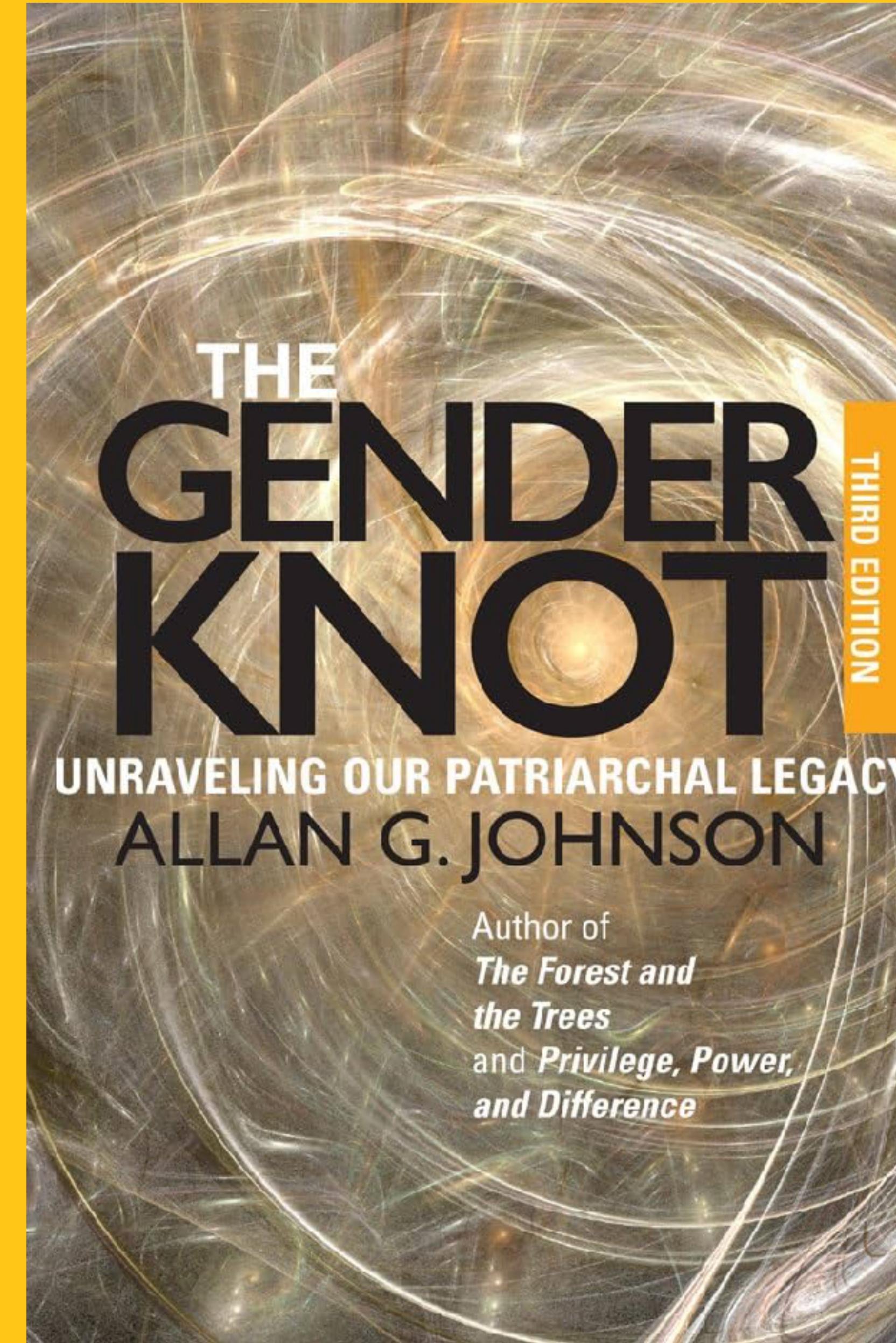
# PATRIARCHY IS

Male Dominated



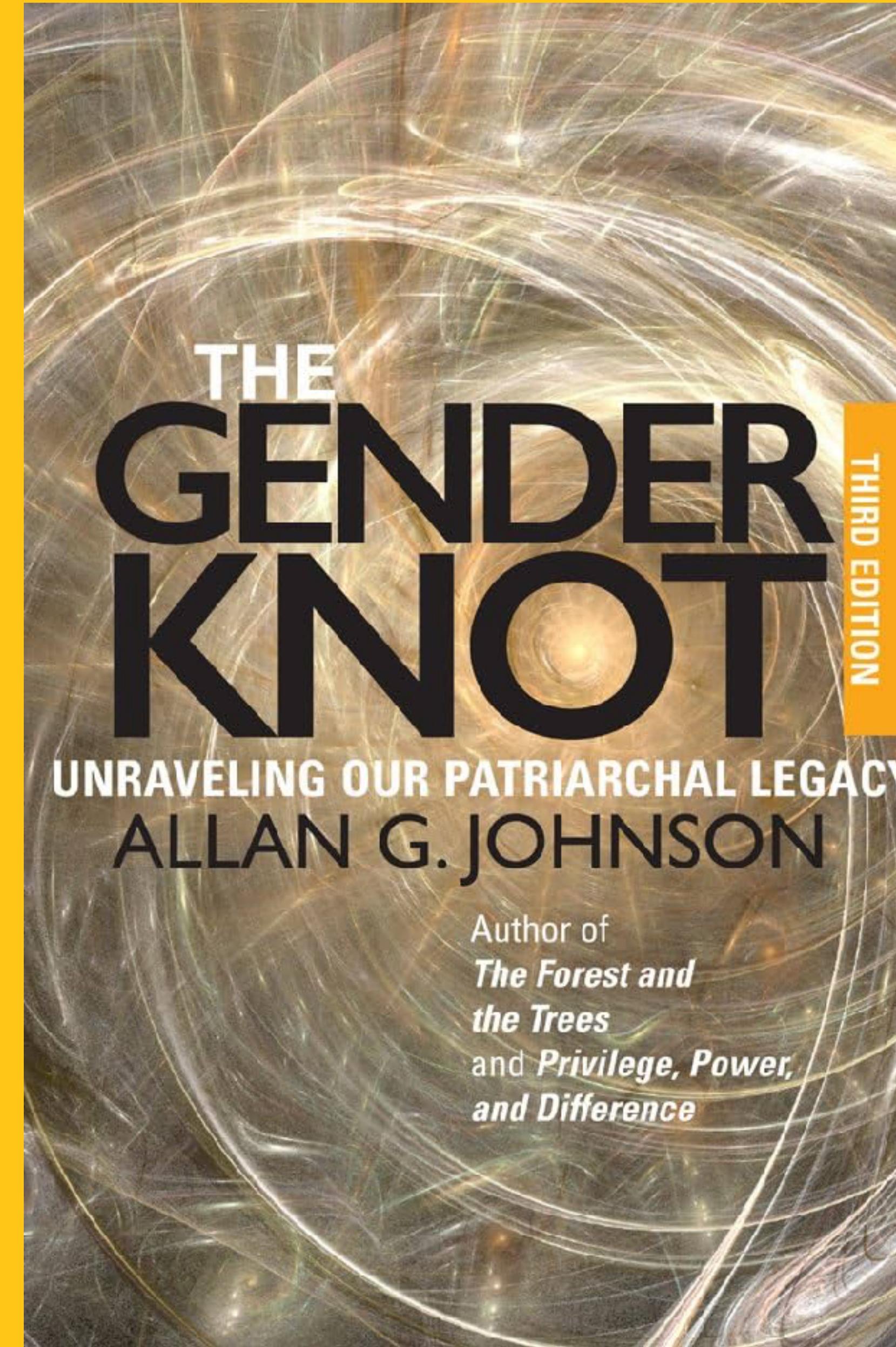
# PATRIARCHY IS

Male Dominated  
Male Identified



# PATRIARCHY IS

Male Dominated  
Male Identified  
Male Centered



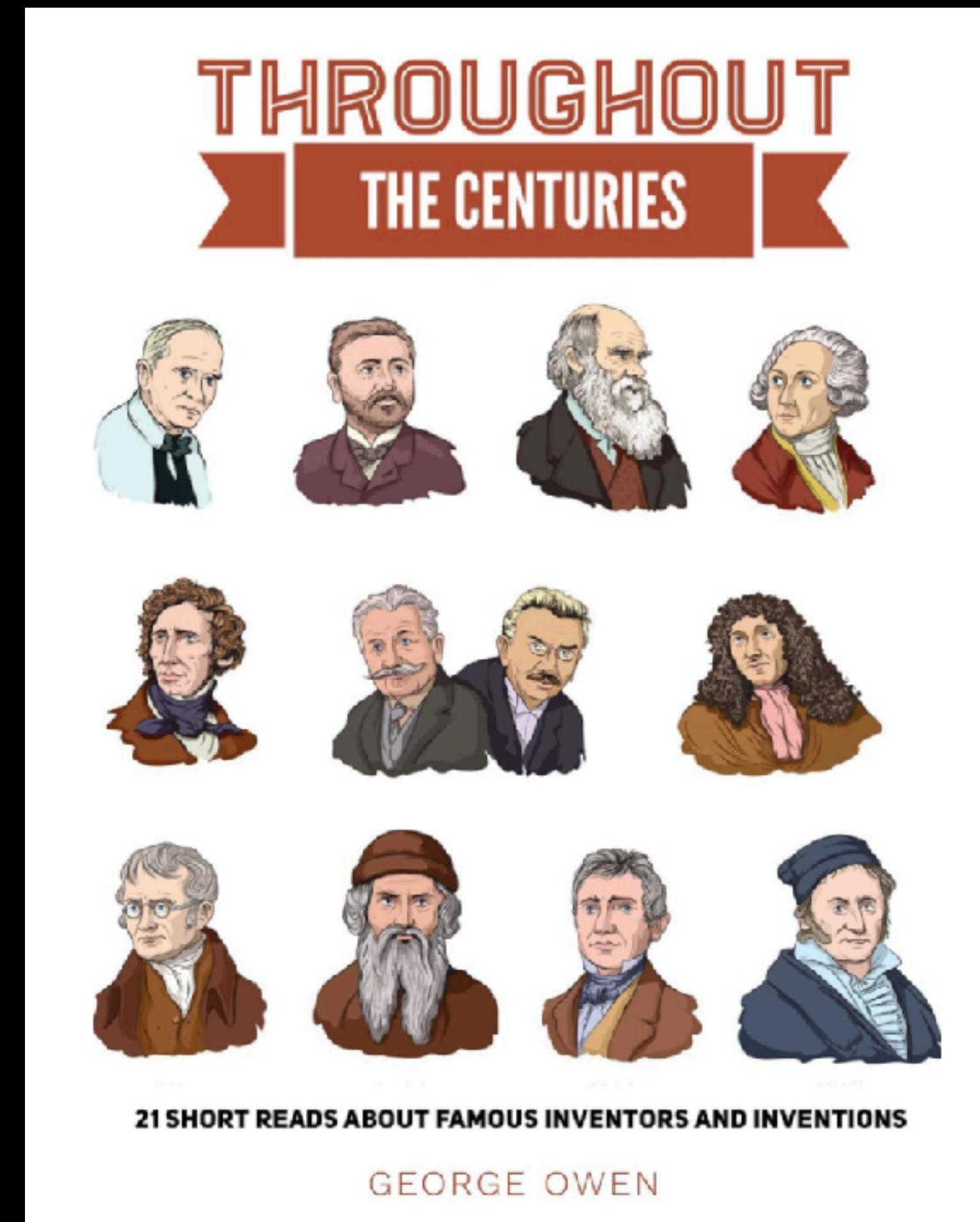
# PATRIARCHY IS... MALE DOMINATED



# PATRIARCHY IS... MALE IDENTIFIED



# PATRIARCHY IS... MALE CENTRED



**BUT PATRIARCHY HURTS MEN TOO**

## Incidence of male–female suicide ratio by WHO region (2008)<sup>[6]</sup>

Rank	Region (% of world pop)	Male–Female Ratio	Suicide Rate (per 100,000)
1	Europe (13%)	4.0 : 1	14.2
2	Americas (13.5%)	3.6 : 1	7.9
3	South Eastern Asia (26%)	1.5 : 1	15.6
4	Western Pacific (26%)	1.3 : 1	12.6
5	Africa (13%)	2.2 : 1	6.4
6	Eastern Mediterranean (8.5%)	1.1 : 1	5.6
–	World	1.8 : 1	11.6

**INSTEAD... IMAGINE A WORLD  
FREE FROM FEAR**

**IMAGINE A WORKPLACE  
FREE FROM FEAR**

**ENTER FEMINISM**

# FEMINISM IS NOT ABOUT HATING MEN





# FEMINISM IS



# FEMINISM IS

A family of movements  
dedicated to gender  
equality and liberation



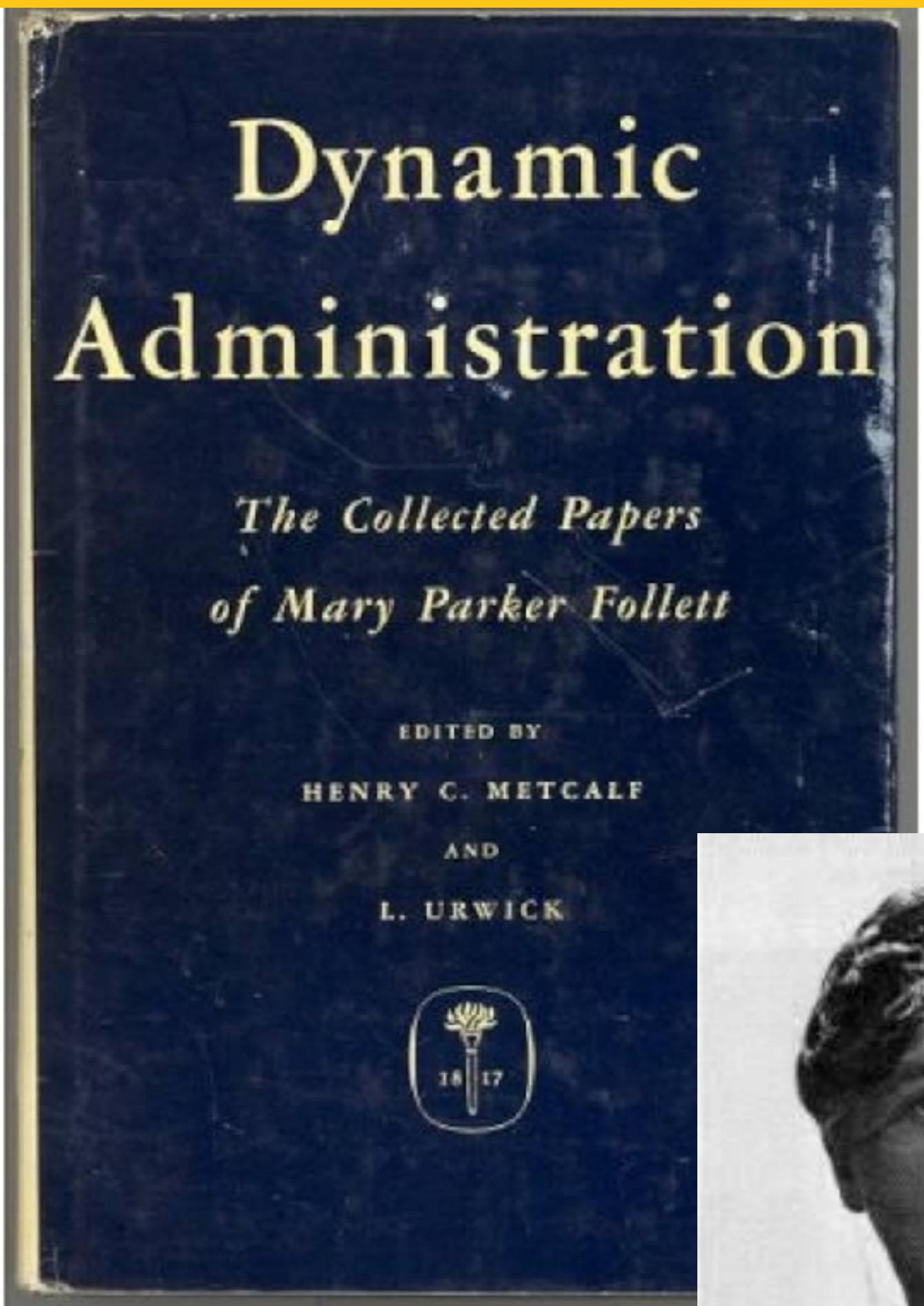
**FEMINISM AIMS TO END  
GENDER SUBORDINATION**

FEMINISM AIMS TO END  
~~GENDER~~ SUBORDINATION

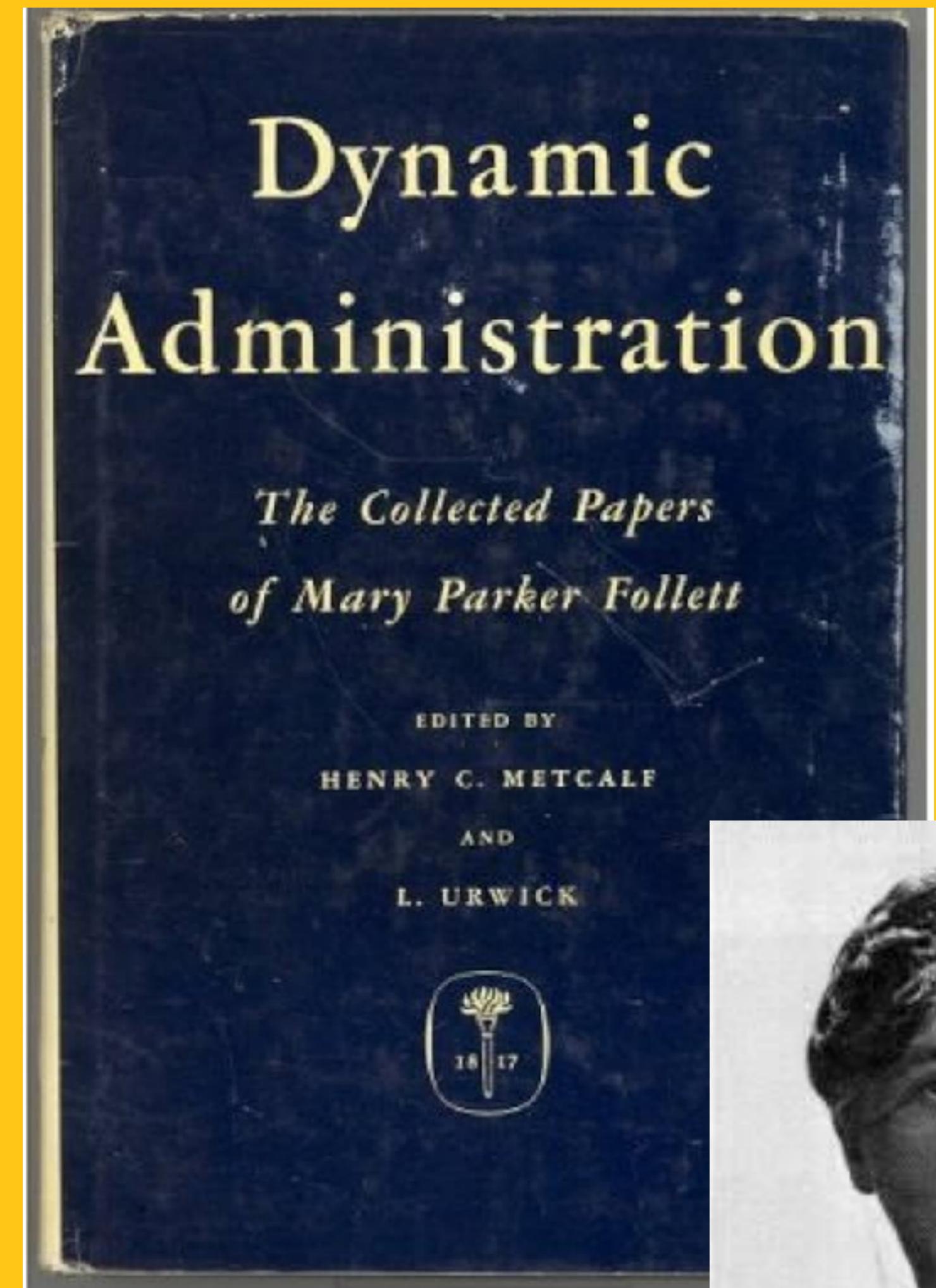
# EQUALITY IS NOT A ZERO-SUM GAME



**END POWER OVER,  
BUILD POWER WITH**

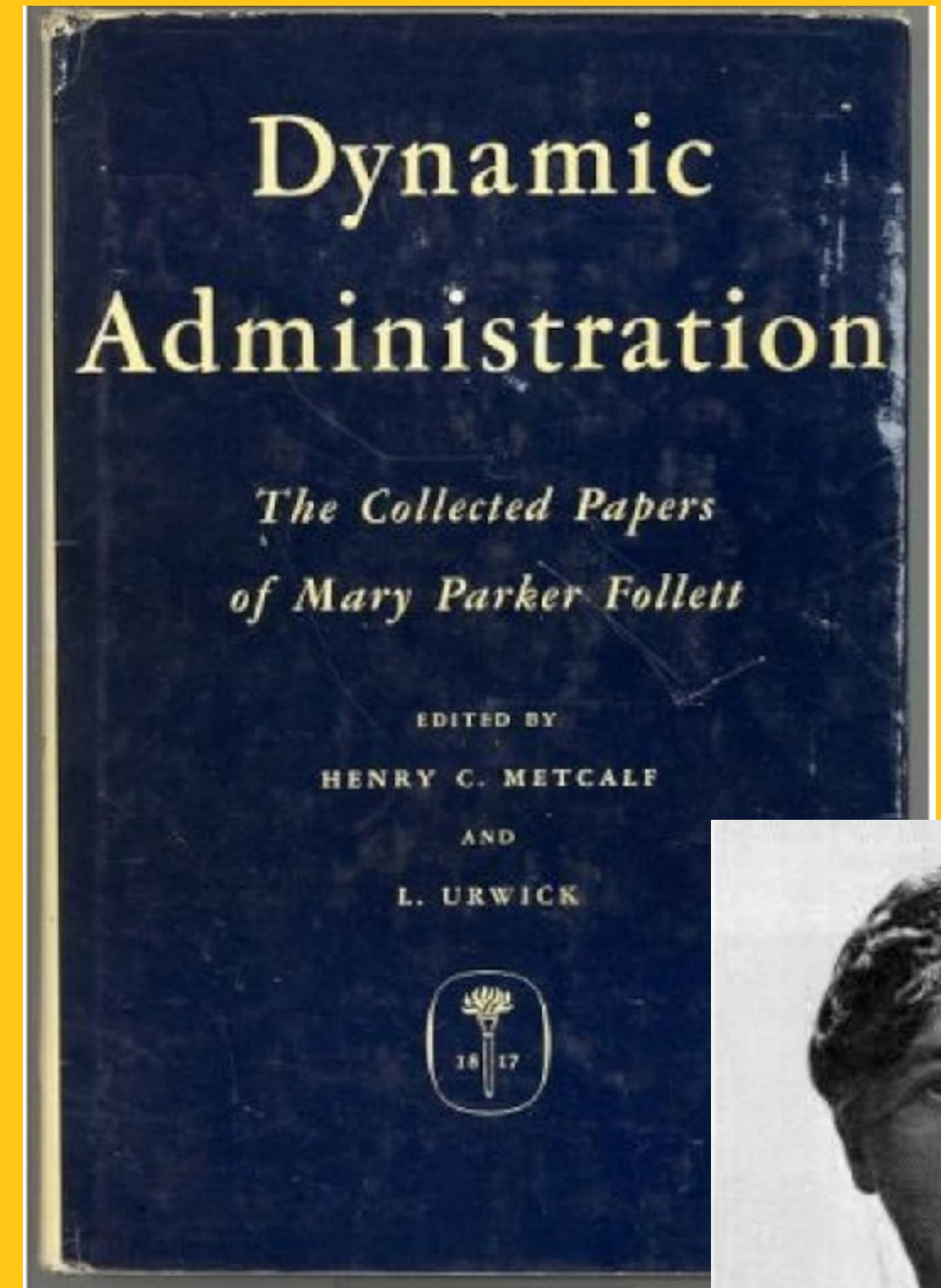


# POWER WITH



# POWER WITH

**“Power with is shared power that grows out of collaboration and relationships. It is built on respect, mutual support, shared power, solidarity, influence, empowerment and collaborative decision making.”**



**Power over** 

**Resource**

**Blame**

**Dominance**

**Control**

**Linear**

**Power with** 

**Person**

**Learning**

**Collaboration**

**Nurture**

**Non-Linear**

**...ANY BURNING QUESTIONS OR REACTIONS?**

# **QUESTION SET 1**

**WHAT DO THE WORDS “DOMINATION” “CONTROL”  
AND “FEAR” MEAN TO YOU?**

CAN YOU THINK OF A TIME WHEN YOU SAW  
SOMEONE BEHAVE IN A DOMINATING WAY AT  
WORK?

**CAN YOU THINK OF A TIME WHEN YOU SAW  
SOMEONE BEING SIDELINED? WHAT HAPPENED?**

CAN YOU THINK OF A TIME WHEN YOU DID  
SOMETHING AGAINST YOUR BETTER JUDGEMENT  
BECAUSE YOU WERE AFRAID OF THE ALTERNATIVE?

**CAN YOU THINK OF A TIME WHEN YOU FELT  
CONTROLLED, DOMINATED OR AFRAID AT WORK?**

**WHAT DO YOU THINK ARE INAPPROPRIATE USES OF  
POWER AT WORK?**

**WHAT PROCESSES IN YOUR WORKPLACE PROMOTE  
COMPETITION OVER TEAMWORK?**

**WHAT MAKES PEOPLE IN POSITIONS OF POWER  
DEFENSIVE? HOW DO THEY REACT?**

# **QUESTION SET 2**

**WHAT ARE SOME APPROPRIATE USES OF POWER AT WORK?**

**CONSIDER A TIME WHEN YOU FELT WELL  
SUPPORTED AT WORK.  
WHAT HAPPENED?  
WHAT WAS MADE POSSIBLE?**

**CONSIDER A TIME WHEN SOMEONE BUILT POWER  
*WITH* YOU, RATHER THAN EXERTED IT *OVER* YOU.  
WHAT HAPPENED?**

**ARE THERE TYPICAL BEHAVIORS YOU ASSOCIATE  
WITH A SEXIST WORKPLACE?  
WHAT ARE THEY AND WHAT IS A COUNTER-MOVE?**

**WHAT ARE SOME WORKPLACE PROCESSES THAT  
DISTRIBUTE POWER OR BUILD COLLECTIVE  
POWER?**

**WHAT ARE SOME SIGNALS THAT YOU ARE TRULY  
WELCOME IN A CONVERSATION?**

**PERFECTION IS AN ILLUSION**

A diagram illustrating a feedback loop between two concepts. The word "People" is positioned at the top right, and the word "Technology" is at the bottom left. Two thick, dark gray arrows form a circle, connecting the two words. One arrow points from "People" down towards "Technology", while the other points from "Technology" back up towards "People".

**People**

**Technology**

**WE HAVE IMMENSE POWER**

# THANKS