import pybr12 Experiencias de inclusión en la última PyCon Brazil

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Diversity Statement at PSF (excerpt)

"...we believe that a diverse Python community is stronger and more vibrant. A diverse community where people treat each other with respect has more potential contributors and more sources for ideas."

Django Community Diversity Statement (excerpt)

"We welcome you. You may wear a baby sling, hijab, a kippah, leather, an XXXL t-shirt, a pentacle, a political badge, a rainbow, a rosary, tattoos, or something we can only dream of. You may carry a guitar or walking cane or a 15 year old laptop. Conservative or liberal, libertarian or socialist..."



Why we are so different?



Because we were created to stay connected, to share our gifts

Inclusion is not easy

- Only one talk by women (Python Brasil 2015)
- Zero talks by women (Python Nordeste 2016)



PyLadies Brazil











Pyladies Belém - PA Pyladies Belo Horizonte - MG Pyladies Brasilia - DF Pyladies Campinas - SP Pyladies Duque de Caxias - RJ











Pyladies Fortaleza - CE Pyladies Florianópolis - SC



Pyladies Natal - RN











muladies.

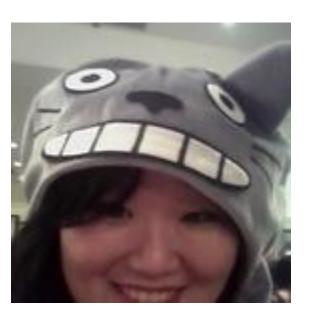
Pyladies Recife - PE Pyladies Ribeirão Preto - SP Pyladies Rio de Janeiro - RJ Pyladies Salvador - BA Pyladies São Carlos - SP







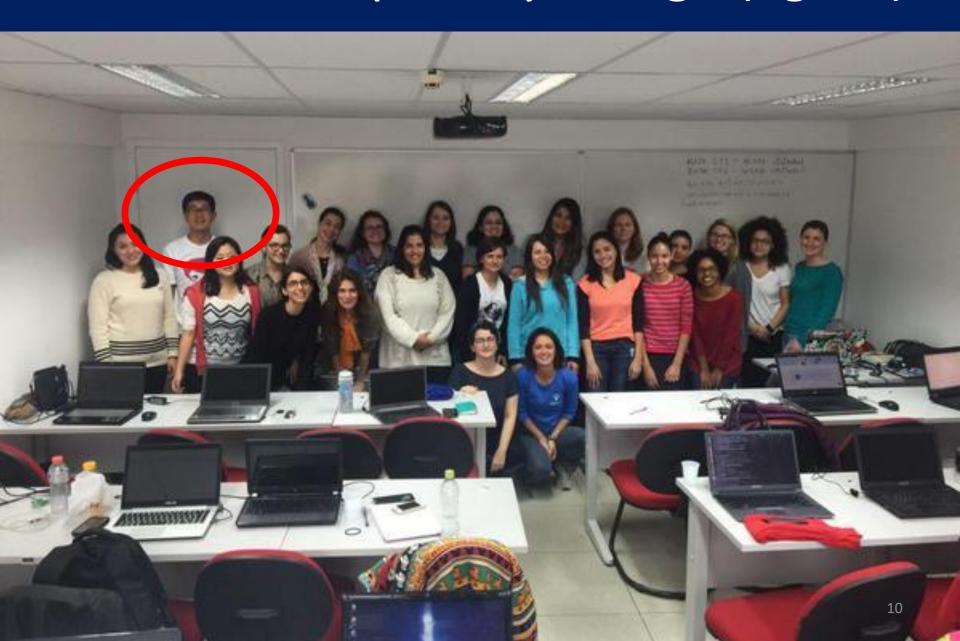
Cecilia Tanaka (lawyer) Erika Campos (journalist) Patrícia Simões (phycicist)







First workshop one year ago (I gave)

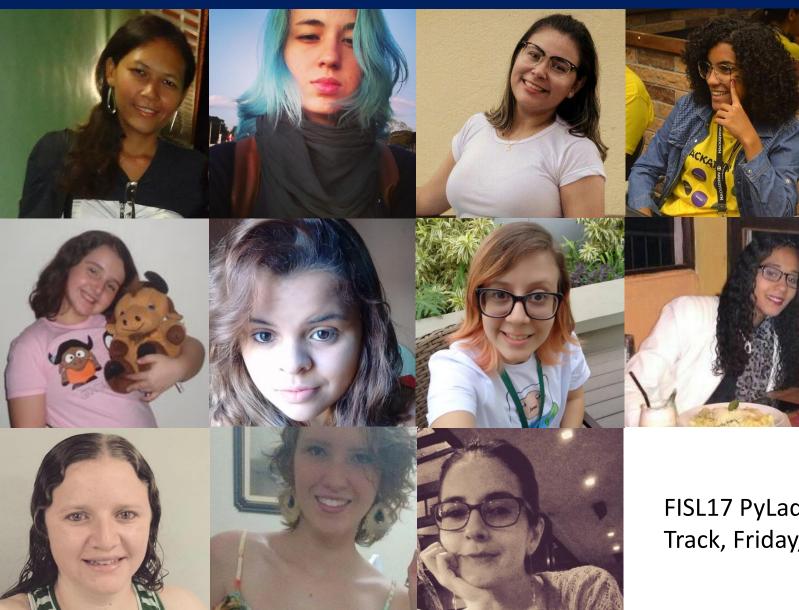


Some numbers

11 meetups 300 participants 127 newbies 1231 meetup followers 1612 facebook followers

Valentine's Day Workshop for couples (0% of no show)





FISL17 PyLadies Track, Friday, July 15



"An entire track with only women speakers..." "...with a twelve year old PyLady (Larissa Oliva)"

Larissa Talk at FISL17 (portuguese)

Campus Party: Community Prize



Steps

- Brainstorming possible talks
- Submissions and approvals
- Crowfunding campaing
- Three sponsors

42% women speaker's at PyCon Brazil

- 7 tutorials
- 17 talks
- 2 keynotes
- Total: 26

Dornelles Tremea Prize Paula Grangeiro



Code of Conduct

- Having CoC but not being able to enforce it give false feeling of safety
- Response Team (size, structure, flow)
- Member will be available (main priority) with high empathy
- Experiences & transparency
- Worth it!

import pybr12

Respeite as pessoas

As diferenças fazem uma comunidade melhor
Seja paciente (com os outros, com os diferentes, com os iniciantes)

Somos todos diferentes. Somos todos maravilhosos. (Pycon Japan)
Abrace as causas que você acredita Ajude quem tiver em dificuldade Proteja quem estiver necessitando Pessoas > Tecnologia

Import pybr12

- Respetar a las personas. Las diferencias hacen una comunidade mejor.
- Sea paciente (con los demás, con el diferente, con principiantes)
- Todos somos diferentes. Todos somos maravillosos. PyCon Japón.
- Personas > Tecnología

Historico de las Conferencias



Django Girls at PyCon Brazil: Anitas



Django Girls at PyCon Brazil



Some Links

- How to implement your Code of Conduct?
- https://www.coc-handbook.com/
- The Less Obvious Conference Checklist

bit.ly/pyconar2016 Thanks you!

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