

```
import pybr12
```

Experiencias de inclusión en la  
última PyCon Brazil

@fmasanori  
@pk\_pacheco

## 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 Brazil



PyLadies Belém - PA PyLadies Belo Horizonte - MG PyLadies Brasília - DF PyLadies Campinas - SP PyLadies Duque de Caxias - RJ



PyLadies Fortaleza - CE PyLadies Florianópolis - SC PyLadies Maceió - AL PyLadies Natal - RN PyLadies PUC-Rio - RJ



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



PyLadies São Paulo - SP PyLadies Teresina - PI PyLadies Vale - SP



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



PyLadies São Paulo Cofounders

# 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)





<http://softwarelivre.org/fisl17/programacao/pyladies>



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
- Crowdfunding campaign
- 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 comunidad 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

<http://pt.slideshare.net/TaniaAndreaMirandaMoreira/historico-das-conferencias-python-brasil>





# 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](http://bit.ly/pyconar2016)

Thanks you!

@fmasanori

@pk\_pacheco