

# Building a More Inclusive Python Community Culture

**Kojo Idrissa**

- Background in accounting & education w/ an MBA
- Learning software engineering/web development (**Hire me!**)
- PROUD member of:
  - PyHou, PyWebHou, PyLadiesHTX, Girls Coding Club
  - TX/RX Labs (Houston's biggest hackerspace)
- I talk about spreadsheets, D&D and improving tech community culture.

Diverse "problem solving"

**Google that**

# **Diversity**

Initial vs Sustained

# **Inclusive Culture**

**Persistent, self-sustaining diversity**

# **Building an Inclusive Community Culture**

**1. Awareness**

**2. Empathy**

**3. Privilege**

# Awareness

What's your culture like?

**Watch for silent errors**

# **Awareness**

What's your culture like?

**Flip the demographics**

# Empathy

*Understand potential attendees*

**Prior negative experiences? Your burden now!**



# Empathy

*Understand potential attendees*

**How much would YOU pay for this bad experience?**

# Privilege

Issues vs. Non-Issues

**No grapes, fans or chaise lounges**

**“Privilege isn't wealth or  
having it easy: it's what  
you don't have to deal  
with.”**

– Me, quoting @JustSlyRed at @AlterConf Austin

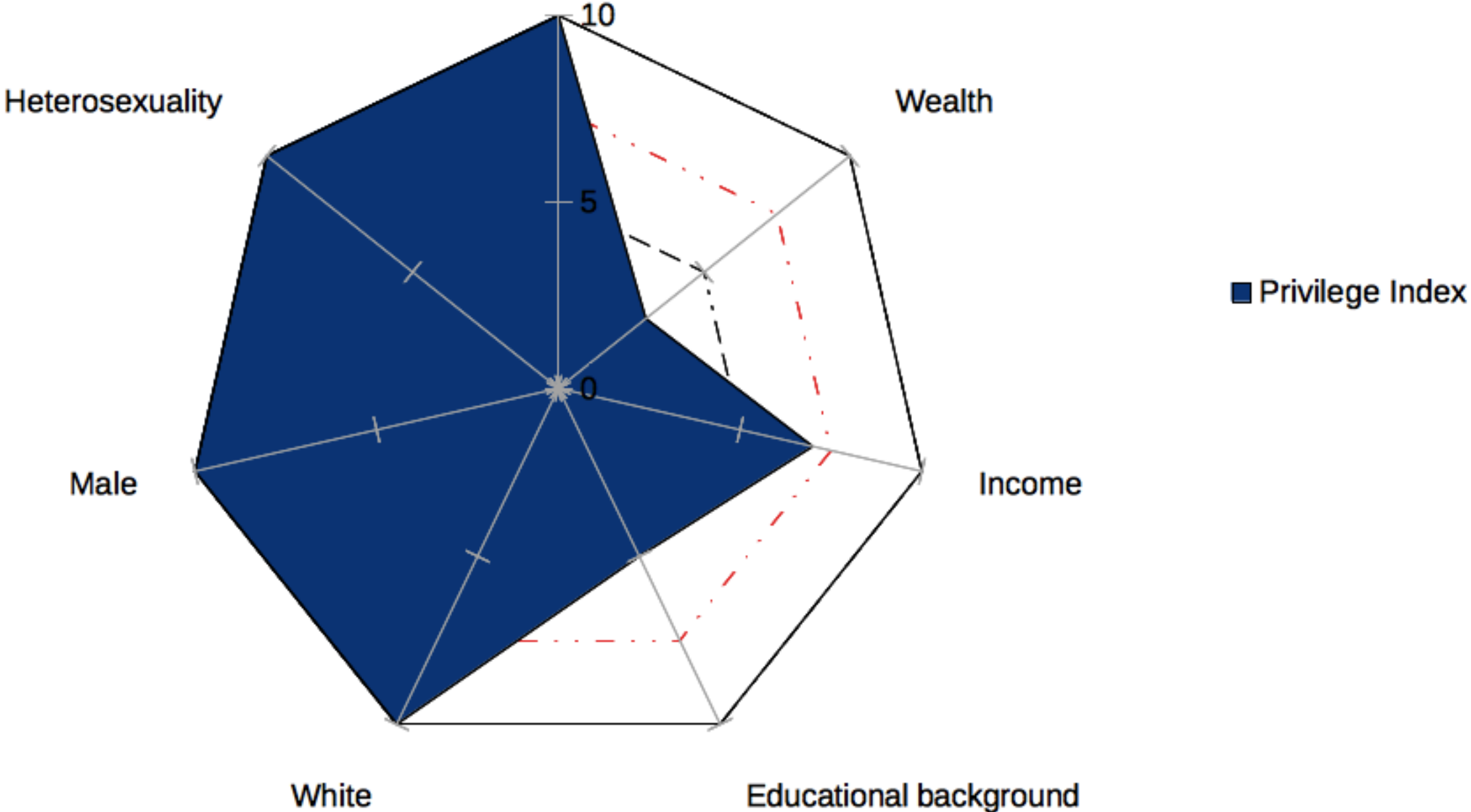
# Privilege

Issues vs. Non-Issues

Privilege Profiles & Privilege Arbitrage

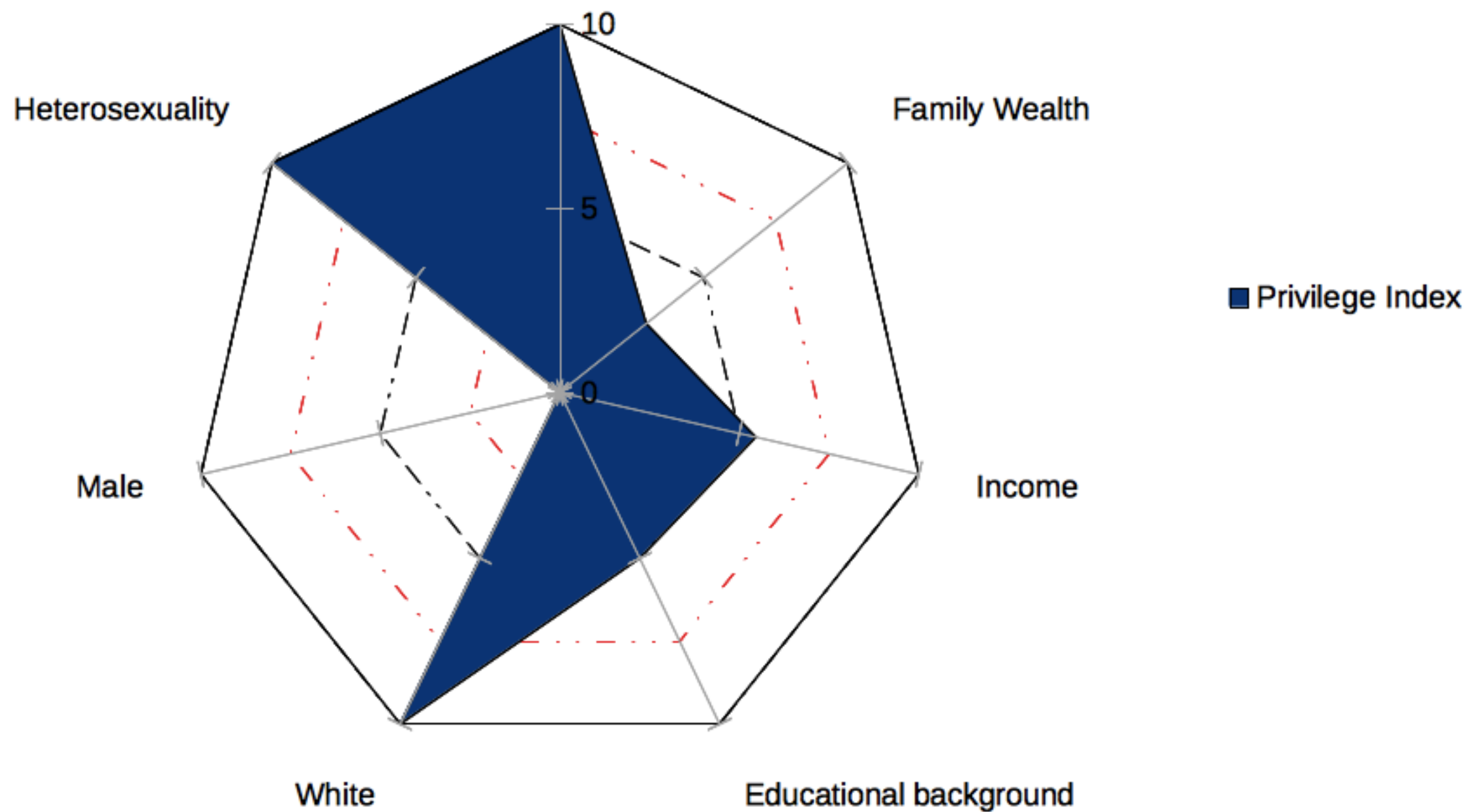
# Adam's Personal Privilege Profile

CIS Gendered

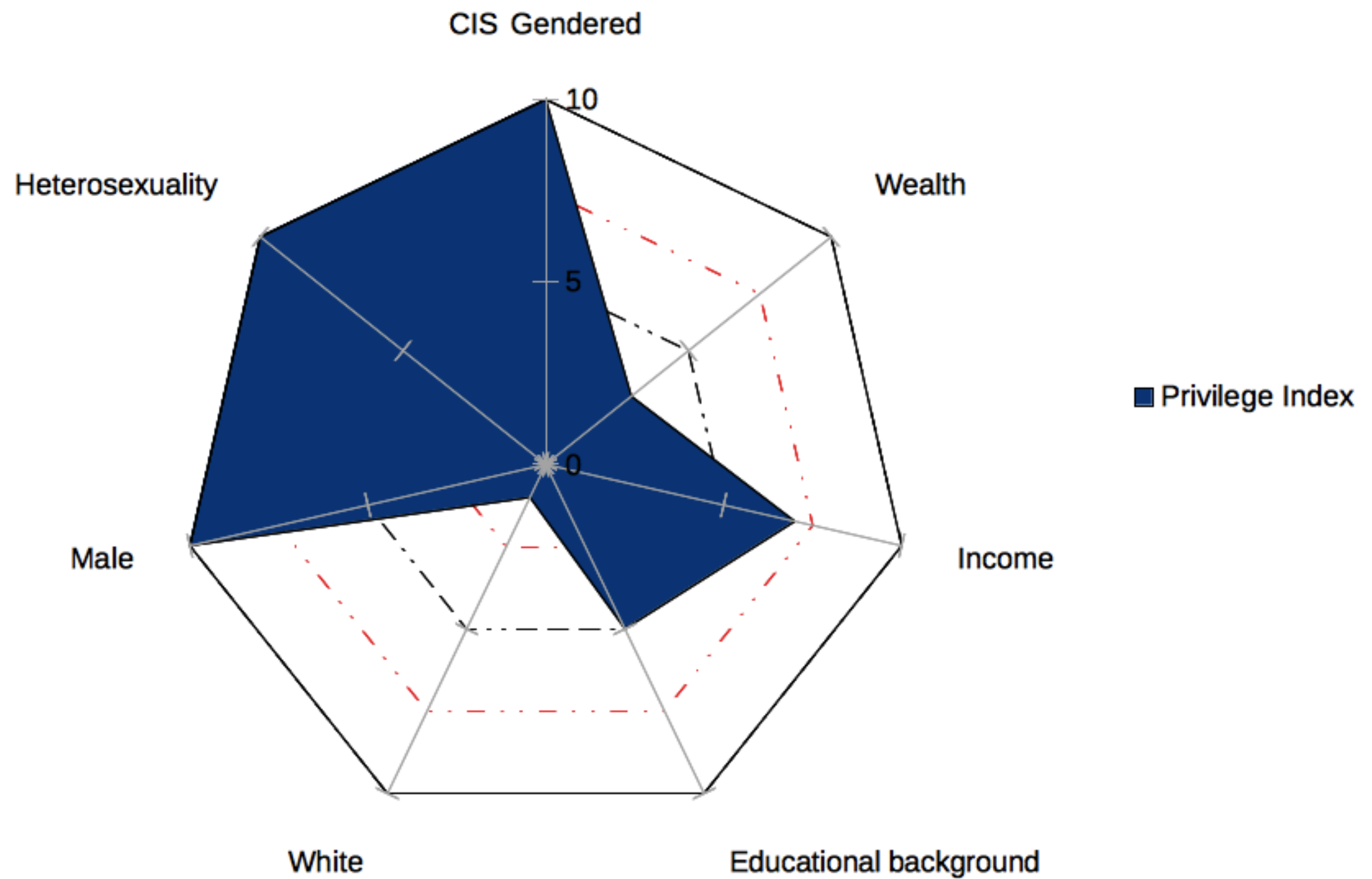


# Eve's Personal Privilege Profile

CIS Gendered

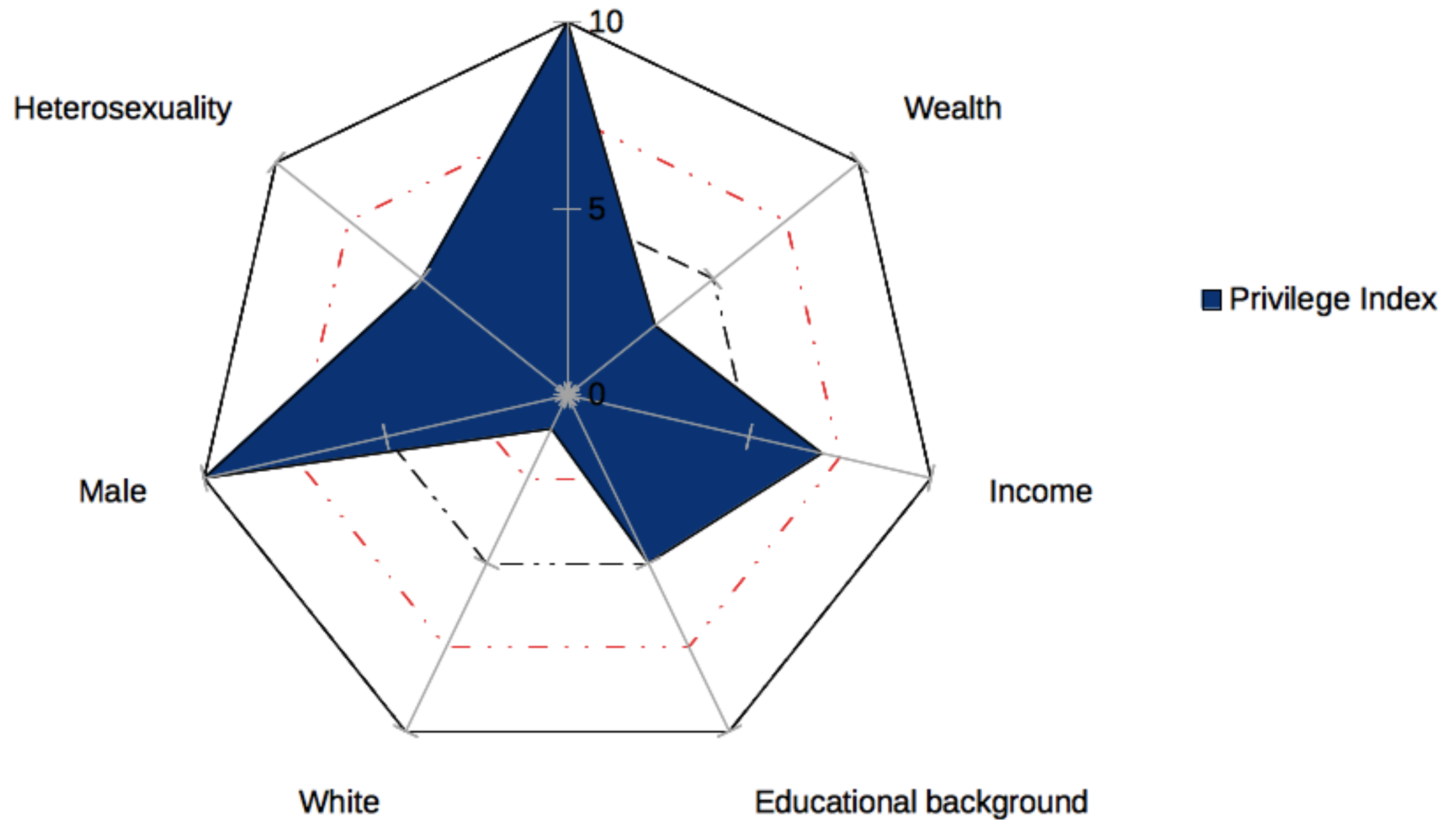


## Frank's Personal Privilege Profile



# Georges' Personal Privilege Profile

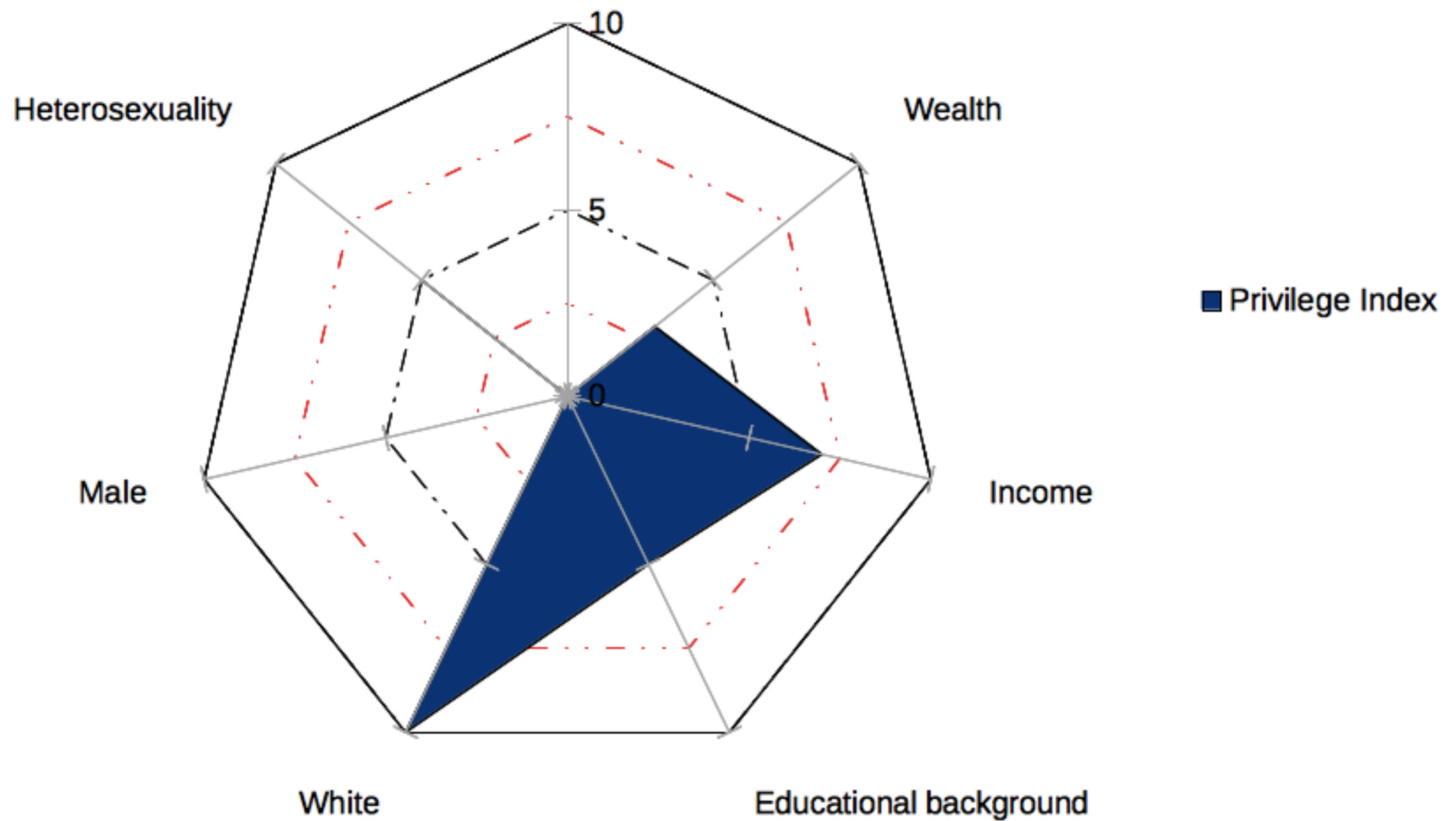
CIS Gendered





# Shelly's Personal Privilege Profile

CIS Gendered



# Privilege

How to “Arbitrage” for  
Community Culture?

- 1. Fill in the gaps for others where you can**
- 2. Make it CLEAR the community doesn't tolerate nonsense**

# Questions?

**Kojo Idrissa**

- @Transition on Twitter
- [kojoidrissa.com](http://kojoidrissa.com)
- Slides: <https://speakerdeck.com/kojoidrissa/building-a-more-inclusive-python-community-culture>