

# How to Practice Inclusion and Benefit Django

**Kojo Idrissa**

- \* **Proto Software Engineer/Web Developer (Hire me!)**
- \* **former Educator & Accountant w/ an MBA**
- \* **@Transition on Twitter**
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- \* **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.**



# Motivation

- \* New-ish active coder; how can I contribute?
- \* Help grow the community! Not just any growth, **AWESOME** growth
- \* Contributors over Bodies
- \* What challenges?

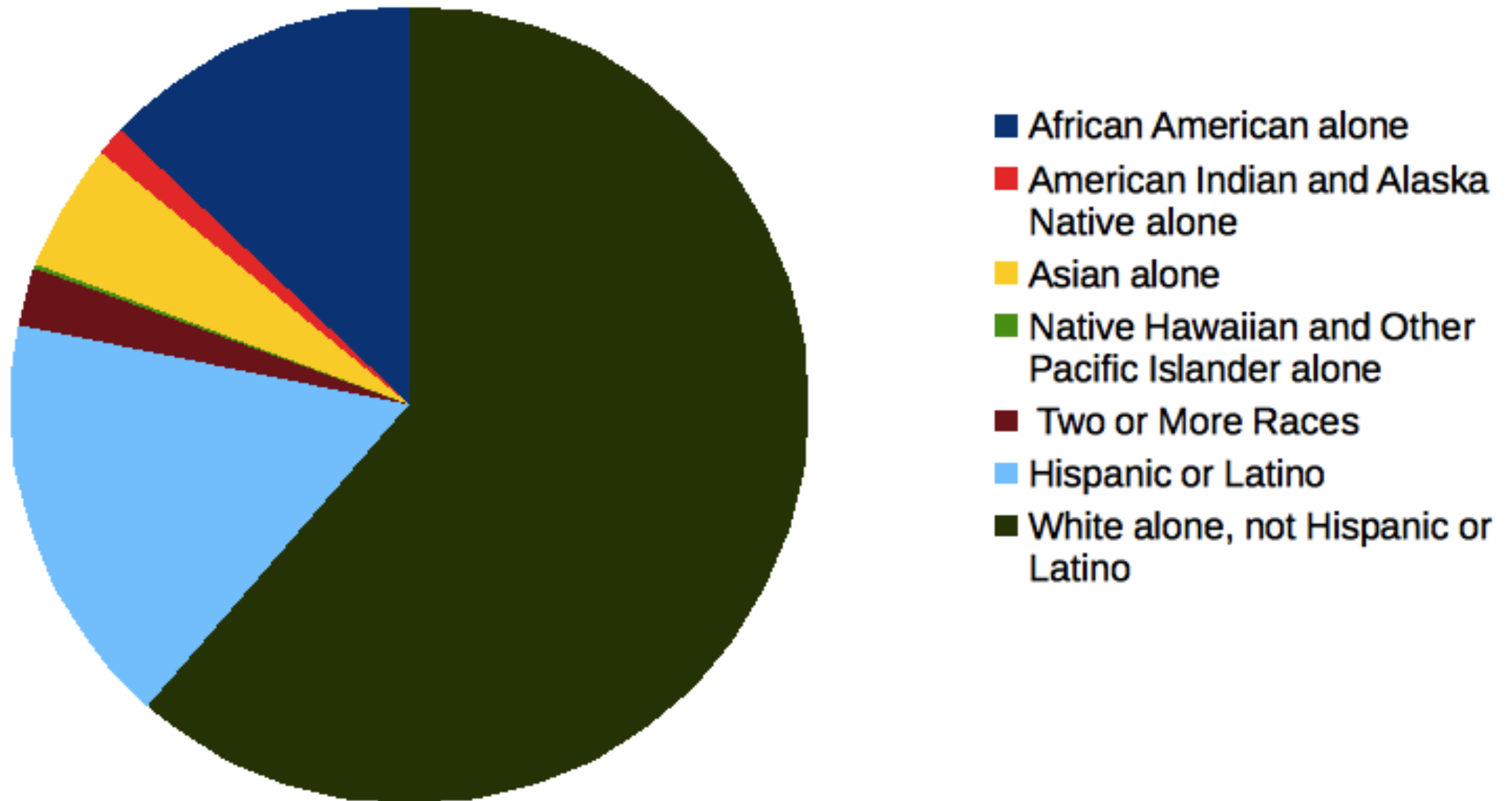


# Currently: A Small Pond

- \* Tech communities are often predominantly heterosexual cis gendered white men.
- \* A community culture TENDS to optimize towards largest participating group
- \* A culture optimized for a single demographic alienates others.

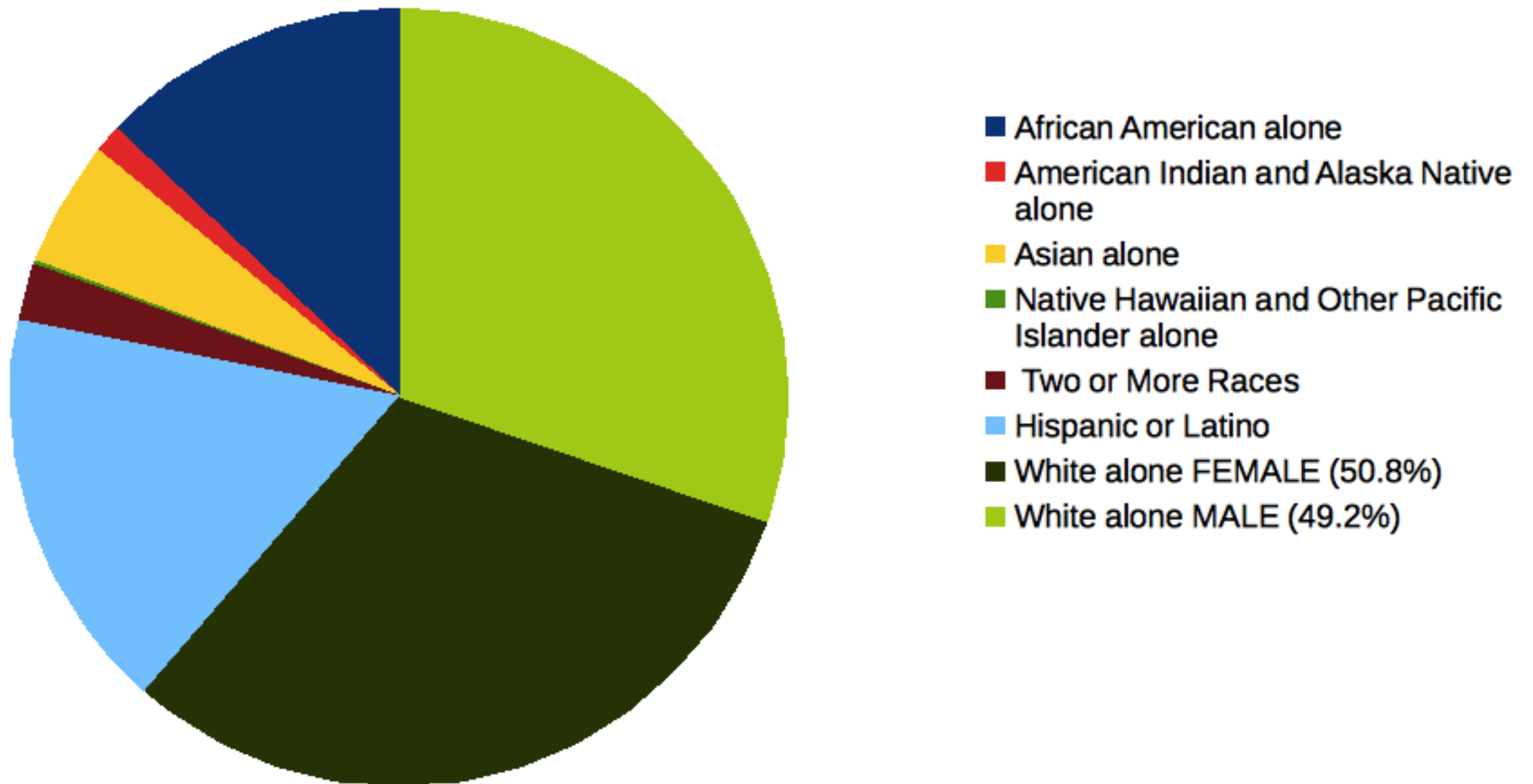


## US Population 2013





US Population 2013  
White alone split by gender



**Culture optimized for 1/3 of the population ==  
Losing**



# It Gets Smaller!

- \* People who don't want to join or contribute to our community because it's "too hard", "too nerdy", "too rigorous" etc.
- \* People who would, but have joined another community (Rails, Drupal, Wordpress, etc)
- \* How do we make the pool bigger?



# Inclusion

- \* Inclusion > Diversity
- \* Inviting new people is easy. Making them feel welcome enough to stay is the key.
- \* But how Kojo?!?





# Practicing Inclusivity 101: Build Awareness

- \* Be AWARE of your group culture
- \* Zen of Python on Inclusion Awareness
  - \* Errors should never pass silently
    - \* Learn to check for 'exceptions'
    - \* Is there anyone who seems left out?
    - \* Uncomfortable by comments or conversations
    - \* "Boxed in" by another participant?)



# Practicing Inclusivity 101: Building Awareness

- \* **Check your assumptions**
  - \* **If our group is 95% x, is there a reason?**
  - \* **Why WOULDN'T people come to our event?**
  - \* **Spend more than 30 seconds on this**



# Practicing Inclusivity 101: Building Awareness

- \* "...left as an exercise for the reader"
- \* Invert the Demographics on multiple axes to build empathy.
  - \* Race/ethnicity; gender; gender identity; sexual orientation; experience level
- \* Learn more about these different axes



# Practicing Inclusivity 102: Taking Action

- \* **Process your log files**
  - \* **be prepared to share your concerns/ observations with community organizers or leaders**
  - \* **also be prepared to HELP THEM w/ these issues**



# Practicing Inclusivity 102: Taking Action

- \* **Feedback mechanisms? Do you HAVE any?**
- \* **anonymous by default**
- \* **make it clear you WANT/WELCOME feedback, even if it's negative**
- \* **"They can comment/message me on Meetup" is the wrong answer.**



# Practicing Inclusivity 102: Taking Action

- \* Complaints are often ignored, overlooked or sources of punishment. YOUR feedback mechanism has to go above and beyond
- \* Better words for “feedback” from Sarah Hatter:
  - \* Thoughts, insights, feelings, input, perspective, experience



# Practicing Inclusivity 103: Understanding Privilege

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

– Me, quoting @JustSlyRed at @AlterConf Austin



# Practicing Inclusivity 103: Understanding Privilege

- \* **Privilege Arbitrage**
  - \* **A term I made up! (IANASS)**
  - \* **“Using relatively higher privilege to benefit those with relatively lower privilege in the same area/setting.”**
  - \* **When/Where/How? PPP**



## Still a work in progress: IANASS

### Kojo's Personal Privilege Profile

CIS Gendered

Income

Wealth

Educational background

White

Male

Heterosexuality

10

5

0

■ Privilege Index



# What's YOUR Personal Privilege Profile?

Until someone develops a better one, start with the BuzzFeed quiz.

[http://www.buzzfeed.com/regajha/  
how-privileged-are-you](http://www.buzzfeed.com/regajha/how-privileged-are-you)



# Final Thoughts

“Just as systems tend towards entropy, if you leave a community alone it tends towards toxicity. Good communities require continual effort.”

- Jacob Kaplan-Moss/@jacobian, Django core contributor and former BDFL

...By as many community members as possible.

- addendum to the above by Kojo Idrissa/@transition, your current speaker



# Time for Questions?

- \* @Transition on Twitter
- \* Slides: <https://github.com/kojoidrissa/djangoconUS-2015>
- \* [kojoidrissa.com](http://kojoidrissa.com)
- \* going live soon
- \* I don't Django as well as I'd like to. :-/