August 1-4, 2018

Microsoft Technology
Center, NYC

Presentation by Mirella Batista

Twitter/IG: @mirella4real

Write/Speak/Code

Photo: Mirella Batista

About W/S/C

- The target audience for the conference is women and non-binary coders who are at a mid-level point in their careers.

- This conference was an intense, productive and rewarding 4 days of workshops, personalized feedback sessions, panels and talks.

- Each day of the conference had a different theme:

  Write/Visibility Day
  Speak/Leadership Day
  Code/Project Day
  Growth

- By the end of the 4 days, attendees should possess and polish the skills necessary to fully own their expertise at thought leaders, conference speakers and open source contributors. Attendees leave the conference having developed blog posts, conference talks and open source contributions, with actionable steps to take in regards to growth in their careers.

Write/Speak/Code

A Safe Space

Code of Conduct

- Harassment-free environment
- Online & offline
- All affiliated events, outings

We prioritize marginalized people's safety over privileged people's comfort

#wsc2018conf | @writespeakcode

WRITE/SPEAK/CODE

wsc-resources/conference/2018-conference/slides/8-01 Wed Microsoft Main.pdf

Write/Speak/Code

A Safe Space

Adherence to code of conduct was expected

- Harassment-free environment (safe space)
- Education on pronoun usage and pronoun buttons
- Permission buttons to indicate permission for taking and posting photos

Write/Speak/Code

A Safe Space

Inclusion in action

- Mother's room and child care provided
- Quiet room for those needing quiet time or space
- Physical disability accommodations

Speak Your Truth

Sold out conference

> 300 attendees

Women and non-binary folks

Write/Speak/Code

Photo: Mirella Batista

Speak Your Truth

Write Day
- Craft your bio: exercises, writing, feedback
- Write a blog post: outlining, writing, feedback

Speak Day
- Talk proposals: learning, exercises, writing, feedback
- Give a talk: creating slides, giving a talk, feedback

Code Day
- Contribute or create an open source project
- Code publicly!

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Write/Speak/Code

Mina Markham

Senior Engineer at Slack

Opening Keynote

Her talk was very personal and set the tone for open communication in a safe space for the next 4 days.

Forbes — Billionaires Innovation Leadership Money Consumer Industry Lifestyle

Markham demonstrates the Pantsuit UI for 2016 Democratic Presidential nominee Hillary Rodham Clinton SAMUEL FISCH

https://www.forbes.com/sites/christinawallace/2017/04/17/mina-markahm-is-a-sasstronaut/#3a72e19647ac

Mina Markham

Senior Engineer at Slack

Opening Keynote

- Mina talked about self-acceptance, about how exhaustion, loneliness, health issues and depression robbed her of her voice

- She talked about the importance of having a "hype person" in your life, the friend that knows how to lift you up

- She has discovered the need to be kind to one's self, to threat one's self, to forgive one's self and to believe that one is worthy of success, of greatness

Mina Markham

Senior Engineer at Slack

Opening Keynote

Write/Speak/Code @WriteSpeakCode · Aug 1

Dang, these are some empowering and incredibly well-designed slides, @MinaMarkham. Is making beautiful slide decks one of your side projects?! #WSC2018Conf

I am worthy

💬   🔁 4   ♡ 16   ✉

https://twitter.com/WriteSpeakCode/status/1024669295119355905

Angie Jones

Senior Software Engineer at Twitter

Write/Visibility Day

A series of workshops that build on one another. By the end of the day I had crafted my bio and had the rough draft for my first blog post.

Write/Speak/Code

Photo: Mirella Batista

Angie Jones

Senior Software Engineer at Twitter

Write/Visibility Day

- You are in control of your destiny and your path

- You have to believe that you are worthy to be in the public eye

- Reframe your narrative, own your expertise

Write/Speak/Code

wsc-resources/conference/2018-conference/slides/8-01 Wed Microsoft Main.

Write/Visibility Day

My bio

Write/Speak/Code

"**I am a software engineer** at the Comcast Austin Innovation Center and am part of the team responsible for the development of a syndicated mobile app that interacts with a home automation and security system.

I have been a **programmer for over 18 years** and I believe that to have a successful career in this field, one must **embrace learning and change**, and be willing to continuously work on sharpening one's skillset.

Recently I obtained the **AWS Cloud Practitioner Certification** and will be teaching an introductory level workshop on AWS at the ATX Diversity Hackathon hosted by Women Who Code.

I am a strong proponent of **diversity and inclusion in the workplace** and an advocate for women in technology. I **founded and am currently leading the Austin chapter of TECHWomen**, an organization internal to Comcast NBCUniversal that seeks to create opportunity for **female technologists to connect, contribute and inspire one another**."
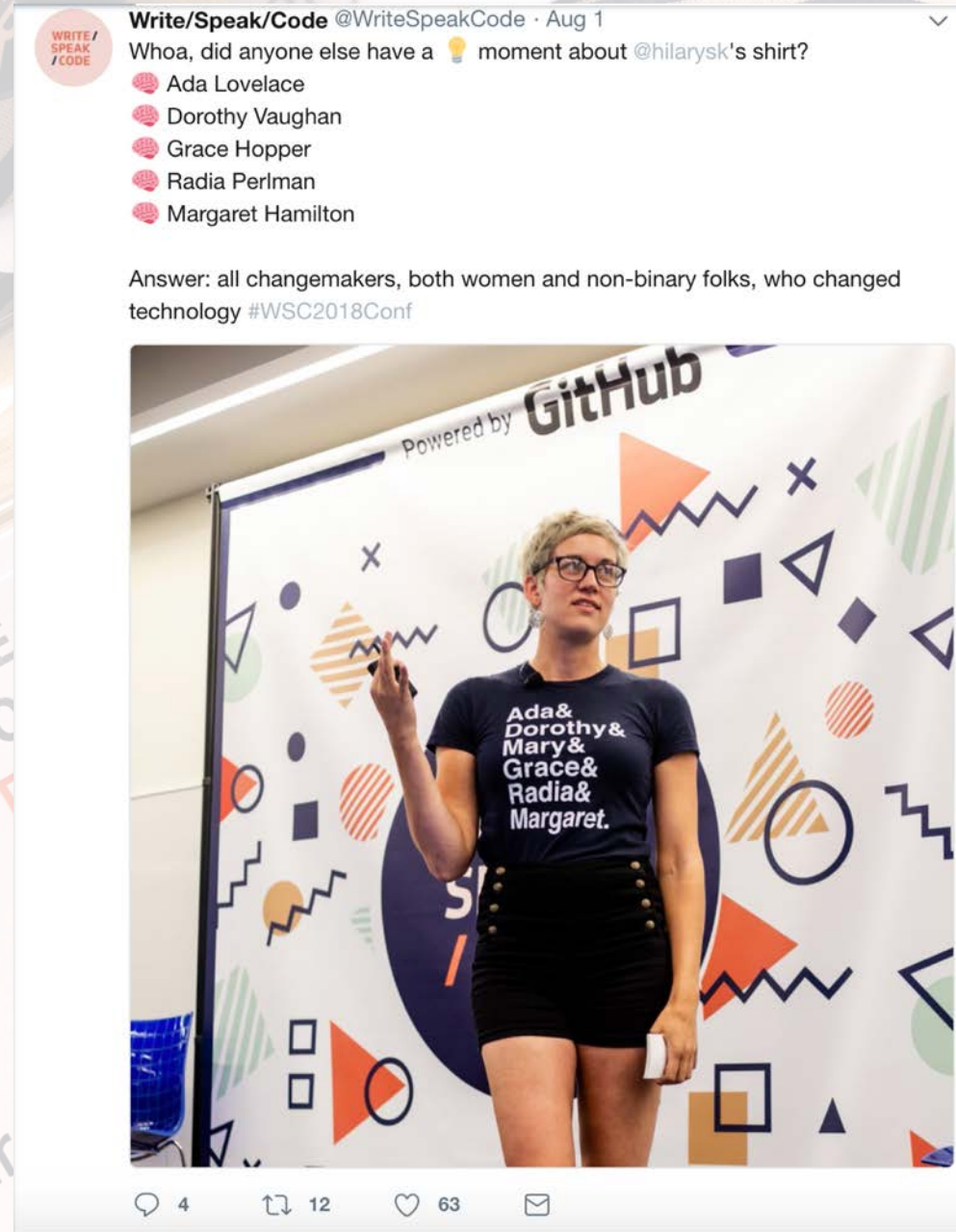
I also wrote the first draft of my first blog post!

Hillary Stohs-Krause

Write/Visibility Day

Closing talk: The secret history of women and nonbinary folks in tech

Write/Speak/Code

Write/Speak/Code @WriteSpeakCode · Aug 1

Whoa, did anyone else have a 💡 moment about @hilarysk's shirt?

🧠 Ada Lovelace
🧠 Dorothy Vaughan
🧠 Grace Hopper
🧠 Radia Perlman
🧠 Margaret Hamilton

Answer: all changemakers, both women and non-binary folks, who changed technology #WSC2018Conf

💬 4   🔁 12   ❤️ 63   ✉️

https://twitter.com/WriteSpeakCode/status/1024788387285426179

Shemika Lamare

Data scientist and speaker

Speak/Leadership Day

Bragging: 'Cause You're Showing off and it's Alright

Write/Speak/Code

Write/Speak/Code
@WriteSpeakCode

Following

You have to believe in yourself so that other people can believe in you - @slamare15 in her Bragging: Cause You're Showing Off and It's All Right talk 💯 at #WSC2018Conf

8:43 AM - 2 Aug 2018

Shemika Lamare

Data scientist and speaker

Speak/Leadership Day

Bragging: 'Cause You're Showing off and it's Alright

A man's competence is more likely to be presupposed, a woman's questioned

Women are perceived as bossy, boastful, aggressive, etc

Imposter Syndrome – When individuals doubt their own accomplishments and fear being exposed as "fraud"

- Negative impact on salary negotiations, promotions, networking, interviews

Be confident and humble – believe in yourself!

Shemika Lamare

Data scientist and speaker

Speak/Leadership Day

Bragging: 'Cause You're Showing off and it's Alright

Bragging

Shift language so we don't diminish our accomplishments when we talk about them

Self affirmations – remind ourselves of our value

Hype team – surround yourselves with people who WANT to celebrate your accomplishments

Branding and marketing yourself – showcase your accomplishments
What do people associate your name with

- Web site, blog, twitter

Help each other brag! Repeat other's ideas and credit that person. Introduce someone else and brag about them!

Shemika Lamare

Data scientist and speaker

Speak/Leadership Day

Bragging: 'Cause You're Showing off and it's Alright

Write/Speak/Code

You are worthy.
Your ideas matter, what you have to say matters. Don't feel guilty about showcasing your accomplishments!

@slamare15

I wrote and gave a 9 minute lightning talk!

Denise Yu

Pivotal

Speak/Leadership Day

Competitive debate, gendered speech patterns & the tech industry

- During 6 years, speaker participated in competitive debating tournaments.

- Despite the fact that 50% of first-year debaters were young women, by the end of their time on the circuit, most high-performing speakers were male.

- Discussed the impact of gender-coded communication patterns not only on competitive debating performance, but also more generally in boardrooms, team meetings, and other everyday settings for technologists, using a data-driven approach to show the pervasive effects of subconscious bias.

Denise Yu

Pivotal

Speak/Leadership Day

Competitive debate,
gendered speech patterns
& the tech industry

Write/Speak/Code

Raise your hand if you've ever been told…

- People don't like it when you act bossy
- You sound like you are whining
- Try to be less aggressive
- Try saying 'like' less
- You were too direct
- You weren't direct enough

We are graded differently from men for how we communicate

> We are losing in board rooms,
> in promotion discussions, in
> salary negotiations, and much
> more.

wsc-resources/conference/2018-conference/slides/8-02 Thur Microsoft Main.pdf

Denise Yu

Pivotal

Speak/Leadership Day

Competitive debate,
gendered speech patterns
& the tech industry

Write/Speak/Code

wsc-resources/conference/2018-conference/slides/8-02 Thur Microsoft Main

Denise Yu

Pivotal

Speak/Leadership Day

Competitive debate,
gendered speech patterns
& the tech industry

Write/Speak/Code

What can be done?

When it comes to promotions, wait until the right people are in the room

"We are looking to keep the position open until we have at least two qualified applicants from underrepresented minority (URM) backgrounds. We have a provisional close date of July 13th, and will extend by two weeks if we are unable to meet this goal.

The most qualified candidate will be selected for the position."

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Denise Yu

Pivotal

Speak/Leadership Day

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Write/Speak/Code

What can be done?

Explicitly call out subconscious forces that might be holding back qualified, diverse applicants

"We believe diversity is important at all levels. Research has shown that overall women self-nominate for promotions at a lower rate than men ...Even if you believe yourself to be 'not ready' we encourage you to apply."

wsc-resources/conference/2018-conference/slides/8-02 Thur Microsoft Main.pdf

Denise Yu

Pivotal

Speak/Leadership Day

Competitive debate,
gendered speech patterns
& the tech industry

Write/Speak/Code

What can be done?

Have a formal nomination process

"If you would like to nominate someone for the role, you are encouraged to do so. There are many great examples of people within Pivotal who did not apply for a new role themselves but were nominated by their peers."

wsc-resources/conference/2018-conference/slides/8-02 Thur Microsoft Main.pdf

Denise Yu

Pivotal

Speak/Leadership Day

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Write/Speak/Code

What can YOU do?

Don't undersell yourself! Own your expertise!

- I'm sorry but..
- I'm not sure about this…
- This might be wrong…

If you've ever felt like you've been punished for not adhering to gender-coded expectations, you are not imagining things.

You are not alone.

The data is there, and it validates your experiences.

Fureigh

18F

Code/Project Day

Ethics Keynote: Technology Transformation in the Federal Government

(they) a non-binary technologist, works for 18F a digital consultancy for the US gov, inside the US gov

Write/Speak/Code

Write/Speak/Code @WriteSpeakCode · Aug 3
We are starting Day 3 Code Day with @fureigh from @18F, which has slackbots that remind people the use of "guys" and onboarding message with a CoC that emphasizes on the importance of using correct pronouns. Now that is a stellar inclusive workplace! #WSC2018Conf

fureigh

https://twitter.com/WriteSpeakCode/status/1025384673420169216

Fureigh

18F

Code/Project Day

Ethics Keynote: Technology Transformation in the Federal Government

(they) a non-binary technologist, works for 18F a digital consultancy for the US gov, inside the US gov

Write/Speak/Code

Fureigh discussed projects and websites of the US gov, how these are not created for the best user experience, making it almost impossible for users to interact and obtain services.

Everyone can do something to improve the user experience of products we build:

- Technology should be kind to people

- As a software engineer, our perspective is valuable

- Do what you can where you can. You never know the effect that speaking your truth can have.

- Your voice matters. From a place of empathy, from a place of diversity

Ashley Miller

Code/Project Day

Get Noticed

Why should you stand out? Isn't it easier to fit in?

Recency bias: people gravitate toward what is top of mind

Why does this matter?

- Projects
- Promotions
- Opportunities
- Cool projects

How can you be noticed? You already stand out, own it!

- Speak up in team meetings
- Comment on code, proposals, Jira issues
- Ask questions
- Start answering questions on Slack on team chat

Demma Rosa

Google

Code/Project Day

Equity in Engineering

Write/Speak/Code @WriteSpeakCode · Aug 3

who is she @DemmaRosa from @google created her own role and her team, Equity Engineering, which focuses on building products and services for underrepresented and future users. She is an inspiration 🙌 #WSC2018Conf

Powered by **GitHub**

https://twitter.com/WriteSpeakCode/status/1025400751420571654

Growth Day

Talks from the final day

- Surviving 'Rockstar' Programmers

- Stop Telling Me I'm Smiley: My Quest to Gather Better Feedback

- Dealing with Surprising Human Emotions

- Mindfulness Your Way Through the Maelstrom

- Empathetic Engineering

- Creating Success Together

Write/Speak/Code

My Tweets

Write/Speak/Code

Mirella Batista @mirella4real · Aug 3
I needed this reminder: "As a technologist, your perspective is valuable"
Code/Ethics keynote by @fureigh @WriteSpeakCode

Mirella Batista @mirella4real · Aug 3
"There are never shortcuts to telling a better story in life or in code" - How to tell a Better Story in Code by @bonniepan02 FABULOUS!!! @WriteSpeakCode #visualdesignmeetscode

Mirella Batista @mirella4real · Aug 3
Don't pull the ladder up behind you when you get to the place you want to be so that others can get there - @jennschiffer @WriteSpeakCode YESSSS!!!

Mirella Batista @mirella4real · Aug 4
"If you can't show empathy to the people you work with every day, how will you show empathy to people you'll never meet (end user)?" @catehstn on creating success together. Thank you! #WSC2018conf @WriteSpeakCode

What's Next?

It's up to us to speak our truth

Thank you!

Write/Speak/Code

Resources

Conference Schedule
https://www.writespeakcode.com/2018/schedule.html

W/S/C Twitter
https://twitter.com/WriteSpeakCode

Conference Slides – Day 1
https://github.com/WriteSpeakCode/wsc-resources/blob/master/conference/2018-conference/slides/8-01%20Wed%20Microsoft%20Main.pdf

Conference Slides – Day 2
https://github.com/WriteSpeakCode/wsc-resources/blob/master/conference/2018-conference/slides/8-02%20Thur%20Microsoft%20Main.pdf

Conference Slides – Day 3
https://github.com/WriteSpeakCode/wsc-resources/blob/master/conference/2018-conference/slides/8-03%20Fri%20Microsoft%20Main.pdf

Conference Slides – Day 4
https://github.com/WriteSpeakCode/wsc-resources/blob/master/conference/2018-conference/slides/8-04%20Sat%20Microsoft%20Main.pdf

Amelia Downs – Feedback Form
https://docs.google.com/document/d/1HHQZeGQSod8JRN1aiKzjqUb3kqC8WwCMSZe1YQ3gp_Y/edit

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