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GOING TO THE HAIRDRESSER

A large-scale mural on a green wall depicts a woman with long, wavy hair. Her head is replaced by a large, stylized fish with a patterned, honeycomb-like skin. She is wearing a necklace made of a colorful, segmented DNA helix. The mural is part of a larger street art project featuring various colorful and abstract designs.

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PLANNING A VACATION

DECONSTRUCTING PRIVILEGE

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PATRICIA AAS

C++ ON SEA 2019

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PATRICIA AAS - CONSULTANT

C++ Programmer, Application Security

Currently : **TurtleSec**

Helped form the organization: **#include<C++>**

Previously : Vivaldi, Cisco Systems, Knowit, Opera Software

Master in Computer Science

Pronouns: she/her

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THE FOUR STAGES OF COMPETENCE

THE FOUR STAGES OF COMPETENCE

**Unconscious
Incompetence**

Ignorant

Wrong
Intuition

**Conscious
Incompetence**

Learning

Wrong
Analysis

**Conscious
Competence**

Informed

Right
Analysis

**Unconscious
Competence**

Integrated

Right
Intuition

SWEARING IN A FOREIGN LANGUAGE

**Unconscious
Incompetence**

Fun!

**Wrong
Intuition**

**Conscious
Incompetence**

Maybe
offensive?

**Wrong
Analysis**

**Conscious
Competence**

Definitely
offensive

**Right
Analysis**

**Unconscious
Competence**

"That's rude!"

**Right
Intuition**

BECOMING CONSCIOUS OF PRIVILEGE

**Unconscious
Incompetence**

Privilege is a
myth!

Wrong
Intuition

**Conscious
Incompetence**

Privilege
might be real

Wrong
Analysis

**Conscious
Competence**

Privilege is
real

Right
Analysis

**Unconscious
Competence**

"Your privilege
is showing"

Right
Intuition

I DON'T BELIEVE THIS IS A PROBLEM
BECAUSE I DON'T EXPERIENCE IT!

CONSCIOUS INCOMPETENCE
RESULTS IN LISTENING

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But let's start from the beginning...

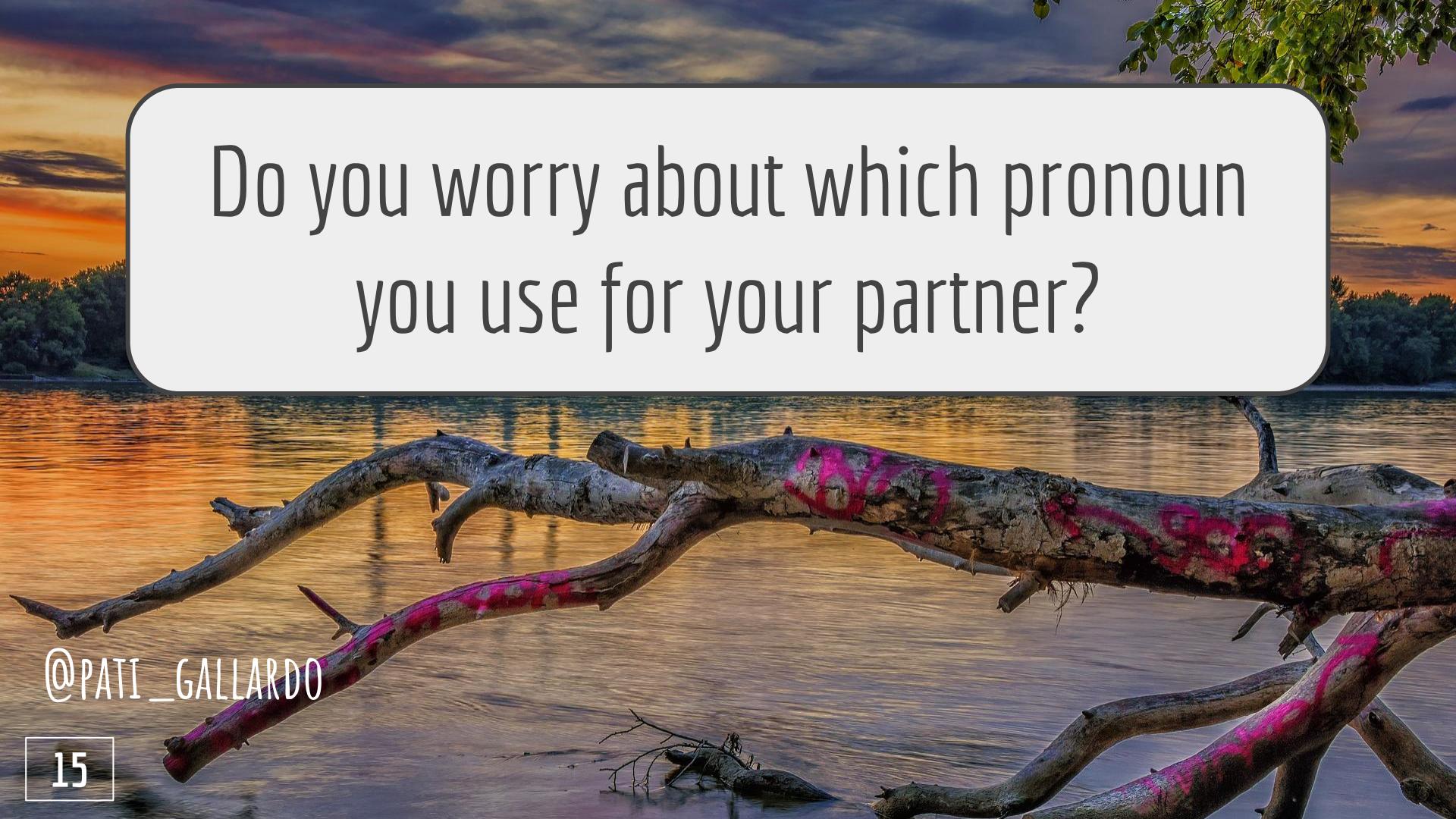
SO WHAT IS PRIVILEGE?



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MOST PEOPLE HAVE EXPERIENCED HARDSHIP

PRIVILEGE IS BEING
SPARED A HARDSHIP



Do you worry about which pronoun
you use for your partner?

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Has anyone at work ever asked you
how you have sex with your partner?

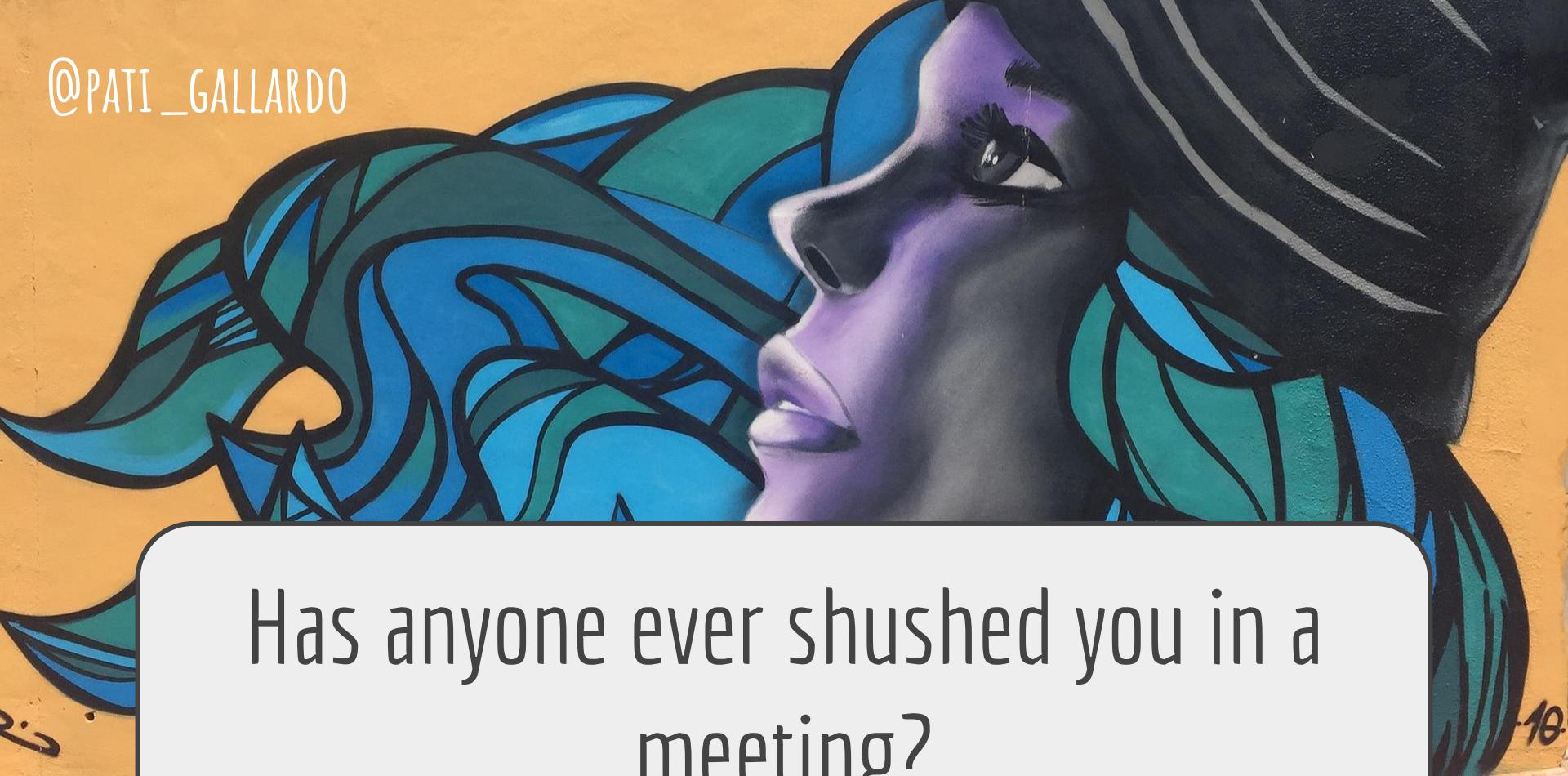
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Has anyone at
work ever
commented on
your weight?

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Has anyone at work ever asked you
what your genitalia looks like?

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Has anyone ever shushed you in a
meeting?



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Are you expected to always be meek
and accommodating?

Are certain jobs unavailable to you
because of language/accent?



Do people ridicule you as a parent because of your gender?

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A vibrant mural on a wall. In the center is a portrait of a woman with dark hair, looking slightly to the left. She has dark eyes and a gentle smile. The background behind her is composed of a variety of colorful geometric shapes, including triangles and diamonds in shades of blue, green, yellow, and pink. The overall style is modern and abstract.

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Do you get time off for your religious holidays?



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Do people refuse to use your name?
And instead uses painful a name?

Have you ever worried about whether
you can attend an event?

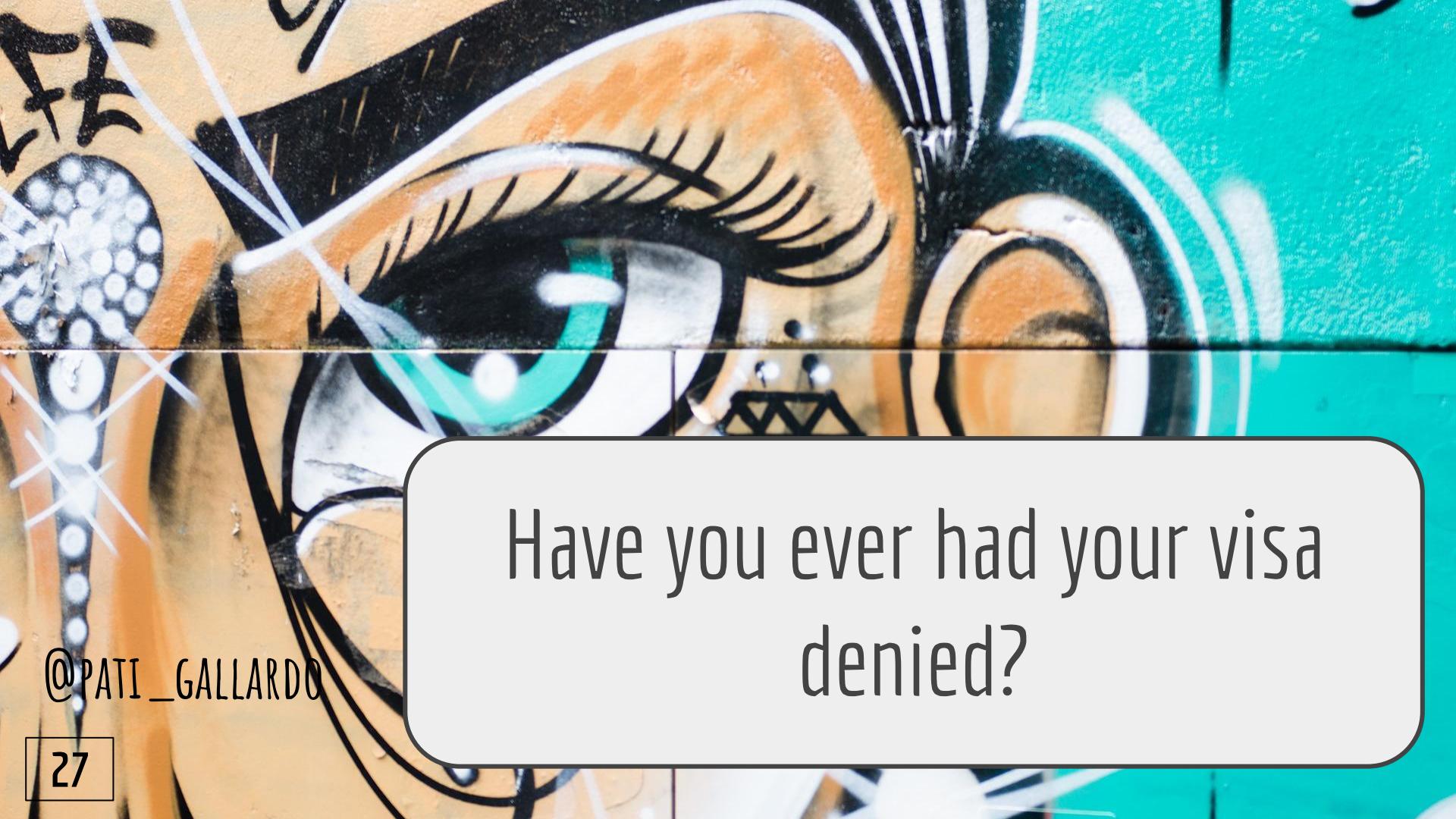


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Has anyone asked you if you belonged
at an event?



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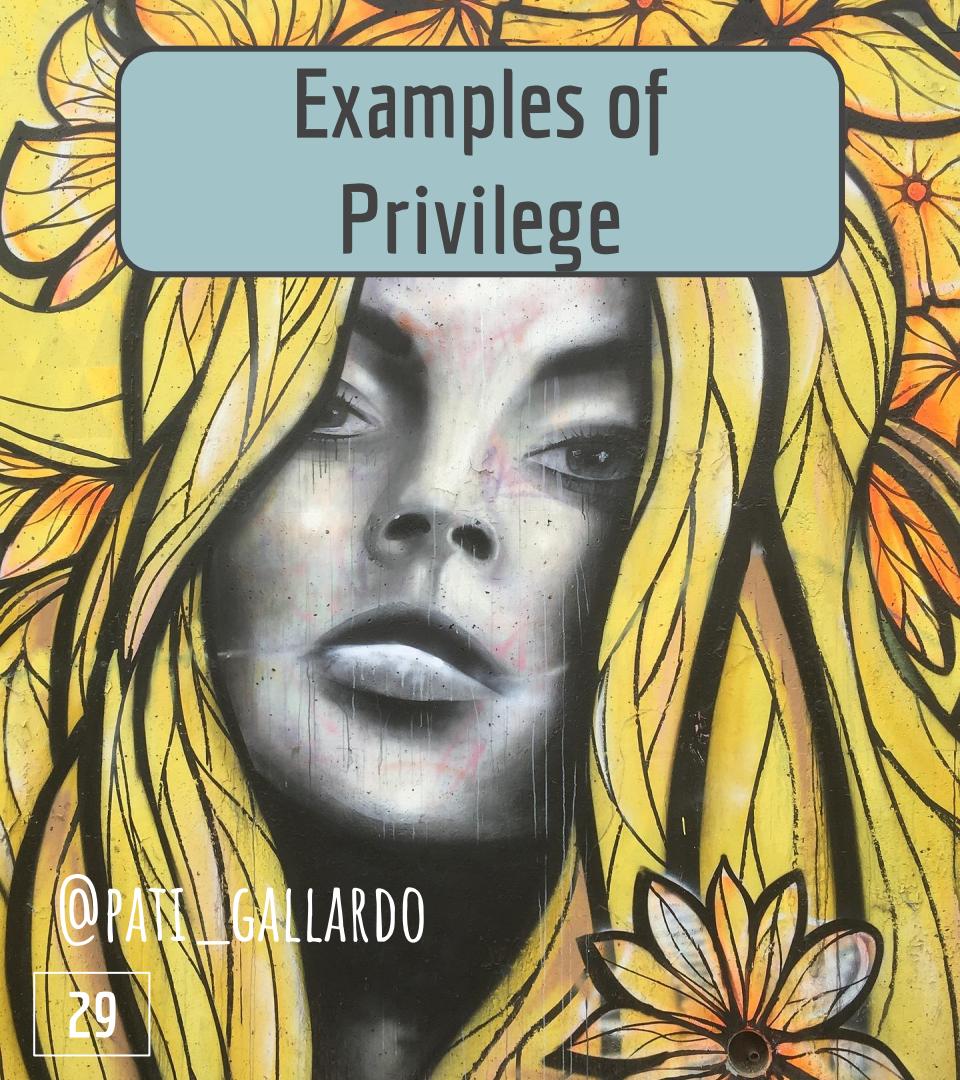
Have you ever had your visa
denied?

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Do you trust Police
and Authorities?

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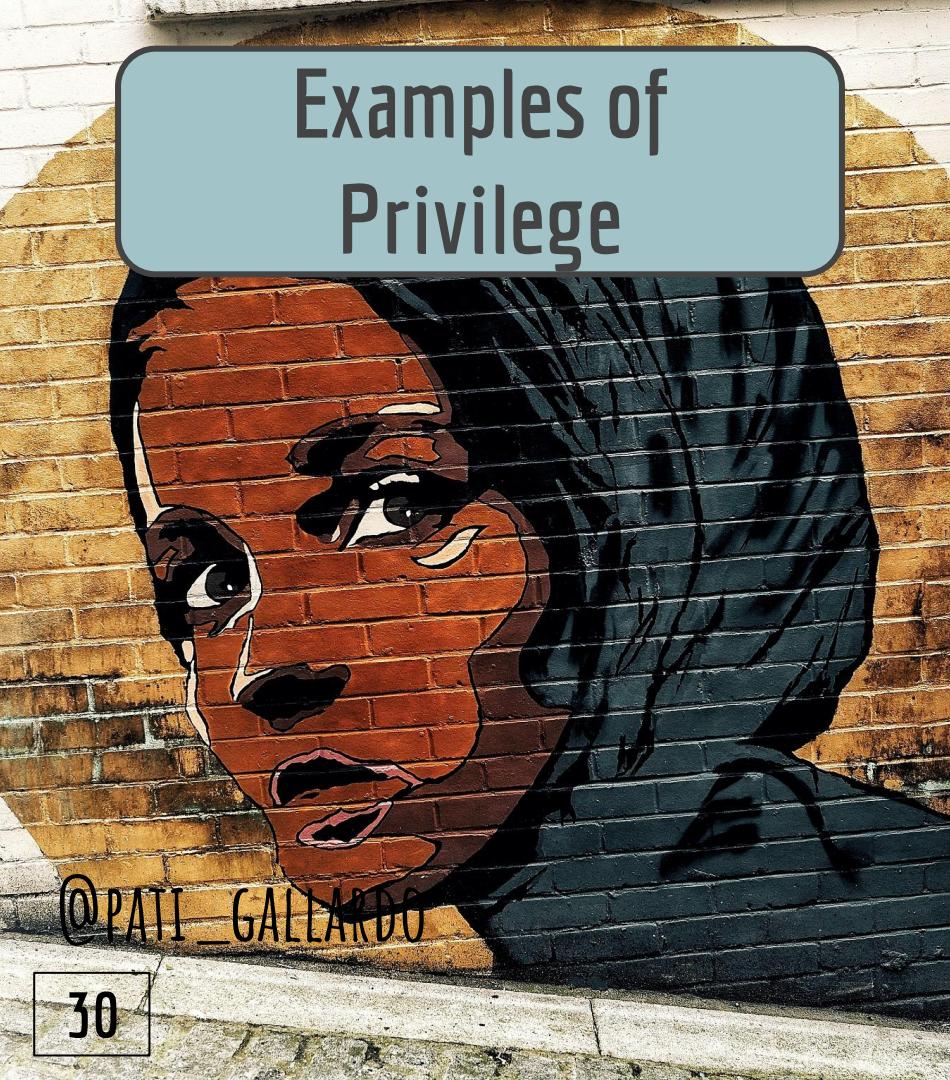


Examples of Privilege

- Sexual Orientation
- Gender Identity
- Gender
- Racial / Ethnic
- Ability
- Neurotypical
- Age

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Examples of Privilege



- Language
- Citizenship
- Religion
- Socio-Economic Background
- Class / Accent
- Education

Passing Privilege

How arbitrary is privilege?

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Height
Privilege

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Born in January

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-2016-



Where Were You
Born?

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HANNAHADAMASZEK.COM

PRIVILEGE IS BEING
SPARED A HARDSHIP

PROBLEMATIC COMMUNICATION

Patterns in Problematic Communication

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Patterns in Problematic Communication

- Competitive Communication Style
- Downplaying Issues and Concerns
- Interpreting POC (and Women) as Angry
- Not Trusting Women's Experiences and Expertise

<https://twitter.com/ErynnBrook/status/1001881209733988352>

EXAMPLES OF PROBLEMATIC COMMUNICATION

(These are rarely done accidentally or in good faith)

(They are often paired with a refusal to back off)

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SEALIONING

@malki

WONDERMARK

“Sea lioning [...] is a type of trolling or harassment which consists of pursuing people with persistent requests for evidence or repeated questions. The harasser who uses this tactic also uses fake civility so as to discredit their target.”

https://en.wikipedia.org/wiki/Sea_lioning

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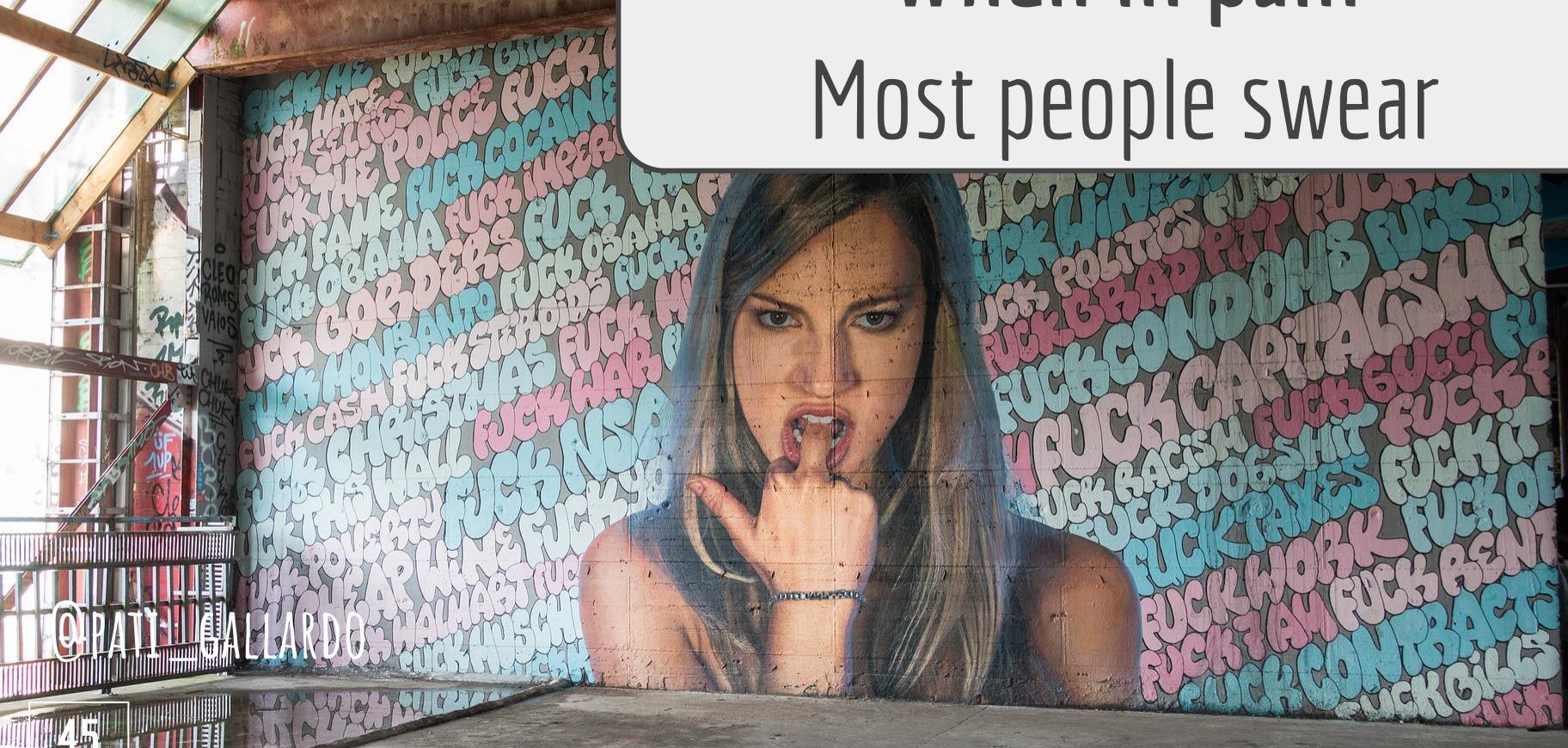
MANSPLAINING

“The technical definition of mansplaining is when a man explains something to a woman that she already knows, often in a condescending tone.”

Erynn Brook @ErynnBrook

<https://www.theguardian.com/commentisfree/2018/jun/06/is-the-term-mansplaining-sexist-google-autocomplete>

When in pain
Most people swear



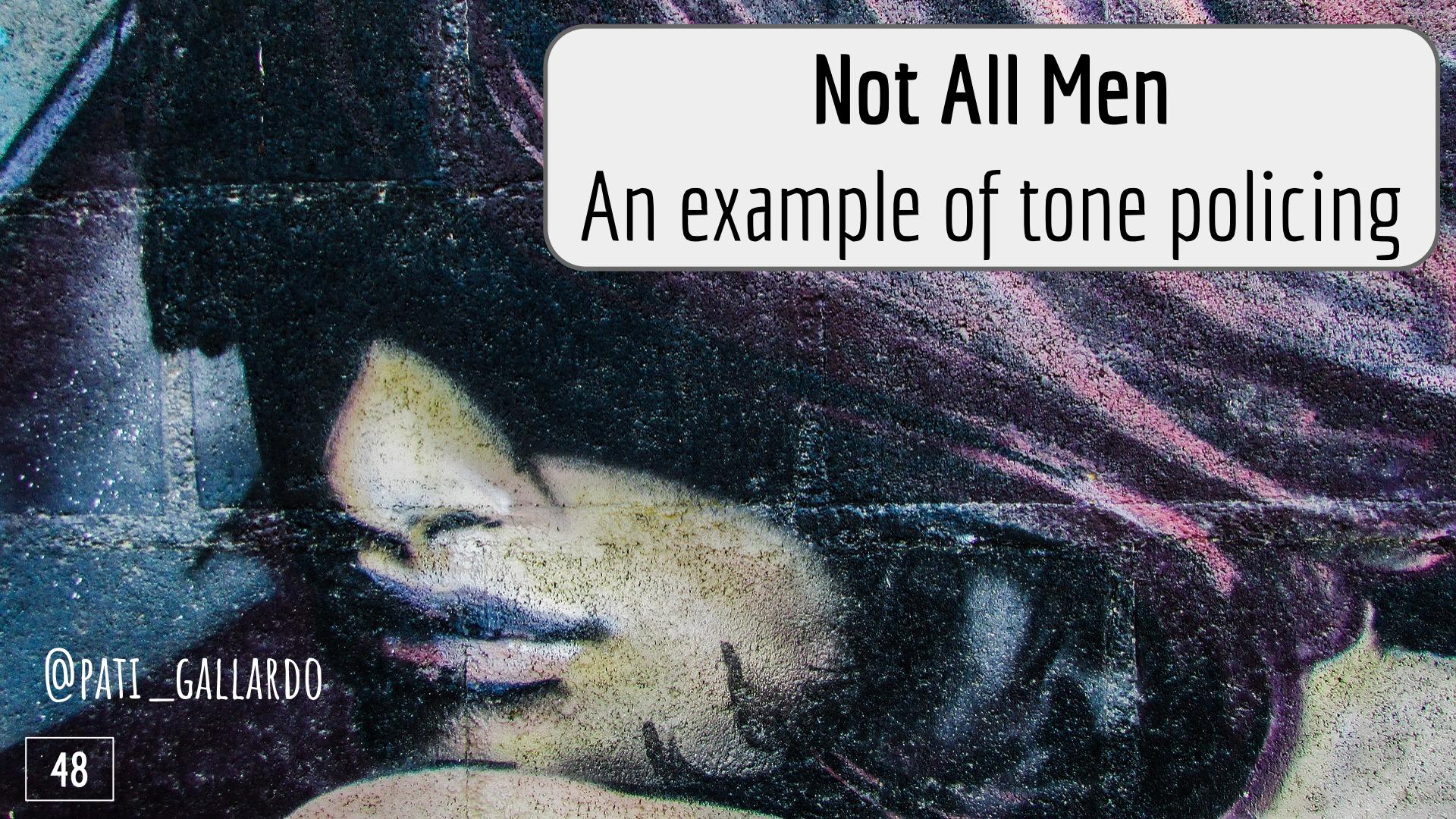
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TONE POLICING

“Drawing attention to the tone rather than content of a statement can allow other parties to avoid engaging with sound arguments presented in that statement, thus undermining the original party’s attempt to communicate and effectively shutting them down.”

http://geekfeminism.wikia.com/wiki/Tone_argument



Not All Men

An example of tone policing

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WHAT CAN YOU DO?

BECOMING CONSCIOUS OF PRIVILEGE

**Unconscious
Incompetence**

Privilege is a
myth!

Wrong
Intuition

**Conscious
Incompetence**

Privilege
might be real

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Analysis

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**Unconscious
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"Your privilege
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Right
Intuition

I DON'T BELIEVE THIS IS A PROBLEM
BECAUSE I DON'T EXPERIENCE IT!

BECOMING CONSCIOUS OF PRIVILEGE

Unconscious Incompetence

Privilege is a myth!

Wrong Intuition

I BELIEVE THIS IS A PROBLEM
BUT I DON'T UNDERSTAND IT

Conscious Incompetence

Privilege might be real

Wrong Analysis

Conscious Competence

Privilege is real

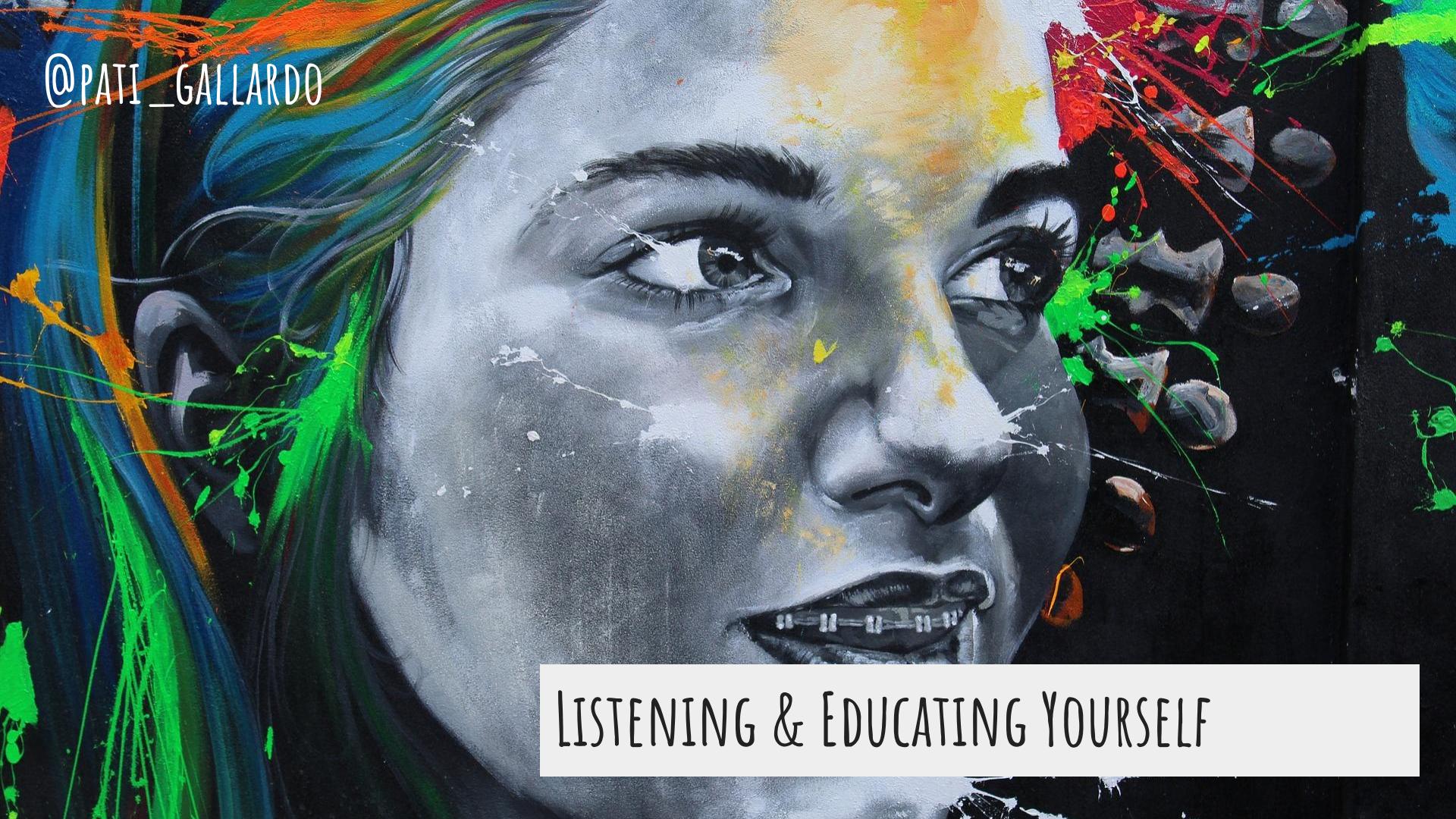
Right Analysis

Unconscious Competence

"Your privilege is showing"

Right Intuition

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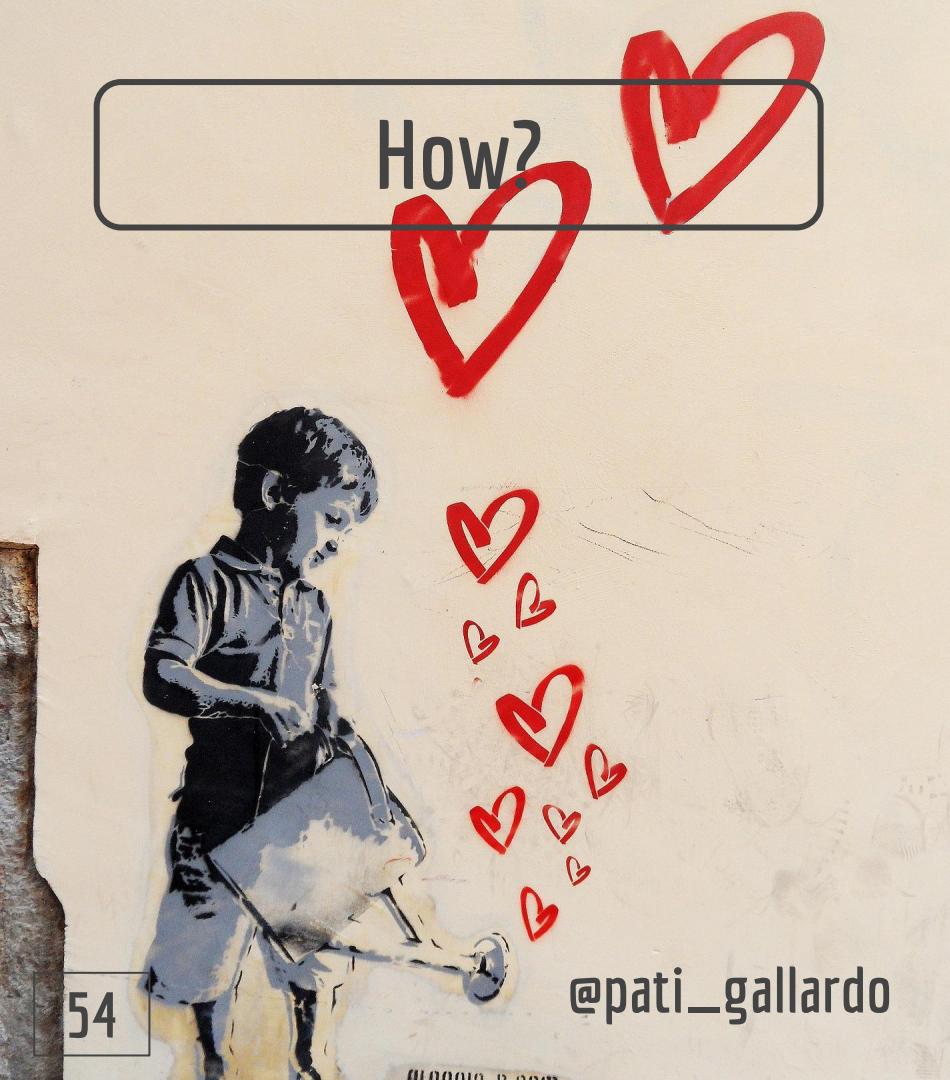
LISTENING & EDUCATING YOURSELF

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Become aware that situations that you experience as uneventful can be hostile or even dangerous to others.

For no other reason than for example their gender, gender identity, sexuality, skin color or physical/psychological disability.



How?

54

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Educate yourself

- Use google - read and watch videos
- Follow people on Twitter

Do not ask minorities to explain or justify. Read what they write without expecting them to teach you.

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LENDING PRIVILEGE (GOOGLE IT!)

A large-scale mural of a woman's face, rendered in a bold, graphic style with thick black outlines. The woman has long, wavy blonde hair, blue eyes, and a wide-open mouth showing her tongue. She is wearing a white top. The mural is set against a dark, textured background. A small portion of another mural is visible to the right.

Use Your Privilege to Lift Others Up

- Partner with them
- React when they are ignored
- Call out your peers on their prejudice
- Sponsoring them by supporting their careers

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WHAT IS THE IMPACT OF PRIVILEGE?

It is natural to want to take credit for one's own success - we often don't want to admit to ourselves that we have gotten help





Intersectionality
Privilege multiplies,
so does lack of it

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PRIVILEGE IS BEING
SPARED A HARDSHIP

Situations that you
experience as *uneventful*
can be *hostile*
or even *dangerous* to others

It doesn't mean your life was
easy, it just means you
didn't get this additional
burden

Becoming aware of our
privileges opens us up to
listening & learning



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This Talk has a
Very Western Point of View
Please Reach Out With Other
Perspectives

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68

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Power Dynamics in Pair Programming: @sarahmei

- Junior / Senior
- Self Taught / CS Degree
- Learning / Teaching
- Feminine / Masculine
- People of Color / White Folks
- Women, Other Genders / Men
- Disabled / Abled

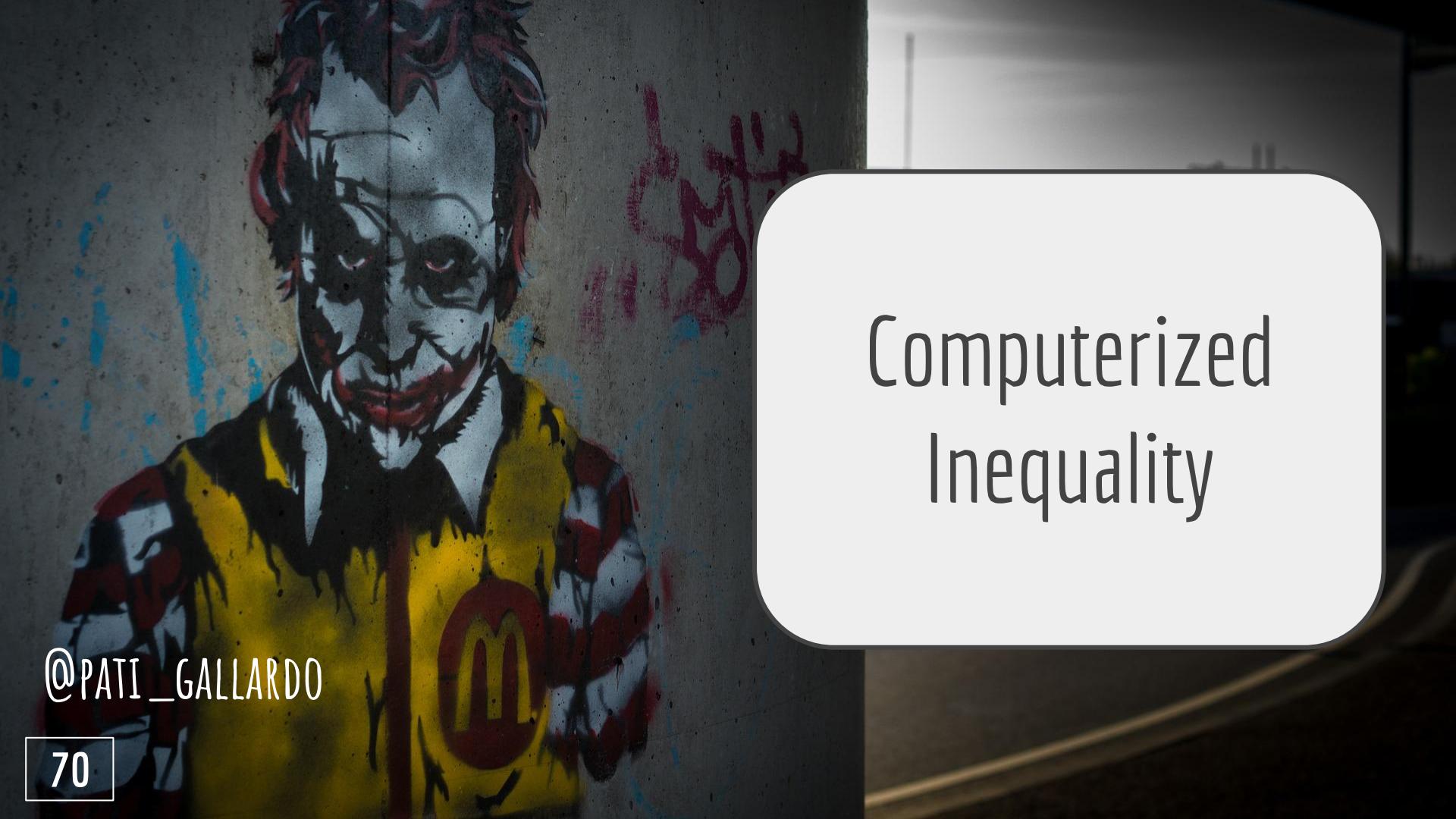


INFORMAL DYNAMICS MIMIC STRUCTURAL OPPRESSION

The Power of Agile: <https://youtu.be/YL-6RCTywbc>

@sarahmei





Computerized Inequality

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Returning from Parental Leave

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Mental Health Consequences of being Marginalized

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A large mural of a woman's face, possibly African American, with dark skin, brown eyes, and red lips. She has a serious expression. A white speech bubble is positioned in the upper left corner of the mural, containing the text "Healthcare for Women, especially Women of Color". The background of the mural features geometric shapes like triangles and rectangles in shades of blue, white, and black.

Healthcare for
Women, especially
Women of Color

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