

HELLO, METHOD!

HI, I'M SAMEERA

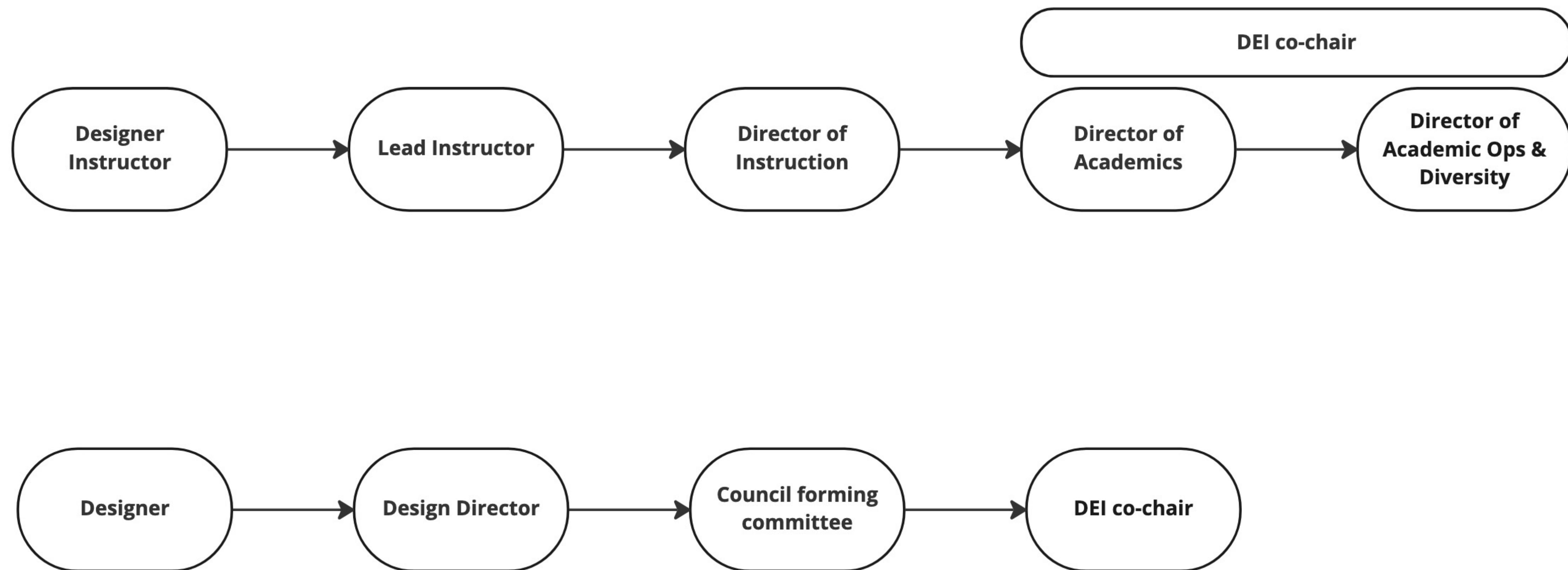
(SHE/HER) (YOU CAN CALL ME SAM OR SAMEERA)

- Senior Product Designer at Netlify
- Author of Inclusive Design Communities
- Formerly,
 - Design Director (thoughtbot)
 - Director of Academic Operations & Diversity (Iron Yard)
 - Coding bootcamp instructor (Iron Yard)
 - University instructor (Texas State)

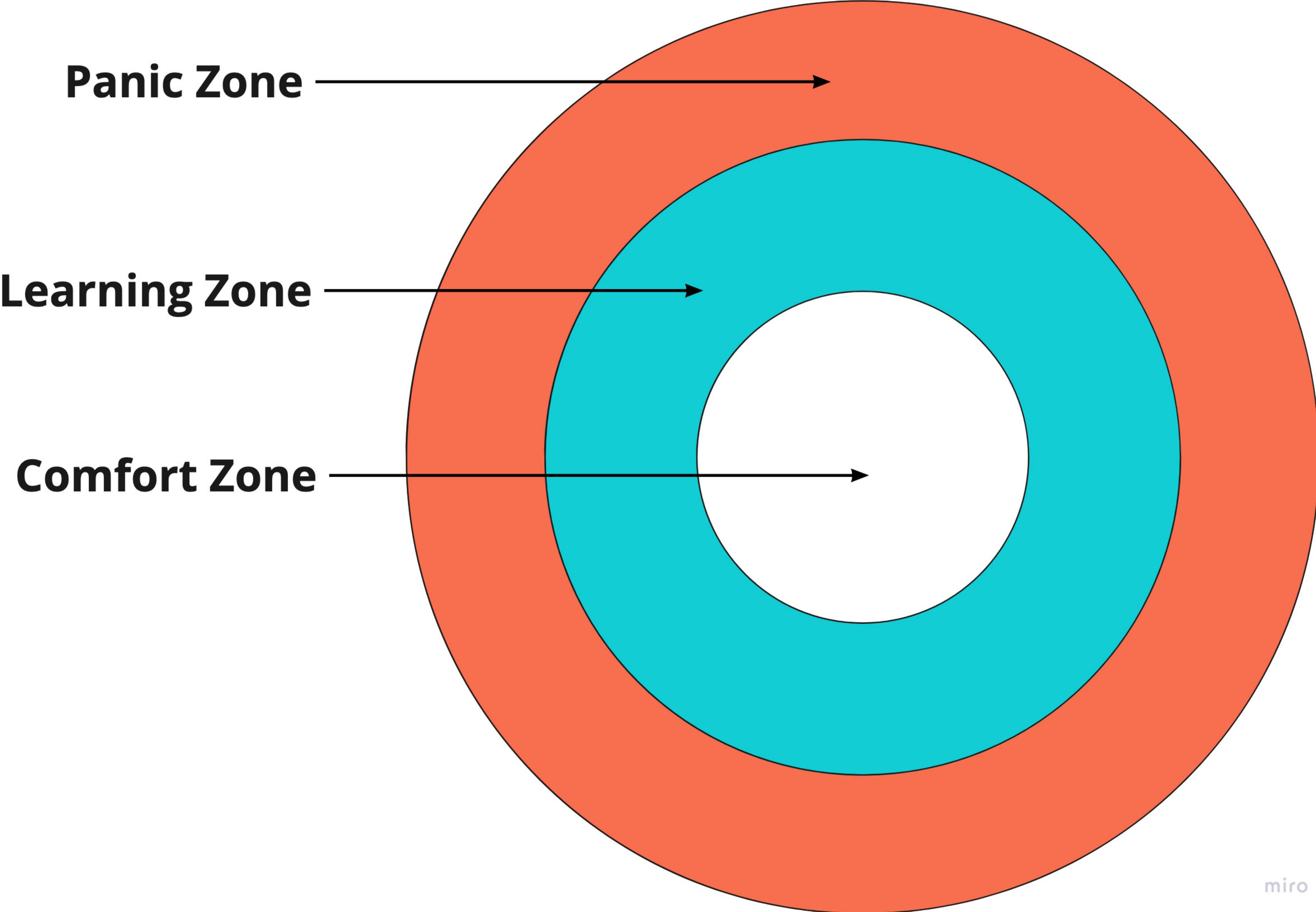


PATH TO DEI WORK

TRANSITION TO DEI WORK



DEI IN THE WORKPLACE

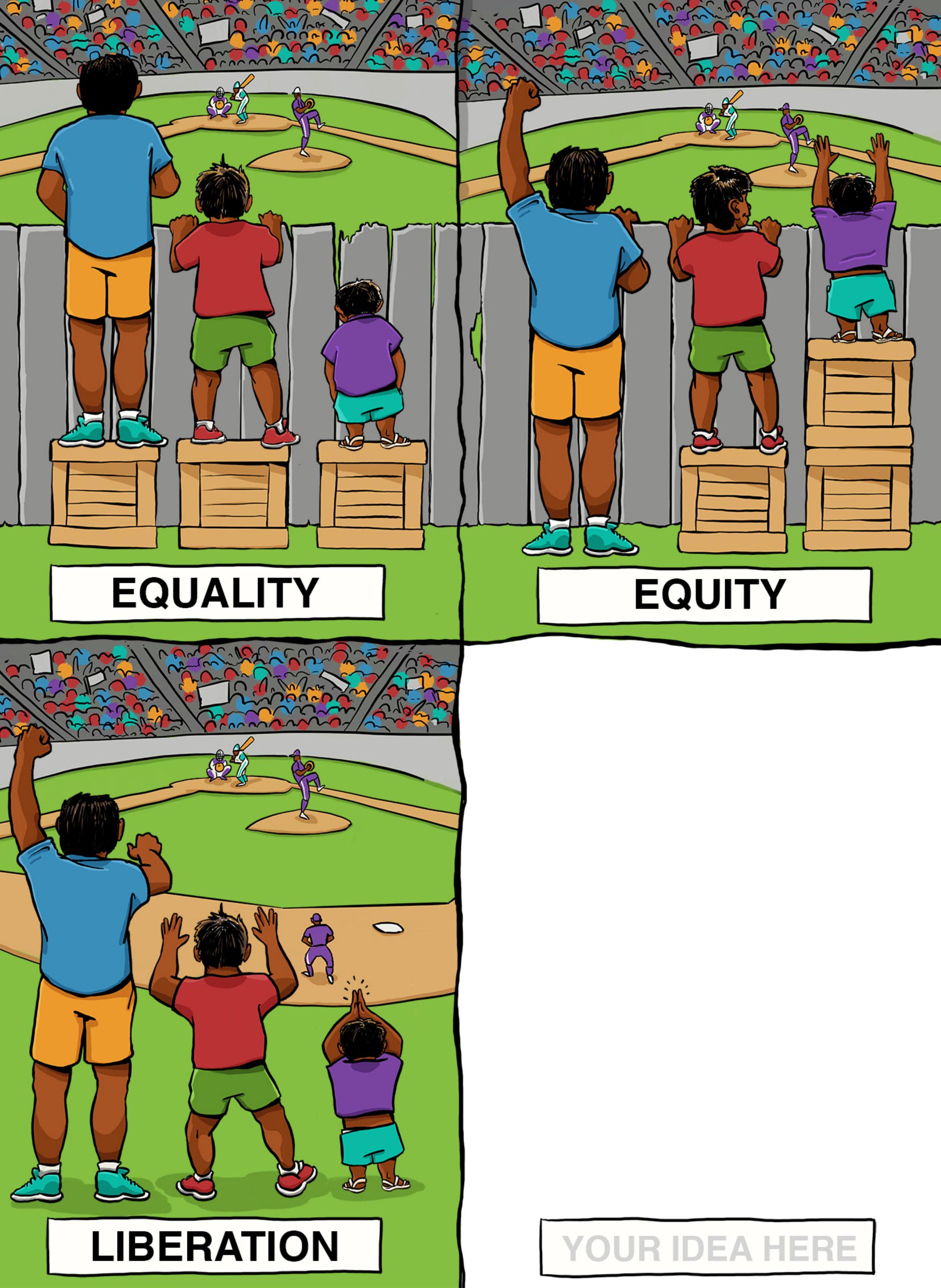


Panic Zone

Learning Zone

Comfort Zone

THE 4TH BOX



**EDGE CASES AREN'T REALLY
EDGE CASES.**

WHAT CAN I DO?

“ I sometimes visualize the ongoing cycle of racism as a moving walkway at the airport.

Active racist behavior is equivalent to walking fast on the conveyor belt. The person engaged in active racist behavior has identified with the ideology of white supremacy and is moving with it. Passive racist behavior is equivalent to standing still on the walkway. No overt effort is being made, but the conveyor belt moves the bystanders along to the same destination as those who are actively walking.

Some of the bystanders may feel the motion of the conveyor belt, see the active racists ahead of them, and choose to turn around, unwilling to go in the same destination as the White supremacists. But unless they are walking actively in the opposite direction at a speed faster than the conveyor belt—unless they are actively antiracist—they will find themselves carried along with the others.”

BEVERLY DANIEL TATUM, IN WHY ARE ALL THE BLACK KIDS SITTING TOGETHER IN THE CAFETERIA?

ALLYSHIP IN THE WORKPLACE

- Active listening**
- The 5 D's: Direct, Delegate, Delay, Distract, and Document**
- ask for consent, accept it if the answer is no**
- start a learning journey (without asking others to educate you)**

**WHAT CAN WE AS AN ORGANIZATION
DO?**

Timothy Goodman

to [REDACTED] ▾

Hello [REDACTED],

Thanks so much for all your nice words and for reaching out to me about this project!

I'm always trying to donate my time and my work to social issues like this. However, your client isn't a nonprofit organization, so you should be hiring artists from the "underrepresented" groups you're referencing in your deck. I'm not black, disabled or trans. Your campaign seems to have good intentions, but it's important to be comprehensive & responsible about the good we do, and part of the responsibility is hiring artists who actually represent these groups. It's not enough to be an advocate when your actions & your budget aren't benefiting said people you claim to be fighting for.

Below is a list of people that I think would be great for this. Let me know if you have any questions.

Timothy

THANK YOU, METHOD!



A BOOK APART

NO

42

INCLUSIVE DESIGN COMMUNITIES

FROM ABOOKAPART.COM

Sameera Kapila

INCLUSIVE DESIGN COMMUNITIES

FOREWORD BY Danielle Barnes

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