

Why Checking Your Privilege Is Good for *You*

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Why I'm Giving This Talk



Some important disclaimers...

- Thoughts = mine
- Trigger warnings for open Q&A
- This talk might just piss you off. (If it doesn't, I likely haven't done my job very well. :)

Who this talk *is not* for....

People

- **well versed in feminist dialog, racial formation theory, etc.**
- **who are done engaging in 101 conversations**
- **haters**



A photograph of a stone path leading through a bamboo forest. The path is made of irregular grey stones and is flanked by tall green bamboo stalks. The background shows more greenery and trees.

Who this talk *is* for....

Want to level up your collaboration
& communication skills?

(a sample of) Our Story so far....



Sexual Harassment at Technical Conferences: A Big No-No

by [Tim O'Reilly](#) | [@timoreilly](#) | +[Tim O'Reilly](#) | [Comments: 95](#) | July 24, 2011

Donglegate: Why the Tech Community Hates Feminists

BY ALICE MARWICK 03.29.13 6:30 AM

Why This Hacker Stood Up Against 'Verbal Abuse' in Linux Land

BY ROBERT MCMILLAN 07.19.13 6:30 AM

Why ALA Needs a Code of Conduct | Backtalk

By Andromeda Yelton on January 2, 2014 [22 Comments](#)



*Check your
privilege*

Nerd Merit Badge 01:



OPEN SOURCE

Contributed to an
open source project

**NERD MERIT
BADGES**



nerdmeritbadges.com

Nerd Merit Badge 06:



**FULL
STACK
WEB DEVELOPER**

**NERD MERIT
BADGES**



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Nerd Merit Badge 04:



**BEEN
BOINGED**

**NERD MERIT
BADGES**



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The Meritocracy Myth



ANGRY

#ItsComplicated

A close-up photograph of a person's face, showing their nose, mouth, and dark hair. The person has a neutral or slightly smiling expression.

*You are an
awful person!*

Live Demo: Unpacking My Privilege





Why This Matters to *You*

**NOW
HIRING**

P3 R1 O1 D2 U1 C3 T1 I1 V4 I1 T1 Y4

What are micro-aggressions?

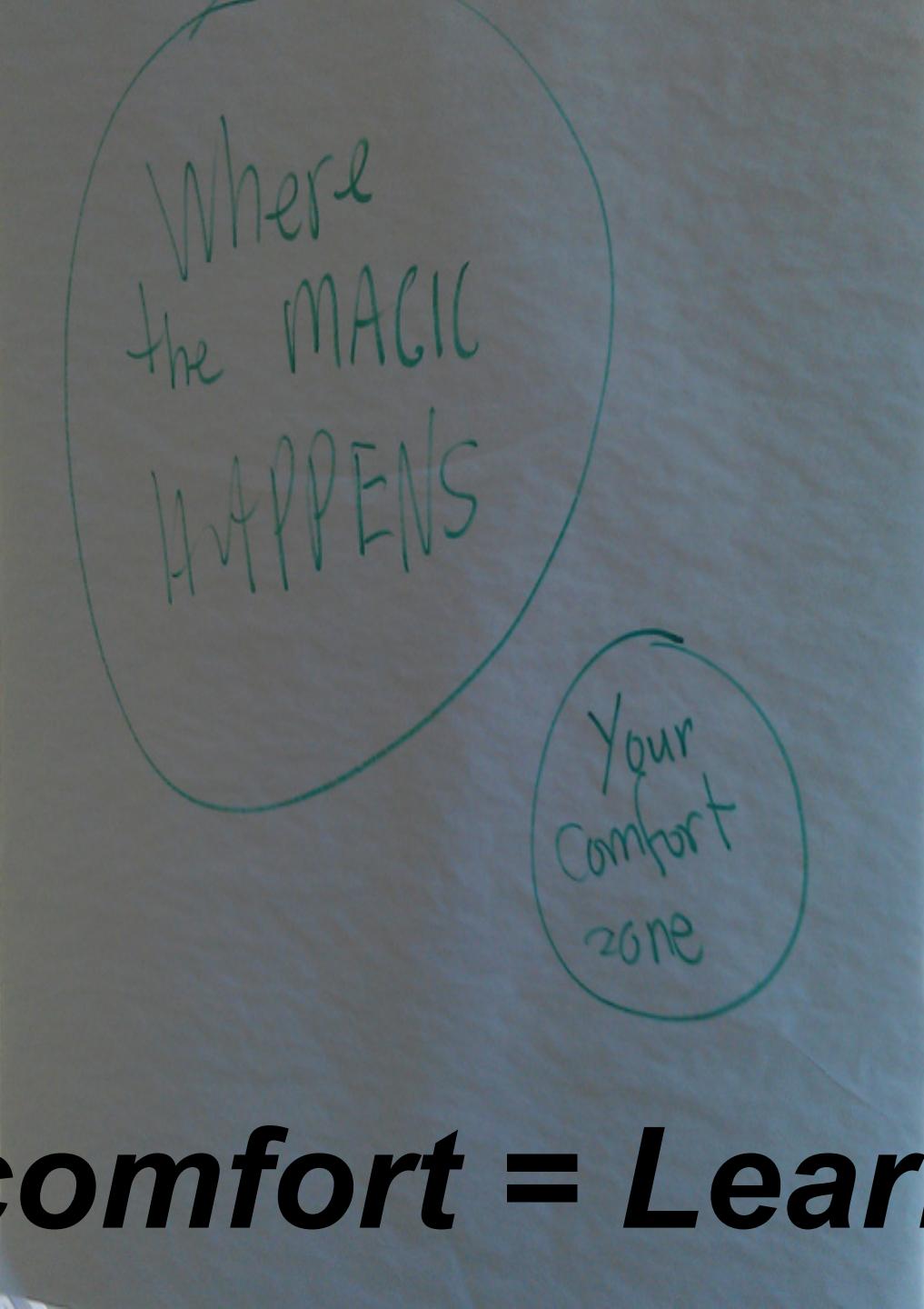




Understanding Bias

Examining & Addressing Your Biases is Hard Work

The point is to be uncomfortable.



Discomfort = Learning

Getting Started

Part 1



how to ask questions the smart way



ANGRY

and how to deal

~~Support~~ LOVE



how to be a good ally



practice mass affirmation
and wide welcoming



**GIVING BACK TO MY COMMUNITY
IS MY PLEASURE.**

Photo Credits

- Angry woman: <http://www.flickr.com/photos/sethwoodworth/2714717353/sizes/l/>
- Path: <http://www.flickr.com/photos/wilhelmja/342200469/sizes/l/>
- Owl: <http://www.flickr.com/photos/joshsemans/2837595970/sizes/l/>
- Stranger in a Strange Land: <http://www.flickr.com/photos/kazvorpal/3885719106/sizes/l/>
- Money: <http://www.flickr.com/photos/epso/8463683689/sizes/l/>
- Now hiring: <http://www.flickr.com/photos/groundswellzoo/8272206292/sizes/l/>
- Productivity: <http://www.flickr.com/photos/smemon/4556099850/sizes/o/>
- Bias: <http://www.flickr.com/photos/livenature/211469544/sizes/l/>
- Uncomfortable: <http://www.flickr.com/photos/quinnanya/4872724453/sizes/l/>
- Comfort zone: <http://www.flickr.com/photos/aldon/6772825542/sizes/l/>
- Nerd merit badges: <http://www.flickr.com/photos/momentum/4203541703/sizes/o/>
- Question mark statue: <http://www.flickr.com/photos/drachmann/327122302/sizes/l/>
- Friends rocks: <http://www.flickr.com/photos/oddwick/3391470602/sizes/l/>
- Support love: <http://www.flickr.com/photos/kareneliot/358486490/sizes/l/>
- Giving back to my community:
<http://www.flickr.com/photos/bitesizeinspiration/8705108838/sizes/l/>
- Thumbs up runners: <http://www.flickr.com/photos/mikebaird/2913346926/sizes/l/>
- Finches: <http://www.flickr.com/photos/nosha/4321474721/sizes/l/>

A Smattering of Resources

- Programming Diversity by Ashe Dryden:
<https://speakerdeck.com/ashedryden/blendconf-keynote-programming-diversity>
- See also Ashe's book *The Diverse Team* and her blog at <http://www.ashedryden.com/>
- Does Diversity Pay?: <http://www.asanet.org/images/journals/docs/pdf/asr/Apr09ASRFeature.pdf>
- The Geek Feminism wiki has a list of great Feminism 101 resources
http://geekfeminism.wikia.com/wiki/Feminism_101
- If you find some of the vocabulary used in this talk unfamiliar, start with this jargon file
<http://finallyfeminism101.wordpress.com/2007/04/17/faq-what-do-you-mean-by-not-my-nigel-feminist-abbreviationsjargon/>
- If you want to hear more about other people's experiences (think about that discomfort = learning bit), check out <http://modelviewculture.com/>
- NPR on the meritocracy myth:
<http://www.npr.org/blogs/alltechconsidered/2014/02/06/272646267/how-the-meritocracy-myth-affects-women-in-technology>
- Research on human willpower:
<http://www.farnamstreetblog.com/2014/01/what-the-most-successful-people-do-before-breakfast/>
- A self-analysis focused on silent technical privilege: <http://pgbovine.net/tech-privilege.htm>
- Recognizing and overcoming bias:
<http://www.wikihow.com/Overcome-Unconscious-and-Hidden-Biases>
- A sample of LH's favorite humans to follow on Twitter who talk about these topics (and many others): @graceishuman, @shakesweetz, @feministgriote, @chiefelk, @civilwarbore

Other Bits - Legal

- The screenshot from the O'Reilly Radar site is considered fair use. Sourced from
<http://radar.oreilly.com/2011/07/sexual-harassment-at-technical.html> and accessed on February 15, 2014
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http://www.wired.com/wiredenterprise/2013/07/sarah_sharp/ and
<http://www.wired.com/opinion/2013/03/richards-affair-and-misogyny-in-tech/> and accessed on February 15, 2014.
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<http://lj.libraryjournal.com/2014/01/opinion/backtalk/why-ala-needs-a-code-of-conduct-backtalk/> on February 15, 2014.

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