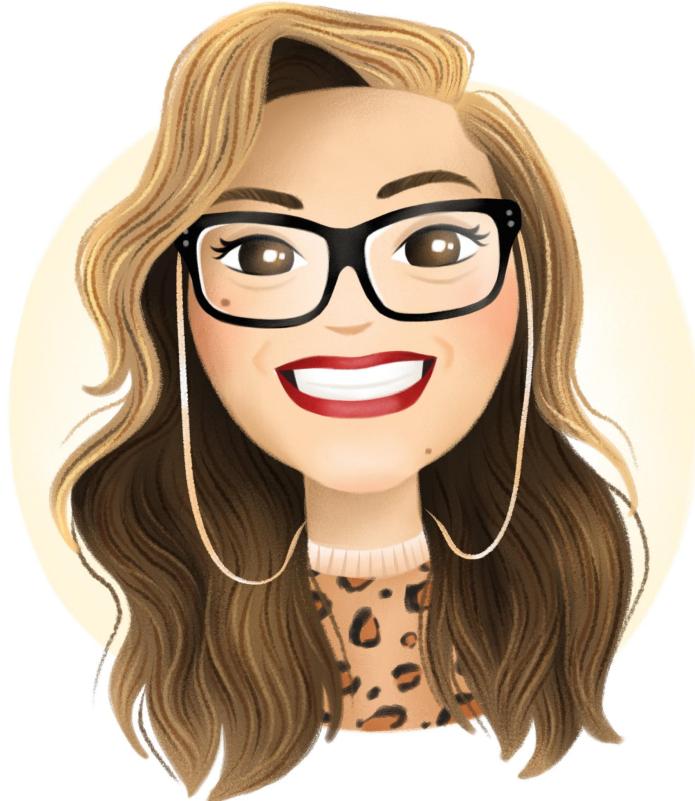




Lo Que Hablo Cuando Hablo de Python: Diversidad, Inclusión y Comunidad en Python

Lorena Mesa

Diapositivas @
<http://bit.ly/CCOSS2020-mesa>



HOLA

ME LLAMO
LORENA MESA.

¡Y me encanta Python! Lo uso de varias maneras, incluyendo:

- Organizadora de PyLadies Chicago
- La Presidenta de la Python Software Foundation
- Python en mi trabajo en GitHub
- Hablando de ética en tech

Puedes encontrarme en el web como [@loooorenanicole.](https://www.loooorenanicole.com)



 **DATA FOR DEMOCRACY**

<write/speak/code>

GitHub

SYSTEMS
AN ANITA BORG INSTITUTE COMMUNITY



django girls
chicago



SOY UNA MARATONISTA

Haruki Murakami





¿DE QUÉ HABLO
CUANDO HABLO DE
PYTHON?



MI CIUDAD CHICAGO “THE WINDY CITY”





Don't panic, but the polar vortex will soon have an impact on Chicago's winter





2019 POLAR VORTEX

2019 POLAR VORTEX







"Si no fuera por Internet, Barack Obama no sería presidente. Si no fuera por Internet, Barack Obama no habría sido el nominado ", dijo Arianna Huffington, editora del Huffington Post".

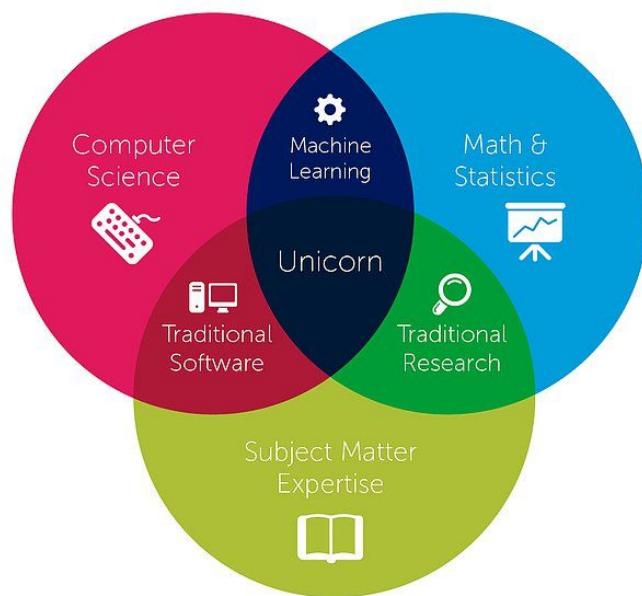
¿Cómo?

- Usp de redes sociales (Twitter, YouTube)
- GOTV informado por la ciencia de datos
- Grupos personalizados para Obama “_____ for Obama”



POLÍTICA A CIENCIA DE DATOS

Data Science



Josh Wills
@josh_wills



[Follow](#)

Data Scientist (n.): Person who is better at statistics than any software engineer and better at software engineering than any statistician.

[Reply](#) [Retweet](#) [Favorited](#) [More](#)

RETWEETS
891

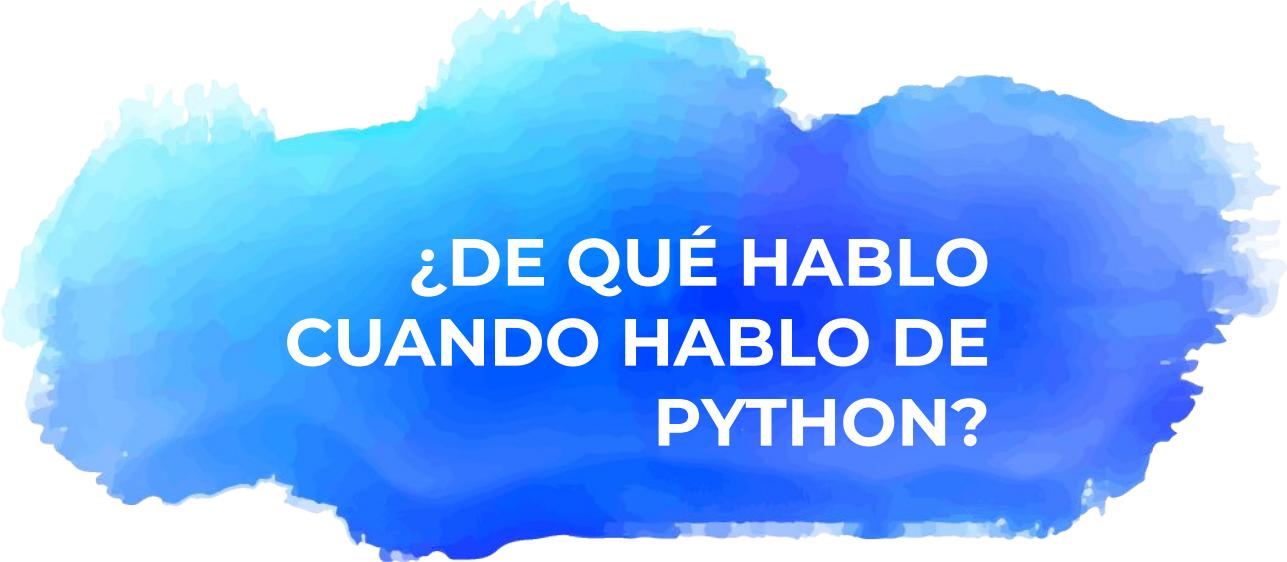
FAVORITES
406



12:55 PM - 3 May 2012

ChiPy

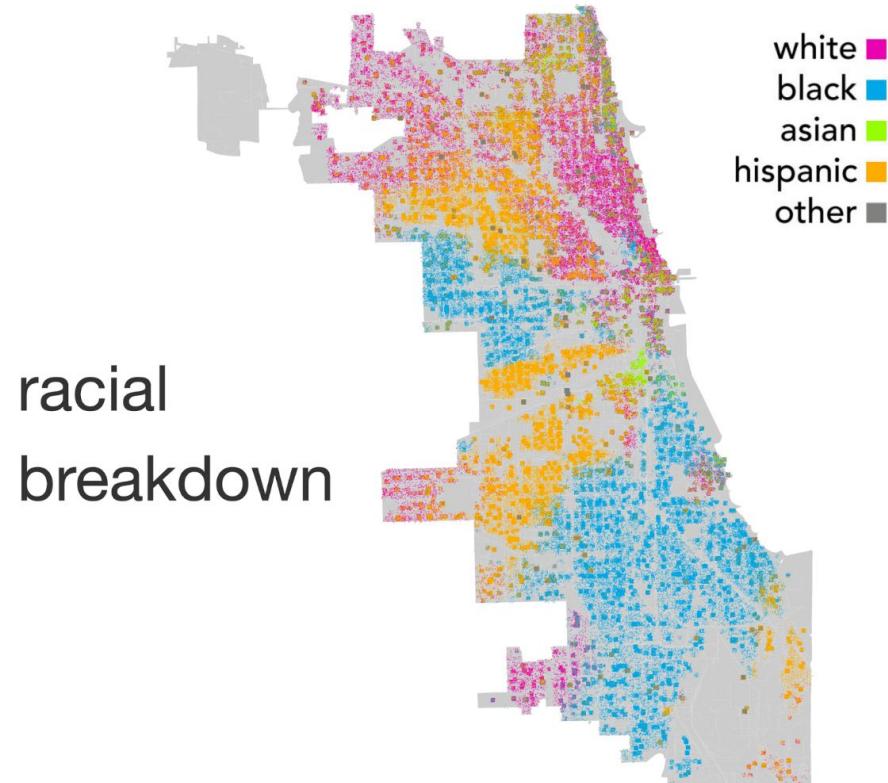
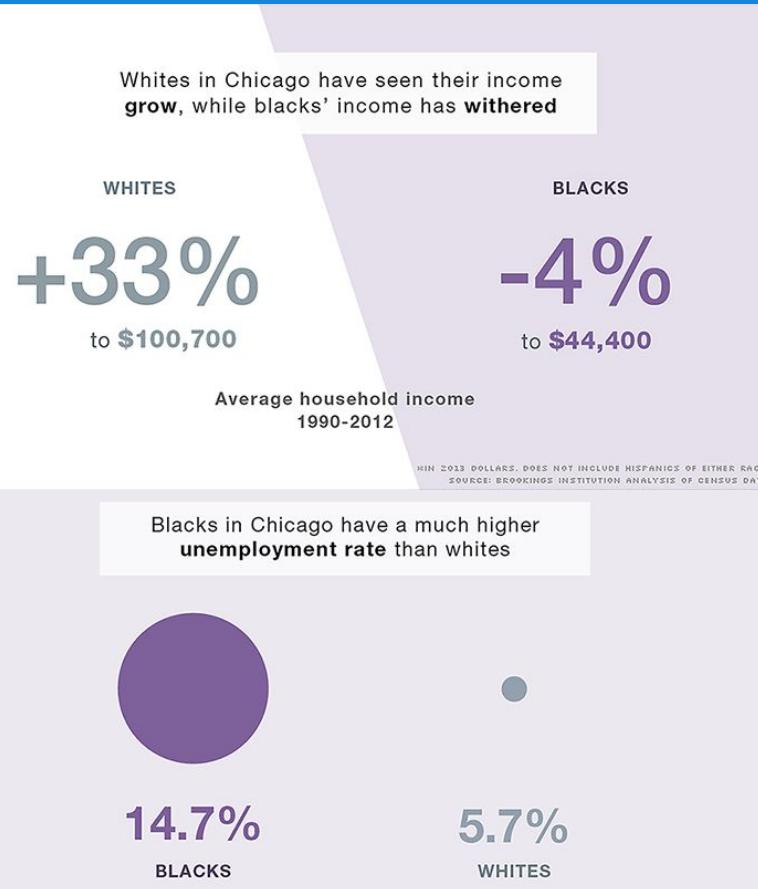




¿DE QUÉ HABLO
CUANDO HABLO DE
PYTHON?



CHICAGO UNA CIUDAD SEGREGADA



POLÍTICAS PREDICTIVAS EN CHICAGO



**Why big-data analysis of police activity
is inherently biased**

May 9, 2017 9:34pm EDT

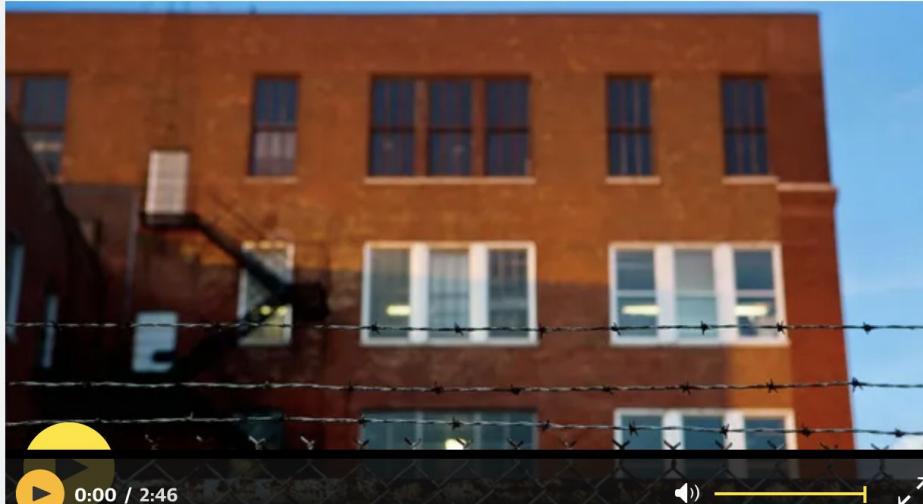
A principios de 2017, el alcalde de Chicago, Rahm Emanuel, anunció una nueva iniciativa en la batalla en curso de la ciudad contra los delitos violentos ... El Departamento de Policía de Chicago [CPD] ampliaría su uso de software, permitiendo lo que se llama "vigilancia predictiva", particularmente en los vecindarios del sur de la ciudad.

<https://theconversation.com/why-big-data-analysis-of-police-activity-is-inherently-biased-72640>

MOVIMIENTO A CIVIC TECH

Homan Square revealed: how Chicago police 'disappeared' 7,000 people

Exclusive: Guardian lawsuit exposes fullest scale yet of detentions at off-the-books interrogation warehouse, while attorneys describe find-your-client chase across Chicago as 'something from a Bond movie'



CHI HACKNIGHT Events Breakouts Blog Projects About Membership Donate

Events > March 19, 2019

#341 Lorena Mesa: Using Data Ethically

Lorena Mesa: Using Data Ethically

aces.

18

Watch later Share

play

unc

SÍ SE PUEDE: EL IMPACTO DE TECH



Illinois



Enter your keywords

Páginas en Español

JOIN / DONATE / ACT / LEGAL HELP

≡ ISSUES

ABOUT

OUR WORK

NEWS

EVENTS

RESOURCES

ARE CHICAGO POLICE USING SOCIAL MEDIA MONITORING SOFTWARE TO SPY ON YOU? THEY WON'T SAY.

JUNE 28, 2018



On June 21, 2018, the ACLU of Illinois filed a lawsuit against the City of Chicago and the Chicago Police Department, seeking to force the Chicago Police Department to turn over documents related to their use of social media monitoring software. The ACLU sought these public records through the Freedom of Information Act, and after months of promising documents were forthcoming, the Chicago Police Department failed to provide any documents and stopped responding to the request.

STAY INFORMED

Email address

Zip code

GET EMAIL ALERTS

Prosecutors in Laquan McDonald coverup trial say Chicago cops failed to obey the law

Aamer Madhani | USA TODAY

Published 8:22 PM EST Dec 6, 2018





Mr. Mark Zuckerberg

QUÉ ES LA TECNOLOGÍA ÉTICA

- **La ética de los datos** (cómo se generan, registran y comparten los datos)
- **La ética de los algoritmos** (cómo la inteligencia artificial, el aprendizaje automático y los robots interpretan los datos)
- **La ética de las prácticas** (idear innovación responsable y códigos profesionales para guiar esta ciencia emergente)

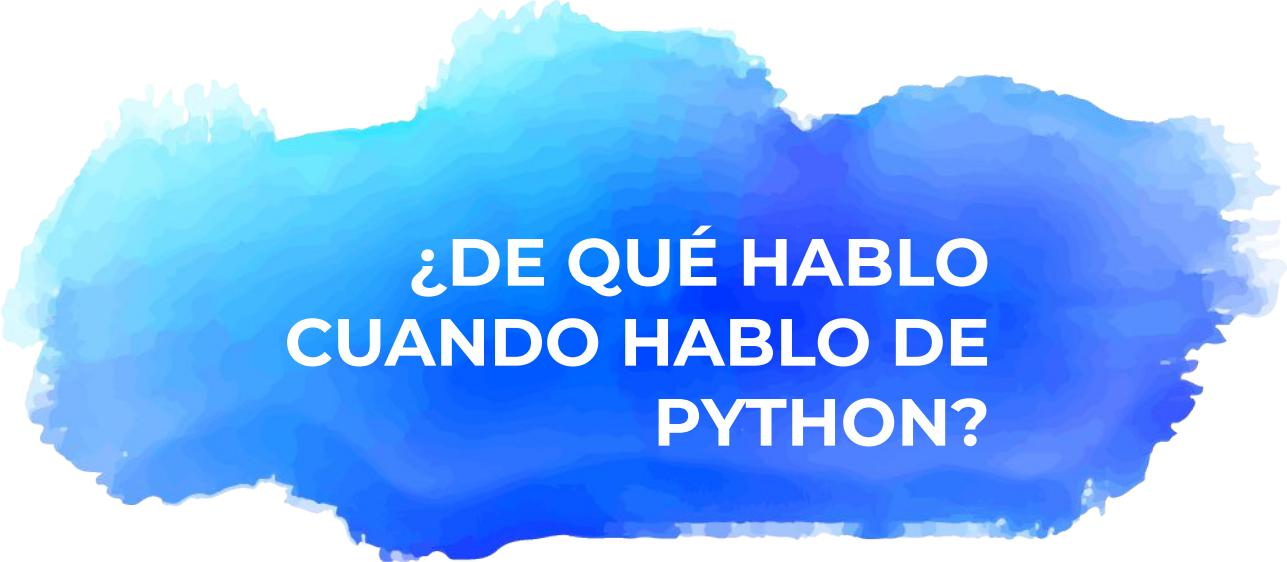
SOURCE:

[What is Data Ethics?](#), Philosophical Transactions,
Luciano Floridi and Mariarosaria Taddeo

DATOS PARA LA DEMOCRACIA JURAMENTO

Ethics Principles

- Its my job to understand, mitigate and communicate the presence of bias in algorithms.
- Be responsible for maximizing social benefit and minimizing harm.
- Practice humility and openness.
- I will know my data and help future users know it as well.
- Make reasonable efforts to know and document its origins and document its transformation.
- Bias will exist. Measure it. Plan for it.
- Thou shalt document transparently, accessibly, responsibly, reproducibly, and communicate.
- Engaging the whole community. Do you have all relevant individuals engaged?
- People before data - data scientists should use a question driven approach rather than a data-driving or methods approach. Consider personal safety and treat others the way they want to be treated.
- Exercise ethical imagination.
- Open by default - use of data should be transparent and fair.
- I will not over/under represent findings.
- You are part of an ecosystem understand context and provenance.
- Respecting human dignity.
- Respect their data even more than your own. Understand where its sources and think about the consequences of your actions.
- Protecting individual and institutional privacy.
- Diversity for inclusivity.
- Attention to bias.
- Respect for others/persons.
- Be intentional as you work to create value.



¿DE QUÉ HABLO
CUANDO HABLO DE
PYTHON?

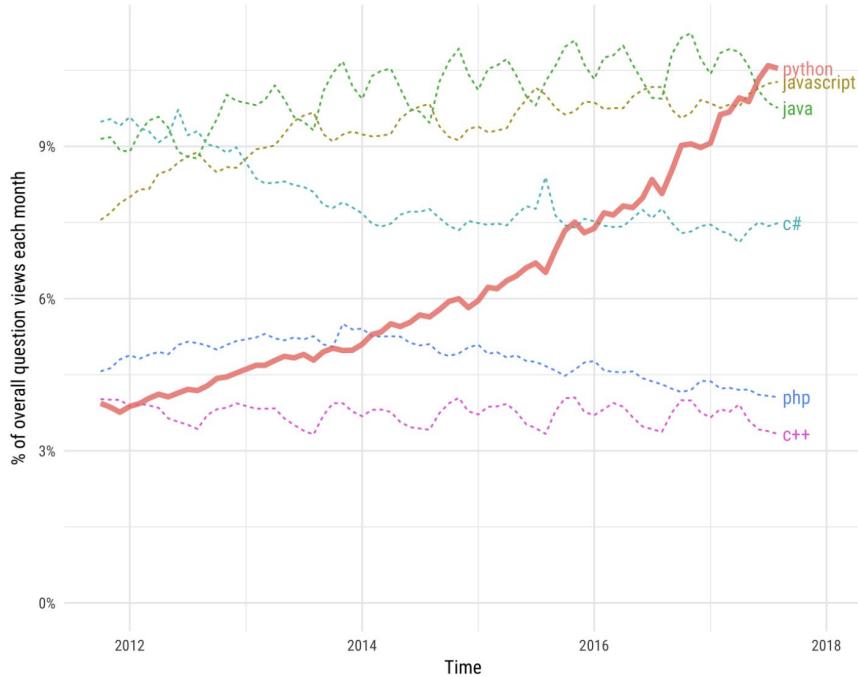


EL "INCREÍBLE" CRECIMIENTO DE PYTHON

The Incredible Growth of Python

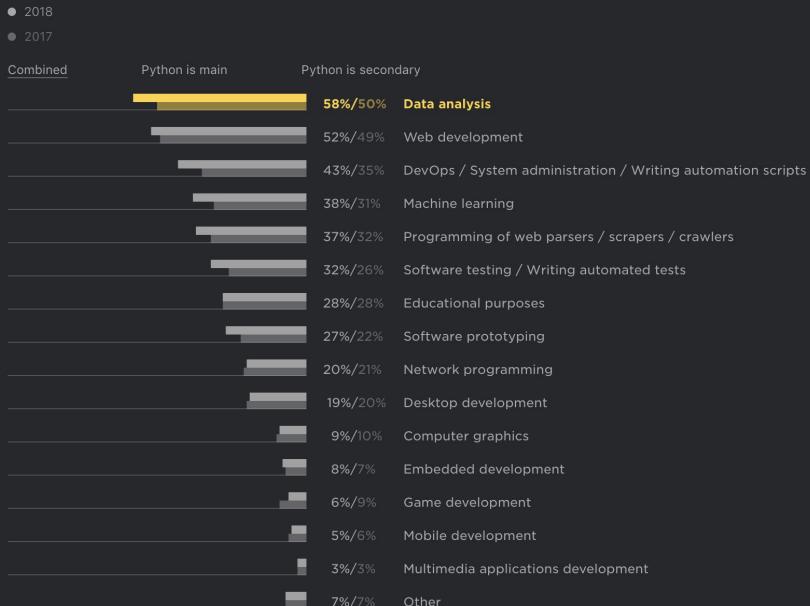
Growth of major programming languages

Based on Stack Overflow question views in World Bank high-income countries



Python Developers Survey 2018 Results

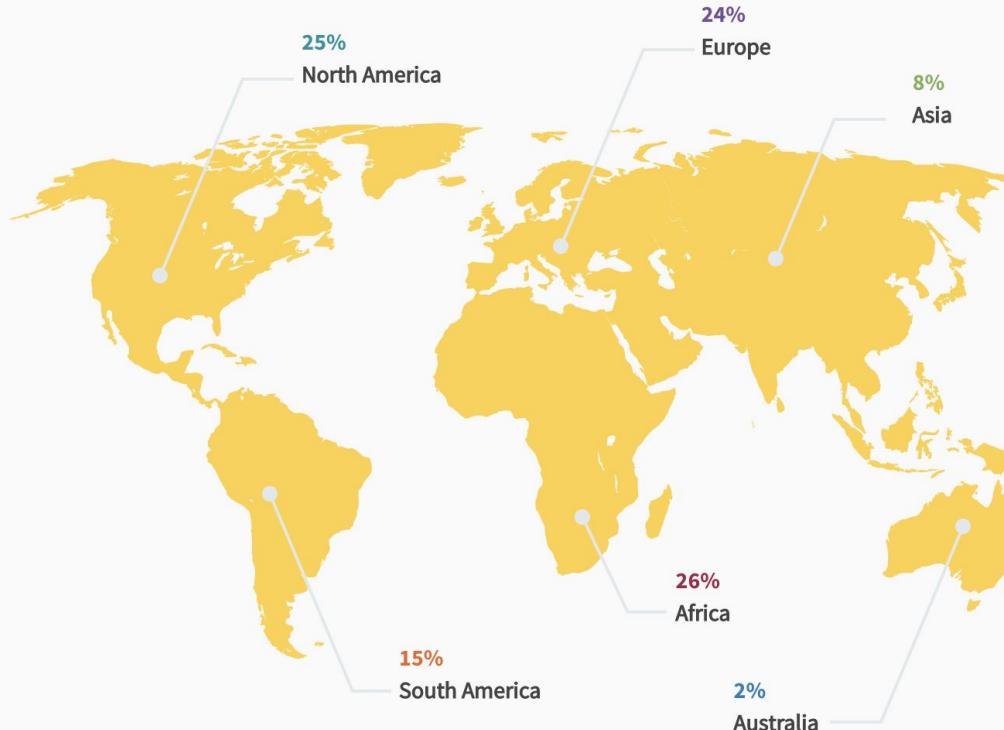
What do you use Python for?



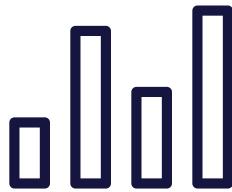
IMPACTO GLOBAL DE PYTHON

Grants by Continent

The PSF continued supporting Python conferences, workshops, and other events around the world.



Source:
Python Software
Foundation Annual
Report 2019



~ \$324,000

USD EN 2018 A 51 PAÍSES A
TRAVÉS DEL PROGRAMA
DE SUBVENCIONES PSF

22,6% MÁS QUE 2017

¿QUÉ ES EL PSF? LA MISIÓN

*La misión de Python Software Foundation es **promover, proteger y avanzar** el lenguaje de programación Python, y apoyar y facilitar el **crecimiento de una comunidad diversa e internacional de programadores de Python.***

—from the Mission Statement page

¿QUÉ ES EL PSF? LEGAL

La Python Software Foundation (PSF) es la entidad legal sin fines de lucro que posee y protege los derechos de propiedad intelectual detrás de Python, manteniéndolo libre y abierto para que todos lo usen. El PSF también contribuye a la comunidad de Python mediante la suscripción o el patrocinio de conferencias, la financiación de subvenciones y proyectos especiales y el liderazgo de los esfuerzos voluntarios.

El PSF también posee y protege las marcas registradas detrás del lenguaje de programación Python.

<https://www.python.org/psf/summary/#introduction>

¿QUÉ ES EL PSF? BECAS

SE RESUELVE, que Python Software Foundation otorgue \$ 11,600 a Kato Joshua como líder del Programa de Embajadores en África Oriental para 2018.

SE RESUELVE, que el Grupo de Trabajo de Subvenciones de la Fundación Python Software otorgue \$ 9000 USD a la conferencia Python Brasil 2019 que se llevará a cabo en Ribeirao Preto, Brasil, del 23 al 28 de octubre de 2019.

<https://www.python.org/psf/records/board/resolutions/>

¿QUÉ ES EL PSF? QUIENES SON LOS DIRECTORES

Kushal Das

Ewa Jodłowska

Jannis Leidel

Van Lindberg

Lorena Mesa

Katie McLaughlin

Christopher Neugebauer

Marlene Mhangami

Anna Ossowski

Jeff Triplett

Thomas Wouters

Nina Zakharenko

Dustin Ingram

Miembros de la junta en todos los continentes, incluidos: África, Australia, Europa y América del Norte.

¿QUÉ ES EL PSF? AFILIACIÓN

Cinco tipos de membresía:

- *Socios básicos (9,853 socios a 12/2018)*
- *Miembros de apoyo (290 miembros a 12/2018)*
- *Miembros administradores (156 miembros a 12/2018)*
- *Miembros contribuyentes (448 miembros a 12/2018)*
- *Becarios (292 becarios a 12/2018)*



¿QUÉ ES EL PSF? INVOLUCRARSE

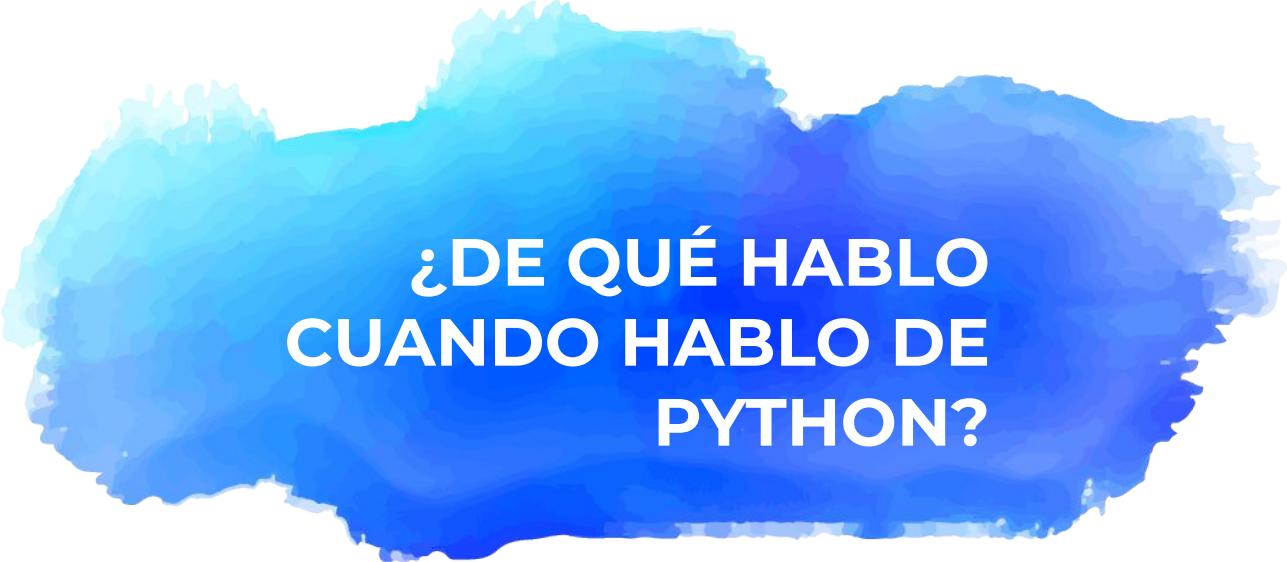
Todos los miembros de la Python Software Foundation (con la excepción de los miembros básicos) tienen la capacidad de participar en las votaciones.

Este es un privilegio importante porque podemos ser parte de las decisiones y cambiar la dirección de la Python Software Foundation.

“... somos la PSF...”

¿QUÉ ES EL PSF? MANTENTE EN CONTACTO

- **Official Website:** <https://www.python.org/psf-landing/>
- **Membership:** <https://www.python.org/psf/membership/>
- **PSF Blog:** <http://pyfound.blogspot.com/>
- **Board of Director Email:** psf-board@python.org
- **Python Community Mailing List:** psf-community@python.org
- **Work Groups:** <https://www.python.org/psf/committees/>
- **Twitter:** @ThePSF



¿DE QUÉ HABLO
CUANDO HABLO DE
PYTHON?



DE LA VIEJA COMUNIDAD NACEN NUEVAS



Thursday, October 10, 2019

ChiPy __main__ Meeting: October 2019

Celebration of the life of Tanya Schlusser

By: ChiPy Community

Experience Level: Novice

A chance for our community to remember and celebrate the life of Tanya Schlusser. Tanya has a long history at ChiPy and beyond. She was a mentor, a speaker, a writer, an education advocate, a loving daughter, and much much more. Members of the community will be invited to share their memories of Tanya.

LA COMUNIDAD ES GLOBAL, DEBEMOS SER TAMBÍEN.

🔒 PSF Board Election Reform

■ Python Software Foundation ■ PSF Board Elections



Lorena Mesa lorenanicole Python Software Foundation Board Directors

1 Jun 24

Greetings PSF community,

In 2017 the PSF implemented significant [bylaws changes to Section 5.5. Election and Term of at-large Directors and Section 5.5.1 Election and Term of Officer Directors](#). These significant changes resulted in:

- The board is made of 11 at-large directors and two Officer Directors, the Executive Director and General Counsel
- At-large directors will serve three year terms
- At-large directors will be voted into cohorts (e.g. 2020 open seat cohort includes 4 directors)

The motivation for these changes can be found in the [2017 Bylaw Changes](#). Needless to say, as a Board member who joined in 2016, I have witnessed first hand the impact that staggered cohorts have on increasing institutional knowledge within the Board as well as easing the burdens on staff and the Board for onboarding.

Yet these last changes to the Election are now 3 years past, so it's time to reflect on what is working and what isn't. To address this, we'd like to hear from you through July 24th. Please use this thread to act as a request for comment to identify topics related to PSF Board election reform. We will review these topics at our next board of directors meeting.

Some examples of topics to consider:

- Term limit for Directors
- Geographic representation of the Board
- Setting limits on the number of Board members representing any one employer/holding company
- Changes to our election procedures

<https://discuss.python.org/t/psf-board-election-reform/4527>



pyladies

Chicago Meet & Greet

Come say hi, learn about the chapter, meet other Chicago PyLadies.

February 24th, 6:30pm at Sprout Social

- Fundada en 2015
- Organizamos a través de MeetUp
- Comunidad de 1200+ miembros
- 75+ eventos
- Próximo evento: grupo de estudio Deep Learning (fast.ai)



- **Más de 100 capítulos en todo el mundo**
- **La mayor parte del crecimiento proviene de fuera de los Estados Unidos, la Commonwealth (por ejemplo, Reino Unido, Canadá) y Europa.**

***RESOLVED**, that the PSF provide a USD \$1,220 grant to PyLadies to support the growth of this community, as outlined in [Audrey Roy's grant proposal \(PDF\)](#)*

Why Women Are Flourishing In R Community But Lagging In Python

⌚ 18 minute read

Artículo escrito por Reshma Shaikh

Open Source Contributions

R Package Authors

In 2010, **9%** of [package authors](#) were women. Data is **self-reported** with a 27% response rate.

This plot was taken from [Gender Ratios of Programmers](#) (2016 data) and shows the percent women GitHub contributors for some popular coding languages. Note that this data is **gender-inferred, not self-reported gender**. For the languages of interest here, we see that these are the statistics:

- R: **9.3%**
- Python : **2.0%**

While these stats are shockingly low for both groups, R has more than 4 times more female contributors than Python.

How is the R community achieving inclusion at such a high rate?

How is the R community so successful and what can the Python community learn from the R community?

These are some feasible reasons for the R community's culture:

- Infrastructure (board vs no board)
- Foundational: Underlying field of study (statistics vs computer science)
- Funding
- Scope
- R Communities Connected Network
- R-Ladies Network
- Enthusiasm / Priority
- Prominent Male Supporters

Infrastructure

PyLadies has no board. I discovered via a deep Google search a [PyLadies Kit](#) which I do not see linked on the [main PyLadies website](#):

PYLADIES: EL FUTURO DE NOSOTRAS

PyLadies @ PyCon 2019: The Future of Us

Held at PyCon USA on Monday May 6th with a select population of invited organizers and/or other stakeholders (e.g. regional representatives).

Purpose

With the continued growth PyLadies around the world, PyLadies is facing growth pains as it relates to:

Organizational priorities Resource management Fundraising ... and more

The purpose of this dialog is to review historical wins and challenges within the organization and determine the appropriate mechanism as how to manage central concerns and infrastructure for PyLadies.

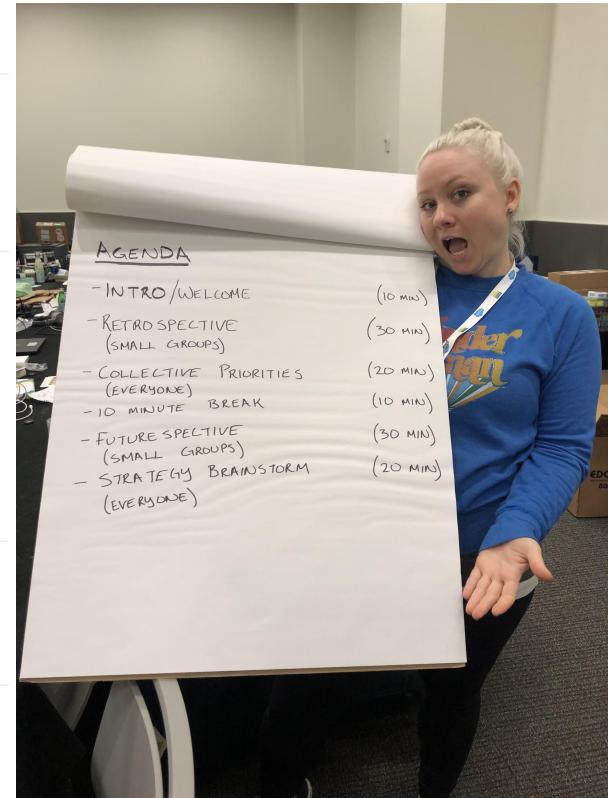
Resources

A copy of the discussion slides and agenda can be found [here](#).

Attendees:

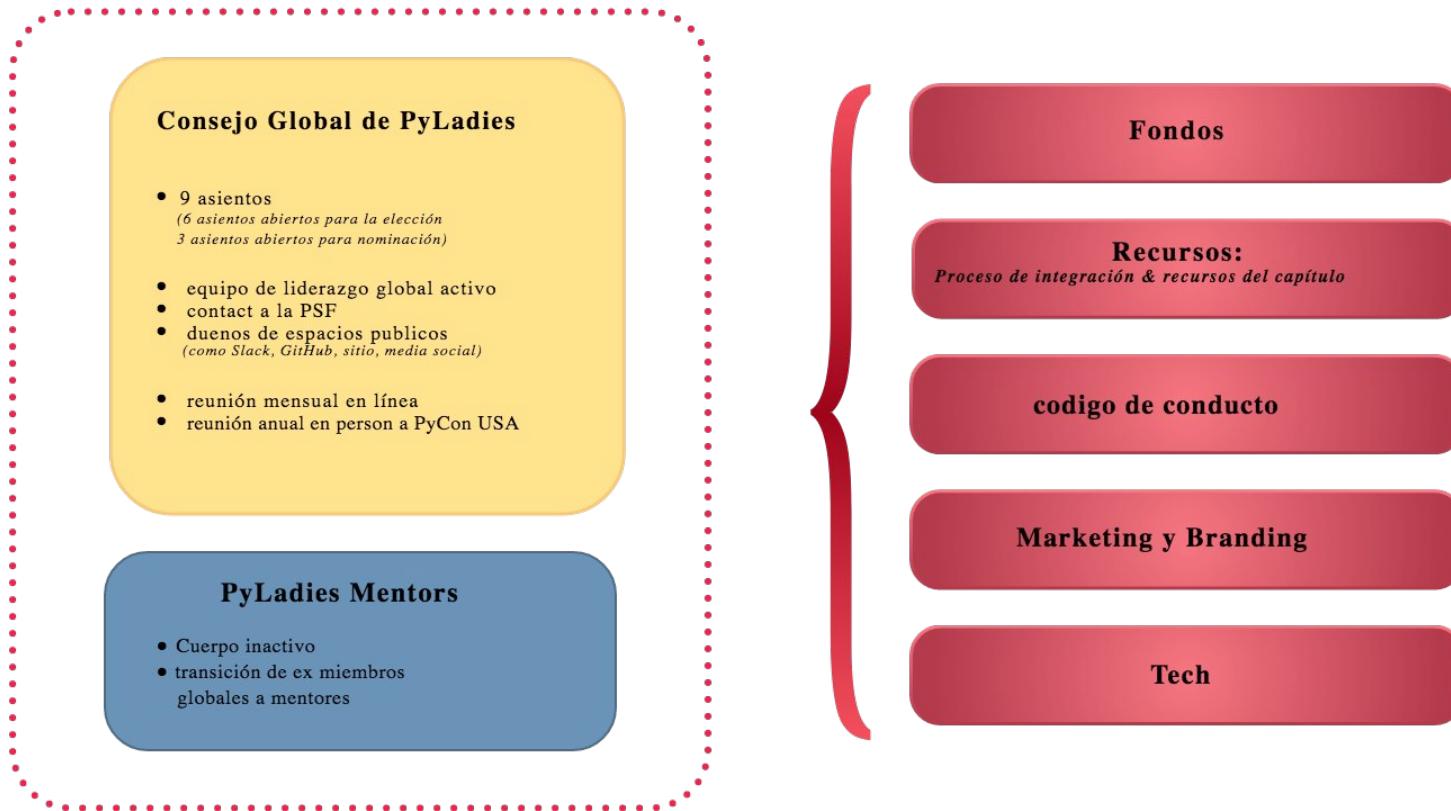
Organizers

- Lynn Root (New York, New York, USA - Global)
- Lorena Mesa (Chicago, IL USA)



Las notas del taller están en [GitHub](#) y las diapositivas aquí.

Global Liderazgo



Proyecto basado en la reunión PyCon 2019
Inspirado por el grupo de **R Ladies**

¡NOTICIAS IMPORTANT



Loooorena 🐾 "La Tigresa" 🐾 Mesa @ The Cosmos 🌟 @loooorenanicole · May 6
Got some work done in our #PyLadies session with these awesome @pyladies ! I'm off to the airport now and sad to say bye to #PyCon2019. See you in Pittsburgh for #PyCon2020. @marlene_zw @lakatilira @ixek @mariatta @JackieKazil @anweshasrkr @rogueylnn @elthenerd @Rachell_Calhoun

El Consejo Global fue votado y seleccionado el mes pasado, 3 de los miembros inaugurales son de América Latina: Valery Briz (México), Ana Cecília Vieira Silva (Brasil), Juliana Ferreira Alves (Brasil).

SE EL CAMBIO QUE QUIERES VER

⤵ Pinned Tweet



PyLadies @pyladies · Jun 1

To eliminate racism, xenophobia, and all other forms of inequity we must take action. Today -- and always -- we must listen, support, and amplify the Black community in their fight for equity.

#BlackLivesMatter

PyLadies was founded to ensure fair access to the economic opportunity of a career in coding, and we remain dedicated to providing a respectful, welcoming, harassment-free community centered on a passion for Python. The diversity of our members is a defining cornerstone of what makes us PyLadies, and we must redouble our efforts to support Black coders.

We are distraught and angered over the suffering and oppression wrought by systemic racism that the Black community faces every day. We will not be complicit by being silent. We do not tolerate harassment of, or violence towards any community member in any form - in PyLadies or the world at large. The mis-treatment of the Black community was, is, and always shall be intolerable.

It is our responsibility to recognize and amplify the voices and concerns of the oppressed and marginalized. If we cannot acknowledge oppression, we cannot create equity. To eliminate racism, xenophobia, and all other forms of inequity we must take action. Today -- and always -- we must listen, support, and amplify the Black community in their fight for equity. Together we can make Black voices heard.

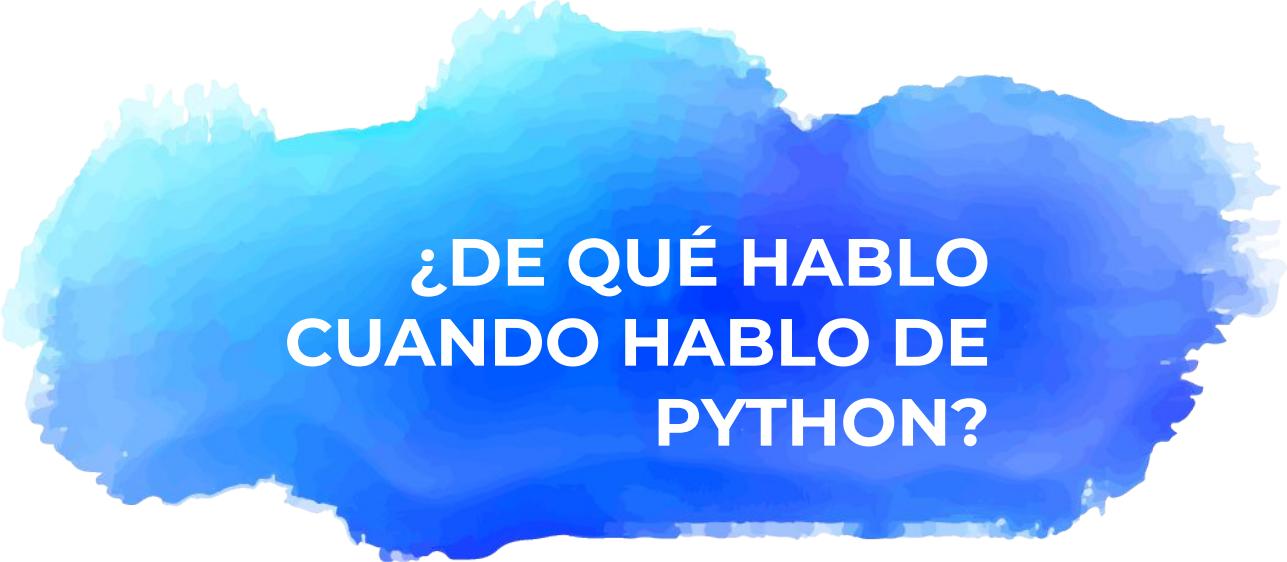
#BlackLivesMatter
(With thanks to the Django Software Foundation!)

1

95

240





¿DE QUÉ HABLO
CUANDO HABLO DE
PYTHON?



Hablo de nosotros.







GRACIAS!

Gracias.

PREGUNTAS?

Información del contacto:
@loooorenanicole | lorena@python.org