

Demystifying Diversity & Inclusion

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lmccray



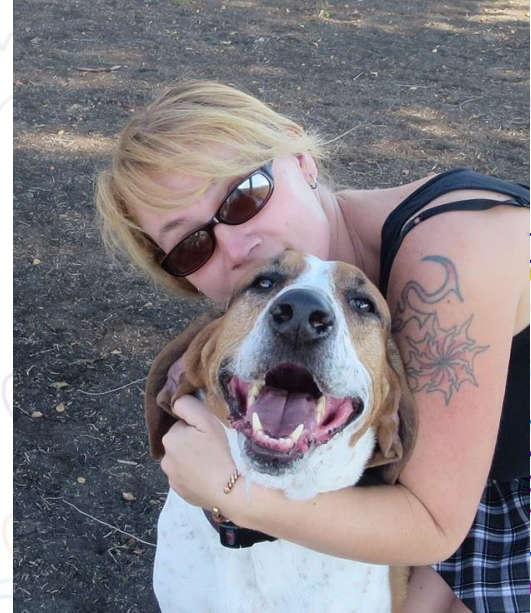
cotterpinx



** Not An Actual Title

AmyJune Hineline

- Geocacher, Mother, Volkswagener
- DrupalEasy Alumna
- Drupal Ambassador
- Accessibility Advocate
 - Co-Organizer of A11yTalks
- In a previous life:
 - Palliative Care nurse



   volkswagenchick

Overview

Little d & i – – general info, not representing DDI group

Definitions

Examples

Some Ideas for Implementing Changes (not exhaustive)

How to Get Involved in the Drupal community



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Let's Talk About Taxonomies!

- Classification: Looking at common characteristics – how are things the same
- Diversity: Making an effort to notice & respect the differences

What does diversity look like?

Many facets

- Inner items more fixed
- Outer items more likely to change

All taken together provide
better view of the whole person



“More Like This” VS “You May Also Like”

More Like This

Optimize for similarities:

- Teams are more comfortable, more confident but...
- Lower quality of decisions/outcomes¹
- Products and systems tend to serve the needs of a smaller subset of the people
 - Some overlap with UX and accessibility

You May Also Like

Benefits from increasing differences²:

- Companies in the top 25% of gender diversity are more likely to outperform, with 15% higher financial returns
- Ethnically diverse companies are 35% more likely to outperform.
- Women led tech companies have 35% better ROI and 12% higher revenue
- Organizations with inclusive cultures have 39% higher customer satisfaction

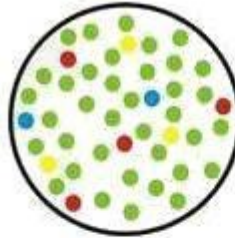
Diversity doesn't happen by accident. You have to do things differently than the way you were doing it before. People still say there is a false choice between excellence and diversity. Talent is evenly distributed, it's the opportunities that aren't.

~ Angela Cleveland

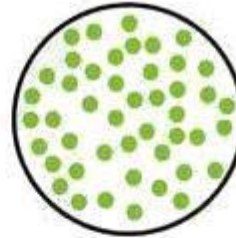
Inclusion

Inclusion requires identifying and removing barriers (e.g. physical, procedural, visible, invisible, intentional, unintentional) that prevent members' participation and contribution.

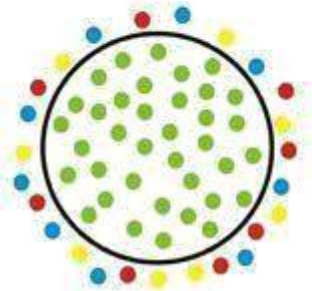
Inclusion



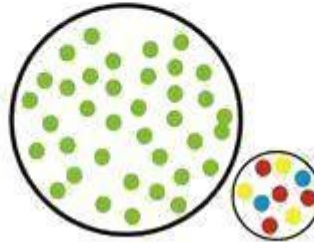
Inclusion



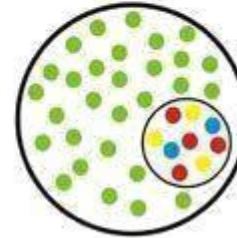
Assimilation



Exclusion



Segregation



Integration

<http://www.friendshipcircle.org/blog/2014/01/02/inclusion-what-it-is-and-what-it-isnt/>

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Intersectionality

The interconnected nature of social categorizations such as race, class, and gender, regarded as creating overlapping and interdependent systems of discrimination or disadvantage; a theoretical approach based on such a premise. (Oxford Dictionary)

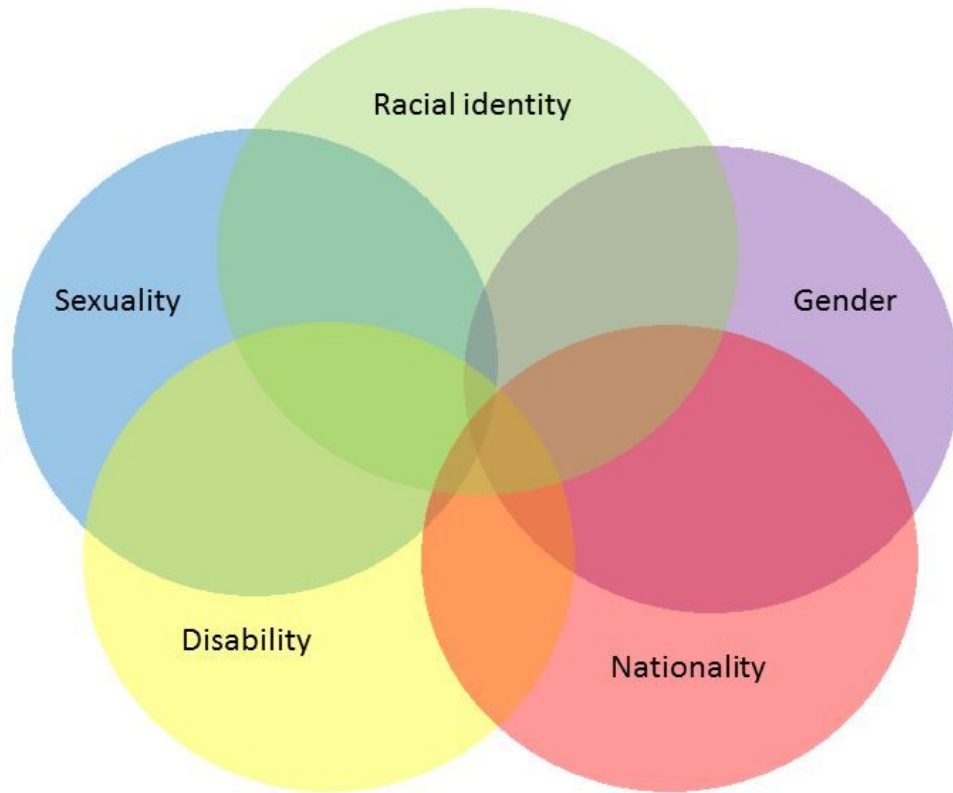


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Fairness and Equitable Treatment

Treating people fairly may require different approaches that do not imply a lesser standard of performance.

Equality vs Equity

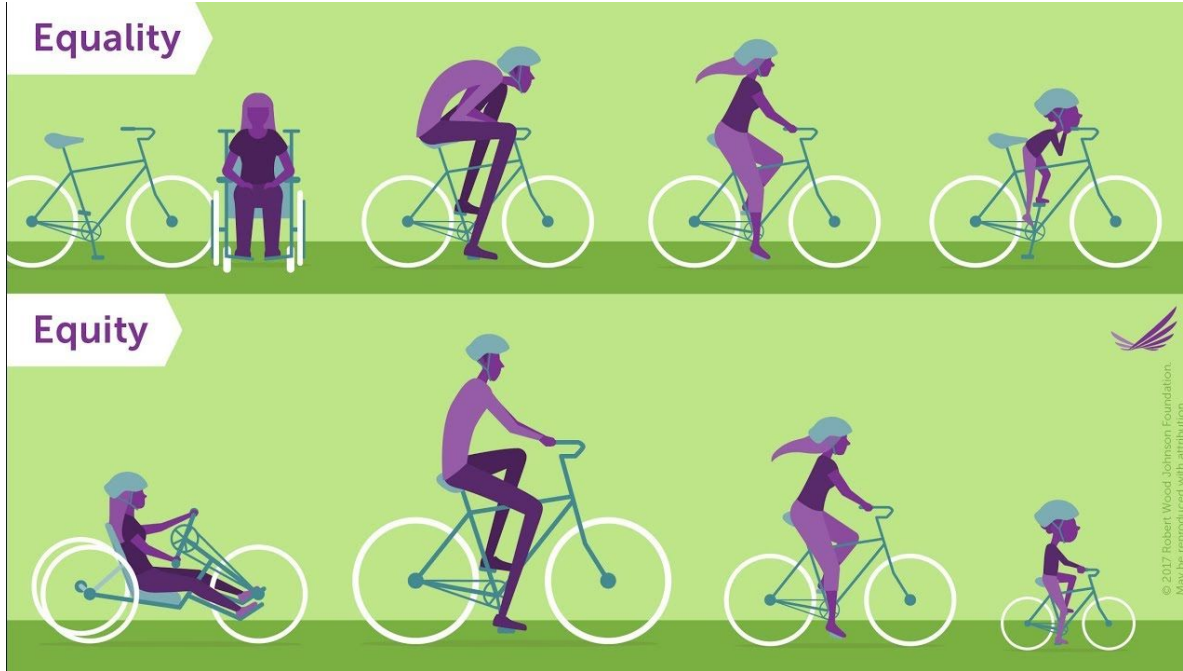


Image: <https://www.youtube.com/watch?v=MIXZyNtaoDM>

Equality vs Equity vs Justice



Inclusive Language

Words matter....

We can't make assumptions

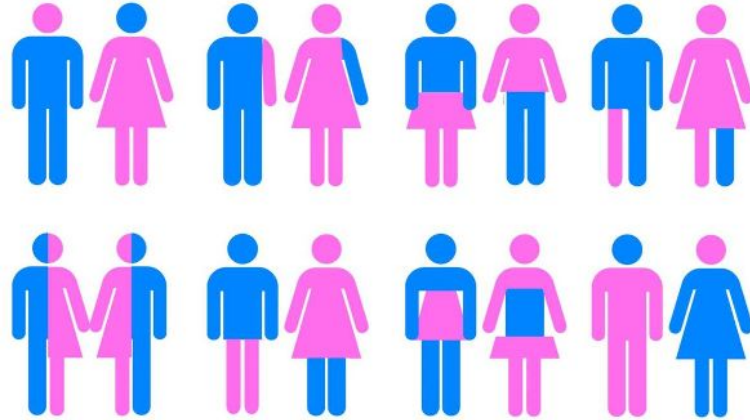


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Not all disabilities

look like this



Some disabilities

look like this

grumpytittles

Let's Talk Drupal



Part of being a welcome and inclusive community means finding ways to value experiences and identities that are sometimes devalued or minimized.

~ Rev. Barbara Pescan



Hiring Practices and outreach

Start with job descriptions: Watch for “coded” language that tends to appeal to specific groups and exclude others

Think about your process. Does it give advantage to certain people?

Other Things to Think About

- Bias-checking filters for job descriptions (ex: Textio)
- Workplace policies
- What are you promoting?
- How “safe” is your environment?

Ways we can foster inclusivity at events?



Ways we can foster inclusivity at events?

- Families
- Neuro-diversity
- People who live with disabilities



Call for Papers

To have a more diverse speaker line-up – you need to invite a diverse range of speakers.

Include a Diversity and Inclusion section in the CFPs

According to Preston So:



Preston So

@prestonso

Follow



A #diversity #inclusion section in your #callforpapers asks whether a speaker has context affecting their ability to present a session, such as oppression or marginalization. It helps you find those who lack opportunities and privilege so you can lift and center their voices. 11/

3:32 AM - 10 Sep 2018



<https://twitter.com/prestonso/status/1039099217455800320>

Accessible Presentations

- Font size and weight
- Content placement
- Color contrast
- Slide effects and transitions, etc.
- Is there visual content that needs to be described?
- Is the presenter speaking loud enough, is there a microphone?

Inclusive Body Language

How we communicate:

7%
is verbal.

38%
vocal behavior.

55%
is non-verbal.

Inclusive Body Language

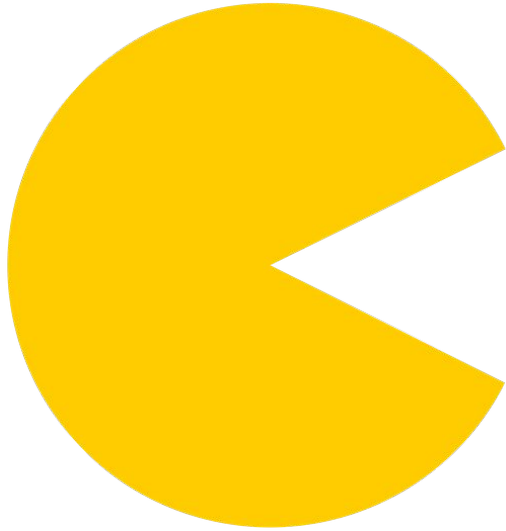


Image: <https://bit.ly/2znolsF>

How to get involved

- Be an ally
- Sharing pronouns
- DD&I Slack channels in Drupal
- Local Accessibility meetups
- Volunteer at local camps, meetups, and DUGS

Questions and Discussions



Resources

1 “The Trouble with Homogenous Teams,” MIT/Sloan Review

<https://sloanreview.mit.edu/article/the-trouble-with-homogeneous-teams/>

2

<https://www.slideshare.net/womenwhotech/disrupting-the-startup-brogrammer-culture/2>

Resources (continued)

Preston So -

<https://twitter.com/prestonso/status/1039099199516823562>

Aimee Degan -

<https://www.youtube.com/watch?v=DBPRnI9NGTk&index=13&list=PLgfWMnl57dv7vxF125-NcoV0XI2uxgv1P>

In the kingdom of the blind -

<https://bridgetkromhout.com/blog/in-the-kingdom-of-the-blind/>

<http://ericholscher.com/blog/2017/aug/2/pacman-rule-conferences/>

Resources

Rev. Barbara Pescan

<https://www.uua.org/lgbtq/welcoming/ways/200008.shtml>

