How to be an Ally to Women in Tech

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About me

- Community engagement lead at Red Hat
- Board member at the GNOME Foundation
- Advisor and board member at the Ada Initiative
- Organize the GNOME Foundation's Outreach Program for Women
- Work on newcomers and interns initiatives at GNOME

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Why are there few women in tech?

- Girls are discouraged from tinkering from childhood
- Seeing few people like yourself leads to imposter syndrome
- Sexism

- While there are 15-20% women in tech, there are at best 11% women in free software

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Why we have initiatives for women?

🐾 This is a matter of fairness to address the imbalance created by society and offer the opportunities to people to participate

🐾 More contributors with diverse experiences

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Get-togethers, conferences

- Establishing trusting relationship for discussing common issues
- Mentorship from more senior women
- GNOME Dinner, OpenStack Summit Happy Hour, LinuxCon Luncheon, AdaCamp

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Mailing lists, IRC channels

- Establishing trusting relationship for discussing common issues
- Mentorship from more senior women
- Distribution of opportunities for women or in organizations interested in involving more women
- Systers, DevChix, #opw on GIMPNet

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Skills workshops

- Opportunity to learn in a supportive, imposter-syndrome-free environment
- Women Who Code, PyLadies, RailsBridge, Rails Girls, Girl Develop It, OpenHatch, Software Carpentry
- TechChicks, Black Girls Code, TechGirlz

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Travel scholarships

🐾 Encouragement for participation in the event and asking for sponsorship

🐾 PuppetConf scholarship for 10 speakers, Open Hardware Summit admission passes and travel for 10 attendees, Google Travel and Conference Grants, OPW travel allowance

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Internships

- Focused opportunity to develop experience
- Outreach Program for Women internships, Rails Girls Summer of Code

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Immersion programs

🐾 Focused opportunity to develop skills and experience

🐾 Hacker School, Hackbright Academy, Ada Developers Academy, Ascend Project

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Documentation

- Creating resources for understanding and addressing the issues women face in tech
- Establishing best practices
- Keeping a historical record
- Providing foundation for the efforts of others
- Ada Initiative, Geek Feminism, Ashe Dryden, Julie Pagano

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Awards

- Visibility and recognition of accomplished women inside and outside the community
- Red Hat Women in Open Source Award

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Outreach Works

- PyCon 2014 had 33% women speakers and attendees
- GUADEC 2014 has 11% women speakers and 13% women attendees
- GSoC participation by women increased from 7.1% in 2011 to 9.8% in 2014
- 20 OPW alums had full-session talks at FOSS conferences
- 16 OPW alums found employment or contracts with sponsoring organizations
- 14 OPW alums were accepted for GSoC or Hacker School

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Contributions in 3.12 Linux kernel

By lines changed

(None)	134134	18.3%
Intel	61227	8.3%
Red Hat	49820	6.8%
Linux Foundation	32955	4.5%
Vision Engraving	26848	3.7%
Linaro	26081	3.5%
Texas Instruments	24518	3.3%
AMD	24389	3.3%
(Unknown)	22927	3.1%
Renesas Electronics	20656	2.8%
Outreach Program for Women	19649	2.7%
Solarflare Comm.	18303	2.5%
ATTO Technology	15688	2.1%
Digi International	14720	2.0%
Faraday Technology	13626	1.9%
IBM	13554	1.8%
Samsung	13083	1.8%
Tilera	12256	1.7%
Freescale	12104	1.6%
SUSE	11265	1.5%

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Create a welcoming environment

🐾 Break the unicorn law – read the available resources, rather than asking women who are not working on improving diversity about lack of diversity

🐾 Use gender-neutral language

🐾 Speak up if someone is being sexist

🐾 Get communities, conferences, and events you participate in to adopt a code of conduct

🐾 Host Ada Initiative Ally Skills Workshop at your organization or community

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Help fight imposter syndrome

- Don't express surprise at someone's lack of knowledge
- Speak about how you learned, uncertainties and failures on the way
- Make knowledge needed to participate in your project explicit
- Encourage questions, mentorship
- Offer encouragement, praise
- Host Ada Initiative Imposter Syndrome Training in your organization or community

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Reach out

🐾 Post job announcements to Systers, DevChix, OPW opportunities, other women groups

🐾 Send invitations to events to local university women in CS lists and women in tech groups

🐾 Volunteer at an OpenHatch or Software Carpentry workshop

🐾 Organize a skills workshop for women for your project, possibly in collaboration with PyLadies, Women Who Code

🐾 Get FOSS organization you are involved with to participate in OPW

🐾 Become a mentor in OPW

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Increase women's visibility

- Make sure everyone has a chance to speak at meetings
- Amplify voices and accomplishments in discussions and on social media
- Encourage to blog, submit talks, become a mentor
- Propose as keynote speakers and panelists
- Nominate for awards like Free Software Award, O'Reilly Open Source Award, Red Hat Women in Open Source Award

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Provide financial support

🐾 Support paid work on improving diversity – this work should not be a second shift for underrepresented people

   🐾 Employ people who are working on diversity initiatives

   🐾 Donate to the Ada Initiative, GNOME Foundation, Software Freedom Conservancy, OpenHatch

🐾 Sponsor women's events, skills workshops, travel scholarships, internships, and immersion programs

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References and license

- http://tiny.cc/teachgirlstotinker
- http://tiny.cc/impostorsyndrome
- http://geekfeminism.wikia.com
- http://tiny.cc/breakingunicornlaw
- http://adainitiative.org/what-we-do/workshops-and-training/

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