

Power to the Marginalized People!

Equality, diversity, and inclusivity in computing

Some people in computing have it easier than others — not because of how good they are, but because of who they are. Why? How can we make it more fair?

Rules for discussion...

- Listen.
- Respect.
- Stay on topic.
- Keep comments under 1 minute.
- Raise your hand or just speak out.
- Don't interrupt.

An exercise to think about being a marginalized person and/or an ally to marginalized people in computing. Draw a loop around all the attributes that describe you...

able-bodied
Asian-American bisexual
Black cisgender
citizen of the US citizen of another country
competitive
cooperative don't have a mental disorder
extrovert
female geek/nerd genderqueer
have a mental disorder
lesbian/gay male Hispanic introvert
middle-aged middle-class
Native American
not a parent parent old
physically disabled poor rich
straight transgender
white young

Patriarchy — A social system in which men are valued over women, and masculinity is valued over femininity.

Kyriarchy — A social system “built around domination, oppression, and submission... It is an intersectional extension of the idea of patriarchy beyond gender. Kyriarchy encompasses sexism, racism, economic injustice, and other forms of dominating hierarchy in which the subordination of one person or group to another is internalized and institutionalized. (<http://en.wikipedia.org/wiki/Kyriarchy>)

How has the loop you drew (the attributes of you) affected your career in computing?

- What attributes are missing from the list?
- What attributes from the list haven't we talked about?

What groups of people are marginalized or discriminated against in computing?

What messages have you gotten at OCWiC about marginalization and discrimination?

What groups of people are absent or invisible at OCWiC?

What issues mainly affect specific groups of women (Black women, Asian-American women, white women, mothers, middle-aged women, trans women, middle-aged Black trans women, ...)?

- Which are addressed by OCWiC or other women's groups?
- Which are addressed by other groups?

One problem common to many marginalized groups is lack of access to social networks (people and information) in their school or workplace.

- What are your experiences?
- What are some solutions?

One problem common to many marginalized groups is fitting into the "geek" or "programmer" culture.

- What are your experiences?
- What are some solutions?

What resources have taught you about diversity/equality/inclusivity in computing?

- What resources have you created?

When applying for schools or jobs, how do you find one that's welcoming?

How would the field of computing be improved by greater diversity/equality/inclusivity?

Who is responsible for improving diversity/equality/inclusivity?

How much money does it take to start a career in computing?

What experiences have you had in advocating diversity/equality/inclusivity?