VANESA ORTIZ

- Originally from the Dominican Republic

- **Software Engineer (Go, Python, JS)**

- Social Science background (Latin American Studies, former **human rights researcher**)

- Started **Women Who Go Berlin** to help more women learn **Golang** & increase diversity in the community **@WWGBerlin**

- Organizer at **Pyladies Berlin** - same cause for **Python** **@PyladiesBer**

WOMEN WHO GO BERLIN

- Started **February 19, 2016**, first meet up in **March 2016**

- Offer spaces where women can meet and learn golang together.

- Connect learners with mentors, connect companies with talents.

- Give women better access to Go related tech talks and workshops

- Make it possible for women interested in Go to network with each other and support each other during the learning process.

- **Ultimate Goal: Increase the number of female Go developers ***
  *and make Women Who Go Berlin obsolete!

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WOMEN WHO GO BERLIN

- Organise Women Who Go Berlin meet ups **1x month** with different companies which use Go.

- Show different use cases for Go through the companies.

- Companies (also non-hosting companies) provide mentors, space, food & drinks for general Go Study Sessions or topic specific Go Workshops/Presentations.

- Keep a good mentor : student ratio (e.g. 1:3) during sessions.

- **Incentivize to learn Go: offer free books, Gophers and other prizes for presentations about learning experiences etc.**

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WOMEN WHO GO BERLIN

1. Meetup - 17. March

Not much attendees… 😭

Jérôme Petazzoni 😻 offers to do **free Docker Workshop**

for Minorities in Tech 😄🎉

Published announcement of **2. Meetup - on March 31, late at night**

😳

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WOMEN WHO GO BERLIN

Then on April 1st, **8am**

Apr 1st

Patrick Hausmann 8:12 AM
Sent from **Women Who Go Berlin**

Hi Vanessa,
sorry if this is a stupid question...
I would like to attend the docker workshops but, well - I'm not a
woman... I like the idea to bring more women in tech and I don't
want to occupy someone else seat If I look at the list of attendees I
see only men... 😱😱😱😱😱
What do you think?
Cheers
Patrick

Ups, Vanesa - sorry for misspelled yor name!!!

WOMEN WHO GO BERLIN

- By **10am**, 95% of the seats available were already occupied by men 😩

- Only solution: Stop all signups, msg the men to give up their spots & write a very strict event description to prevent more male, non-LGTB signups 😖

- Women were overrun by the masses (men).
  Ergo, by the time **1** woman finds out about a cool event like that one, **dozens**, if not **hundreds of men** already know about it and have signed up for it, **unintentionally** excluding women.

- No evil intentions, just normal, **"Natural Selection"** at its best.

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WOMEN FOCUSED TECH GROUPS

Obvious benefits:

• Safe Environment, where women's specific needs are addressed. Unfortunately, discrimination is still an issue in tech culture (<u>as well as in other fields</u>).

• Learning environment, where women <u>don't feel</u> like a minority
Suddenly, their gender doesn't matter anymore and they can focus on learning
➡ Less stress & pressure
➡ Women can gradually build up the confidence they need to endure the challenging environment they will face in this field

Additional valuable benefits:

• Women get <u>secured access</u> to workshops, learning resources and direct support.
A chance to hopefully make up for their past and still current disadvantage in this field ⚖.

WOMEN FOCUSED TECH GROUPS

Arguments against Women Focused Tech Groups

Women, nowadays, have the same rights as men, thus are no longer discriminated/have a disadvantage. (Myth 🙄)

• Countless testimonies of women in tech, studying CS, and working in other fields show otherwise 😞.

Women just have to work harder, that's just how it is!
(Shocker: Often stated by women 😦!)

• Do they though?

Women Tech Groups are discriminating against men and violate the Code of Conduct.

• Do they though?

Often thrown in unrelated argument ¯_(ツ)_/¯:
If there is a job position available and the employer has to decide between a man and a woman, the woman always gets the job, even if she's under qualified.

• I have yet to find proof of this obscene and HR/anyone-involved-in-hiring-process insulting claim 😫.

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WOMEN FOCUSED TECH GROUPS

"We hired her and are paying her 60k per year, even though she can't do the job. But hey, she's a woman!"

- No CTO, ever

Psssst, by the way, something more CTOs should look at:
http://www.hiremorewomenintech.com/

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WOMEN FOCUSED TECH GROUPS

"Innovation and technology are shaping the world & determining our future. Women and other minorities must be involved in this."

- Aleksandra Gavrilovska (Women Who Code Berlin)

WOMEN FOCUSED TECH GROUPS

Lack of diversity is dangerous.

How many, maybe devastating, errors are we currently building into our technology because of the lack of diversity in tech 🤔?

e.g. **Margaret Hamilton's** *code prevented the crash of Apollo 8 (Just saying…)*

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WOMEN FOCUSED TECH GROUPS

Hints in the field of medicine:

A female heart attack has different symptoms than a male heart attack.

And we just found that out 😧.

WOMEN FOCUSED TECH GROUPS

Future prospects:

Hopefully, if we can surpass the critical number (maybe 35% ?), the problem will slowly solve itself.

Until then, we need to **focus** on **growing** the number of women and other minorities in tech.

For this, we need a **nurturing environment** to secure this growth, as "mixed" tech groups have not produced such results, *despite* being inclusive. *(Wait for it…)* Inclusiveness **does not** solve the underlying complex cause of lack of women and minorities in tech. *(Wait for it…)*

It is however crucial and lays the ground to receive and sustain the growing number of minorities in tech.

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WE NEED YOUR SUPPORT

Companies:

- Offer your space and experience to Women Who Go Berlin (and other groups!)

- Spoil our Gophers with brain food so they can absorb the newly acquired knowledge 🌮🌯🍕🍔🍗🍰🍺🍫

- Provide mentors for the events: sharing knowledge is awesome. Share how you use Go in the company.

- Be open minded about hiring Juniors: Their motivation, passion and eagerness to learn are valuable assets!

- Support Women Who Go Berlin with swag and learning materials for their Gophers 🎓🎒📕📖📚🔧🛠

WE NEED YOUR SUPPORT

Men:

- Pass on your knowledge! Sharing is rewarding: Most mentors agree that they learn a lot from mentoring. 🤘

- Engage in dialogues with colleagues/other men/insensitive people, help clarify the situation for minorities in tech and break down ignorance towards lack of diversity. 💬💥
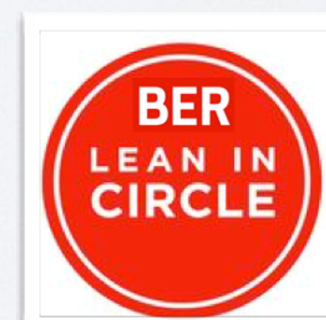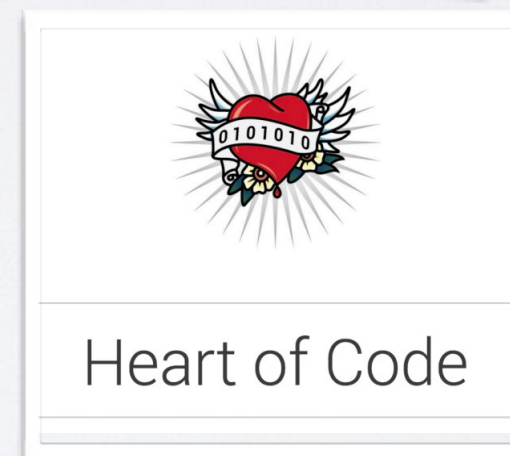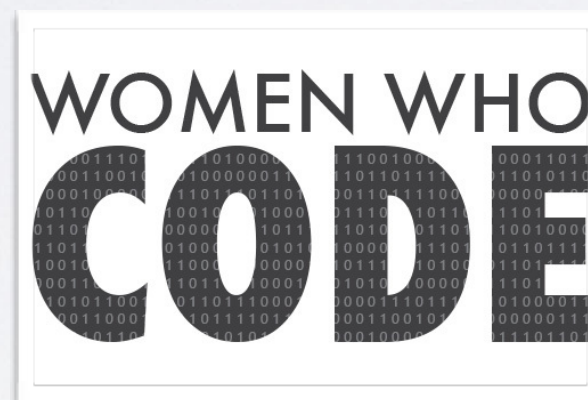Be vigilant and an ally 🗣!

Women/Minorities:

- Mentor, as noted above. ✌️

- Even if still junior: Share everything you learn. It might seem trivial to you, but could solve a huge issue for someone else. 🙌

- Engage and organize: Network and work together. Support each other in the process of learning and growing (e.g. on Slack!) 💪

- **Help organize Women Who Go Berlin! We are what you help us to be!**

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WOMEN FOCUSED TECH GROUPS IN BERLIN

Women Who Go Berlin

Berlin pyladies

GEEK GIRLS CARROTS BERLIN

django girls berlin

Women Techmakers

WOMEN WHO CODE

Heart of Code

Berlin Geekettes

#witas Berlin
Women in Tech and Startups Berlin

Rails Girls Berlin

BER LEAN IN CIRCLE

#DMW DIGITAL MEDIA WOMEN

@WWGBerlin

THANK YOU 💙❤️!

On your marks, get set, 🚀

GO!   Meet up: **http://meetup.com/women-who-go-berlin**

GO!   Slack: **http://wwgberlin.herokuapp.com**

GO!   Tweet: **http://twitter.com/WWGBerlin**

**Next Women Who Go Berlin meet up:
2nd November @honeypot.io**

Contact: berlin@womenwhogo.org

@vanesacodes

@WWGBerlin