

Tech and Inclusion. Why So Difficult!



Surveys indicate >85% of SWE's are Men

Surveys also indicate >70% of SWE's are White or Asian

African Americans make up <1% of Tech Leadership

Is Tech Racist and Sexist?

Probably. However...

We are also Assholes

Silicon Valley isn't Autistic, It's Just Full of Assholes | Elaine's Idle Mind

Why Are Tech Founders Such Assholes? - Gizmodo

Silicon Valley — Where The Assholes Are - Decline of the Empire

Pando: Venture capital and the great big Silicon Valley asshole game

Asshole CEOs, startup founders and success - Business Insider

Why Firing Brilliant Assholes Is Required to Build a Great Engineering ...
firstround.com/

What is An Asshole?

Don't know or don't care that they're assholes

Trample on feelings

Maintain rigid inflexibility

Live in self-centered worlds

Never Take Responsibility



Assholes Are Exclusionary

We are gender-blind, race-blind, everything-blind

It's a "pipeline" education problem

We'll hire women, we just don't want to lower our standards

We're too busy focusing on performance to discriminate

I am the least racist/sexist person

We value diversity but we won't lower the bar

What Now?

You Cannot Grow Out of Being an Asshole. It Takes Work

You Will Be Offended By People Challenging You

You Will Offend People. Learn to Apologize Publically

Stand up for people and Learn to Be an Ally

Get Comfortable with Being Uncomfortable

Questions/Comments



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