EXPANDING YOUR EMPATHY

Kronda Adair

karveldigital.com
kronda.com
@kronda @karveldigital
Hashtag: #BTCempathy
em • path • thy

the ability to understand and share the feelings of another.
#Empathy, in case you don’t remember, is ‘giving a shit about someone besides yourself.’ That’s a rough translation but you get the idea.
Rob Portman commentary: Gay couples also deserve chance to get married

I have come to believe that if two people are prepared to make a lifetime commitment to love and care for each other in good times and in bad, the government shouldn’t deny them the opportunity to get married.

http://www.dispatch.com/content/stories/editorials/2013/03/15/gay-couples-also-deserve-chance-to-get-married.html
“Knowing that my son is gay prompted me to consider the issue from another perspective: that of a dad who wants all three of his kids to lead happy, meaningful lives with the people they love, a blessing Jane and I have shared for 26 years.”

~ Rob Portman
Eventually one of these Republican congressmen is going to find out his daughter is a woman, and then we're all set.
Why are we talking about this?
Discrimination

Abuse

Resistance

Sync designed by Rohith M S from the thenounproject.com
var oppression = function (event, reaction, backlash) {
  var backlash = array[
    'insults',
    'verbal abuse',
    'death threats',
    'doxing',
    'rape threats'];
  var reaction = 'That\’s not cool';
  while (event > 0) {
    backlash = (reaction * 1000);
    //break

  }
}

oppression();
Twitter vs Female Protagonists in Video Games

Thanks #XboxOne #E3 press conference for revealing to us exactly zero games featuring a female protagonist for the next generation.

11:37 AM - 10 Jun 2013

972 RETWEETS 457 FAVORITES

Ray Jacob (@simplyflyin)

@femfreq Hey there! Can you just stop. Stop being retarded and bitchy. No?

Ray Jacob (@simplyflyin)

@femfreq Please for once for revealing to us exactly zero games featuring a female protagonist for the next generation.

Femfreq

@femfreq Hey there! Can you be being retarded and bitchy. No

Ray Jacob
@simplyflyin

@femfreq Jesus Christ shut the fuck up Anita.

Joseph
@JLB_esquire

us exactly zer the next gene

11:37 AM - 10 Jun 2013

972 RETWEETS 457 FAVORITES

@simplyflyin

Ray Jacob
@simplyflyin

@femfreq Hey there! Can you being retarded and bitchy. No

Joseph
@JLB_esquire

@femfreq Jesus Christ shut the fuck up Anita.

Rogelio Hernandez
@RogerLateralus

@femfreq yeah, maybe if more women actually played video games you dumb cunt.

@femfreq Hey there! Can you stop being retarded and bitchy. No one asked you.  
2:14 PM - 10 Jun 13

@femfreq Jesus Christ shut the fuck up Anita.  
12:31 PM - 10 Jun 13

@femfreq yeah, maybe I actually played video games  
12:24 PM - 10 Jun 13

@femfreq female protagonists aren't as interesting as males in the gaming world. Get used to it!  
12:11 PM - 10 Jun 13 from Sutter Creek, CA
@femfreq Why exactly do games need to have female protagonists?

@femfreq yeah, maybe i actually played video games.

@femfreq female protagonists aren't as interesting as males in the gaming world. Get used to it!
@femfreq Why exactly do you think we have to have female protagonists?

@femfreq Yeah, maybe if we actually played video games.

Darrell Munroe
@MundaBric

@femfreq Didn't realize you were entitled to games w/ a female protag. They can make whatever they want. Check your fucking privilege Anita.

@femfreq Female protagonists aren't as interesting as males in the gaming world. Get used to it!
@femfreq Yeah, the gender of a protagonist really makes or breaks the quality of a video game. Said nobody outside of a victim culture ever.
An infinite loop (also known as an endless loop or unproductive loop) is a sequence of instructions in a computer program which loops endlessly, either due to the loop having no terminating condition, having one that can never be met, or one that causes the loop to start over. In older operating systems with cooperative multitasking, infinite loops normally caused

How do we change the pattern?
Homogenous Teams are not sustainable
We all live in a bubble

Photo by Emilio Labrador on Flickr: http://www.flickr.com/photos/3059349393/
<table>
<thead>
<tr>
<th>Marginalization vs Privilege</th>
</tr>
</thead>
<tbody>
<tr>
<td>People of color</td>
</tr>
<tr>
<td>Transgender people</td>
</tr>
<tr>
<td>Differently-abled</td>
</tr>
<tr>
<td>Mental illness</td>
</tr>
<tr>
<td>Fat</td>
</tr>
<tr>
<td>Left-handed</td>
</tr>
<tr>
<td>Gay / Bi / Lesbian</td>
</tr>
<tr>
<td>Poor</td>
</tr>
<tr>
<td>Don’t like beer</td>
</tr>
<tr>
<td>Rich</td>
</tr>
<tr>
<td>Male</td>
</tr>
<tr>
<td>Cis-gender</td>
</tr>
<tr>
<td>White</td>
</tr>
<tr>
<td>English-speaking</td>
</tr>
<tr>
<td>Able-bodied</td>
</tr>
<tr>
<td>Young</td>
</tr>
<tr>
<td>Conventionally attractive</td>
</tr>
</tbody>
</table>
WHY ARE YOU SO ANGRY?
How privilege is like browsers
White straight male: Latest Chrome

(Max OS of course)
middle class Black lesbian: IE7

Stay on top of what's happening in responsive design with Responsive from ZURB.
Sign up to receive monthly Responsive Reading highlights. Read Last Month's Edition »

signup@example.com Sign Up
Differently abled trans person of color: IE6

(In quirks mode)
We’re looking at the same things, but we don’t see them the same way. Sometimes we don’t see them at all.
Marginalized people experience microaggressions every day.
95 handpicked WordPress experts
from the U.S. and Europe, ready for your tasks

First, describe your task. Or book a consultation with one of our experts to get it defined.

In 6 - 10 minutes our experts will get back to you with clarifying questions and submit their price estimates.

You select an expert, deposit the money and the work begins. We will be with you 100% of the way.

Post your task! or learn more

99 out of 100 tasks on Codeable get rated with 5 stars.

Choose the best guy, not the cheapest one
We only let top-quality people work with us, so you can be confident that whoever you choose will do a great job.

How do I choose?

We pre-screen every contractor
All of our developers are hand-picked following one-to-one interviews and a thorough reviews of previous work.

What are the criteria?

Estimates, not bidding
No matter how many of our WordPress wizards send an estimate for your job, you only get one quote.

How does pricing work?
Choose the best guy, not the cheapest one

We only let top-quality people work with us, so you can be confident that whoever you choose will do a great job.

How do I choose?
@codeablehq So you’d never hire a woman dev the? Cause it seems that way from your marketing.

Choose the best guy, not the cheapest one

We only let top-quality people work with us, so you can be confident that whoever you choose will do a great job.

How do I choose?
Codeable @codeablehq · Jul 23
@kronda thanks for pointing that out, we do accept women, of course. Will make it right. Thanks again!

Kronda @kronda · Jul 23
@codeablehq 👍Thanks.

Per Esbensen @per_esbensen · Jul 23
@kronda @codeablehq Hey, we do actually have more than a handful of great female WP devs on the team but we’re always looking for more. Thx
10 micro-aggressions per day * 365 days * 32 years = 116,800
Things to Avoid:
Things to Avoid:

1. Derailing
Things to Avoid:

1. Derailing
2. Tone Policing
Things to Avoid:

1. Derailing
2. Tone Policing
3. *splaining
Derailing

Not all
Tone Policing

I would be on your side if you just wouldn't be so ANGRY. Why can't we just hug it out?

http://storify.com/kronda/tone-policing
Anger as a Tool in Social Justice Movements

Big companies and the tech industry in general are starting to feel the pressure of their homogeneous workplaces, communities and exclusionary practices. When a company as large as Google releases [...]
Hey little lady, let me tell you what it’s like to be a woman.

http://mansplained.tumblr.com
So now what?

Photo by Mark Roy on Flickr: http://www.flickr.com/photos/electricnerve/
How I learned to stop worrying and apologize when I screw up
@allspaw @kellan @sunahsuh @indec “this was offensive” needs to be accepted as a fact in the same egoless way as “your code broke the site”

https://twitter.com/mrtazz/statuses/446653986754813952
Three Step Plan
Three Step Plan

1. STOP
Three Step Plan

1. STOP
2. LISTEN
Three Step Plan

1. STOP
2. LISTEN
3. APOLOGIZE
Three Step Plan

1. STOP
2. LISTEN
3. APOLOGIZE

http://www.cuppacococa.com/a-better-way-to-say-sorry/
Three Step Plan

Paul Fenwick
@pjf

Science Reporters: Did you know that you can cite the original paper? Did you know citing another news site with no references is just lame?

7:45 PM - 28 Jun 2014
Three Step Plan

Paul Fenwick @pjf · Jun 28
Science Reporters: Did you know that you can cite the original paper? Did you know citing another news site with no references is just lame?

Kronda @kronda · Jun 28
@pjf Lovingly: asknicola.blogspot.com/2011/07/lame-i...

Paul Fenwick
@pjf

@kronda : Oh snap! Well called, and thank you! <3

8:43 PM - 28 Jun 2014
Evaluate your circle

“Look around, Fool!”
Branch out of your comfort zone

READ & LISTEN

• Twitter
• Books (Fiction and Non-fiction)
• Discussion Groups

Uniting to Understand Racism

Race Talks: Opportunities for Dialogue
“Making Change, Making a Difference: Oregon Women of Color Past & Present”

Kennedy School - Gymnasium | Tuesday, March 8, 2011
7 p.m. | Free | All ages welcome

About Race Talks: Opportunities for Dialogue

Kennedy School hosts this series that deals with race in Oregon, both historically and up to the present time.
How would work change if empathy was championed as a core value in a company?
Ascend Project

Mentorship and barrier-removing accelerator program designed to explicitly invite, include, and support adult learners in making a first technical contribution to Open Source software.

ascendproject.org
Designing Community
Creating safe spaces allows people to do their best work.

Choose the best dev, not the cheapest one

We only let top-quality people work with us, so you can be confident that whoever you choose will do a great job.

How do I choose?
Being a good ally is a process, not a state of being.
Being a good ally is a process, not a state of being

1. Listen
Being a good ally is a process, not a state of being

1. Listen
2. Share what you learn
Being a good ally is a process, not a state of being

1. Listen
2. Share what you learn
3. Speak up for others
THANKS!

@kronda
kronda.com/diversity-101
Inspiration & Contributors

Adria Richards @adriarichards
Anita Sarkeesian @femfreq
Julie Ann Horvath @nrrrdcore
Ashe Dryden @asheddryden
Julie Pagano @juliepagano
Paul Fenwick @pjf
Sam Livingston-Gray @geeksam
Anil Dash @anildash
Daniel Schauenberg @mrtazz
Willow
Oz & Xander @stateofthecat