DIVERSITY AND COMMUNITY LIGHTNING TALK
NEVER TOO YOUNG FOR OPEN SOURCE

Michael Vorburger.ch
Engineer in the Office of Technology
Thursday May 4th, 2017
http://scratchday.ch
Devs Spiketail walks and eats Banana

by vorburger

Instructions
RTFM ;)
Dogs counting
by vorburger

Instructions
Click on the dogs to count them.

Cliquers sur les chiens pour le compter.

Notes and Credits
Faite pour et avec la princesse.
Villamont 2017

Projects (3)

Add projects

Allow anyone to add projects

Updated 17 Mar 2017

Projets des participants au cours d'informatique 2017 au collège de Villamont, Lausanne, Suisse.

Untitled
by stylar

a bored visual novel
by AyameSenpai

Pacman
by Temime03
It’s not really about “learning programming”, but having fun making things* with Interactive Learning Machines (AKA “computers”)

* incl. animated stories, music, quizzes, mini games (mobile apps & robots)
What does any of this have to do with Open Source?

- Kids intuitively understand and like to OPEN and be inspired by, learn from, and “hack” what others made!
- “With Computers, YOU’VE GOT THE POWER to experiment & learn, at your rhythm.”
- Open Source way really is about this FREEDOM (source code is a means to that end)
With a few good friends
It’s about the community!
< Connect, Learn, Collaborate & Share >
The Gap

60% girls @ 8-12 yrs.

18% women @ CS degrees

* highly un-scientific (low sample; 18 refers to women obtain college degrees in computer science in USA)
NEVER TOO YOUNG FOR OPEN SOURCE

- Spread the open source way & the freedom to create - at all ages
- Teach your own kids & hold workshops for kids & inspire teachers
  - E.g. code.org, scratch.mit.edu, khanacademy.org/computing,
    appinventor.mit.edu, playcodemonkey.com, raspberrypi.org, Thymio, ...
  - organize it “with a few good friends” - it’s great fun!
A Study in Improving Job Descriptions and Improving Outreach to Increase Engineer Diversity

Pipeline. Hire. Retain.

Emily Brand
Territory Services Manager, Northeast US
May 4, 2017
Computer Science Female Graduates: 18%

Female Undergraduate Students: 56%

Technology Positions Held By Females: 26%

Leadership Positions in Technology held by Women: 5%

Source: TechCrunch, ED.gov
African Americans: 7%
Hispanics: 8%
Asian: 14%

Source: Equal Employment Opportunity Commission
What Happened To Women In Computer Science?

% Of Women Majors, By Field

- Medical School
- Law School
- Physical Sciences
- Computer science

Source: National Science Foundation, American Bar Association, American Association of Medical Colleges

Credit: QuocTrung Bui/NPR
JOB DESCRIPTIONS

Normal Job Description

Required Skills

- Experience with enterprise-wide deployments
- Advanced knowledge of Linux Kernel, Red Hat Enterprise Linux, and containers, including performance tuning experience, troubleshooting, and bug fix updates
- Solid understanding of system management, clustering and storage management, virtualization, cloud management
- Demonstrated experience communicating value, progress, and metrics of key projects to required stakeholders and diverse audiences
- Exceptional analytical and problem-solving skills
- Excellent communication and customer management skills
- Good project management skills
- Solid English communication skills
JOB DESCRIPTIONS

Inclusive Job Description

● Extensive experience with Red Hat technologies is not required, but you will be expected to learn our product and solution offerings quickly. Here’s how your skill-set will evolve and what will be expected from you during your first year in the role.

● Within 1 month you will be trained in your choice of sales or technical training depending on your skill sets and interests. The offerings include:....

● Within 3 months you will be in the field managing your own client base with the direction of a territory services manager who will own the book of business. You will be assigned a mentor which will be one of your peers in the region. Your expected responsibilities will be:....

● Within a year you will be expected to do the following:....
45%
80%
SHRINK IT AND PINK IT?
TODAY
What has changed bringing women to the table? Dawn Hudson, CMO, 2014

- Jerseys women’s size, not pink
- #likeagirl
- The NFL Is Growing Only Because of Women - Bloomberg, 2014
- First female referee
WHAT CAN YOU DO TODAY?
OPEN SOURCE AND THE MILITARY MINDSET

Deploying the Future

Josh Springer
Staff, Operation Code

Conrad Holloman
Staff, Operation Code

Thursday May 4th, 2017
We’re a veteran-founded and led 501(c)(3) nonprofit, on a mission to help the military community learn software development, enter the tech industry, and code the future.
FROM TROOPS TO TECH
OPEN SOURCE VALUES
Freedom
Transparency
Collaboration
Integrity
Dedication
Diversity
Collaboration
THANK YOU

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linkedin.com/company/red-hat
youtube.com/user/RedHatVideos
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twitter.com/RedHatNews
LEARN. NETWORK. EXPERIENCE OPEN SOURCE.