

# Diversity as a Dependency

Anna Martelli Ravenscroft

# What do you think of

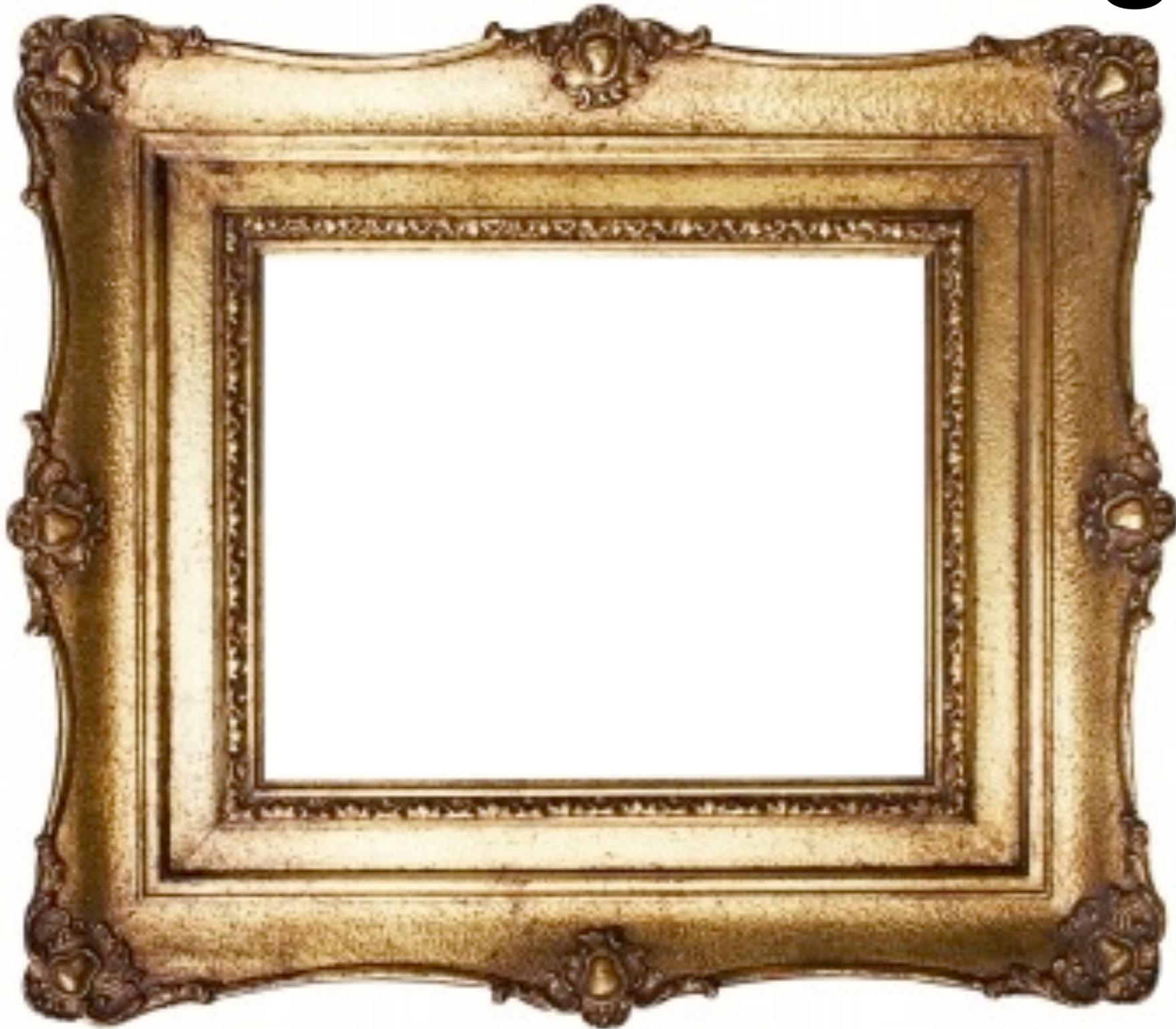
when you hear the word

# What do you think of

when you hear the word

*diversity*

# The Usual Framing



# The Usual Framing



- *Moral*
- *Legal*
- *Political/Social*



- *Moral*
- *Legal*
- *Political/Social*

# The Usual Framing





# Guilt

# Guilt

The Great Motivator

# Guilt

## The Great Motivator

- Laying

# Guilt

## The Great Motivator

- Laying
- Threatening

# Guilt

## The Great Motivator

- Laying
- Threatening
- Avoiding

# Guilt

# Guilt



- **Guilt-Free Zone**

# Guilt



- **Guilt-Free Zone**
- **Diversity is NOT a club to beat people with**



<http://images.buycostumes.com/mgen/merchandiser/33936.jpg>

# Guilt



- **Guilt-Free Zone**
- **Diversity is NOT a club to beat people with**
- **No “diverser than thou” games**



<http://www.flickr.com/photos/mendeley/4088774879/>

# ~~Guilt~~

- **Guilt-Free Zone**
- **Diversity is NOT**  
a club to beat people with
- **No “diverser than thou” games**
- **No traps**



<http://www.flickr.com/photos/51999423@N00/37207464/>

# Why diversity matters

# Why diversity matters

W I I F M

# Why diversity matters



# Agenda

- Review some studies
- Diversity model
- Final thoughts
- Q&A

# Small town

- Study of a small town
- magazine/newspaper subscriptions
- who were the most influential in town



"Patterns of influence: local and cosmopolitan influentials." Pp. 387-420 in Robert K. Merton (ed.), **Social Theory and Social Structure**, 1957

[www.bernarmacfadden.com/newspapers.g19](http://www.bernarmacfadden.com/newspapers.g19)

# Big corporation

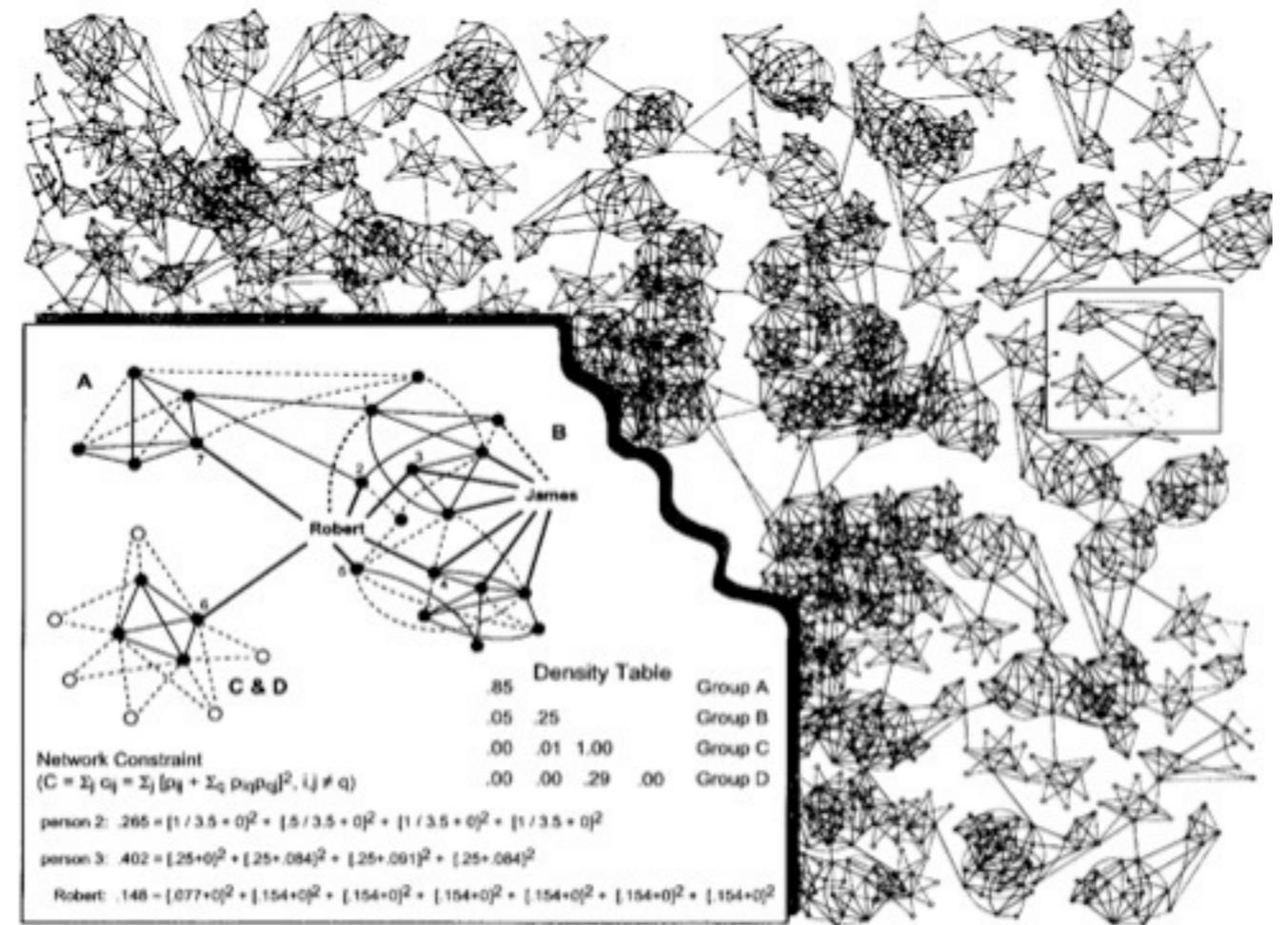


FIG. 1.—The small world of markets and organizations

Structural Holes and Good Ideas, Ronald S. Burt

AJS Volume 110 Number 2 (September 2004): 349–99

# Big corporation

- network analysis

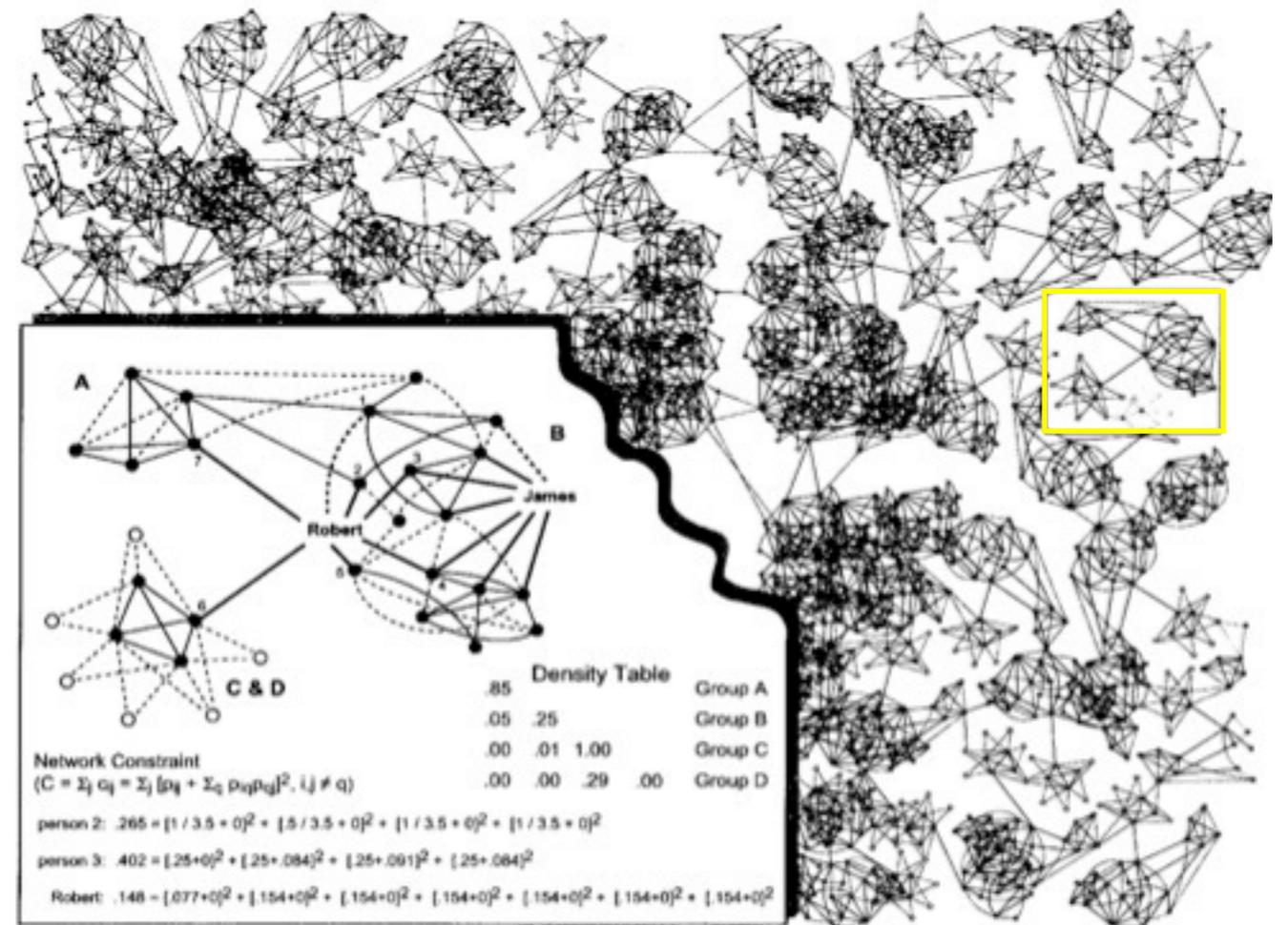


FIG. 1.—The small world of markets and organizations

# Big corporation

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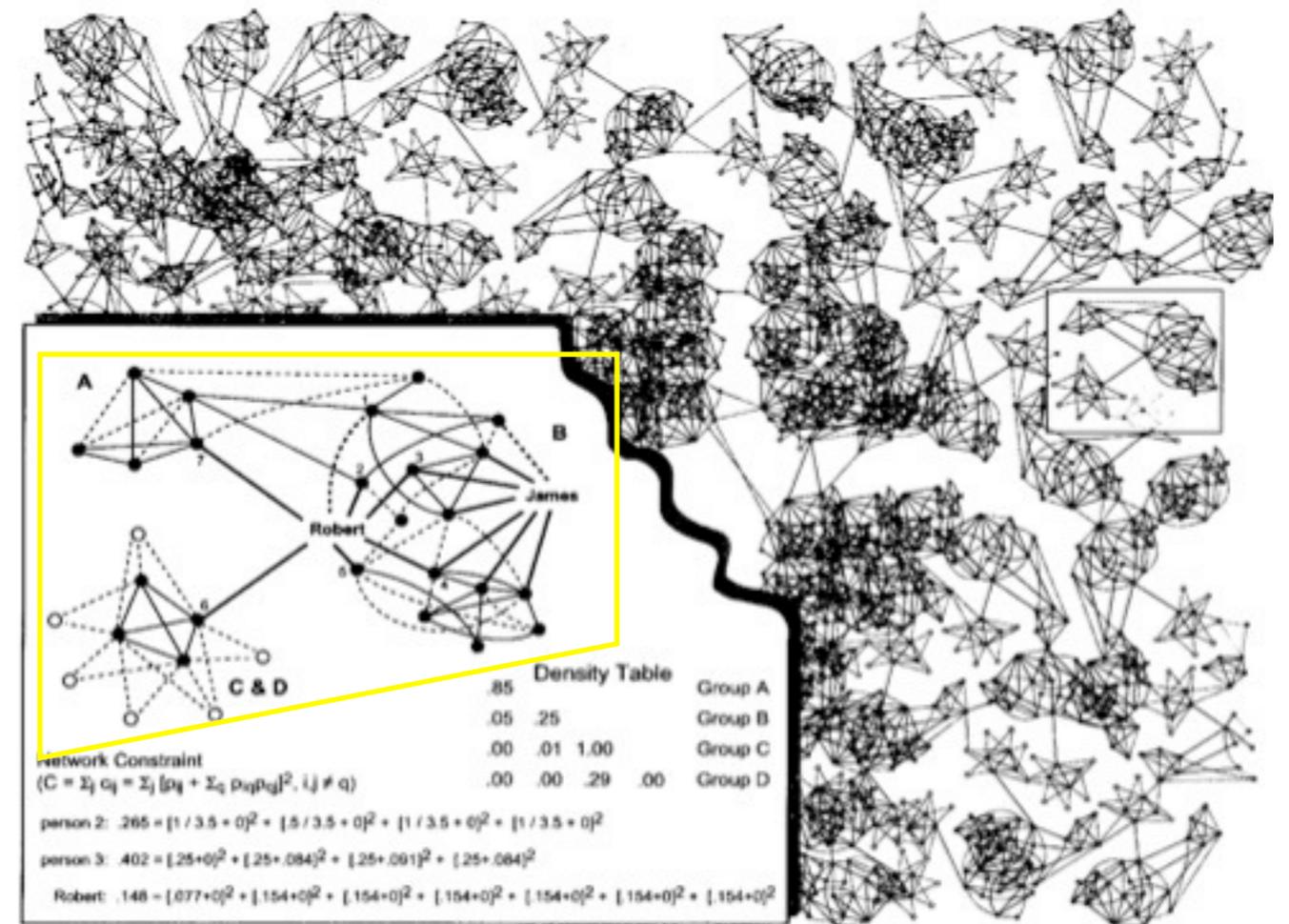
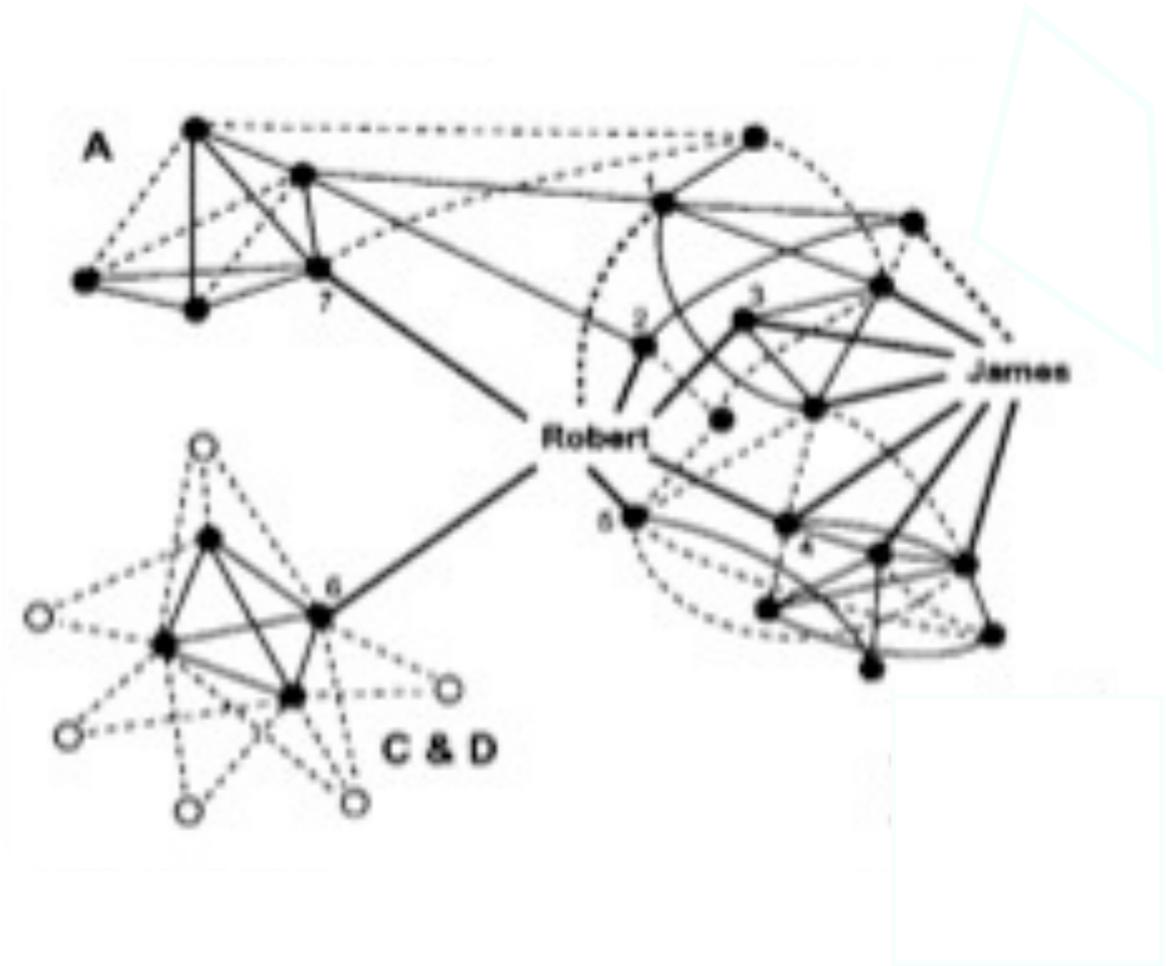
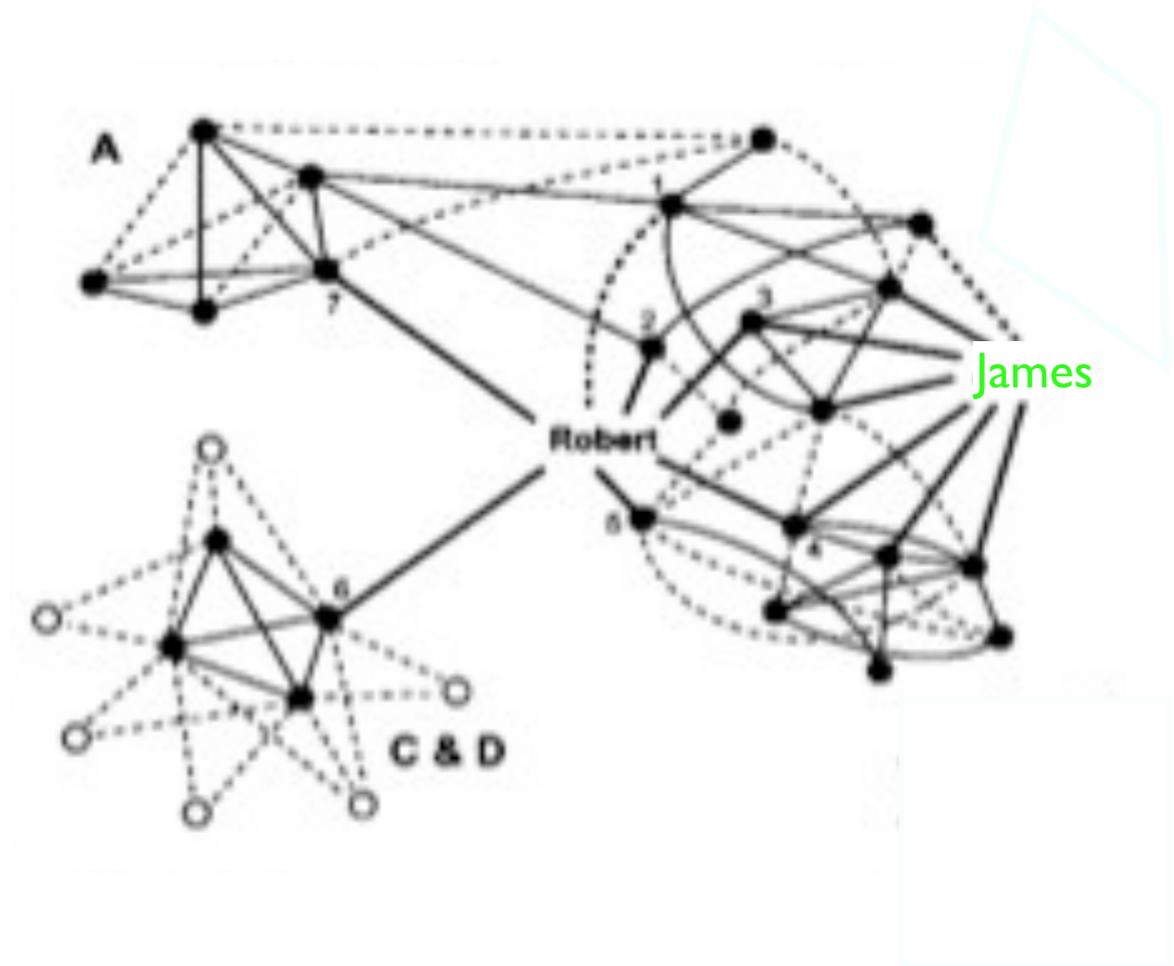


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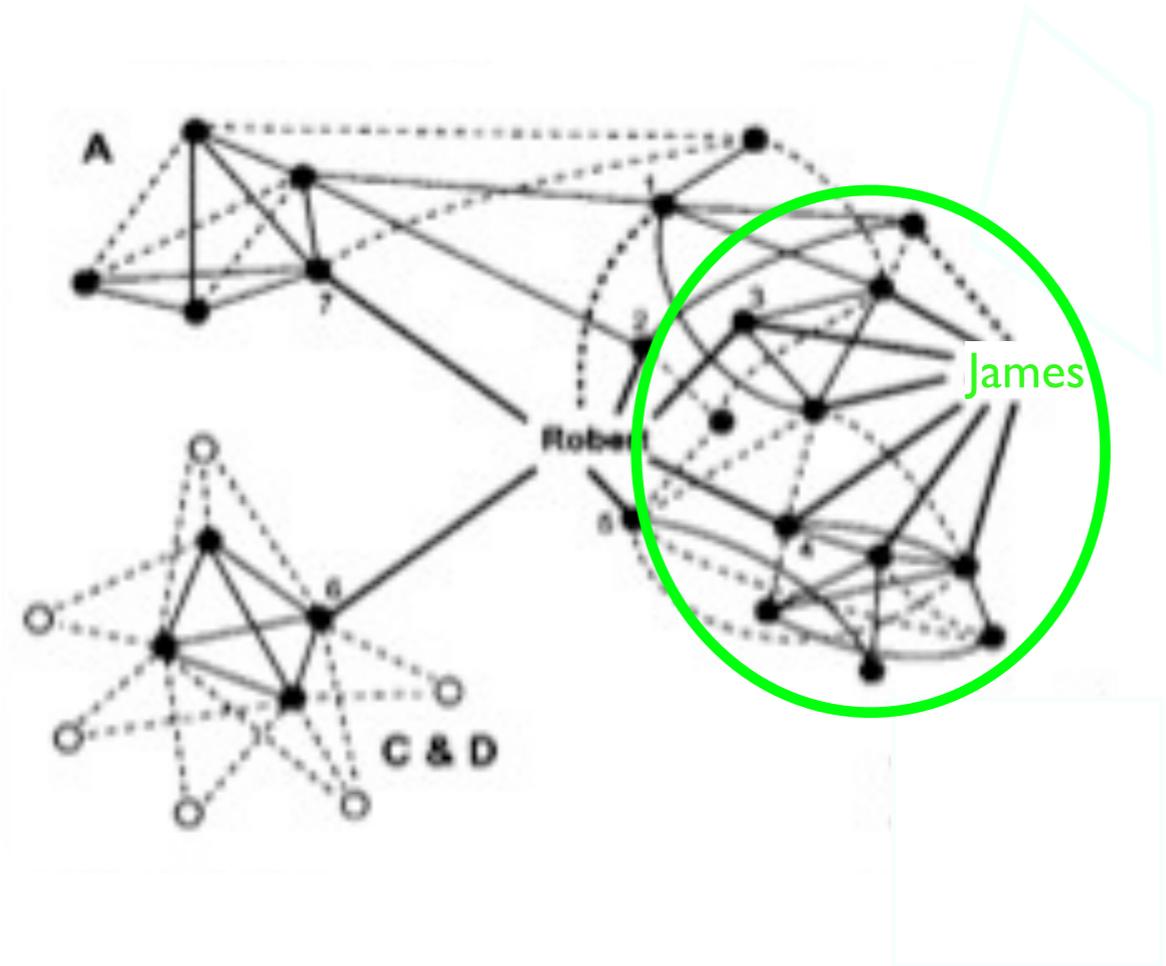
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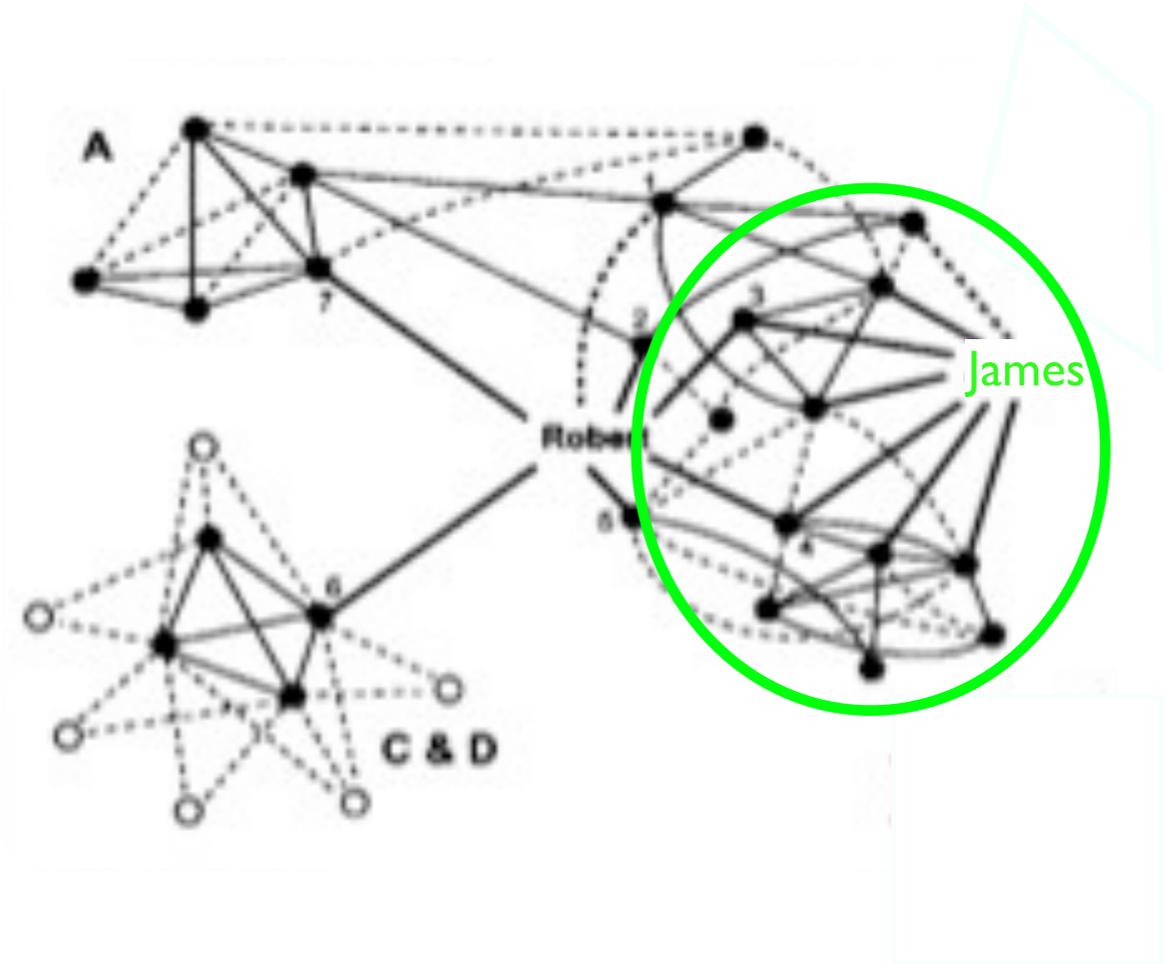


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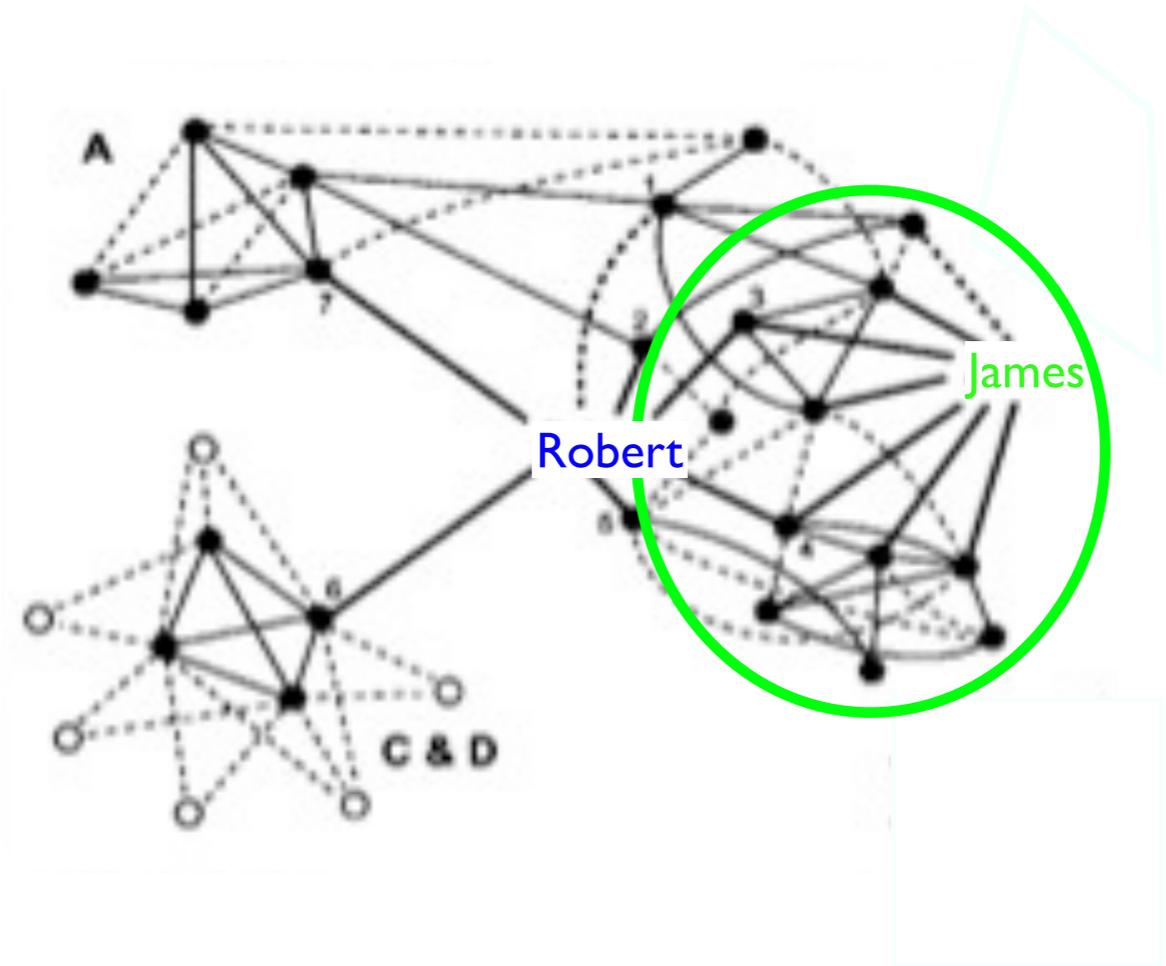
# Who's most creative?

- in-groups



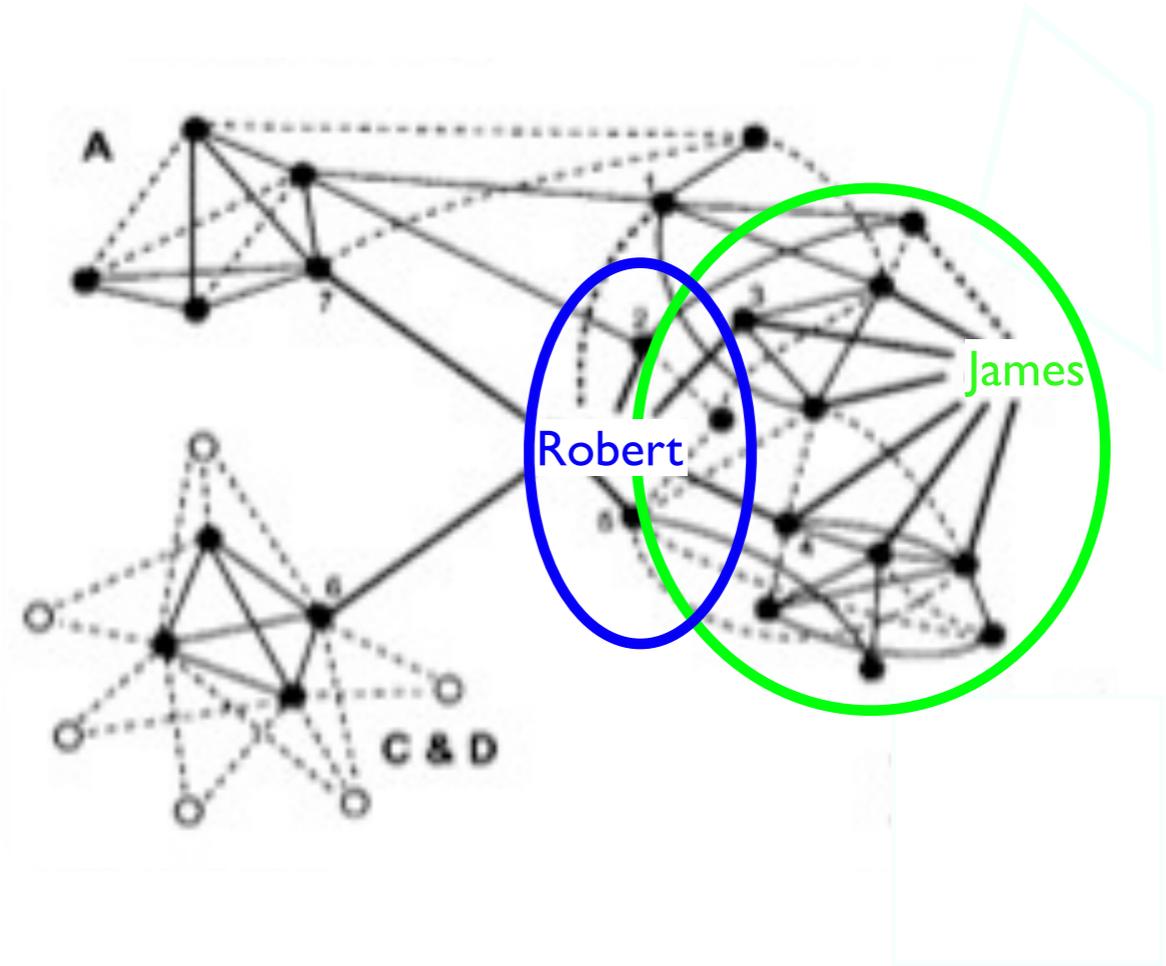
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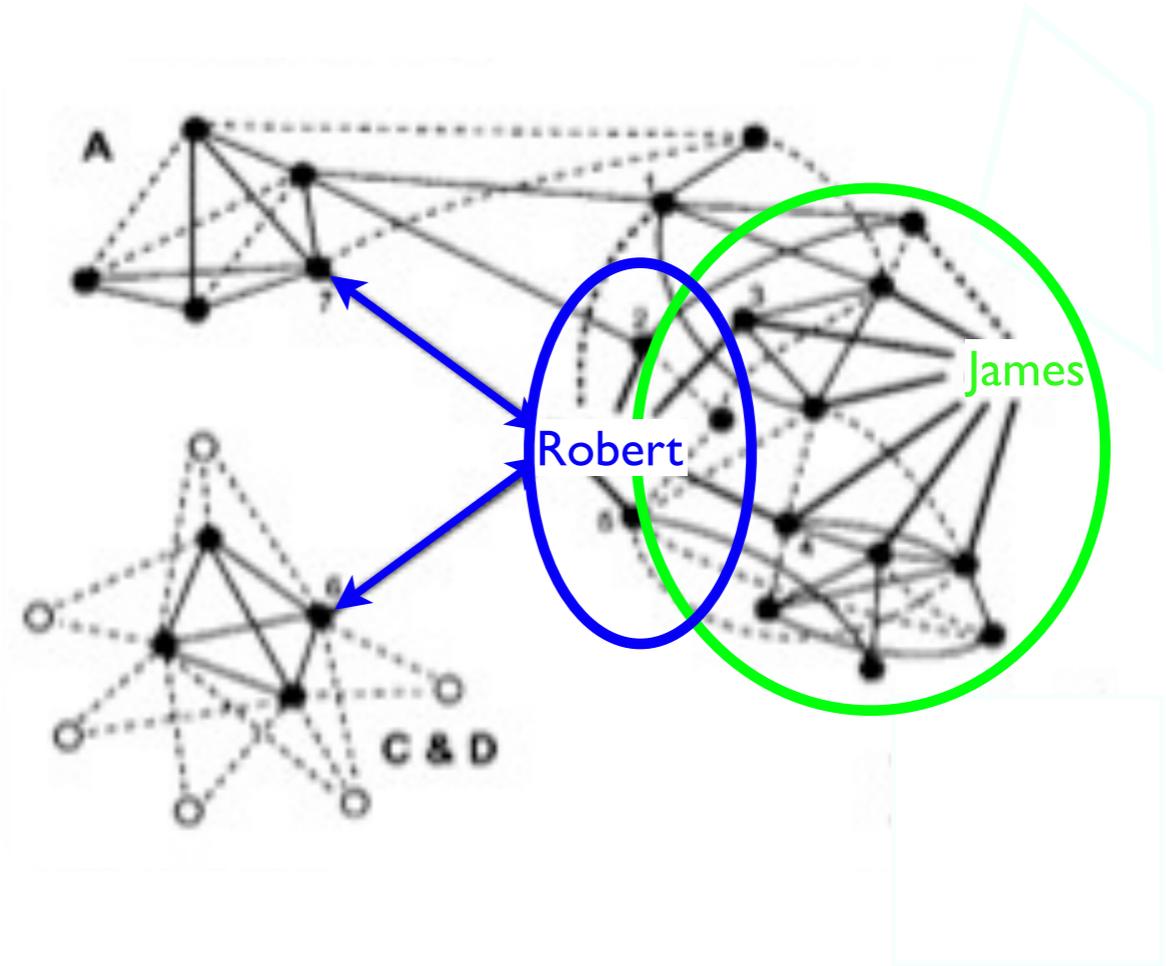
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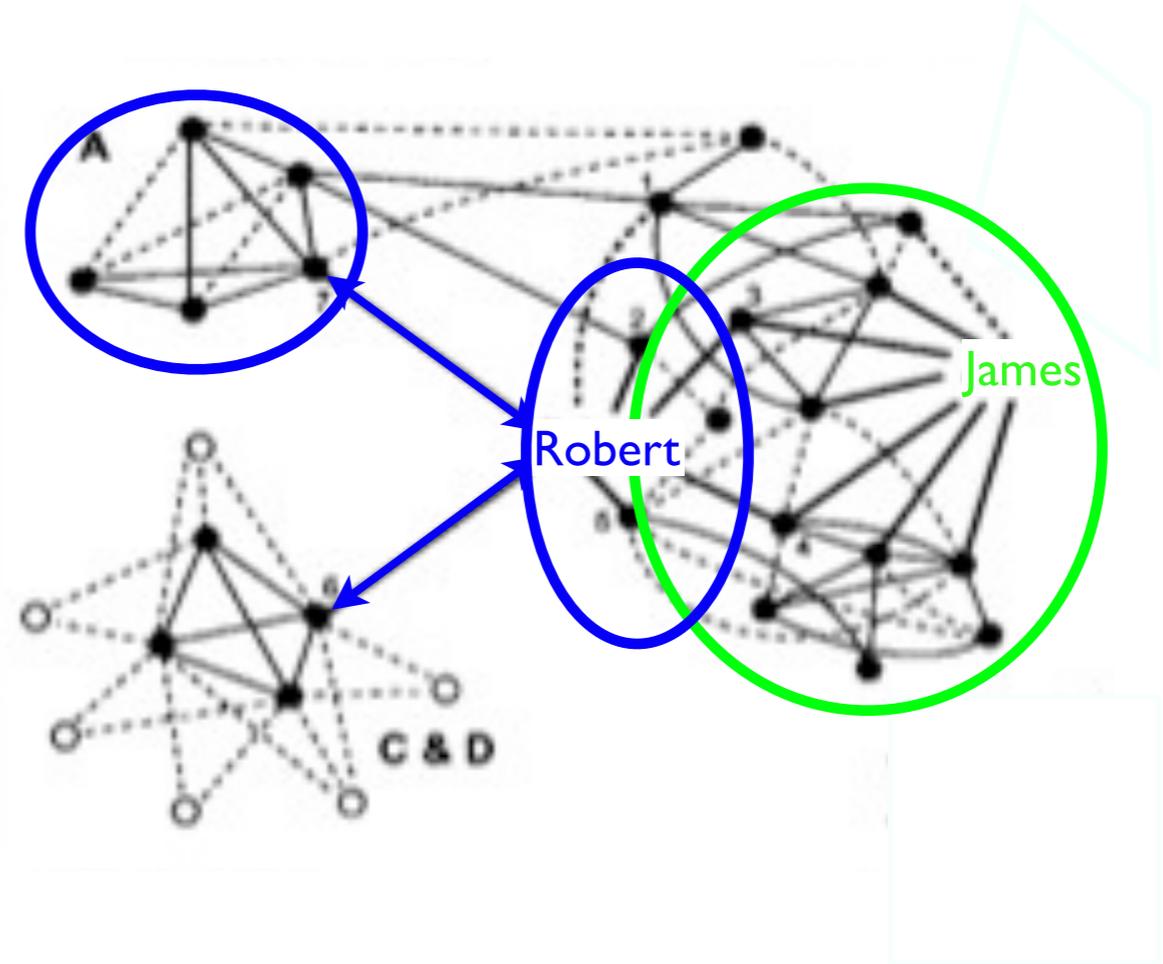
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- in-groups
- structural holes



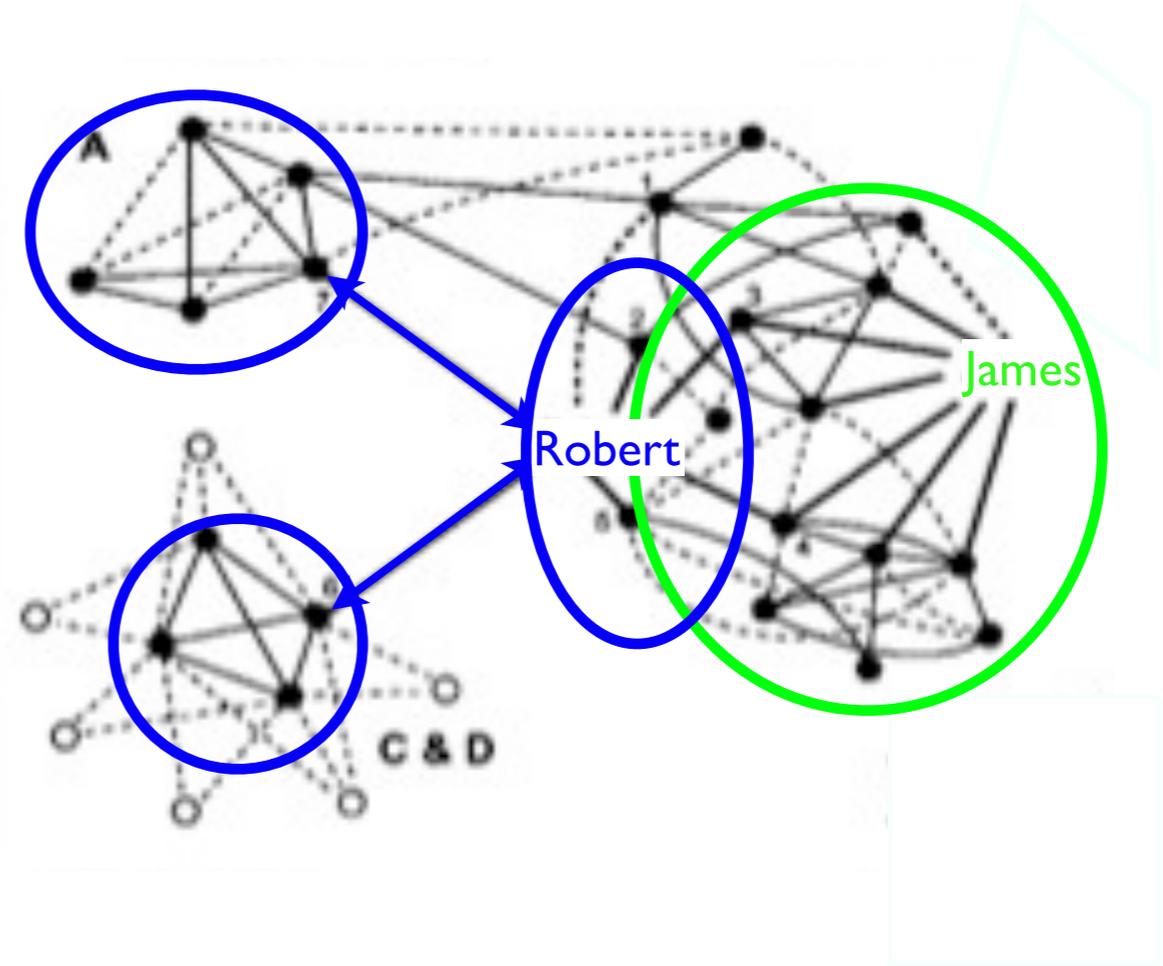
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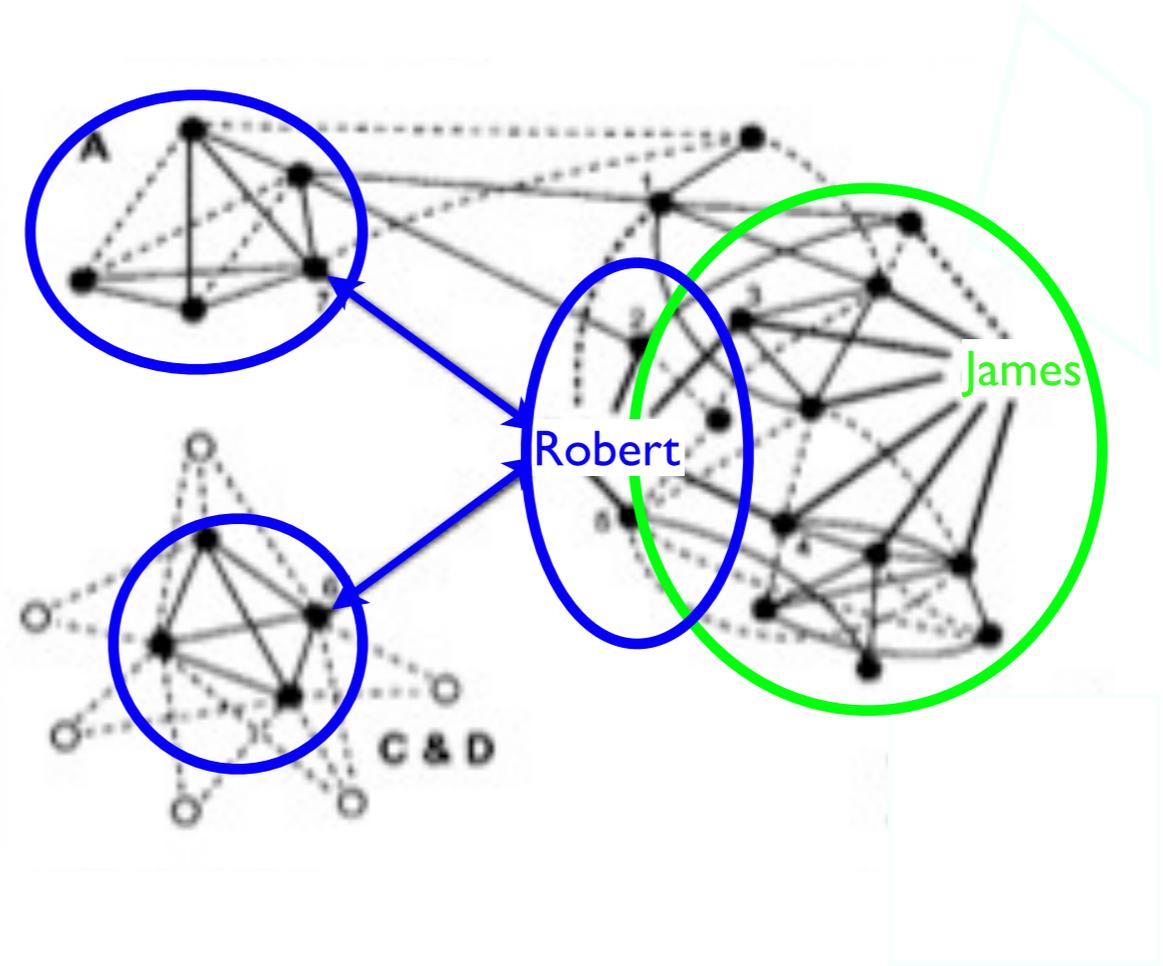
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# Who's most creative?

- in-groups
- structural holes
- creativity study



# Science Lab

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# Science Lab

- Solving difficult problems

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# Science Lab

- Solving difficult problems
- Unexpected results

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- Solving difficult problems
  - Unexpected results
- Analogies

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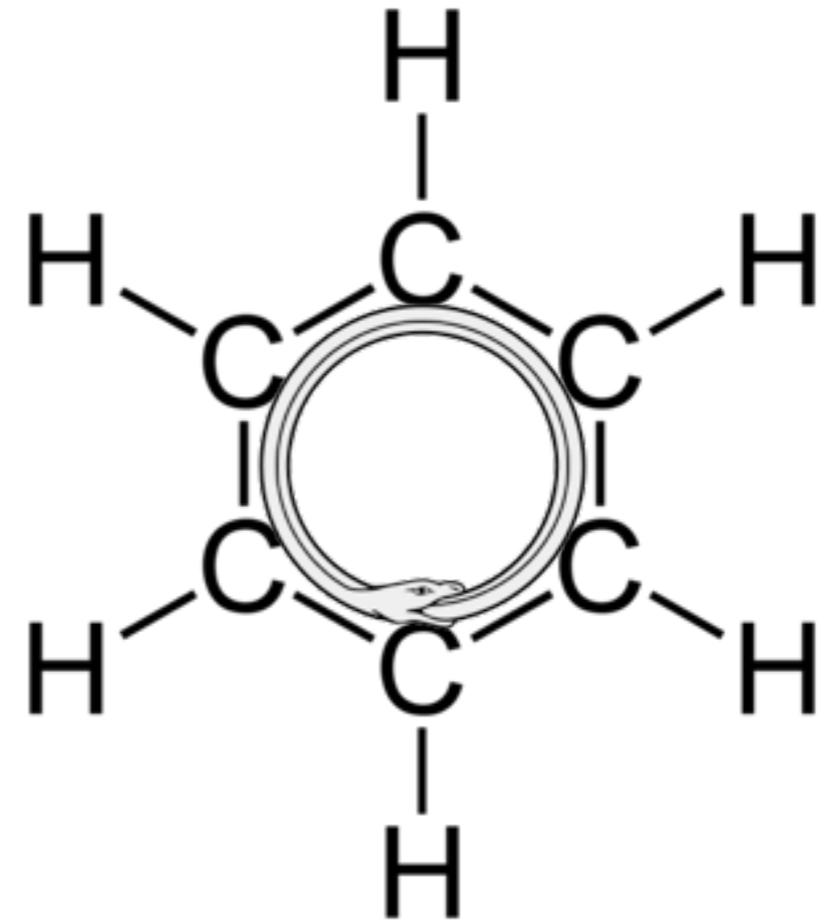
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  - Unexpected results
- Analogies
- Conceptual Changes



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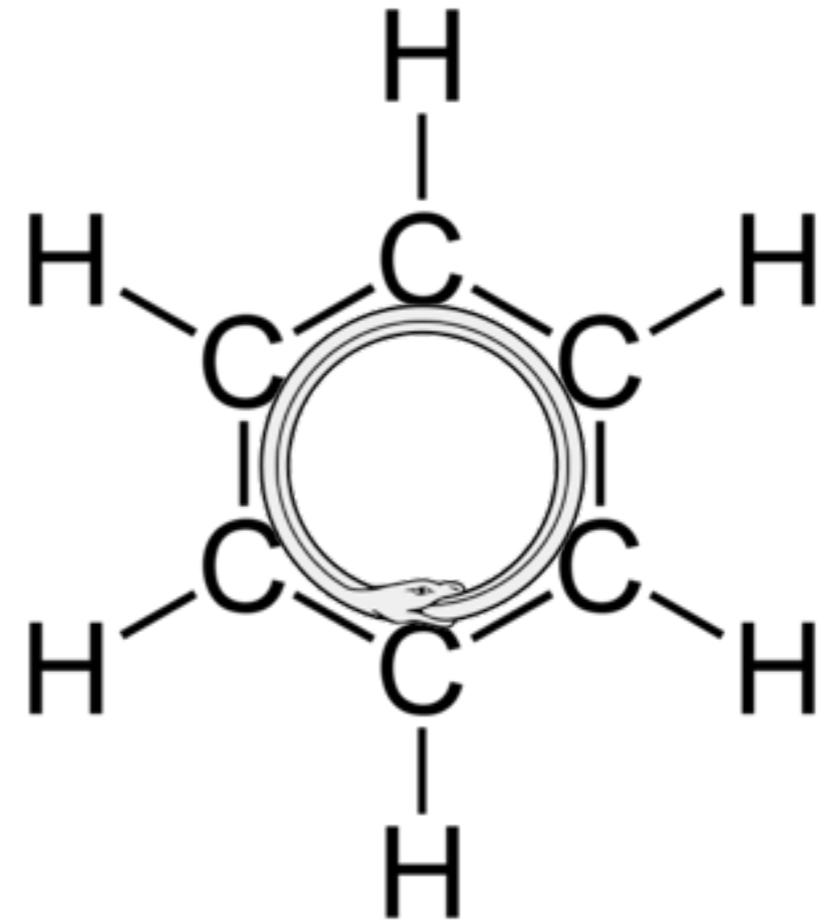
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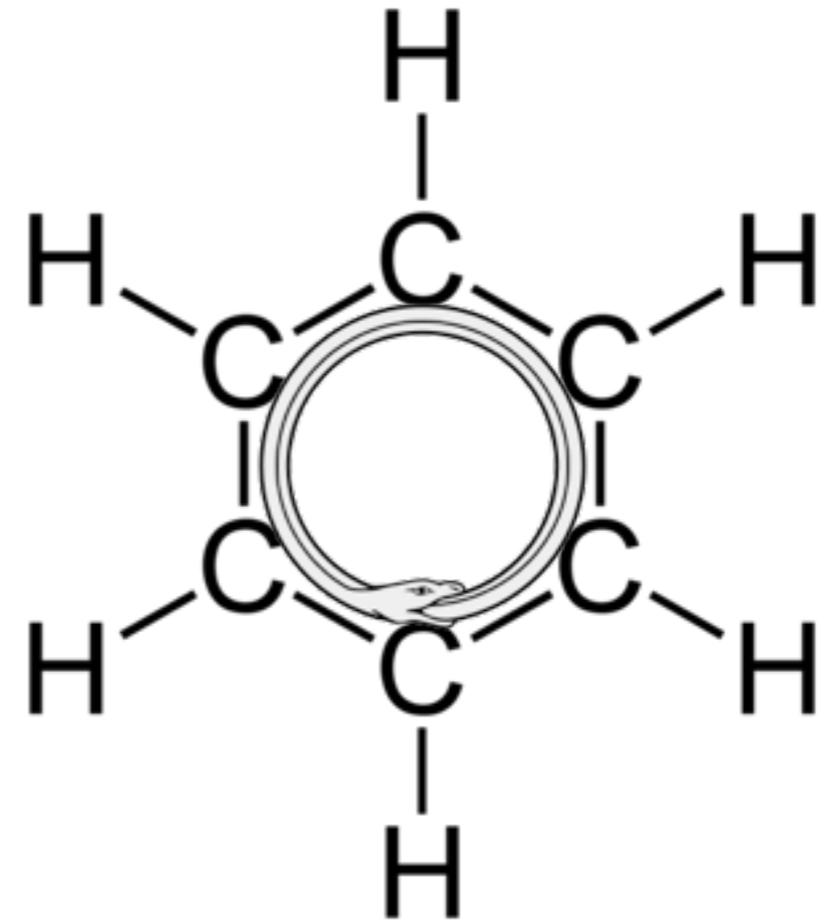


Friedrich August Kekulé

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# Science Lab

- Solving difficult problems
- Unexpected results
- Analogies
- Conceptual Changes
- Different pools of knowledge



Friedrich August Kekulé

# Review

# Review

Interactions among individuals with different **perspectives, skill-sets, needs and motivations,** generates innovation and creativity

# Kinds of diversity

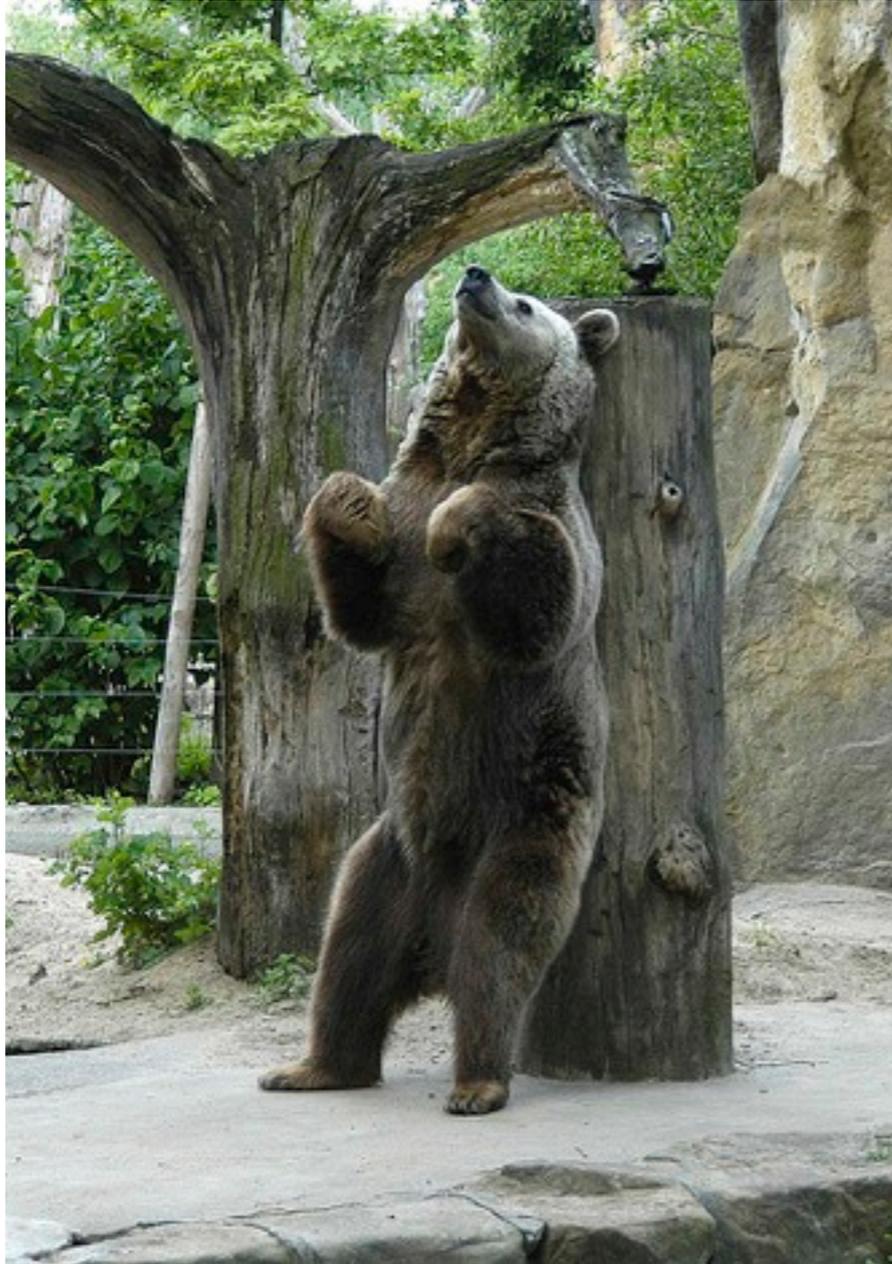
- needs/motivations
- skill sets
- perspectives

# Contributing to Python

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- patches
- modules
- recipes
- bug reports
- beta testing
- documentation
- sprints
- PEPs
- giving talks
- organizing events
- translation
- internationalization

# Scratching an itch



[flickr.com/photos/ rwfreund/73152138/](https://www.flickr.com/photos/rwfreund/73152138/)

# Different itches

- Each person has a different itch to scratch - different needs/wants/motivations

# Scratching a niche

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- Isn't focusing on "diversity" just catering to special interest groups?

# Scratching a niche

- Isn't focusing on "diversity" just catering to special interest groups?
- WIIFE?

# Universal Design



# Universal Design

- curb cuts



# Universal Design

- curb cuts
- text-to-speech



# Universal Design

- curb cuts
- text-to-speech
- subtitles/captions



# Universal Design

- curb cuts
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- subtitles/captions
- ...



# Differing skill-sets

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# Different skills

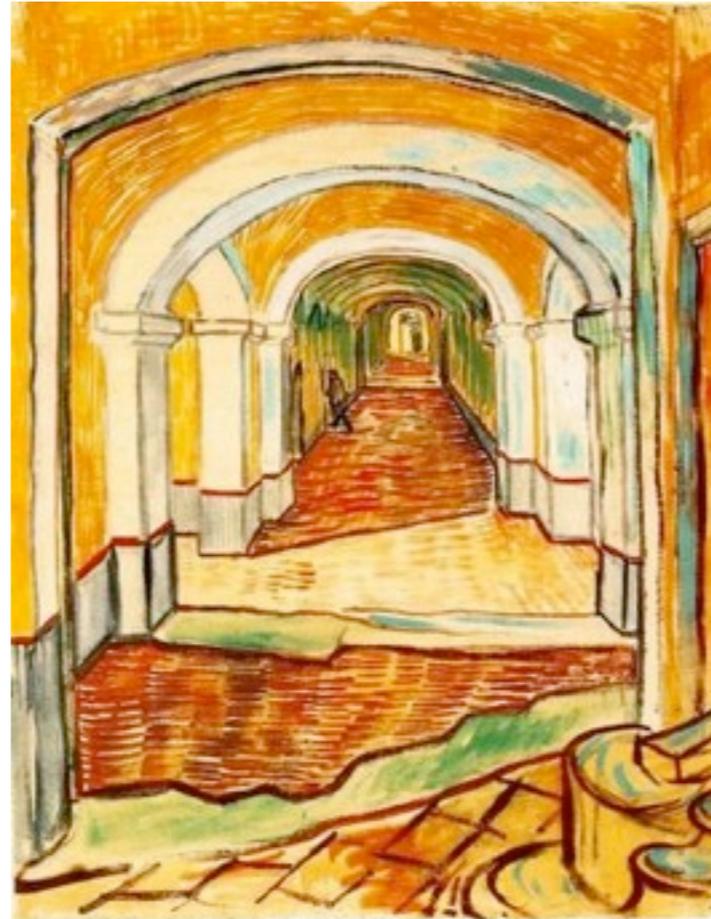
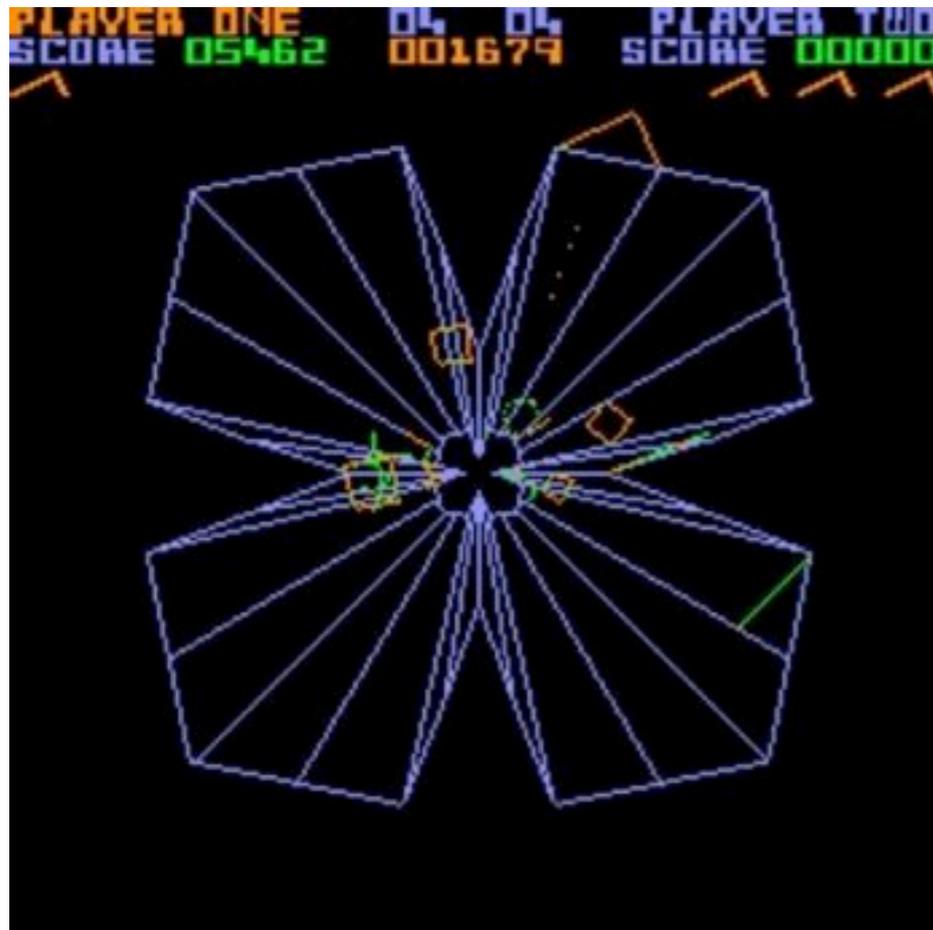
- We all have different skill-sets that we bring to Python

[flickr.com/photos/ 87762129@N00/90703029](https://www.flickr.com/photos/87762129@N00/90703029)

# Perspectives

- We all come to Python with unique backgrounds and experiences

# Perspectives



# Problem-solving

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- We all approach problems in different ways

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- and may even see different problems
  - performance, internationalization,
  - testing, ponies,...

# Problem-solving

- We all approach problems in different ways
  - and may even see different problems
    - performance, internationalization, testing, ponies,...
  - and different solutions
    - Hadoop, ICU, Selenium, Django, ...

# Diversity matters

- Not just for the moral or political reasons
- but also for very pragmatic reasons

Remember all the  
different ways people  
contribute to Python?

# How does diversity matter?

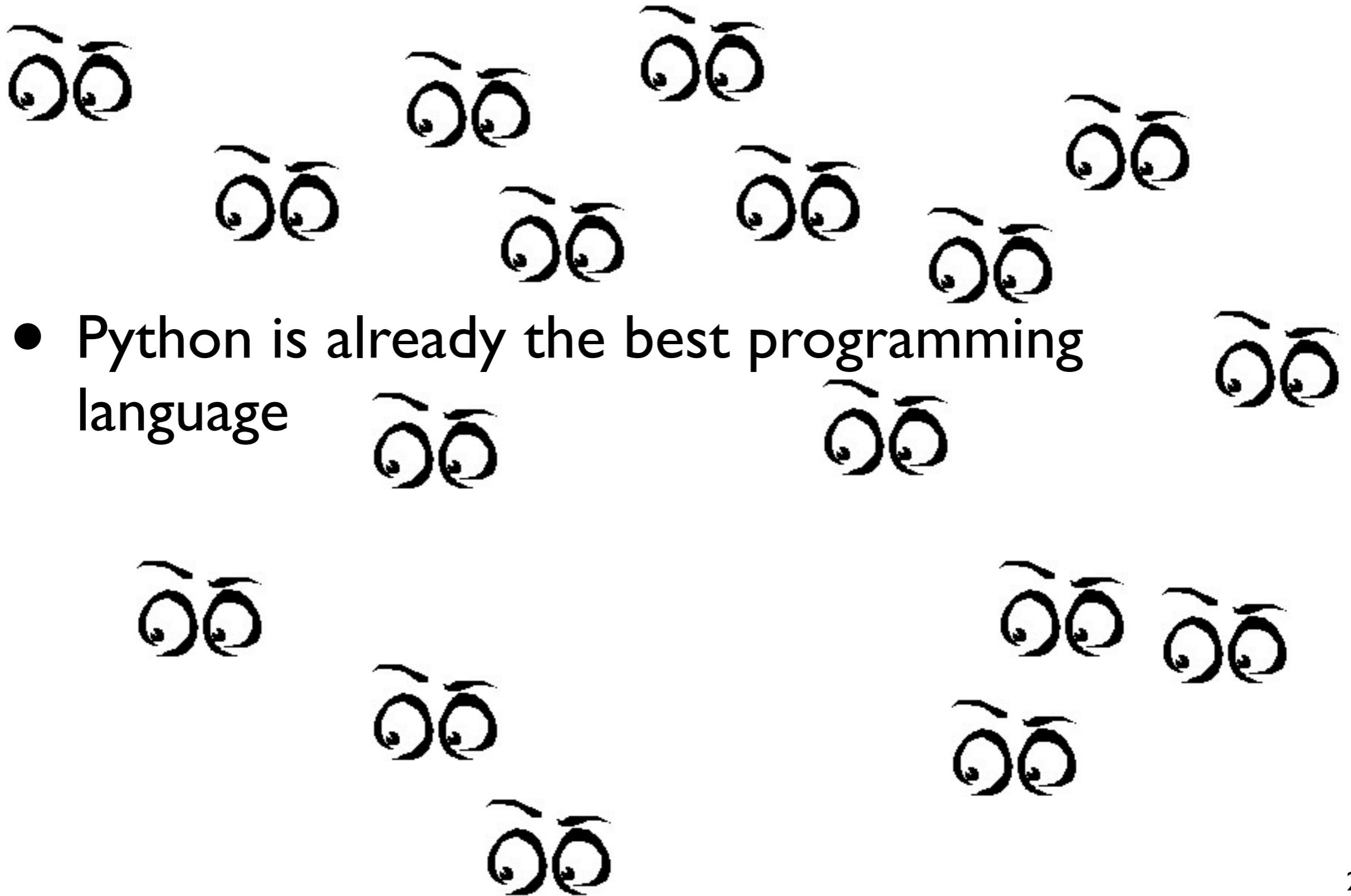
- different needs/motivations + skill-sets + perspectives...
- generate innovation and creative problem solving,
- which leads to...

# Better Software

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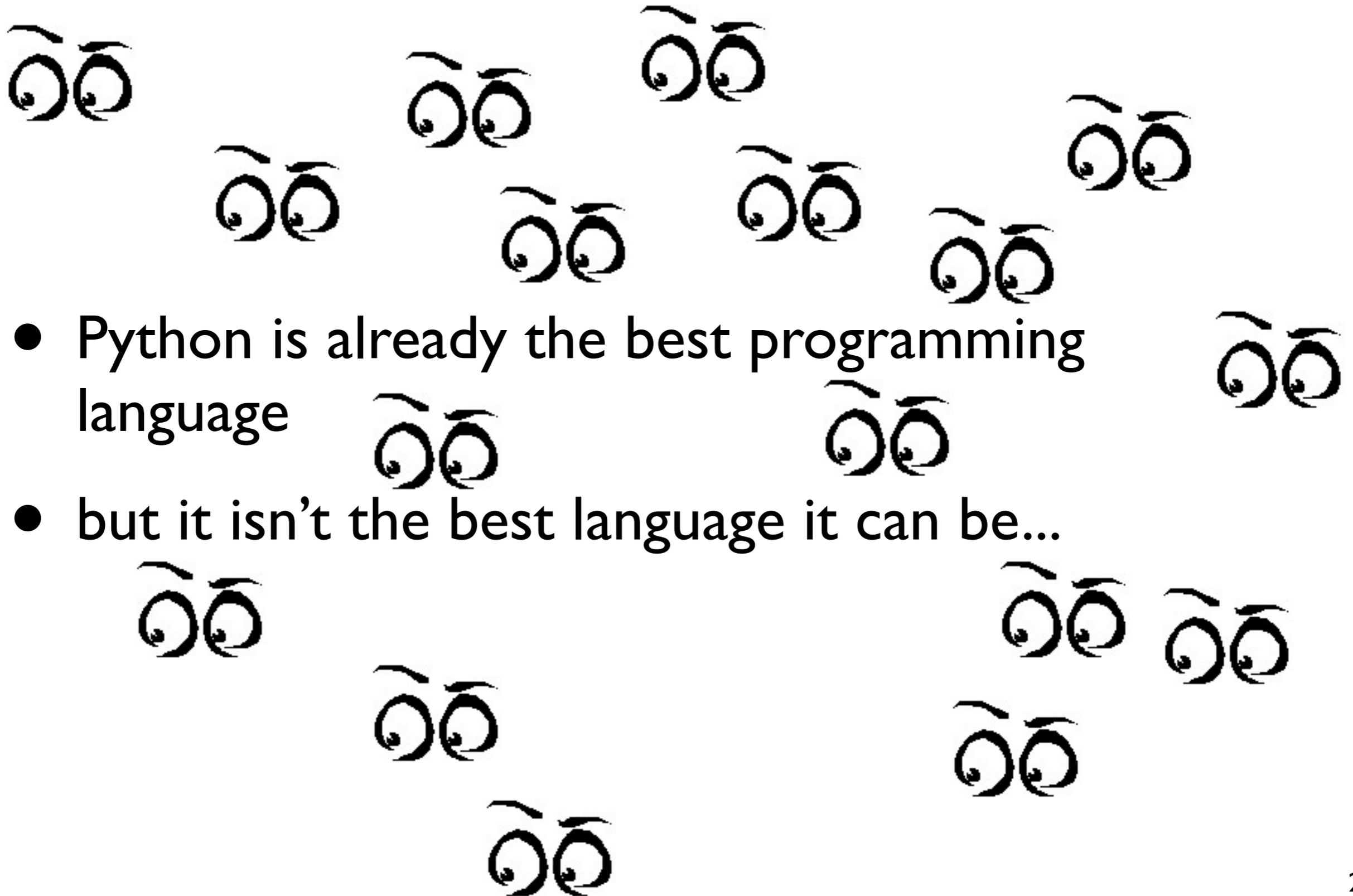
- Python is already the best programming language

# Better Software



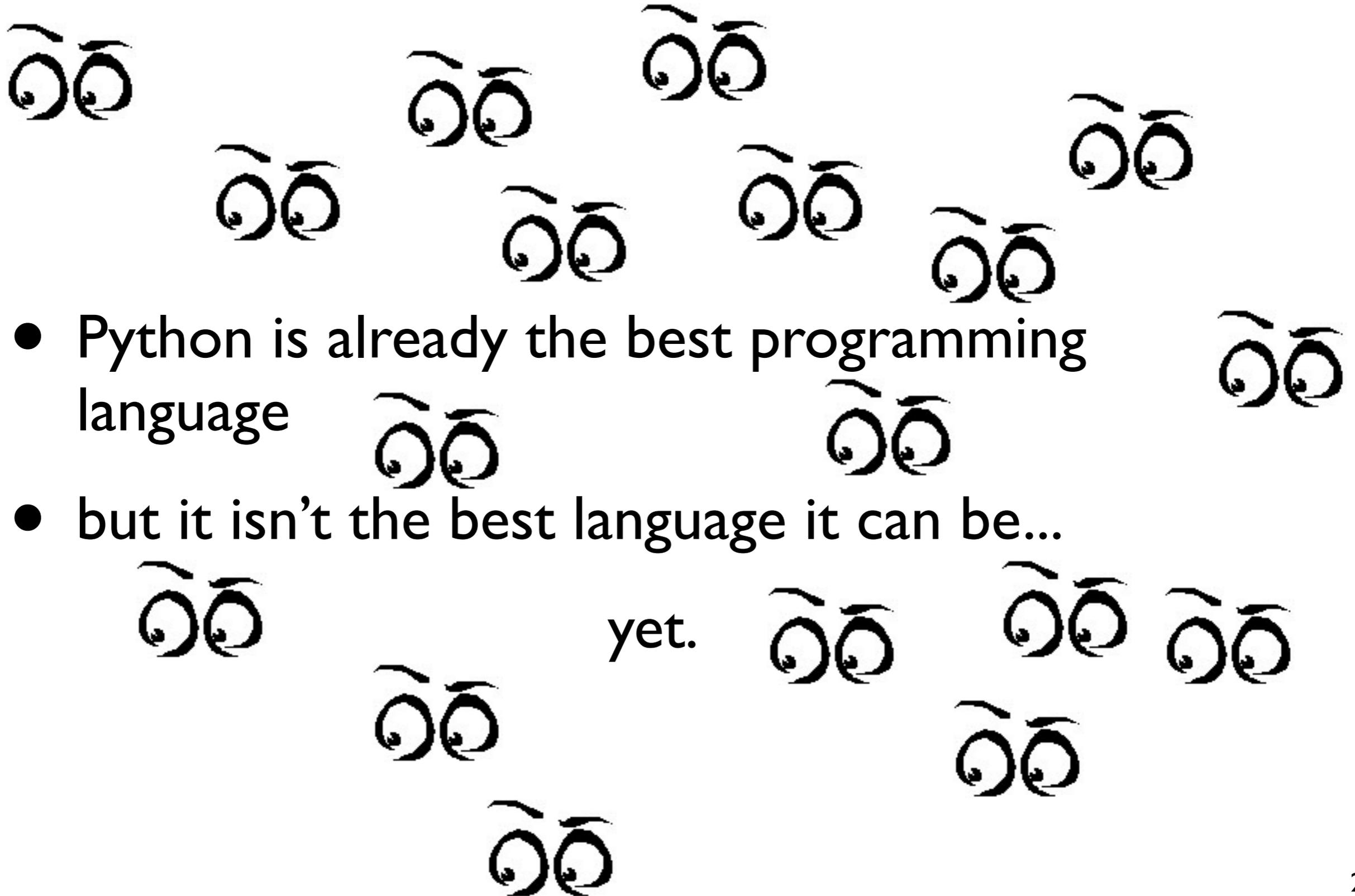
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# Better Software



- Python is already the best programming language
- but it isn't the best language it can be...

# Better Software



- Python is already the best programming language
- but it isn't the best language it can be...

yet.

# For Python to be the best...

- Diversity is necessary

# Necessary

- but not sufficient

# Diversity is hard...

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- All those differences cause friction

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- problems communicating

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- different goals and priorities

# Diversity is hard...

- All those differences cause friction
- problems communicating
- different goals and priorities
- valuing other perspectives and skill sets

# Harnessing Diversity

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- Education

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- Facilitating communication

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# Harnessing Diversity

- Education
- Facilitating communication
- Clear process and goal-setting
- Clear decision-making
- Willingness to Work



# Programming is hard

- Thought experiment

# People are harder



# People are harder

- and we don't come with docs



# Diversity rocks!



# Diversity rocks!



*You can never go wrong with kittens.*

--Damian Conway