

Inclusion Includes You

:Personal info



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Have you ever felt like an outsider?





Global Gender Percentages

Gender*	
LinkedIn	39%
Amazon	37%
HP	33%
Facebook	31%
Apple	30%
Google	30%
Microsoft	29%
Cisco	23%
Mozilla	22%
Red Hat	22%

* Source: Voluntary company diversity disclosure on company websites.

Gender and Race/Ethnicity (US)

Gender	
LinkedIn	38%
HP	33%
Facebook	29%
Amazon	29%
Mozilla	29%
Apple	29%
Google	28%
Cisco	26%
Microsoft	24%
Intel	24%
<i>not used</i>	--

Asian	
LinkedIn	40%
Cisco	36%
Facebook	35%
Intel	31%
Google	31%
Microsoft	29%
Amazon	26%
Apple	16%
Mozilla	15%
HP	14%
Red Hat	10%

Hispanic	
Apple	11%
Intel	8%
HP	7%
Microsoft	5%
Cisco	5%
Google	4%
LinkedIn	4%
Facebook	4%
Amazon	4%
Red Hat	3%
Mozilla	3%

Black	
Apple	8%
HP	7%
Intel	4%
Microsoft	3%
Cisco	3%
Amazon	3%
Red Hat	3%
LinkedIn	2%
Google	2%
Facebook	1%
Mozilla	1%



Open.

Humanity is plural, not singular. The best way the world works is everybody in. Nobody out.

Source: <https://www.apple.com/diversity/>

 @alispivak

But wait - isn't the focus on diversity limiting for other people?

LGBTQAI+

Native Language

Expertise

Role/Level

Geography

Neurodiversity

Culture

Time Zone

Family Status

Race/Ethnicity

Ability

DIVERSITY

is the mix of people

Age

Religion

Sexual Orientation

Experience

National Origin

Technical/Non-Technical

Appearance

Introvert/Extrovert

Perspective

Gender

Education

Socio-Economic Background

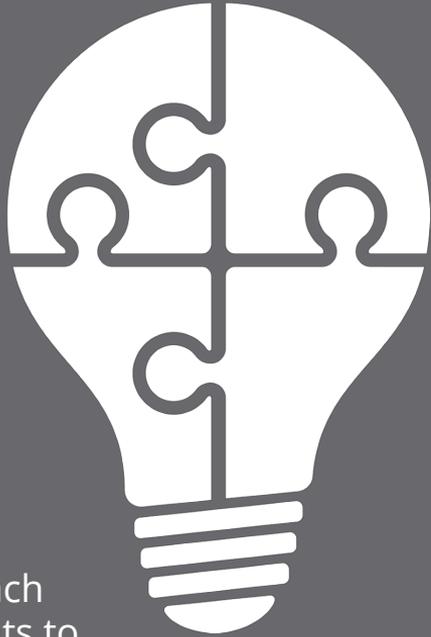


"...making sure nobody feels they are sitting on the outside."

"...respect for opinions, voices, backgrounds and orientations."

"...to proactively invite diverse people to participate fully and actively."

"...the people who are here stay here."



INCLUSION

is getting the mix to work

"...how each of us wants to be treated."

"...an organization and teams that are effective working together with different kinds of people."

"...how receptive [people are] to your questions and how you solve problems."

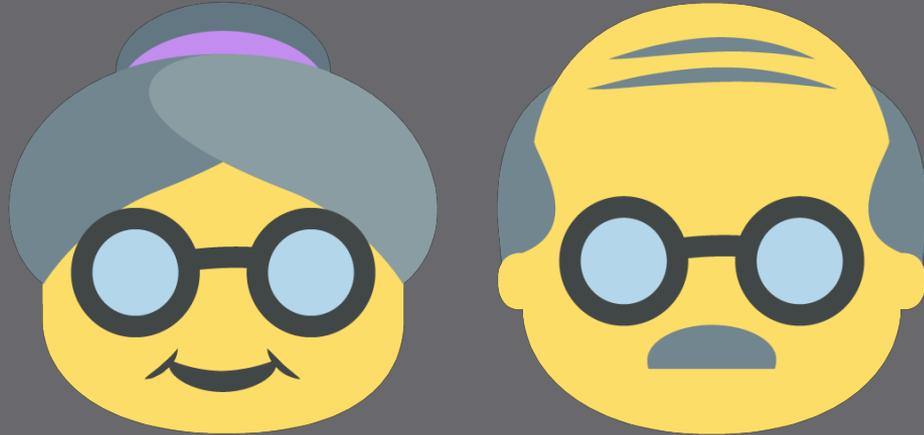


Diversity makes us smarter



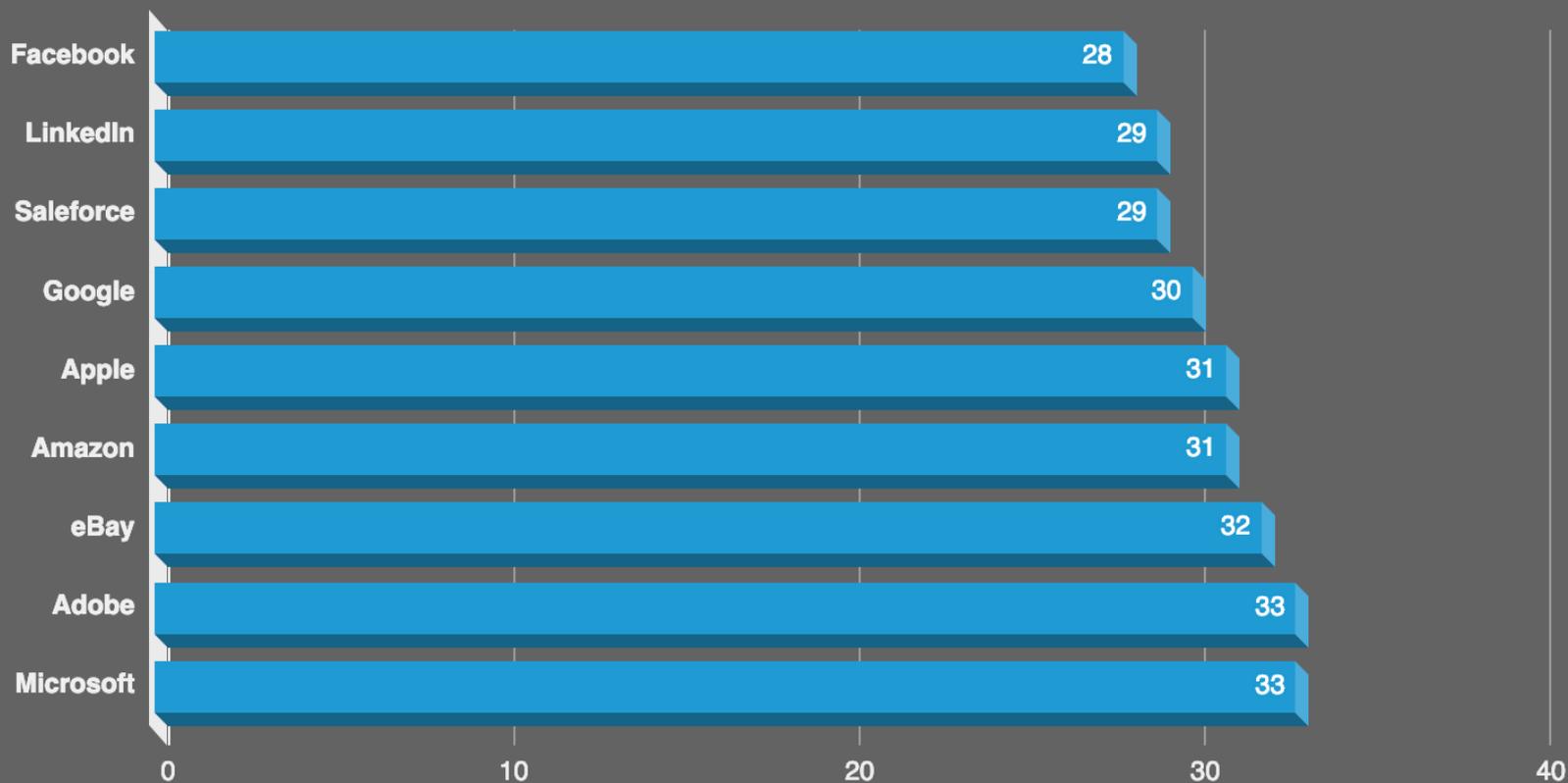
That's YOUR problem

AGEISM



Worldwide, the average
age of a developer is 28

Median Employee Age



Just 26% of workers at tech companies are over 40

**“Young people are just
smarter”**

Facebook CEO Mark Zuckerberg, 2007

Diversity & Discrimination

Tech pros that have experienced or witnessed discrimination at their current or most recent employer

Gender



21%

Sexual Orientation



6%

Age



29%

Political Affiliation

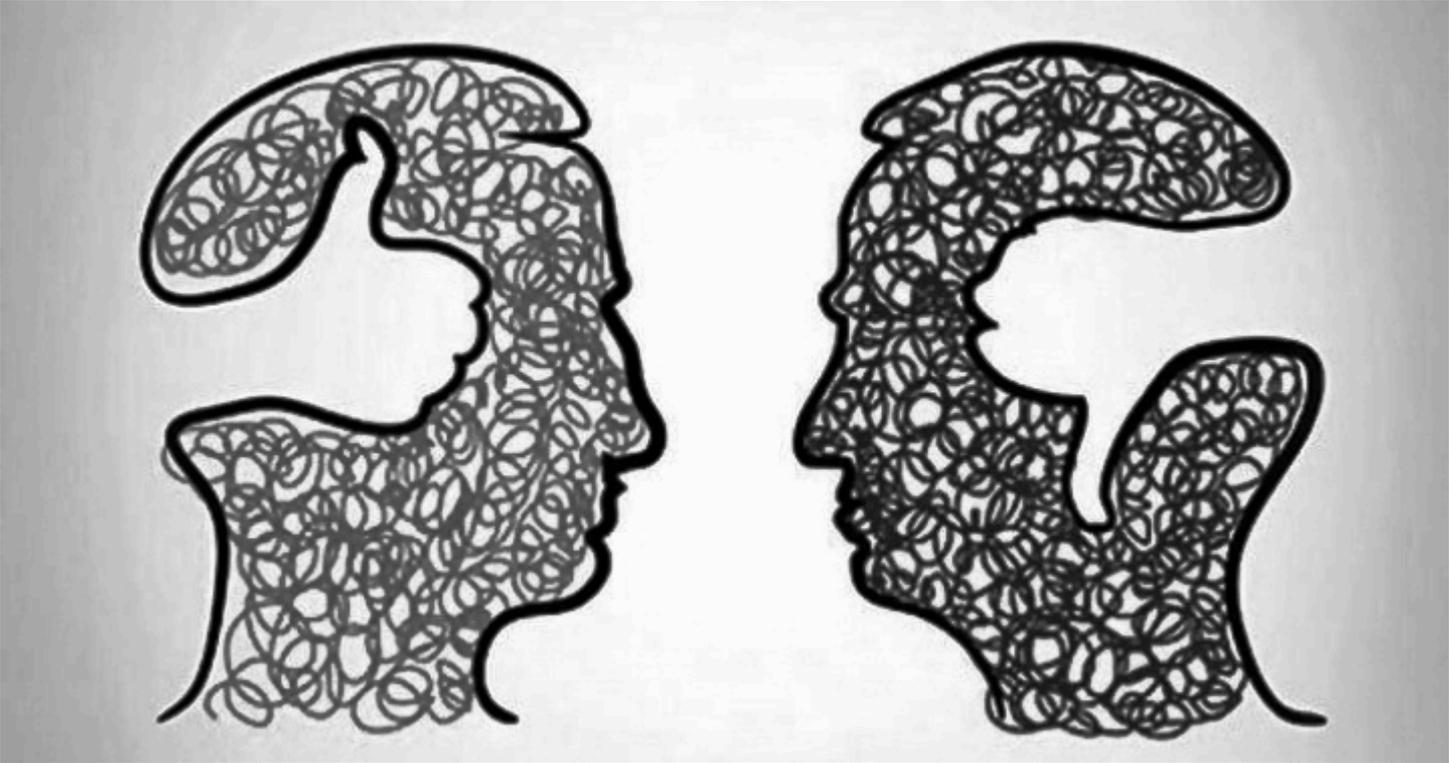


11%



**THE
CHALLENGE**

**“Young people are just
smarter”**





Thank you