

# 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%

# 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%
not used	--

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?

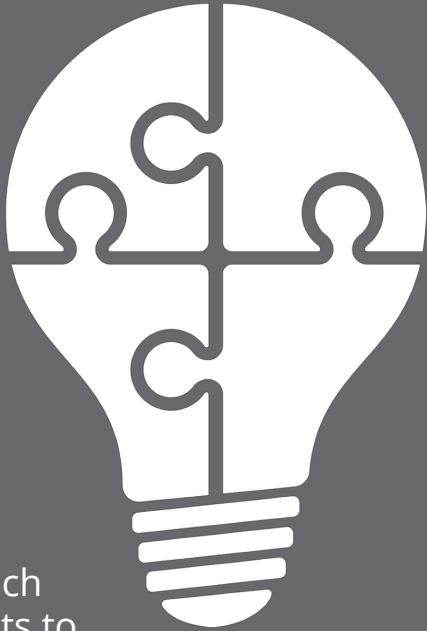


"...making sure nobody feels they are sitting on the outside."

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

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

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



"...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."

# INCLUSION

is getting the mix to work



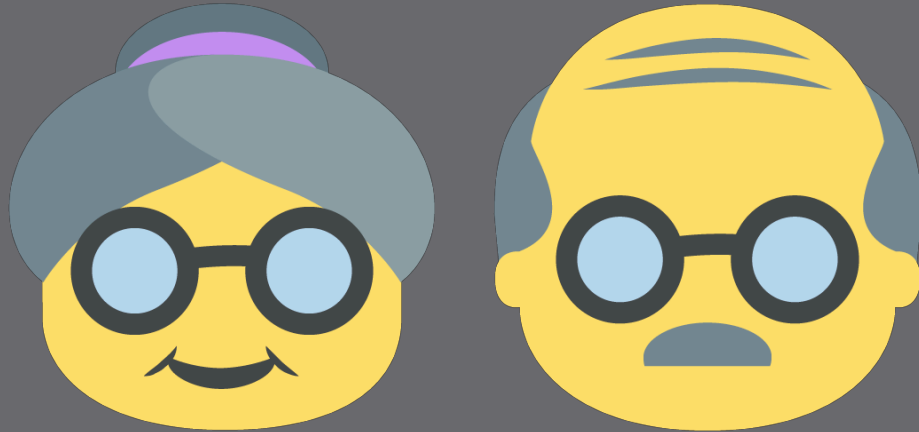
# Diversity makes us smarter



**That's YOUR problem**

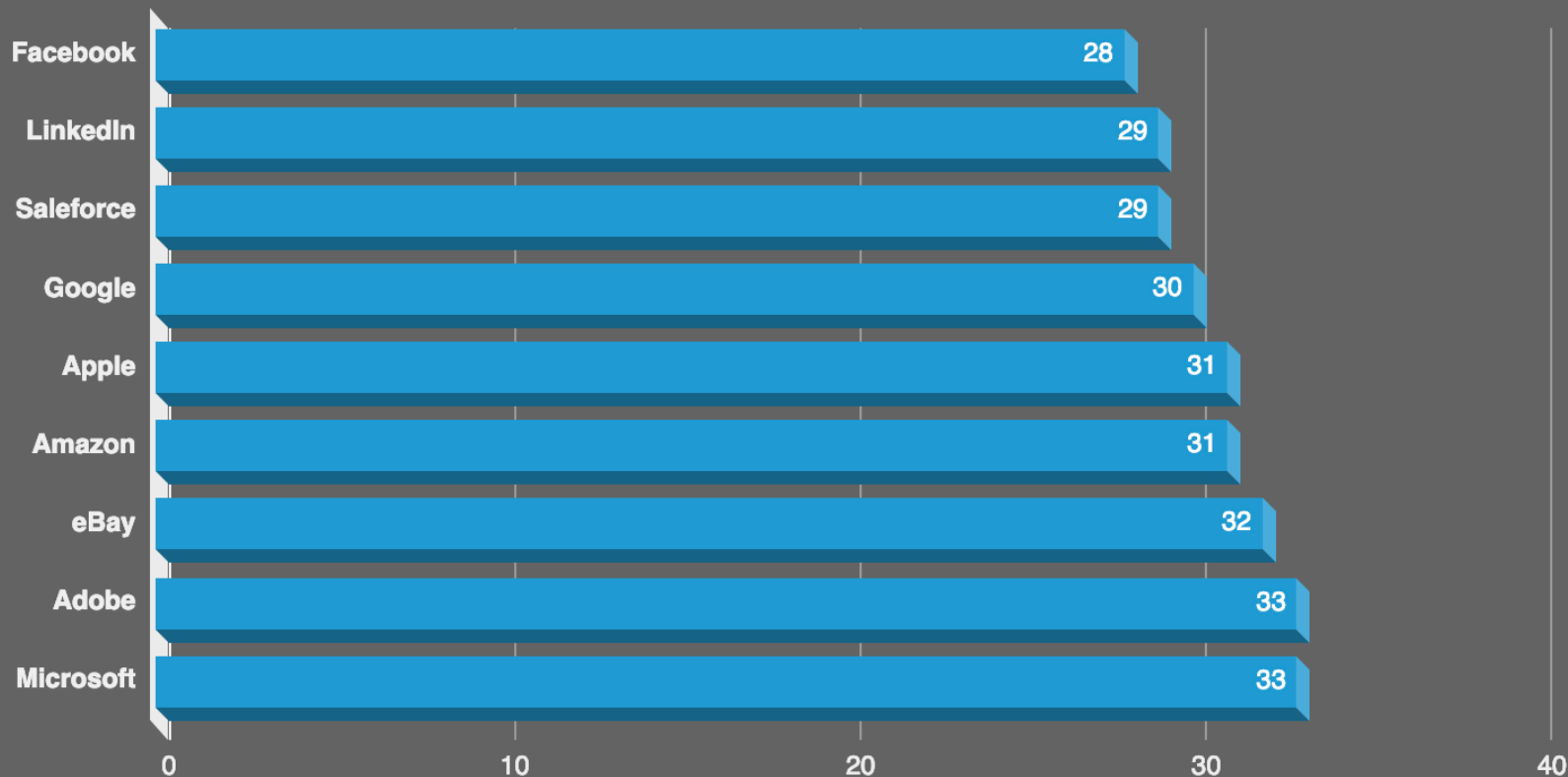


# AGEISM



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

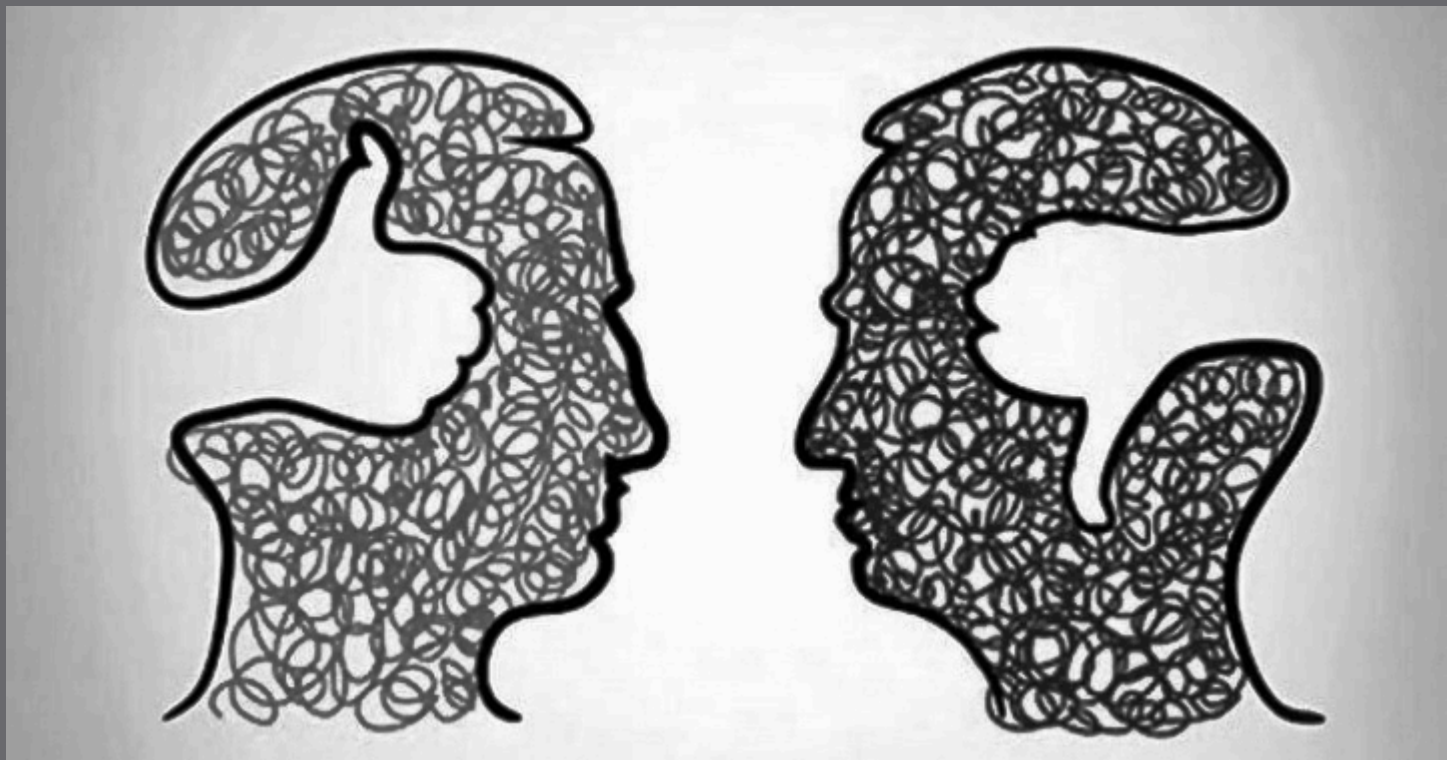


11%



# THE CHALLENGE

**“Young people are just  
smarter”**





# Thank you