

Diversity as a Dependency

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What do you think of

when you hear the word

What do you think of

when you hear the word

diversity

The Usual Framing

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

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

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.g8

Big corporation

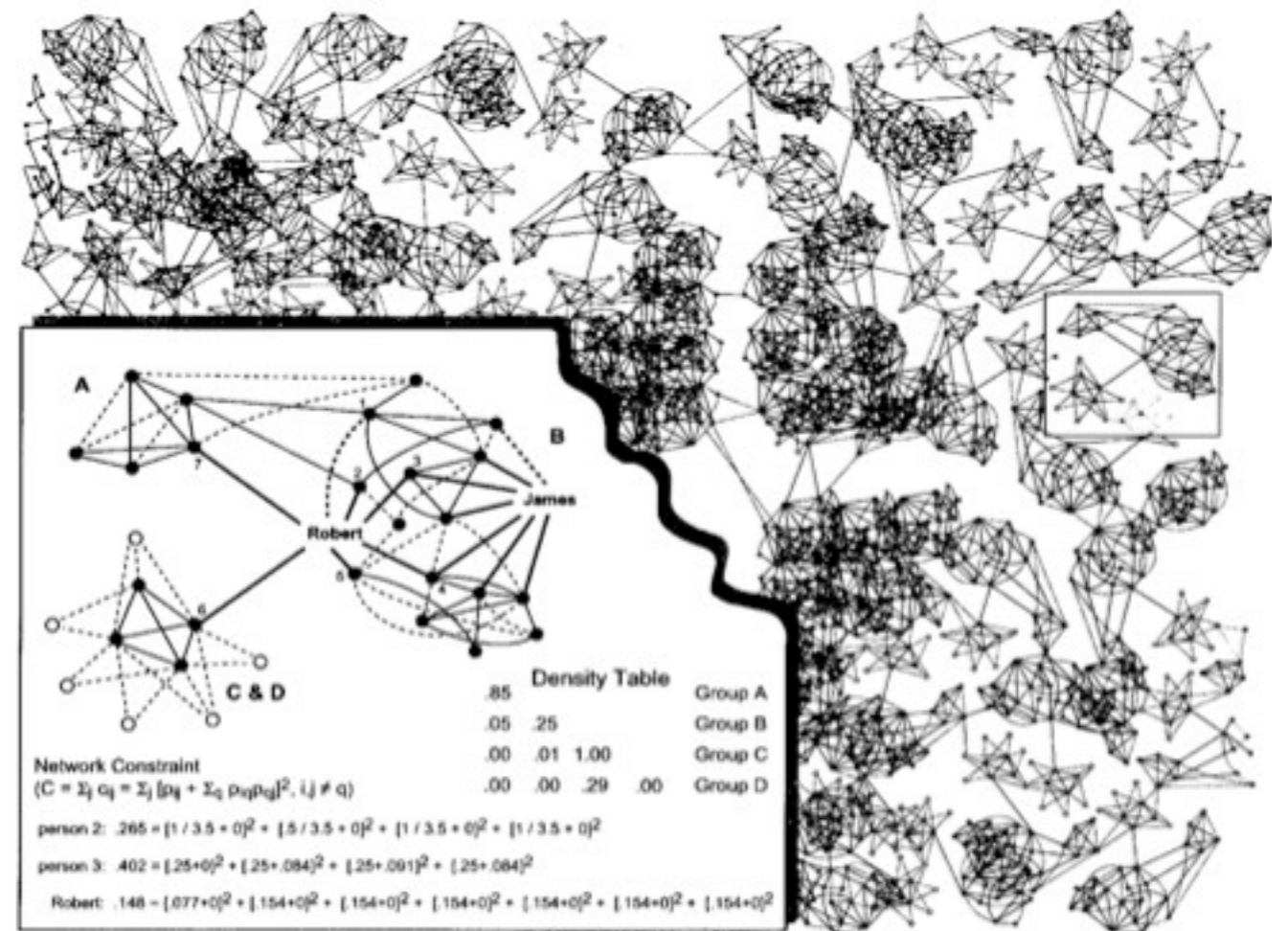


FIG. 1.—The small world of markets and organizations

Big corporation

- network analysis

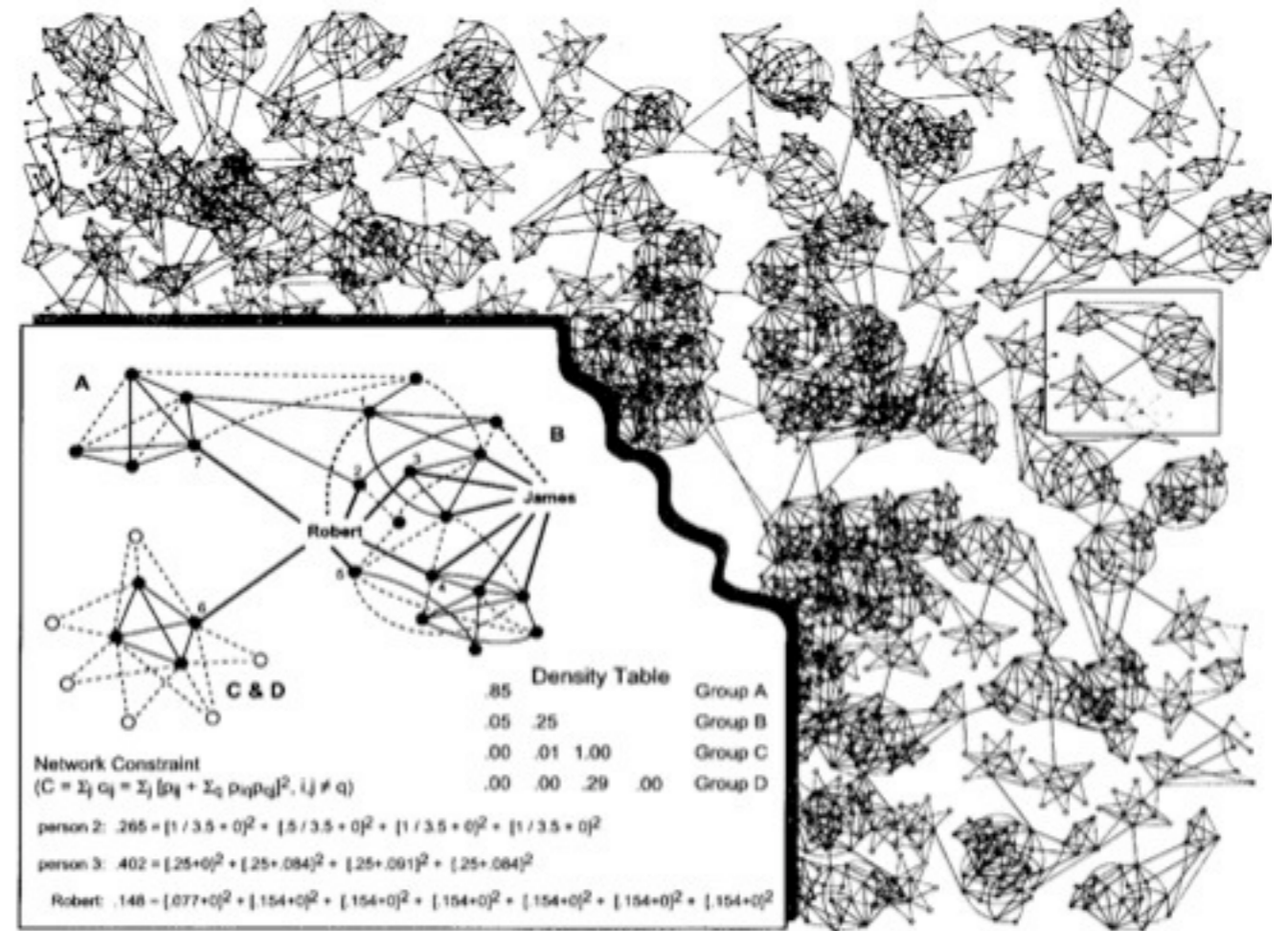


FIG. 1.—The small world of markets and organizations

Big corporation

- network analysis
- in-groups

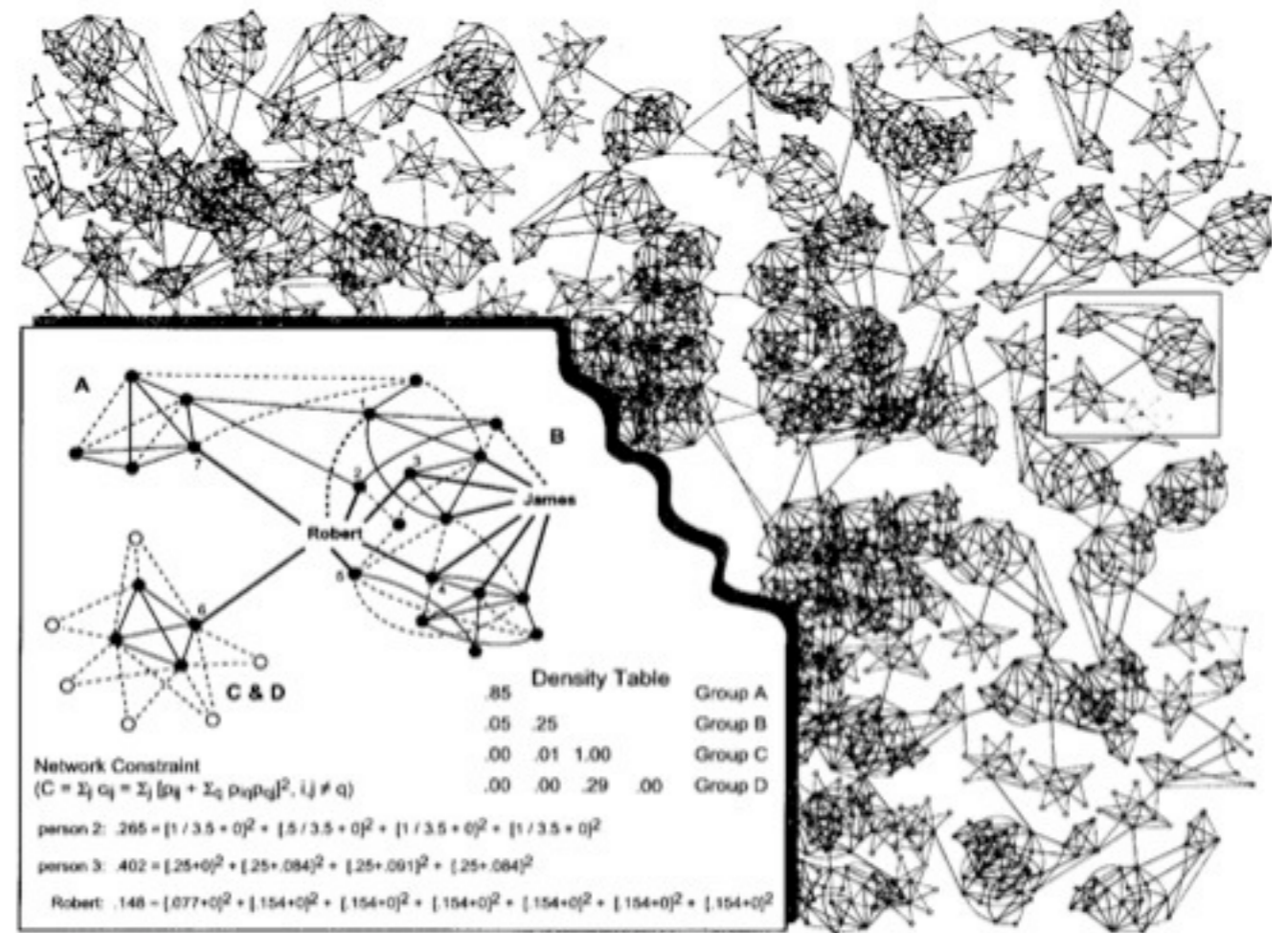


FIG. 1.—The small world of markets and organizations

Big corporation

- network analysis
- in-groups
- structural holes

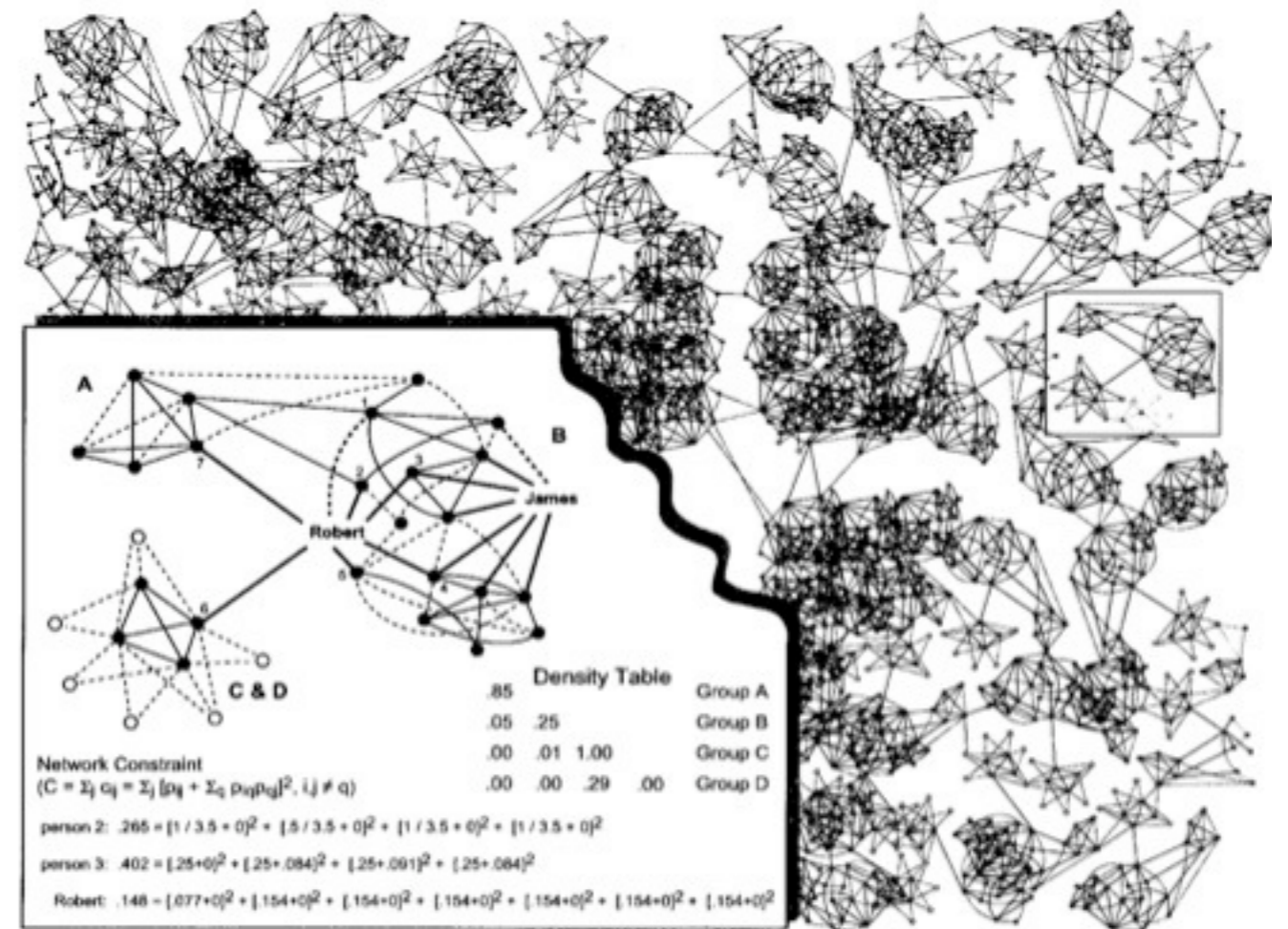


FIG. 1.—The small world of markets and organizations

Big corporation

- network analysis
- in-groups
- structural holes
- creativity study

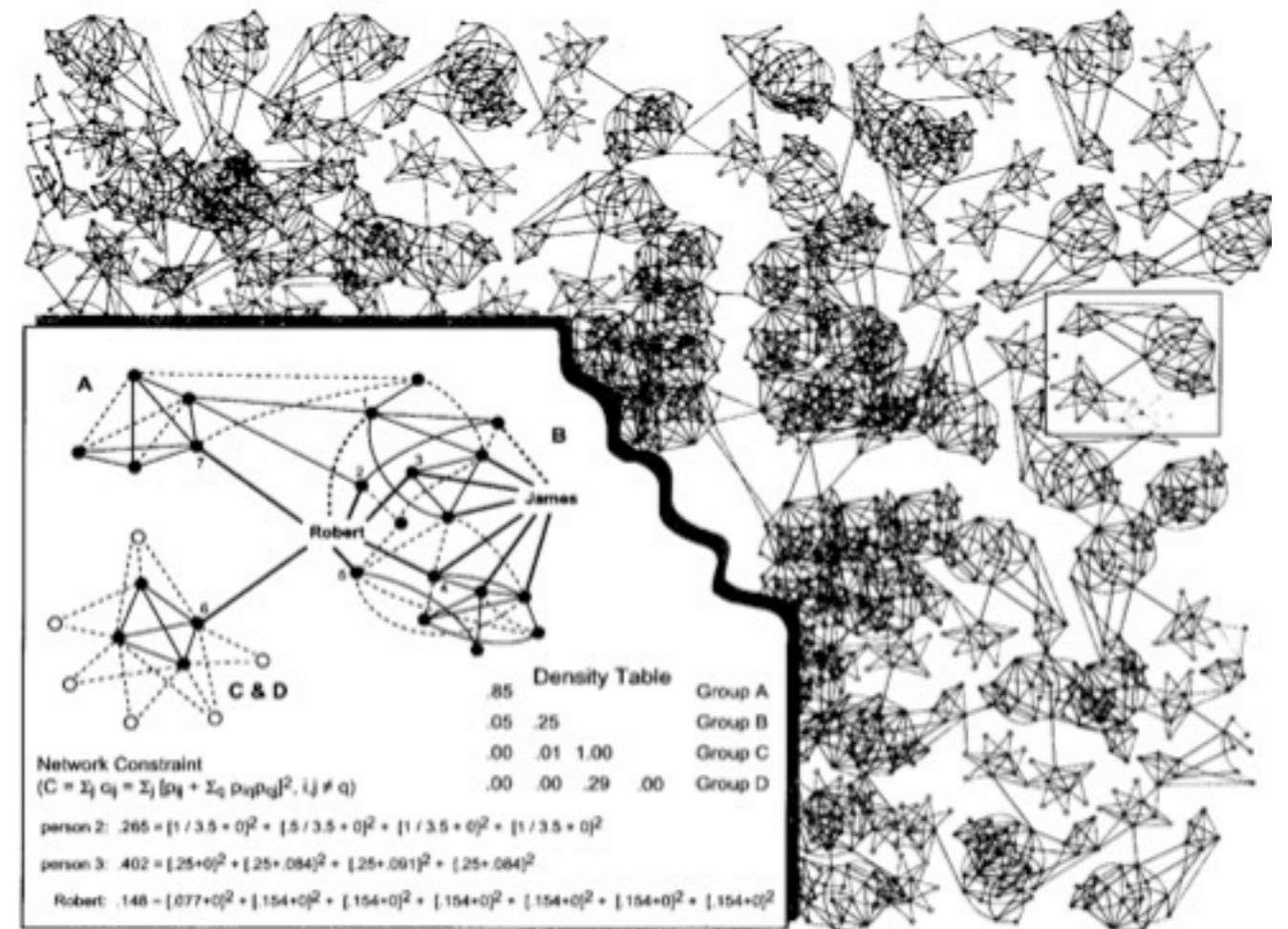


FIG. 1.—The small world of markets and organizations

Science Lab

Dunbar, K. (1995). How scientists really reason: Scientific reasoning in real-world laboratories. In R. J. Sternberg & J. E. Davidson (Eds.), *The nature of insight* (pp. 365-395). Cambridge, MA: MIT Press.

Science Lab

- Solving difficult problems

Science Lab

- Solving difficult problems
- Unexpected results

Science Lab

- Solving difficult problems
 - Unexpected results
- Analogies

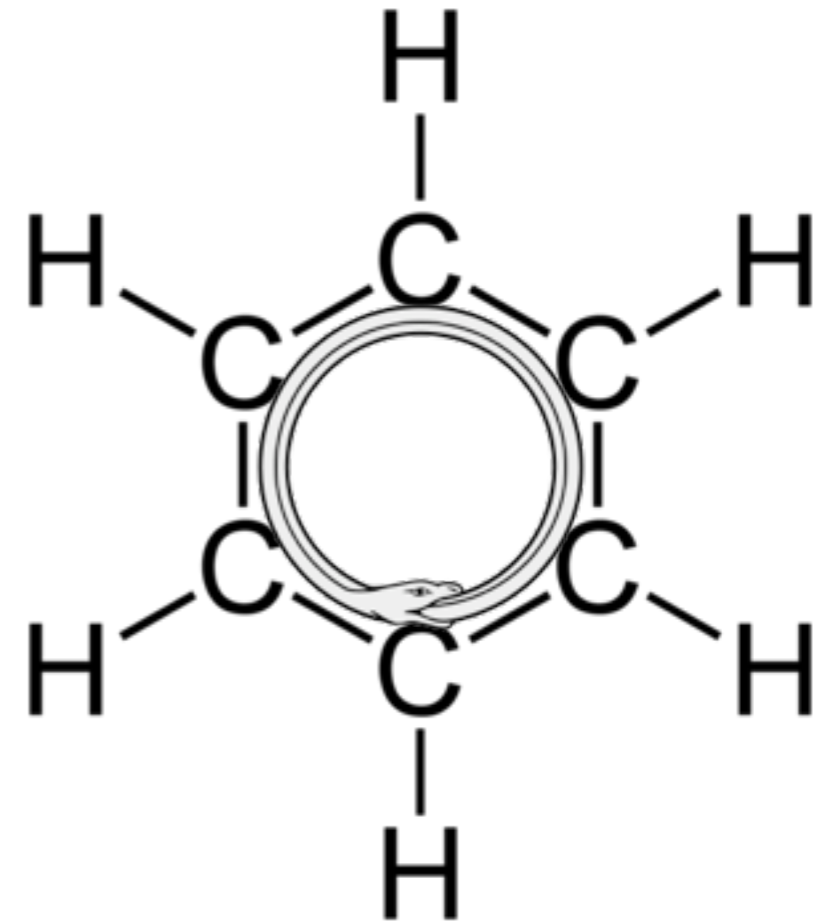
Science Lab

- Solving difficult problems
 - Unexpected results
- Analogies
- Conceptual Changes



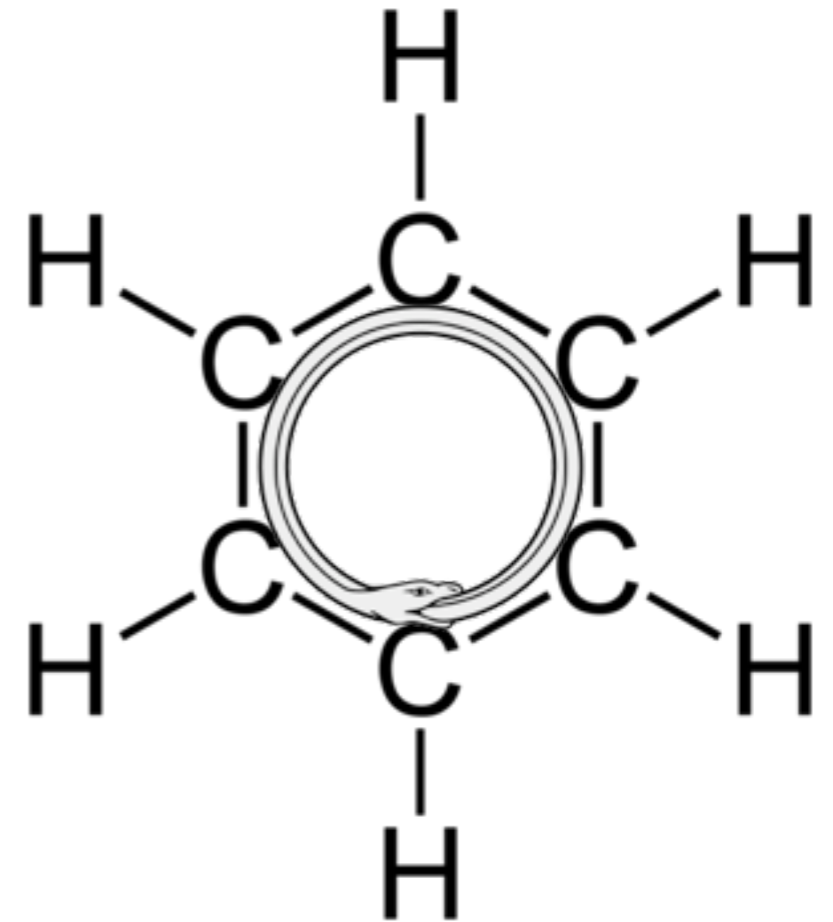
Science Lab

- Solving difficult problems
- Unexpected results
- Analogies
- Conceptual Changes



Science Lab

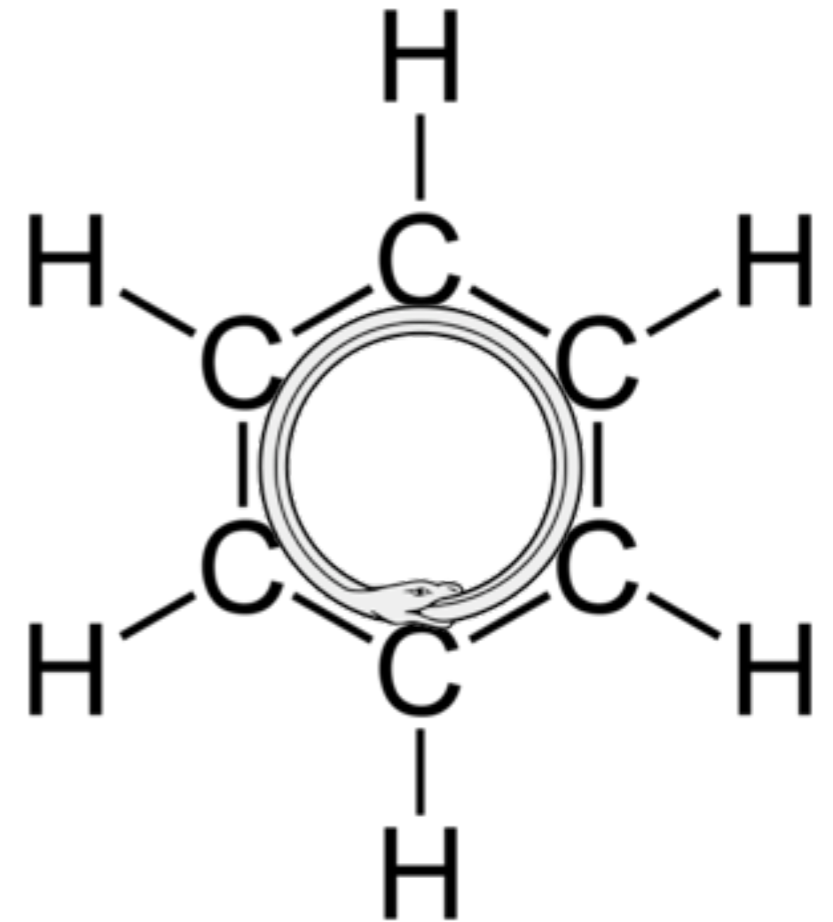
- Solving difficult problems
- Unexpected results
- Analogies
- Conceptual Changes



Friedrich August Kekulé

Science Lab

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



Friedrich August Kekulé

Universal Design



http://upload.wikimedia.org/wikipedia/commons/5/54/Beast_0096.jpg

Universal Design

- curb cuts



Universal Design

- curb cuts
- text-to-speech



Universal Design

- curb cuts
- text-to-speech
- voice control



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

Contributing to Python

- 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

Different skills

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

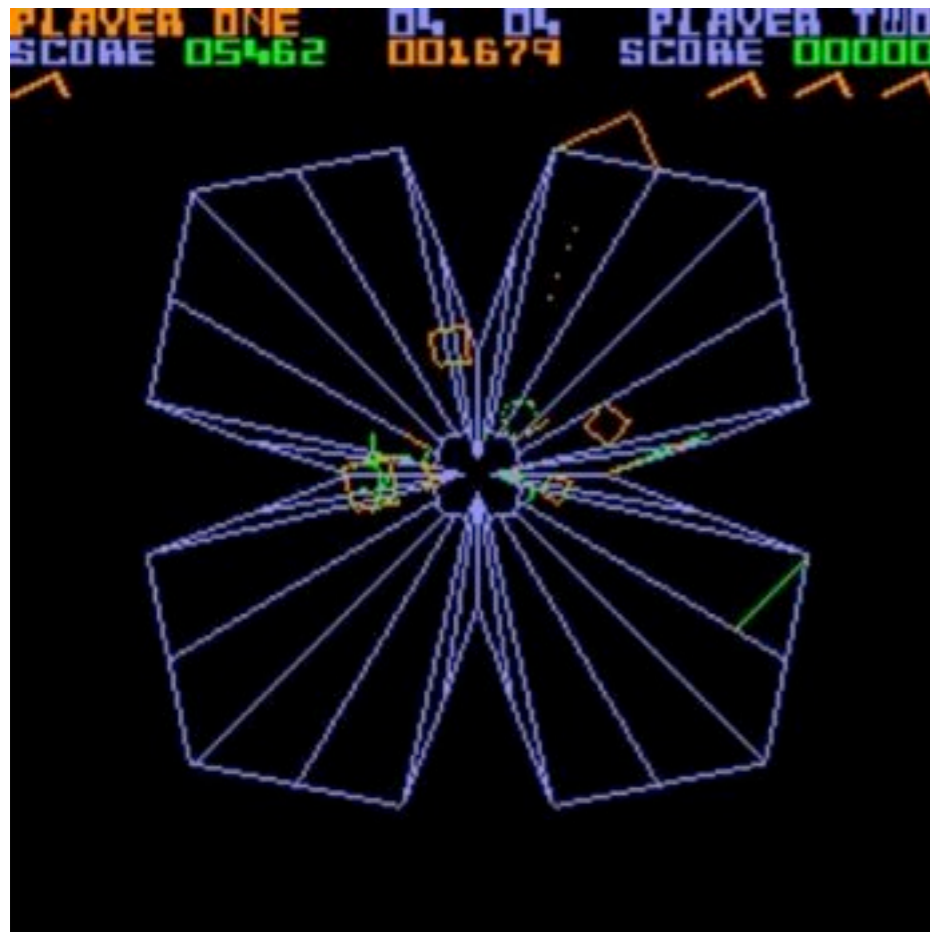


[flickr.com/photos/ 87762129@N00/90703029](https://www.flickr.com/photos/87762129@N00/90703029)

Perspectives

- We all come to Python with unique backgrounds and experiences

Perspectives



Problem-solving

Problem-solving

- We all approach problems in different ways

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

Problem-solving

- We all approach problems in different ways
 - and may even see different problems
 - speed, internationalization, testing, ponies,...
 - and different solutions
 - itertools, unicode, doctest, 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...

A better language

A better language

- Python is already the best language
for many things

A better language

- Python is already the best language
for many things
- 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

Diversity is hard...

- All those differences cause friction
- problems communicating
- 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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- Clear process and goal-setting

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- Clear process and goal-setting
- Clear decision-making

Harnessing Diversity

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Harnessing Diversity

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



People are hard



People are hard

- and we don't come with docs



Diversity rocks!

Diversity rocks!

