One year diversity initiative

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Back Story

A wake up call to the Symfony community.

Reality Check

It is not just us, it is the entire society.

It became clear to me **it is not enough** to just try **to be** one of the good "guys" while **passive**ly hoping things will get better.

It became clear to me I needed to **educate myself** and I needed to use my privilege to **actively work towards change**.

Diversity

Diversity is the range of human differences.

Inclusion

Inclusion is involvement and empowerment.

Getting to work

You have to start somewhere, but once you start you quickly realize how deep the challenge is.

So it begins

The launch of the official Diversity Initiative

Seeing the world while woke

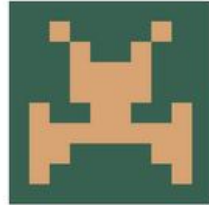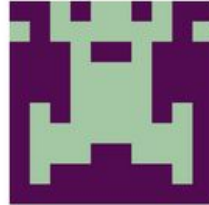Not having to feel the problem, is a privilege because you can choose to do something or just ignore it.

Seeing the world while woke

Before

After

avatars are randomly generated

Seeing the world while woke

Before

After

Seeing the world while woke

Before

After

The first steps

Trying to get organized and providing transparency.

Negative Feedback

So who will now write the code?

Successful **open source** is never just about code.

Where humans interact, the **social dimension cannot be ignored**.

Slack

Showing and giving respect to others.
Knowledge grows when shared.

Symfony.com

Making symfony.com more accessible, the content more enjoyable to read and easier to understand.

CoC and the CARE team

Letting everyone know the ground rules but also accepting that we need a process to deal with miscommunication.

Vast majority of code of conduct reports are miscommunications or cultural differences.
Simply **listen, learn and move on**.

When something really severe happens it is important we have **processes** in place for **reporting** and **trained people** to receive and follow up on these reports.

liip.to/conferencediversity

**aka
github.com/DutchPHPConference/conference-diversity-and-inclusion**

Tips for conference organizers to improve diversity and inclusion.

Do what you can, every step counts and moves us forward!

Symfony Events

Scholarship program, no longer requiring registration name to match the legal name, pronoun buttons at the goodies desk, quiet room, mentioning diversity during the opening session.

Going to new places

Meetups in Vietnam and India, scholarship program at SymfonyCon, RGSoC mentoring, event organization guide

Following the lead of Django

Kicked off DjangoGirls in 2014.

Looking at the Django foundation teams still has a long way to go to be truly diverse.

What is next?

Many ideas. At the top of the list is mentoring, speaker mentoring specifically.

Structuring the diversity initiative a bit more to work on topics in a more sustainable manner.

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@Zan
.. and all the 100+
people in #diversity

Opencollective.com/symfony

Donations help to pay for CARE team training, scholarships and regular donations allow us to be able to fund ideas more quickly.

Many companies and individuals donated!

SymfonyCasts

PHP and Symfony Video Tutorial Screencasts

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We are on a mission to create a new generation of association, transparent by design ...

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Many companies and individuals donated!

monthly thanker

$5+
per month

Become a monthly thanker for $5.00 per month and help us sustain our activities!

14 contributions

backer

$50+
per month

Become a backer for $50.00 per month and help us sustain our activities!

1 contribution

contribute

contribute

Become part of the initiative!

We will hold a meeting at 10:00 at the hackathon for anyone interested in helping move diversity and inclusion forward.

If there is interest for people joining remotely I will try to setup a video conf.

Thank you for listening

Questions, thoughts, ideas?

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