

Everything You Need to Know About

Diversity

in 25 Minutes

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PgConf.Dev

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Chief Financial Officer

Chief Operations Officer



Stacey Haysler

PostgreSQL Community:

- Major Contributor, PostgreSQL Global Development Group
- Inaugural Chair, Community Code of Conduct Committee, 2018 - 2021
- President, United States PostgreSQL Association (“PgUS”), 2020 - Present
- Organizer, San Francisco Bay Area PostgreSQL Users Group, 2010 - Present

diversity **noun**

di·ver·si·ty də-ˈvər-sə-tē  dī-

plural diversities

[Synonyms of *diversity* >](#)

- 1** : the condition of having or being composed of differing elements : **VARIETY**
especially : the inclusion of people of different races (see [RACE entry 1 sense 1a](#)), cultures, etc. in a group or organization
| programs intended to promote *diversity* in schools
→ see also [DIVERSITY, EQUITY AND INCLUSION](#)

[Merriam-Webster.com](https://www.merriam-webster.com)

Diversity is good for the company
and for everyone at the company.



diversity success stories



Images

Videos

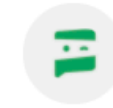
News

Maps

Shopping

Assist

Chat



SocialTalent

<https://www.socialtalent.com> › blog › diversity-and-inclusion › 9-companies-around-the-world-tha... ⋮

9 Companies Around the World Embracing Diversity in a BIG Way

Read how 9 global organizations are embracing **diversity** and inclusion and how increased **diversity** is linked to improved performances.



i4sdi.org

<https://i4sdi.org> › dei-resources › dei-success-studies ⋮

Success Stories - Institute for Sustainable Diversity & Inclusion

Marc Benioff is co-CEO of the billion-dollar tech company Salesforce and author of the book Trailblazer: The Power of Business as the Greatest Platform for



azshrm.org

<https://www.azshrm.org> › blogpost › 2113687 › 502952 › 6-Inspiring-Stories-of-How-Workplace-D... ⋮

6 Inspiring Stories of How Workplace Diversity Positively ... - SH...

Jul 19, 2024 · 6 Inspiring **Stories** of How Workplace **Diversity** Positively Impacted Company Culture
Exploring the real-world impact of **diversity** in the workplace, we gathered six inspiring **stories** from HR professionals and company leaders.

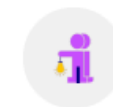


diversityforall.org

<https://diversityforall.org> › inspiring-success-stories-in-diversity-and-inclusion ⋮

Inspiring Success Stories in Diversity and Inclusion

Jun 2, 2024 · Discover heartening tales of change with our inspiring **success stories** in **diversity** and inclusion, showcasing transformative journeys.



thisisdei.com

<https://www.thisisdei.com> › blog › dei-success-stories-how-companies-lead-change ⋮

DEI Success Stories: How Companies Lead Change

It **is not** the job of the **under-represented** to solve under-representation.

It **is** the job of **the community** to solve under-representation.

—Margo Seltzer
PgConf.Dev 2024 Keynote

How does the PostgreSQL Community Support Diversity Right Now?

- ❖ PgUS Diversity Committee
- ❖ PGEU Diversity Task Force
- ❖ Sponsor ticket donations
- ❖ Companies supporting diverse speakers with conference travel budgets

How can you support this work?

- ❖ Being aware is a good start.
- ❖ Show up. Do your part to create a healthy community by building trust and maintaining accountability.
- ❖ Diversify your company's recruitment and hiring.
- ❖ Create an internship program for your company

How can you support this work?

- ❖ Volunteer for one of the Diversity Committees
- ❖ Start a Diversity Committee if your community doesn't have one

How can you support this work?

- ❖ Talk to your company about starting or boosting its own diversity program
- ❖ Talk to your company about cash and ticket donations to the Diversity Committees and individual events
- ❖ Talk to your company about matching employee donations to the Diversity Committees

How can you support this work?

- ❖ Participate in a mentoring program, or help establish one.
- ❖ PostgreSQL participates in Google Summer of Code. You can learn how to mentor in a structured program, and use those skills to develop one of your own.

How can you support this work?

- ❖ Event organizers:
 - ❖ Solicit CFP proposals from under-represented groups
 - ❖ Directly invite speakers from those groups
 - ❖ Provide travel funding for those speakers
 - ❖ Provide travel funding for diverse attendees who are not speakers

How Can I Find Diverse Speakers?

- ❖ CallbackWomen
<https://www.callbackwomen.com/>
- ❖ Women Talk Design - not just designers
<https://womentalkdesign.com/>
- ❖ Innovation Women
<https://innovationwomen.com/>

How Can I Find Diverse Speakers?

- ❖ Embrace Change

<https://www.embracechange.nyc/speakers-bureau>

- ❖ Techies Project

<https://techiesproject.com/>

- ❖ Database of Databases of Diverse Speakers in STEM

<https://tinyurl.com/2n2rrd5a>

How Can I Find Diverse Speakers?

DIVERSITY WITHOUT INCLUSION IS EXCLUSION.
DIVERSITY WITHOUT INCLUSION IS TOKENISM.
DIVERSITY WITHOUT INCLUSION IS PERFORMATIVE.

@SHINEBOOTCAMP

How to make your conference speaker lineup more diverse
(without being performative)

<https://tinyurl.com/26sa72df>

How can you support this work?

- ❖ Event organizers:
 - ❖ Conference orientation session
 - ❖ Conference buddy system
 - ❖ Ambassadors / way finders during the event

How can you support this work?

- ❖ Event organizers:
 - ❖ Accessibility page on the event website
 - ❖ Quiet room
 - ❖ Live captioning in sessions

How can you support this work?

- ❖ Event organizers:
- ❖ Sunflower Scheme for Hidden Disabilities:
<https://hdsunflower.com/us/>

How can you support this work?



Americas


-  [Argentina](#)
-  [Bolivia](#)
-  [Brazil](#)
-  [Canada](#)
-  [Chile](#)
-  [Colombia](#)
-  [Costa Rica](#)
-  [Dominican Republic](#)
-  [Ecuador](#)
-  [El Salvador](#)
-  [Guatemala](#)

-  [Honduras](#)
-  [Mexico](#)
-  [Nicaragua](#)
-  [Panama](#)
-  [Paraguay](#)
-  [Peru](#)
-  [Uruguay](#)
-  [USA](#)
-  [Venezuela](#)

Europe

-  [Belgium](#)
-  [Denmark](#)
-  [Finland](#)
-  [France](#)
-  [Greenland](#)
-  [Iceland](#)
-  [Ireland](#)
-  [Luxembourg](#)
-  [Netherlands](#)
-  [Norway](#)
-  [Poland](#)
-  [Spain](#)
-  [Sweden](#)
-  [United Kingdom](#)

Oceania

-  [Australia](#)
-  [New Zealand](#)

Africa

-  [Mauritius](#)

Middle East

-  [UAE - English](#)

Other

-  [Other countries \(Rest of world - ROW\)](#)

How can you support this work?

- ❖ Event organizers:
 - ❖ Childcare
 - ❖ Lactation room

How can you support this work?

- ❖ Event organizers:
 - ❖ Make your social events accessible to all—not just stand-up events involving alcohol
 - ❖ DjangoConUS socials have been alcohol-free since 2017
 - ❖ DjangoConUS does a Board Game Night
 - ❖ DjangoConEU does a “Manual Technologies” crafts and board games night

How can you support this work?

- ❖ Become involved with a diversity-focused group in your area or online

How Can I Find Groups to Connect With?

- ❖ PgUS Diversity Committee
- ❖ PgEU Diversity Task Force
- ❖ Postgres Women
- ❖ Postgres Women India

How Can I Find Groups to Connect With?

- ❖ Diversity in Tech Group Listings

<https://tinyurl.com/5bzcw9u>

How Can I Find Groups to Connect With?

- ❖ Django Girls
<https://djangogirls.org/en/>
- ❖ PyLadies
<https://pyladies.com/>
- ❖ Girls Who Code
<https://girlswhocode.com/>
- ❖ Black Girls Code
<https://www.wearebgc.org/>

How Can I Find Groups to Connect With?

- ❖ Your local university, college, community / junior college
- ❖ Vocational college
- ❖ High schools
- ❖ Scout troops
- ❖ Other youth organizations

How Can I Find Groups to Connect With?

❖ Awesome Diversity

<https://github.com/folkswwhocode/awesome-diversity>

Diversity is

Community Development

Questions?



Thank you!



Stacey Haysler

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