**Group Exercise #1** – Compare and Contrast the following diversity statements. Which ones spoke to you? Are any too long? Too short? Missing something? Which would you want to work at?

The WFTDA leadership is making an explicit commitment to improving diversity and inclusion within the WFTDA. We believe that the member-approved gender statement demonstrates that -- with respect to the important and sometimes controversial issues that face our organization -- the WFTDA is able to learn, change, and grow. With the involvement of the WFTDA and wider roller derby community, we are committed to continuing these efforts.

The diversity of our member leagues, volunteers, staff, and community makes the WFTDA stronger, and becoming more broadly representative will further strengthen the WFTDA. Although we feel that diversity and inclusiveness have always been implicit values of the WFTDA, we are explicitly committing to these values, and to activities and efforts that increase our diversity as an organization.

As a value, “diversity” refers to many things: socioeconomic status (social class), gender, sexuality, race, ethnicity, ability, culture, language, and all of the categories of social difference that exist among our members. By making this commitment, the WFTDA will work to ensure that diversity is a value that informs all of our daily operations. We want every WFTDA skater, volunteer, and staff person to take ownership of this value, and be an active participant in this commitment.

The reason we are telling you this now is that we would like for this to be a dialogue that happens both within the WFTDA, and between the WFTDA and the entire roller derby community. We are making these commitments publicly so that as a community, we can maintain the momentum around this issue, and remain accountable for making change beyond this announcement.

We will keep the community updated about ways to engage in this ongoing effort and conversation as it evolves.

https://blog.ongig.com/diversity-and-inclusion/eeo-statement-samples
“Comcast is an EOE/Veterans/Disabled/LGBT employer”

“Textio embraces diversity and equal opportunity in a serious way. We are committed to building a team that represents a variety of backgrounds, perspectives, and skills. The more inclusive we are, the better our work will be.”

“Tesla is an equal opportunity employer. All aspects of employment including the decision to hire, promote, discipline, or discharge, will be based on merit, competence, performance, and business needs. We do not discriminate on the basis of race, color, religion, marital status, age, national origin, ancestry, physical or mental disability, medical condition, pregnancy, genetic information, gender, sexual orientation, gender identity or expression, veteran status, or any other status protected under federal, state, or local law.”
Group Exercise #2: Given the descriptions of the following employees, pick the one you would want to be the lead for your newest project – a high stakes, high visibility project that will require working seamlessly with both internal stakeholders and external vendors. The technology used will be a mixture of both ones already used at the company, and new tech. Discuss around the table why you chose who you did. What backgrounds and diverse experiences do you see in each potential choice?

John Smith

John has a Masters in Computer Science from Stanford and has been at ACME Corp for 7 years. Previously, he worked his way up through several prestigious Silicon Valley Internships, starting as a junior engineer at ACME Corp and moving very quickly through the ranks to Senior Engineer. He’s widely believed to be the youngest senior engineer on staff, having attained that position in record time. He’s described as hard charging, and does not tolerate those he sees as fools, but everyone agrees that his code is high quality and his output is high paced – even if his documentation does not exist and he tends to hoard information. John’s father, since retired, was one of members of the board at ACME’s beginning.

Jane Doe

Jane has a Bachelor’s Degree in Mathematics from a well-regarded state school. She held down several temporary office jobs over the course of her degree, and took a couple of years to launch into the industry after taking early time off to start a family. She is universally praised for her communications skills, and is constantly taking time to mentor junior developers. She’s got a good reputation with external stakeholders, although some of her fellow developers have referred to her as a bit “aggressive” when championing her ideas. She can take a little longer to produce code, however, her return rate on defects is generally less than 5%, and her documentation is held up as an example to follow for new hires.
Laquisha Jones

Laquisha came to ACME Corp after serving 18 years in the Army, where she worked on cryptographic information systems in a variety of programming languages. She speaks French, German, and Arabic, in addition to English. She does not have a degree due to having joined the military straight out of high school. She’s universally agreed to be a hard worker and often goes above and beyond to get the job done. She does not hesitate to tell someone when they’re wrong, but also has a knack for soothing upset stakeholders and vendors through quiet diplomacy. She and John have clashed occasionally, particularly after he’s implemented code changes without telling anyone else and broken the build right before deployment.

Thanh (Dave) Nguyen

Dave has a Bachelor’s in Mathematics and a Master’s in Electronic Engineering. He emigrated to the US in his late 20s and has been at ACME Corp around 15 years. He’s turned down a couple of promotions to Principal Engineer because he’d rather be hands-on in the code, and see management as a lot of meetings and time wasting. He’s got the broadest depth of knowledge on the ACME systems and is recognized industry wide as an expert (holding two patents probably helps with that). Dave tends to keep to himself, preferring to work solo, and is not always timely in his communications. All his coworkers speak highly of him, and would go to the ends of the earth at his request.
Resources:

Hiring

- https://nytimes.com/2016/02/28/magazine/is-blind-hiring-the-best-hiring.html?_r=0
- https://medium.com/@racheltho/how-to-make-tech-interviews-a-little-less-awful-c29f35431987#.q4qbf5cd6
- https://huffingtonpost.com/entry/workplace-diversity-gap-impacts-lgbt-disability-communities_us_5a0da112e4b006a16baf1f80
- http://outandequal.org/2017-workplace-equality-fact-sheet/
- https://hbr.org/2016/02/a-scorecard-for-making-better-hiring-decisions

Retention/Evaluation

- https://hbr.org/2016/04/research-vague-feedback-is-holding-women-back?referral=03758&cm_vc=rr_item_page.top_right
- https://hbr.org/2016/04/research-vague-feedback-is-holding-women-back?referral=03758&cm_vc=rr_item_page.top_right