The Better Allies™ Approach: Everyday Actions to Create Inclusive Communities

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I still need to check for cuck's among the men, but I just did a quick audit of the women on the list and here's what I've come up with so far. First their names, then my personal "threat rating" (lower means less likely to be SJW, higher means stay the fuck away), then my reasons for why I gave said rating.

Carol Smith (1/10): Works for Microsoft, otherwise doesn't seem that bad.

Christine Hall (3/10): Journalist for 47 years. No other overt signs of trouble, but that alone has me worried.

Mariatta Wijaya (8/10): Wrote some kind of "CoC hotline" software for a project with a shitty CoC.

Elana Hashman (1/10): Had to give one point of "potential" caution due to being a Debianite. No other overt signs of trouble.

Molly de Blanc: (10/10): Running for re-election. Member of Outreachy's Anti-harassment team. VOTE THIS BITCH OFF THE ISLAND AT ALL COSTS.

Pamela Chestek: (0/10): Yeah, she's a copyright lawyer, but she's on our side. She's also wearing an oversized hot dog hat, thus making her a shoe-in for the coolest woman on the list, hands down.
@betterallies
I want a diverse and inclusive workplace/community because .
Think of a time
When you acted as an ally
or
When you needed an ally
Got it. But what can I do?
Opening the Door
The “Gouge”
Unconscious demotions
Do members of underrepresented groups know influential people who will stand up for them?
Actions for Better Allies:

Be welcoming to all

- Share best practices for navigating your community
- Offer to review newcomers’ submissions, to improve chances of being accepted.
- Support newcomers who make rookie mistakes
How does your community welcome new members?

Do you know if they feel included?

How can you operationalize these actions?

- Share best practices for navigating your community
- Offer to review newcomers’ submissions, to improve chances of being accepted
- Support newcomers who make rookie mistakes

#BetterAllies
Amplifying & Advocating
Idea Hijacking
88% of women report having questions directed to men that should have been addressed to them.
“Prove It Again” Bias
Actions for Better Allies:
Amplify & Advocate

Redirect misdirected questions

“Mei’s the expert. Let’s ask her.”

Clarify experience needed for roles in your community.

Cultivate a culture of credit

“I see you agree with the point Willie made earlier.”

“What I learned from Ana is …”
• Is your community clear on the experience needed for various roles?
• Does “prove it again” bias happen in your community?
• Have you witnessed misdirected questions?
• How have you amplified others?
Office Housework

#BetterAllies
47% of women report being asked to do lower-level tasks that men are not asked to do.
Women of color are tasked with more office housework than white colleagues.

Photo courtesy of WOCintechchat
Administrative
Take notes
Schedule a meeting
Order food, make reservations

Undervalued
Write unit tests
Clean up source code comments
Other examples?
Impact of Office Housework

- Creates subservient roles
- Takes time away from important work
- Interrupts “flow”
- Prevents full participation
Actions for Better Allies: Disrupt Office Housework

Set up rotations for administrative tasks

Coach frequent volunteers

“Deepa’s great at that, but it’s the perfect stretch assignment for Nick.”

“Share the load

“I’m concerned about your career growth.”

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• What does office housework look like in your community?
• Is it shared?
• Ideas for sharing it more equally?
• Are there “frequent volunteers” who need to be coached to be less subservient?
Everyday Language

#BetterAllies
If you’re a woman or a non-binary person, would you go in?

Adapted from photo by Sam Howzit CC BY 2.0
You've got this! Go ahead
Man-up and edit the stencil code
Let’s use a blacklist to deny access

The master/slave architecture…
huddle
powwow
newbie
lowest person on the totem pole
patronus
spirit animal
On the registration form, please ask about preferred pronouns.

Slackbot
Saying preferred pronouns makes it sound like using them is optional, which it’s not. Instead, just say pronouns.

That spike in our metrics last night was crazy!

Slackbot
Using the word crazy is considered by some to be insensitive to sufferers of mental illness. Have you considered a different adjective like outrageous?
Actions for Better Allies: Use inclusive language

Be mindful of your language & evolve it

Make a “Language Matters” forum to discuss words and alternatives

Create a bot, using betterallies.com/language

#BetterAllies
We all can play a role in creating more inclusive communities
Read “Better Allies”

Sign up for “5 Ally Actions”

& get your gift: betterallies.com/gift

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