How do we heal?

@alexqin
#velocityconf
Meet The Real Hackers Of Silicon Valley (And NYC, LA, And London)
The New Jim Crow

Mass Incarceration in the Age of Colorblindness

MICHELLE ALEXANDER

NEW YORK TIMES BESTSELLER

WITH A NEW FOREWORD BY CORNEL WEST
the code cooperative
the code cooperative

a community of people who learn, use, and build technology to create life changing possibilities for individuals and communities impacted by incarceration.
liberation
“I am not free while any woman is unfree, even when her shackles are very different from my own.”
- Audre Lorde

“No one is free until we are all free”
- Martin Luther King, Jr.
I decided to call out the men who have made me scared to work in tech today during my #DockerCon talk.

Not scared anymore
Women exist to serve men.
[DevFest Nantes 2018] Shaving my head made me a better programmer
founder
party girl
workaholic
director
BADASS
social justice warrior
public speaker
coding icon
jewelbots We ❤️ our latest #CodingIcon Alex Qin (@noidontdig) and we know you will too!! 😊 Check her out now - Link in Bio! She’s an amazing role model for how we can #codeforward 👏👏👏

View all 7 comments

kingtrippieredd Awesome post 😊
martha.voulgaris 🤚🏻 đấy!!!
bjorn_han 😊 Cool 😊!!
tlapparel_ Hello was wondering if you knew of any app developers who would be interested in a summer internship with my startup. We are attempting to build something similar to SafeTrek but free & with vastly more features.
ALL I DO IS WIN
burnout
“I drove him, drove them all, to be first, be bold, be perfect—be the greatest. What I did not do was drive them to be whole, to be free.”

Casey Gerald
F*ck.
Today is going to be hard without a hair of the dog.
“My question at the time was simply: What is wrong with me? Ever wonder that? If so, my final admonition is this: Stop. Drop whatever's in your hand. Leave your basket in the aisle. Retrace your steps out the door. Find the crack. Try to find its source, understand its reason, excuse or not. Try. That is all I knew to do.”

Casey Gerald
How do you become whole?

Is becoming whole just becoming ok with your hole?
What have you been up to?

Facing all my trauma and rewiring my entire brain...

Not much.
I was suicidal when I was 10 years old.
jewelbots We heart our latest CodingCon Alex Qin (@noidontdig) and we know you will too! 😊❤️ Check her out now - Link in Bio! She's an amazing role model for how we can #codeforward 🌍🚀🚀

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tlapparel_ Hello was wondering if you knew of any app developers who would be interested in a summer internship with my startup. We are attempting to build something similar to SafeTrek but free & with vastly more features.
I am not the body.
I am not even the mind.
How do you stop lying to other people if you don't know how to stop lying to yourself?
accountable
Dear [Name],

I am sorry I hurt you.
How can I make it up to you?
I commit to doing things differently.
Reflecting On One Very, Very Strange Year At Uber

February 19, 2017

As most of you know, I left Uber in December and joined Stripe in January. I've gotten a lot of questions over the past couple of months about why I left and what my time at Uber was like. It's a strange, fascinating, and slightly horrifying story that deserves to be told while it is still fresh in my mind, so here we go.

I joined Uber as a site reliability engineer (SRE) back in November 2015, and it was a great time to join as an engineer. They were still wrangling microservices out of their monolithic API, and things were just chaotic enough that there was exciting reliability work to be done. The SRE team was still pretty new when I joined, and I had the rare opportunity to choose whichever team was working on something that I wanted to be part of.

After the first couple of weeks of training, I chose to join the team that worked on my area of expertise, and this is where things started getting weird. On my first official day rotating on the team, my new manager sent me a string of messages over company chat. He was in an open relationship, he said, and his girlfriend was having an easy time finding new partners but he wasn't. He was trying to stay out of trouble at work, he said, but he couldn't help getting in trouble, because he was looking for women to have sex with. It was clear that he was trying to get me to have sex with him, and it was so clearly out of line that I immediately took screenshots of these chat messages and reported him to HR.
Not a Black Chair.

One woman’s story of racism, sexism, and discrimination at Squarespace.

Amélie Lamont  
Mar 15, 2016 · 18 min read

As a young black woman in the tech industry, by virtue of my existence, I am bound to face discrimination. I’ve wanted to share this story for 2 years, but I’ve been scared. I recently decided that speaking up is far more important than remaining silent.

I’m hoping that telling my story urges both Squarespace and other companies in the tech industry to change their behaviors for the better.

If my experience resonates with you, maybe you’ll be inspired to speak up, or at least seek help. If it doesn’t, that’s fine. Keep it civil.
Google has invested at least $265 million on increasing employee diversity within the company, but the efforts appear to have failed.

Google’s diversity initiatives are in the limelight now more than ever; an employee was recently fired for publishing a memorandum on the possible reasons the company employs more men than women. The company argued that he was “perpetuating gender stereotypes” and, thus, hindering the company’s spirit of diversity.
Tech still struggles with diversity, despite $1.2B in investments, report says
Prominent Male VCs Subjected Sue Khim To Racist And Sexist Insults As She Funded Her $50 Million Startup

Susan Adams  Forbes Staff
Education

I'm a senior editor in charge of Forbes' education coverage.
The vile experiences of women in tech

A book excerpt and interview with Emily Chang, author of “Brotopia”

THE TECHNOLOGY industry vaunts itself as a meritocracy. Yet it is roundly criticised for being unwelcoming to women, in ways large and small. In
Intersectional workforce representation

<table>
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<th>WOMEN</th>
<th>MEN</th>
<th>Percentage</th>
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<td>1.4%</td>
<td>3.3%</td>
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<td>WHITE+</td>
<td>38.8%</td>
<td>15.7%</td>
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Tech Company Asked For ‘Preferably Caucasian’ Candidate On LinkedIn Job Posting

Cynet Systems later apologized and said it had fired the people involved in the racist job listing.

By David Moye
CHINA HAS CREATED A RACIST A.I. TO TRACK MUSLIMS

Whistleblowers say Chinese law enforcement has integrated A.I. with security cameras to “track and control” some 11 million people. And experts warn this is just the beginning.

BY ERIC LUTZ
APRIL 15, 2019 1:32 PM
Mark Zuckerberg’s Power Is Unprecedented

It’s not just the extent of his influence—it’s the nature of it.

ALEXIS C. MADRIGAL  MAY 9, 2019
the future is in the margins
How Do We Increase Diversity In The Tech Industry?

Rebecca O. Bagley  Contributor

I write about strategies that accelerate the pace of innovation.

Our economy is one driven by technology and innovation. New industries are emerging rapidly and traditional industries are changing radically through the application of advanced tech. In order to stay globally competitive in this Innovation Economy, we must develop an economic base of companies that constantly innovates, optimizes the use of technology and leverages diversity of talent.

In a previous column, I pointed out we are not doing so well in the latter area. For too many Americans – including African Americans, Latinos and women – the Innovation Economy is an invisible economy. Minority tech-employment and entrepreneurship in the U.S. does not reflect population levels despite study after study showing that diverse start-ups fail less often
how do we heal?
Still in awe of how wonderful, honest and brave @alexqin's talk at @DockerCon was. 🌊 Thank you for speaking up, and providing crucial insight to the experience of what it's like to be a female engineer 🙋‍♀️❤️👩‍🔬👨。

📸 #DockerCon
Women exist to serve men.
I decided to call out the men who have made me scared to work in tech today during my DockerCon talk.

Not scared anymore
f*ck the imperialist white supremacist capitalist patriarchy
“Hate cannot drive out hate; only love can do that.”  
Martin Luther King, Jr.
NO ONE IS TRYING TO HURT YOU
I wanted to be an astronaut - not because I cared about the stars, but because this world was never enough for me.
I don't think I can do this anymore.
YOU'RE A PIECE OF SHIT
YOU'RE A PIECE OF SHIT
YOU'RE A PIECE OF SHIT
YOU'RE A PIECE OF SHIT
YOU'RE A PIECE OF SHIT
YOU'RE A PIECE OF SHIT
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YOU'RE A PIECE OF SHIT
tech is not a meritocracy
excellence in code can come from anyone
we all deserve to
be here, be safe, and thrive
no matter what body we were born in
What Happened To Women In Computer Science?

% Of Women Majors, By Field

- Medical School
- Law School
- Physical Sciences
- Computer science
Two Bytes Are Better Than One

TMS 9900
16BIT
MICROCOMPUTER
SS-16

The full power of the 16-bit TMS 9900 microprocessor is now available with the unique combination of reliable hardware and fast, easy to use software in the Technico SS-16. With minicomputer performance, the Technico 16-bit microcomputers are available from the single board super starter system at under $400 to the full SS-16 with up to 65K bytes of memory, mini-floppy or full floppy disks, a 4800 baud digital cassette, 84 color video board option, RS232 and 20 ma current loop all combined with one of the industry's fastest basics and a full assembler/editor/linking loader package. Systems are available completely assembled and tested or in unassembled kit form. Exert a personal, included or available separately at $35. To learn more, just tear off a coupon.
37% of tech employees say they have witnessed or experienced sexism at work

Intel, Adobe, and Oracle employees reported to have experienced the most sexism in the workplace, according to a Blind report.
Two Bytes Are Better Than One

TMS 9900
16BIT
MICROCOMPUTER
SS-16

Super Starter
Series
Floppy Disk
Drive
Color Video Board
5400 Baud Digital Cassette

The full power of the 16-bit TMS 9900 Microprocessor is now available with the unique combination of reliable hardware and fast, easy to use software in the Technico SS-16. With microcomputer performance, the Technico 16-bit microcomputers are available from the single board super starter system at under $400 to the full SS-16 with up to 65K bytes of memory, mini-floppy or full floppy disks, a 4800 baud digital cassette, 64 color video board option, RS-232 and 20 mA current loop all combined with one of the industry's fastest basics and a full assembler, editor, linking loader package. Systems are available completely assembled and tested or in unassembled component kit. Fill out the order form and send it over at $35. To learn more, just tear off a corner.
what if
what if
Men’s cuddling group aims to redefine masculinity and heal trauma

by Aneri Pattani, Updated: March 25, 2019
what if
what if
what if
“We heal ourselves, and we heal in relationship, and from that place, simultaneously, we create more space for healed communities, healed movements, healed worlds.”

adrienne maree brown
I imagine a world where we don’t have to heal because we aren’t harming each other to begin with.
“At this point, we have all of the information we need to create a change; it isn’t a matter of facts. It’s a matter of longing, having the will to imagine and implement something else.”

adrienne maree brown
“Transform yourself to transform the world”

Grace Lee Boggs
You were born whole & free
my liberation
cannot come at the cost of
harming others
Dear [Name],

I am sorry I hurt you. My being hurt does not mean I get to hurt you. If you want to join me in co-creating the world we yearn for, please do. It's ok if you don't want to.
“Wage Love”

Charity Mahouna Hicks