

So You'll be Working With
~~**women or other**~~
~~**under-represented groups**~~
Other People!

Renee Phillips pgDay Paris 2019

So You'll be Working With
Other People!

So You'll be Working!

[pgDay Paris YouTube Channel for Videos](#)

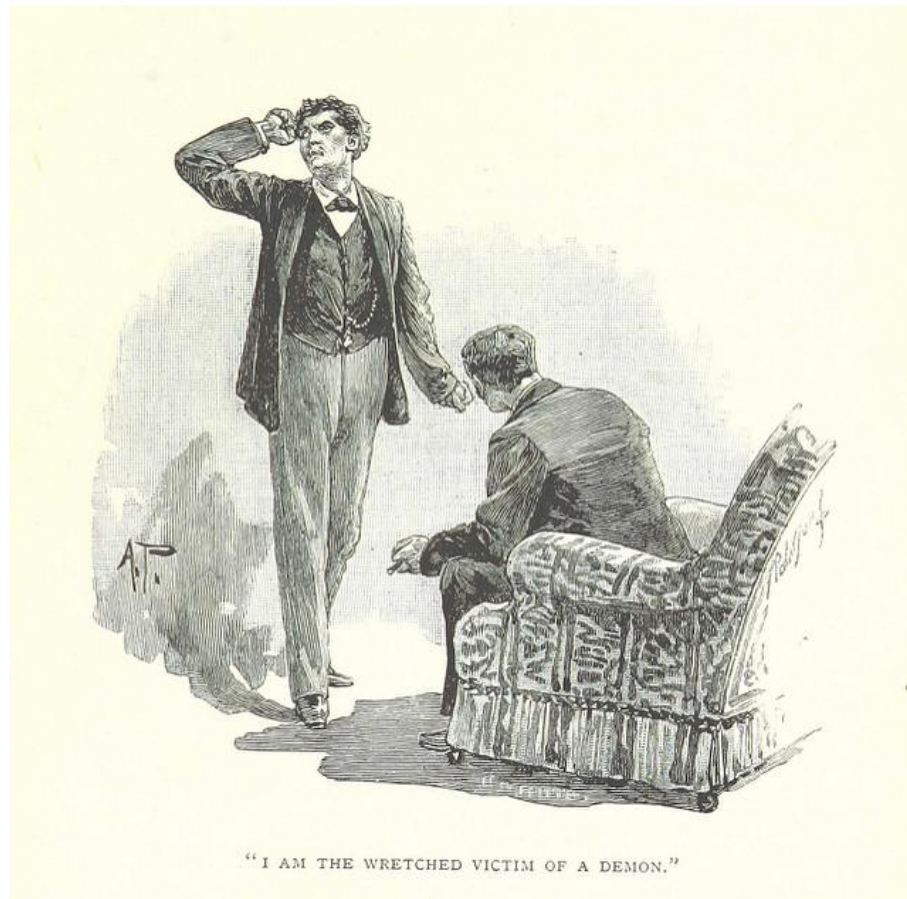


Image taken from page 359 of 'Stories from the Diary of a Doctor, etc. (First Series.)' via British Library Flickr Feed

PostgreSQL EU

Event
diversity
is
growing.





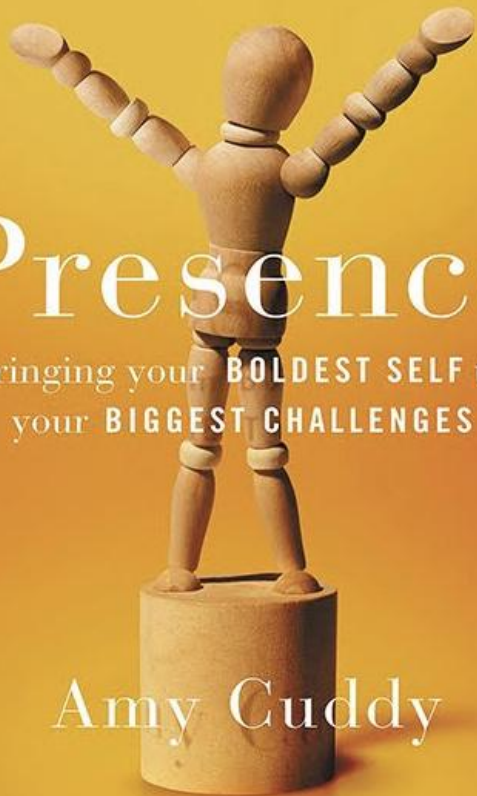
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—Susan Cain, author of *Quiet*



LEAN IN

WOMEN, WORK, AND
THE WILL TO LEAD

SHERYL SANDBERG

#1 NATIONAL BEST SELLER

My Big Questions

1. Who do I want to attract to my spaces?

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2. What do I want to do in the spaces I use?

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My Big Questions

1. Who do I want to attract to my spaces?
2. What do I want to do in the spaces I use?
3. What do I not want to do in the spaces I use?
4. Who is on the front lines of creating these spaces?

Who do I want to attract to my spaces?

- Different perspectives
- Safe for all

Conference Code of Conduct:

<https://2019.pgday.paris/codeofconduct/>

Who do I want to attract to my spaces?

- Brave
- Vulnerable
- Brilliant
- Wild
- Shy
- Curious
- Creative
- Boisterous
- Respectful
- Generous

WE WELCOME

ALL RACES AND ETHNICITIES
ALL RELIGIONS
ALL COUNTRIES OF ORIGIN
ALL GENDER IDENTITIES
ALL SEXUAL ORIENTATIONS
ALL ABILITIES AND DISABILITIES
ALL SPOKEN LANGUAGES
ALL AGES
EVERYONE.

WE STAND HERE WITH YOU
YOU ARE SAFE HERE

* Content adapted from the original "We Welcome" sign created by IPRC members Lisa Mangum and Jason Lovitt.



What do I want to do in my spaces?

- Sharing
- Appreciative gestures
- Welcoming
- Problem solving
- Thoughtful feedback



Dear Guest
In the interests of
the environment
To assist in reducing water
consumption and the use of
chemicals, please use our
reusable towels.
If you wish to have your
towel changed, please
call the housekeeping staff.
Thank you.



R. MUTT
1417

- People might make fun of them
- Work is too busy and can't afford for them to be out
- Don't want to come back to all the work that will be piled up
- Afraid they'll not be seen as a team player
- Afraid they'll be first fired in a round of layoffs
- Nobody else knows how to do their job
- They like their job
- They want unused vacation time to be paid at the end of the year as money

What kind activities do I want to discourage in my spaces?

- Hurtful joking
- Pressured drinking
- Dismissive statements
- Unwelcome touching

Other reasons people might not want to drink

- Sobriety issues
- Health issues
- Sleep disruption
- Driving safety
- Religious issues
- Just plain preference
- Not really any of our business

- Why didn't you say something sooner?
- You're new here, you should get used to the environment before you pursue this
- Just learn to take a joke
- That's just a harmless person, they never learned to flirt/ask for help/take criticism, focus on bigger issues

- Everyone is annoyed by this person, but nothing can be done to make them go away
- You shouldn't feel the way you do
- We told you when we hired you that there were many strong personalities here, if you can't take it you should go somewhere else
- This person says the same thing to me and it doesn't bother me

Who is on the front lines of this work in our spaces?

- PostgreSQL Diversity Committee

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- PostgreSQL Diversity Committee
- PostgreSQL Women

Who is on the front lines of this work in our spaces?

- PostgreSQL Diversity Committee
- PostgreSQL Women
- PostgreSQL Core Team

Who is on the front lines of this work in our spaces?

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- PostgreSQL Code of Conduct Committee

Who is on the front lines of this work in our spaces?

- PostgreSQL Diversity Committee
- PostgreSQL Women
- PostgreSQL Core Team
- PostgreSQL Code of Conduct Committee
- Company Leadership

Harvard Implicit Bias Studies

and

“Blind” Auditions







Who is on the front lines of this work in our spaces?

- PostgreSQL Diversity Committee
- PostgreSQL Women
- PostgreSQL Core Team
- PostgreSQL Code of Conduct Committee
- Company Leadership
- All of us in this room