

ELIZABETH AYER | MATT WYNNE | PLOP USA 2024

FLOURISHING WITH FEMINISM

Imagine a workplace free from fear, where *everyone* can flourish

HELLO!

TODAY'S WORKSHOP

We're in the earliest stages of pattern-mining.

We'll have a short presentation to set the scene, followed by space for storytelling and reflection.

There will be a 10-minute break around 11:30AM (half-way)

WE WELCOME REQUESTS FOR ACCOMMODATIONS.

WHO DO WE HAVE IN THE ROOM TODAY?

OUR GOALS

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- 1. Increase awareness and understanding of the concepts of feminism and patriarchy.**

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- 2. Learn more about how to mine this subject for patterns**

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- 1. Increase awareness and understanding of the concepts of feminism and patriarchy.**
- 2. Learn more about how to mine this subject for patterns**
- 3. Discover some pattern seeds?**

TODAY'S WORKSHOP

- **Connect with each other**
- **Set the scene**
- **Tell stories**
- **Attempt some pattern synthesis**
- **Reflect on the workshop**

WORKING AGREEMENT

We consent to:

- **Respect each others' perspectives with curiosity**
- **Extend welcoming generosity**
- **Prioritize safety over comfort**

**WHAT BRINGS YOU HERE?
WHY DID YOU DECIDE TO COME TO THIS SESSION?
(3 MINUTES)**

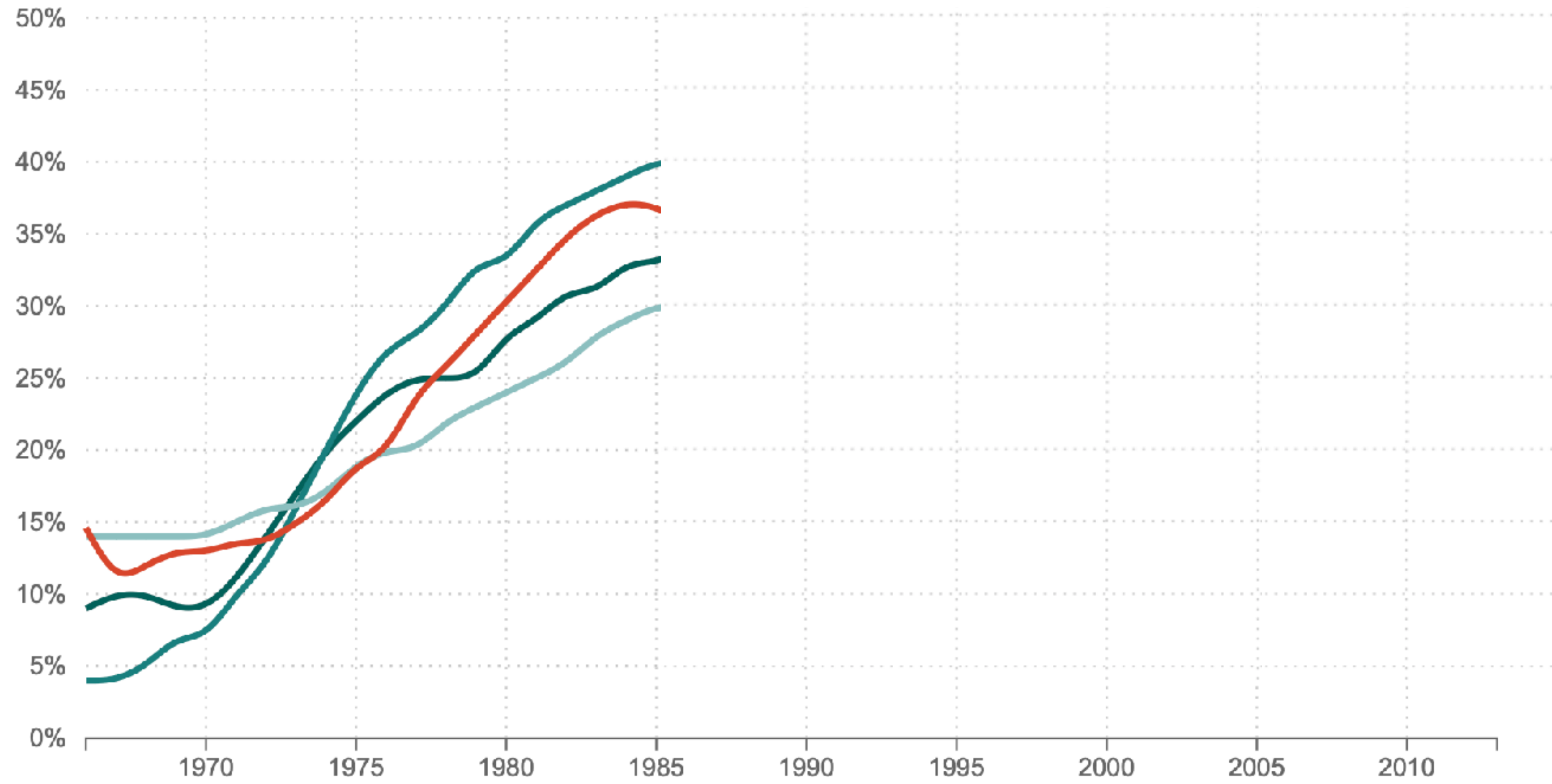
The image features a central blue rectangular area framed by two vertical panels of red, pleated curtains. The curtains are pulled back, revealing the blue background. In the center of the blue area, the words "SETTING THE SCENE" are written in a bold, white, sans-serif font.

SETTING THE SCENE

What Happened To Women In Computer Science?

% Of Women Majors, By Field

Medical School Law School Physical Sciences Computer science



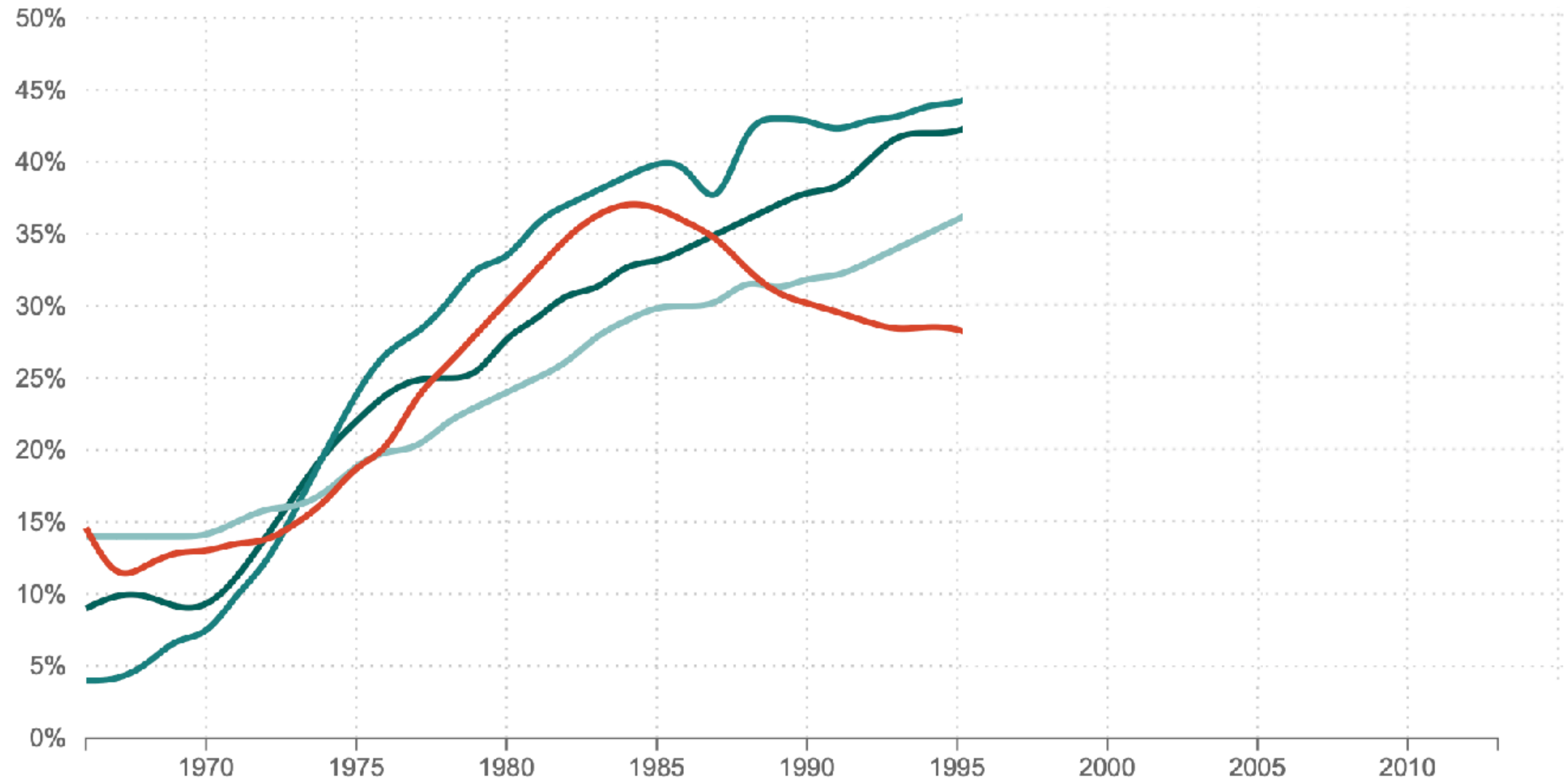
Source: National Science Foundation, American Bar Association, American Association of Medical Colleges

Credit: Quoctrung Bui/NPR

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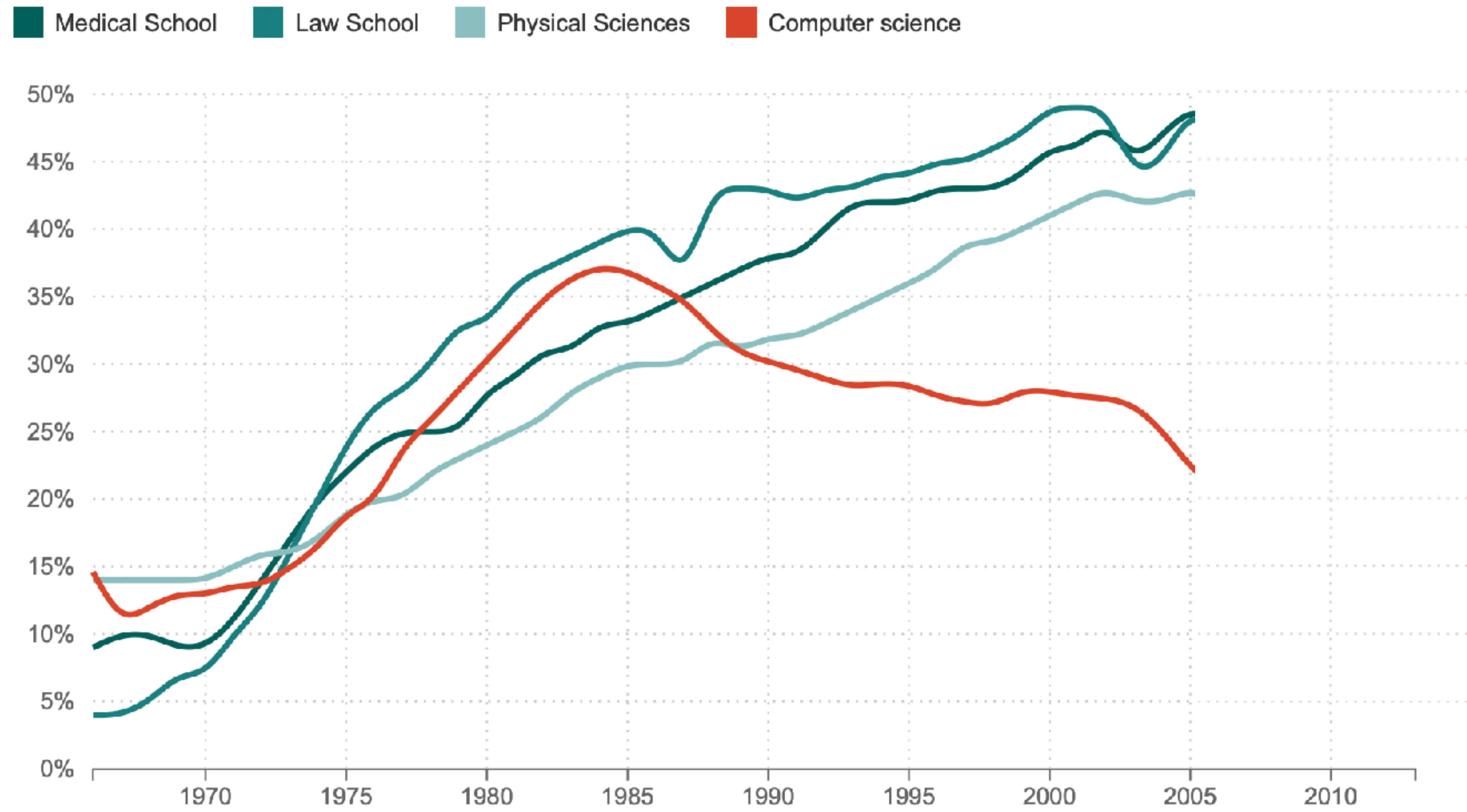


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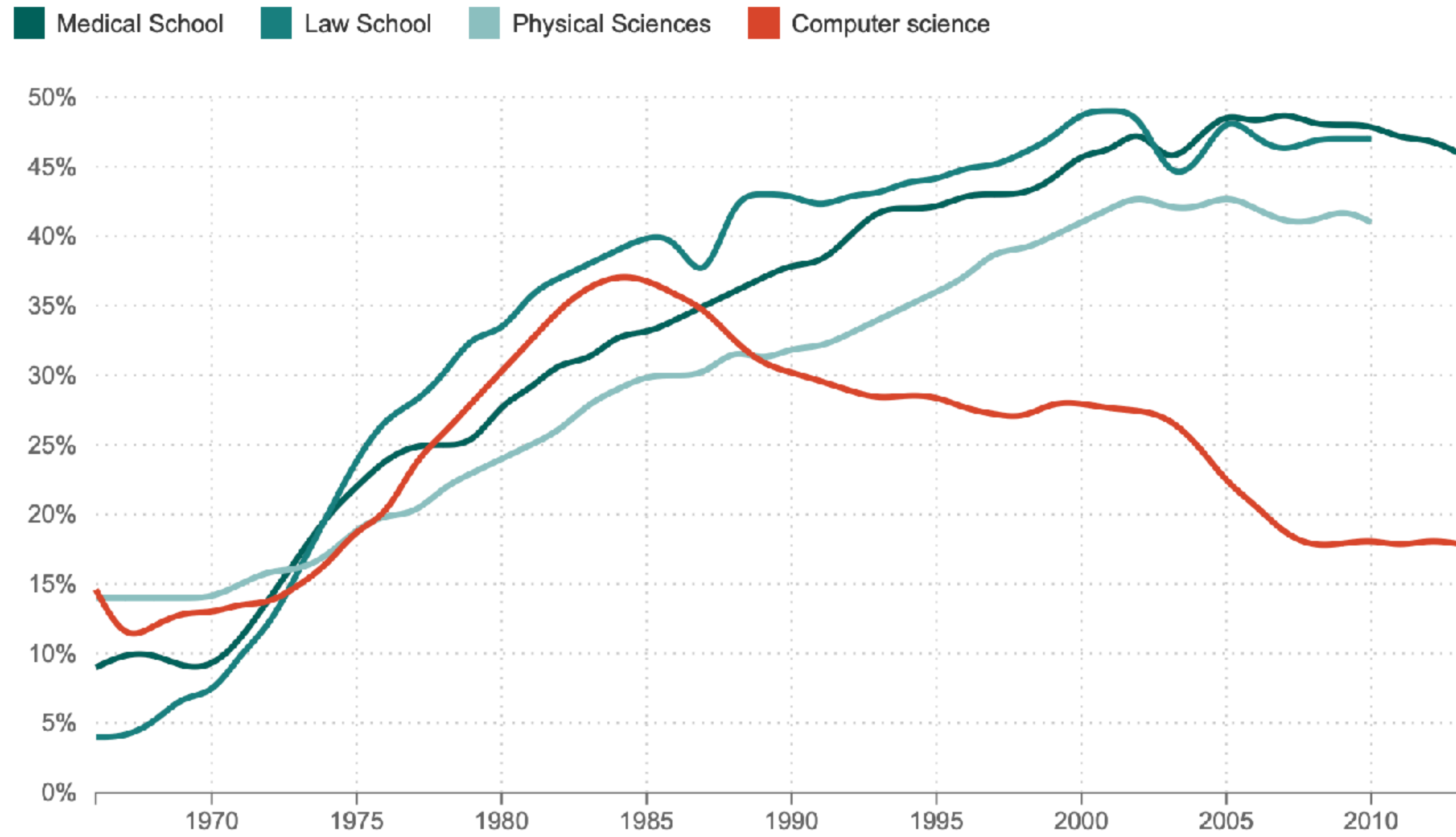


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WHERE ARE ALL THE WOMEN?

77%

OF SOFTWARE ENGINEERS IN THE USA ARE MEN

91.6%

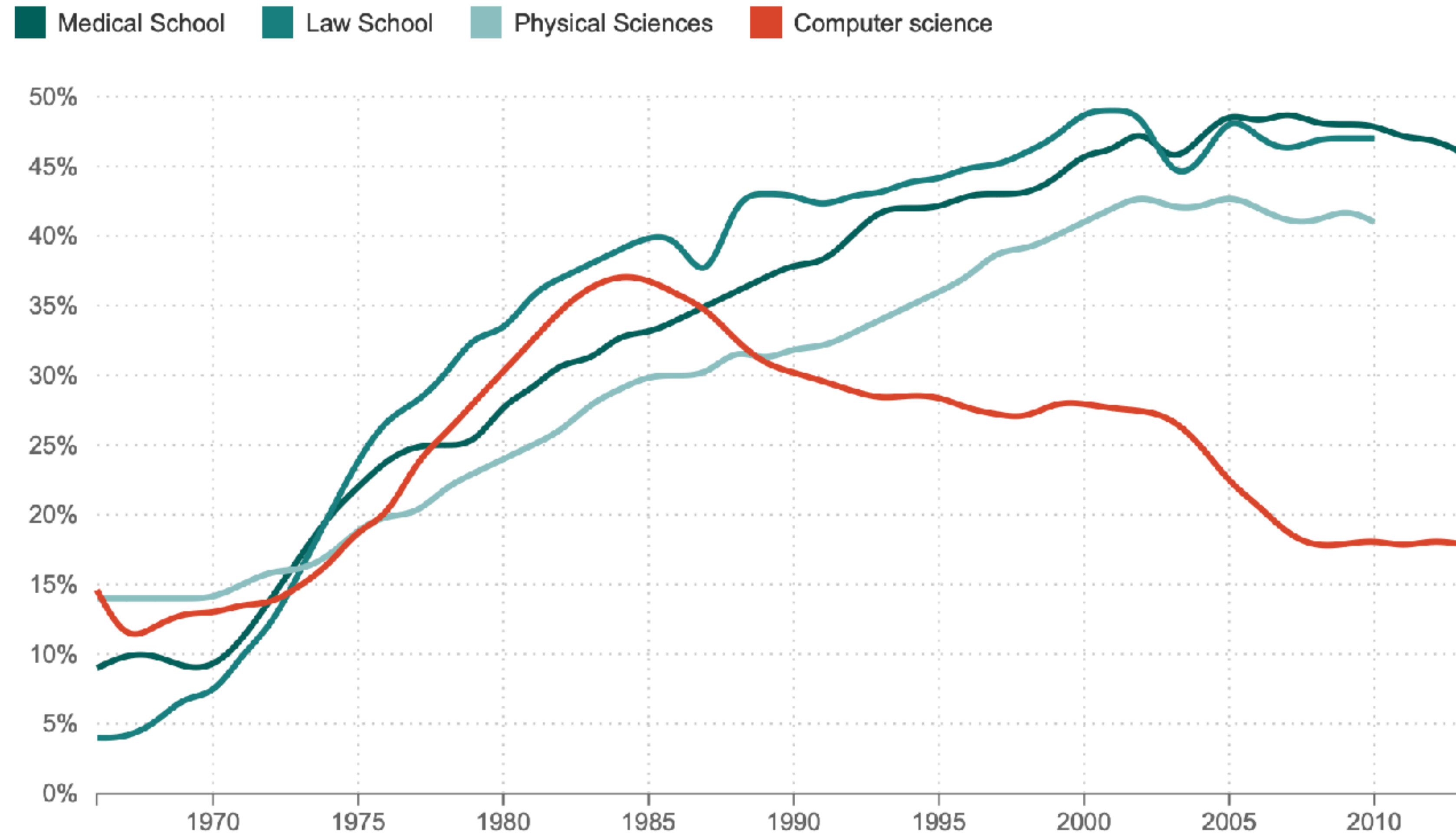
OF CTO POSITIONS IN THE USA ARE HELD BY MEN

95%

OF OPEN SOURCE CONTRIBUTORS ARE MEN

What Happened To Women In Computer Science?

% Of Women Majors, By Field



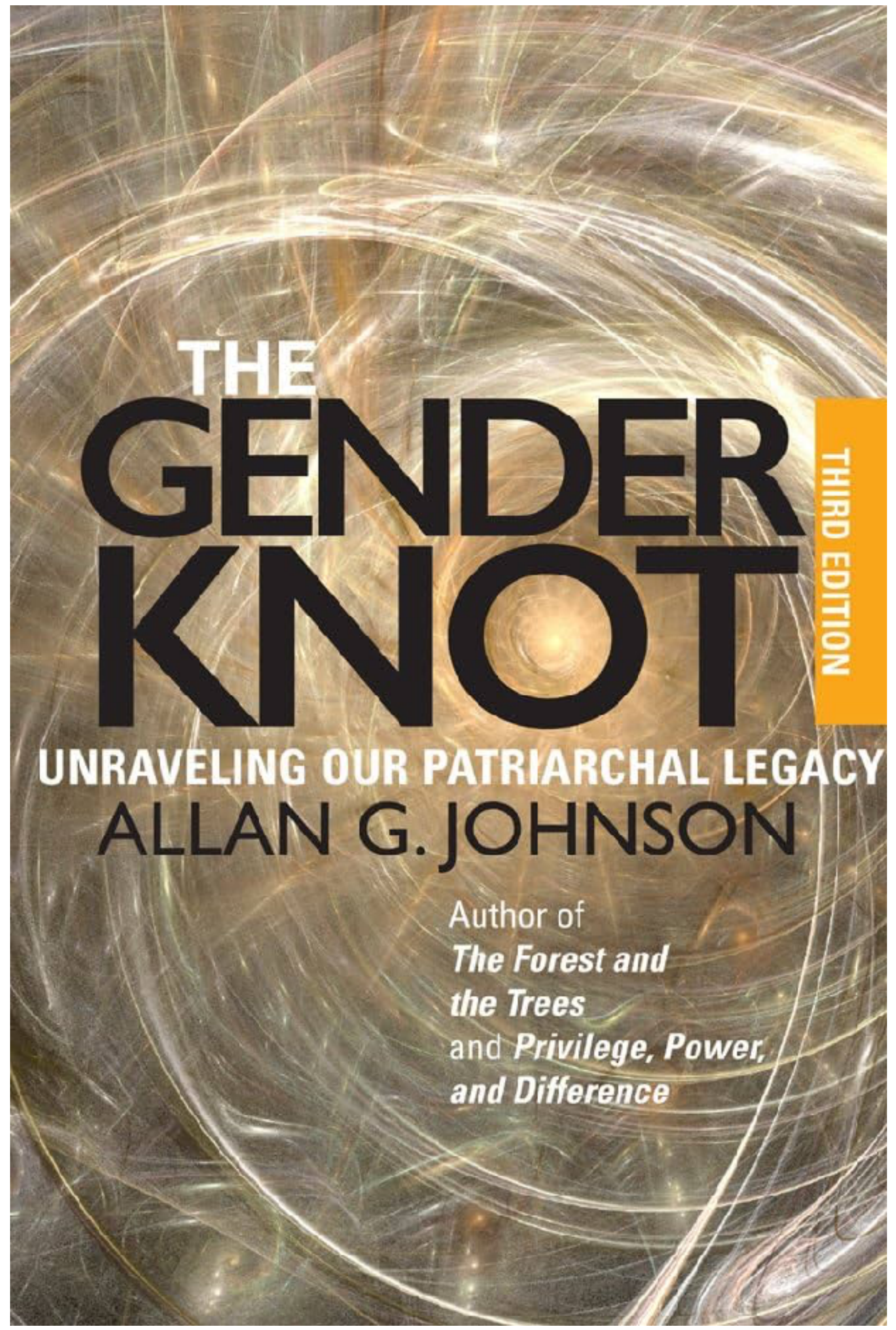
Source: National Science Foundation, American Bar Association, American Association of Medical Colleges

Credit: Quoctrung Bui/NPR

WHY?

WHY?

**HOW DID WE
GET HERE?**



THE
**GENDER
KNOT**

THIRD EDITION

UNRAVELING OUR PATRIARCHAL LEGACY
ALLAN G. JOHNSON

Author of
*The Forest and
the Trees*
and *Privilege, Power,
and Difference*

I'M ALLERGIC



TO PATRIARCHY

ROFLBOT

PATRIARCHY IS NOT A CONSPIRACY

**PATRIARCHY IS A "STABLE STATE" THAT OUR
SOCIAL SYSTEMS HAVE SETTLED INTO**

PATRIARCHY IS A “STABLE STATE” THAT OUR SOCIAL SYSTEMS HAVE SETTLED INTO



Naeem Malik · 2nd

10h ...

QC Engineer @ Netwrix Corp | Test Automation, Performance Testing

Patriarchy has held the society together for thousands of years. It can't be all bad so relax.

Like | Reply · 2 Replies

**PATRIARCHY IS A SOCIAL SYSTEM OF
DOMINANCE, CONTROL AND FEAR**

PATRIARCHY IS EVERYWHERE

**SOCIAL
NORMS**

PATRIARCHY IS EVERYWHERE

**SOCIAL
NORMS**

LANGUAGE

PATRIARCHY IS EVERYWHERE

**SOCIAL
NORMS**

LITERATURE

LANGUAGE

PATRIARCHY IS EVERYWHERE

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MOVIES

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FAMILIES

LITERATURE

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WORKPLACE

PATRIARCHY IS EVERYWHERE

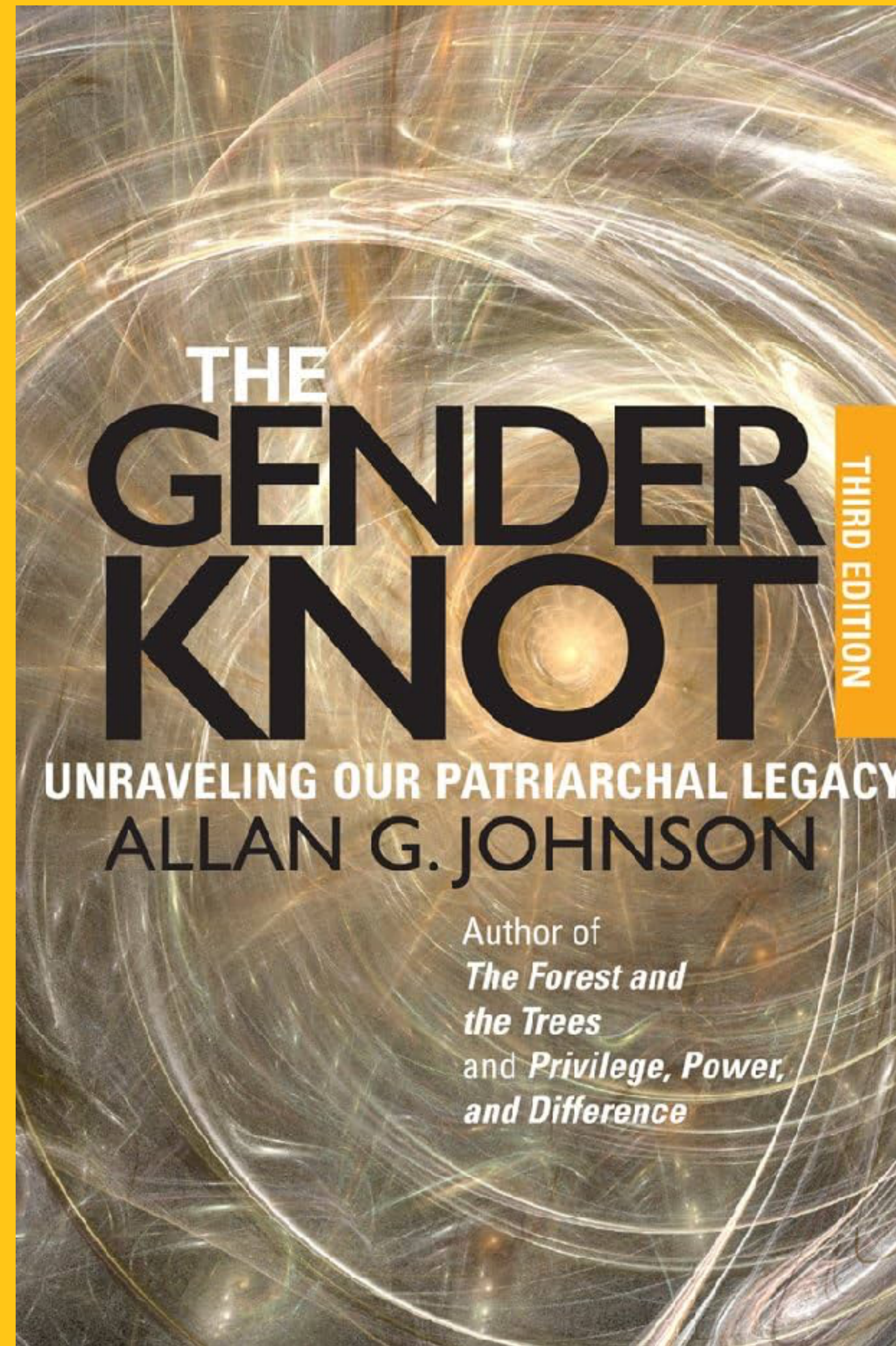
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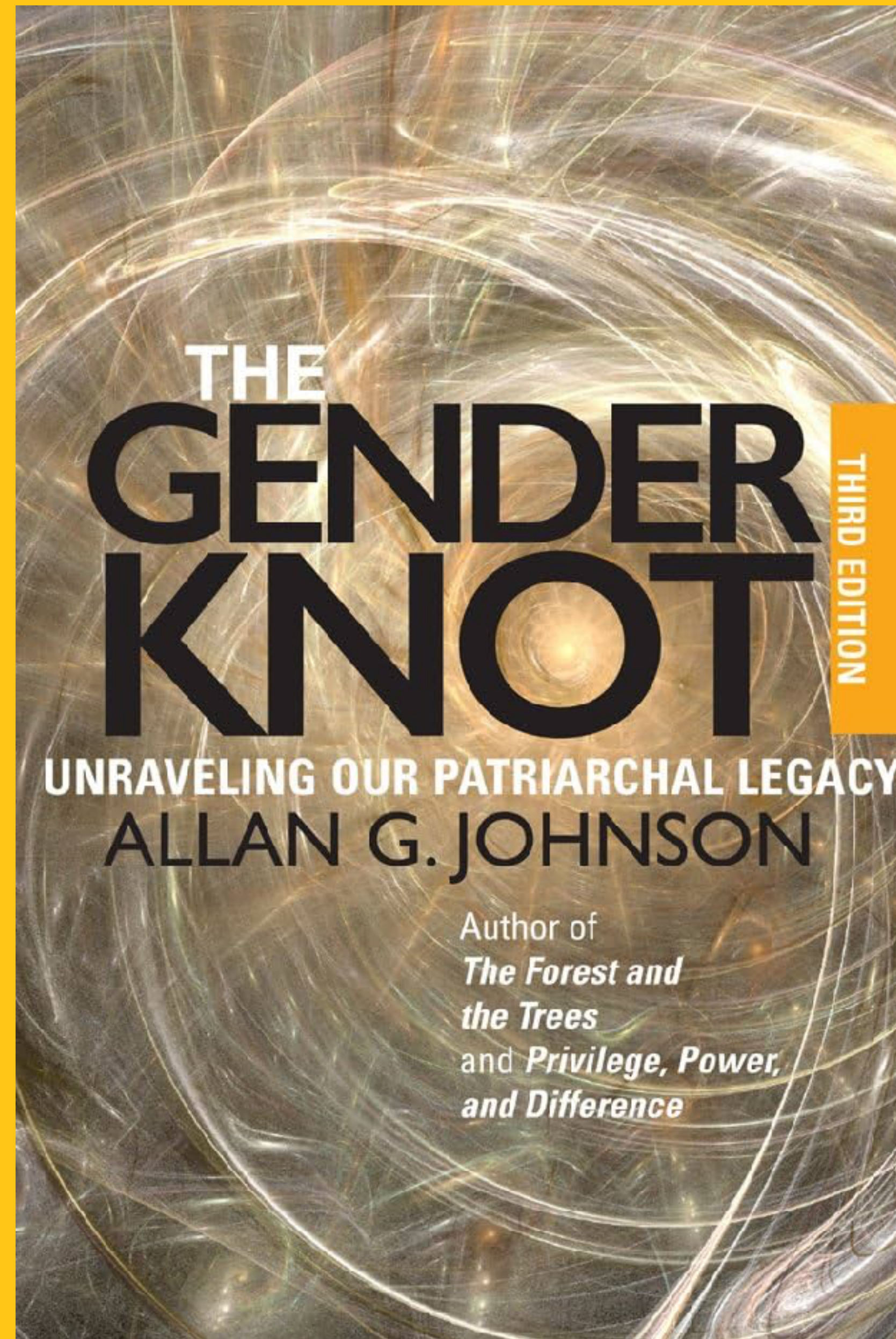
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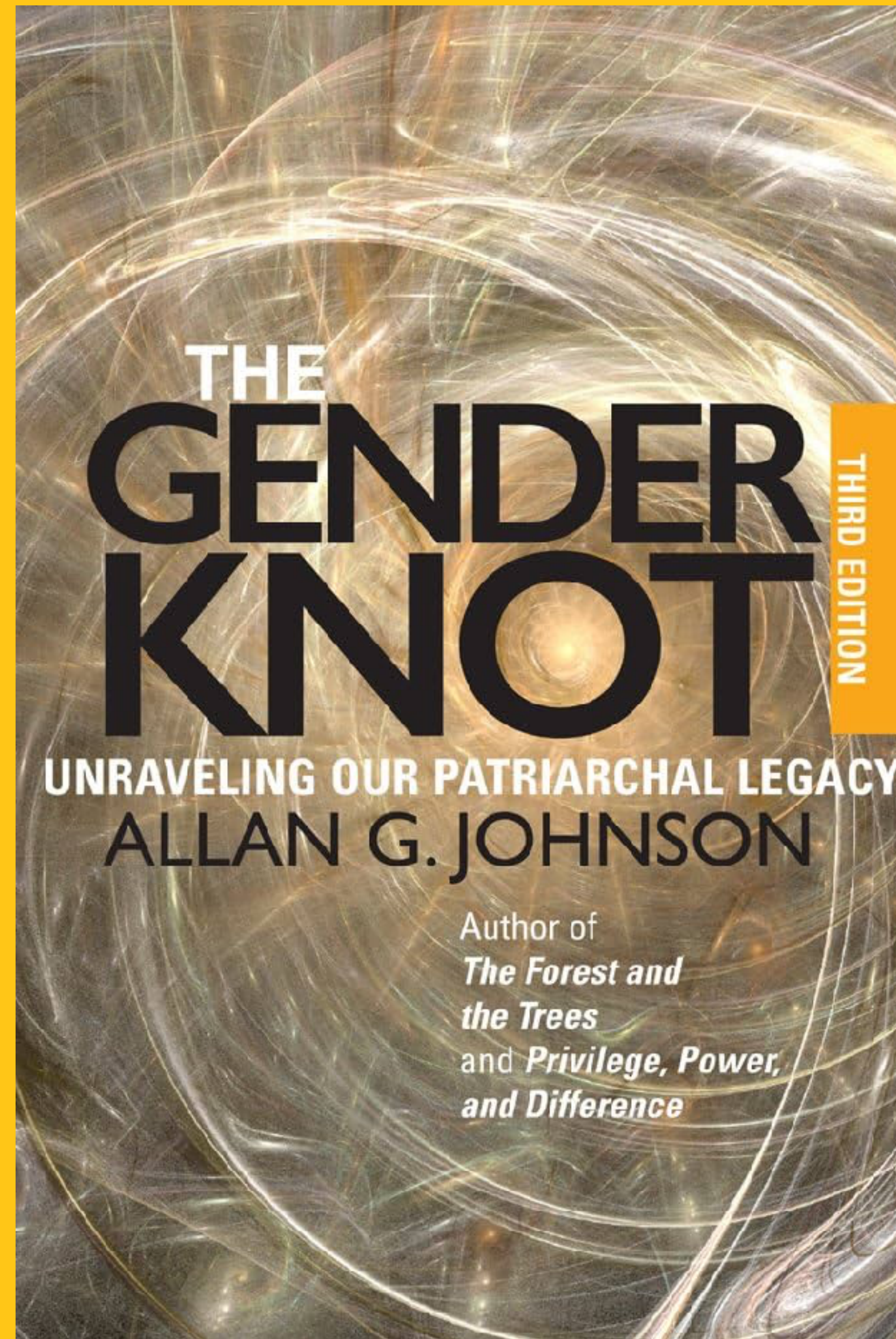
Male Dominated



PATRIARCHY IS

Male Dominated

Male Identified

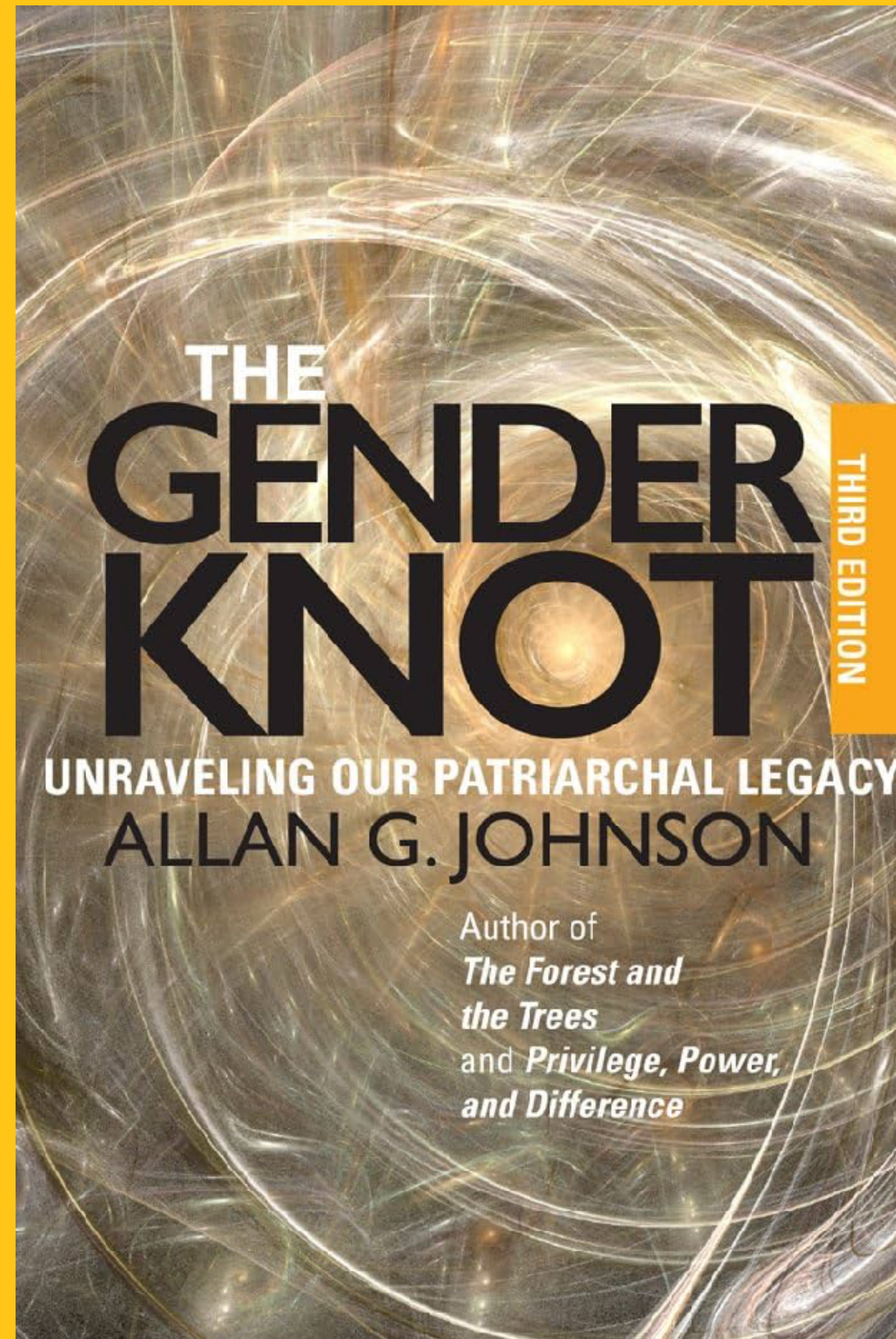


PATRIARCHY IS

Male Dominated

Male Identified

Male Centered



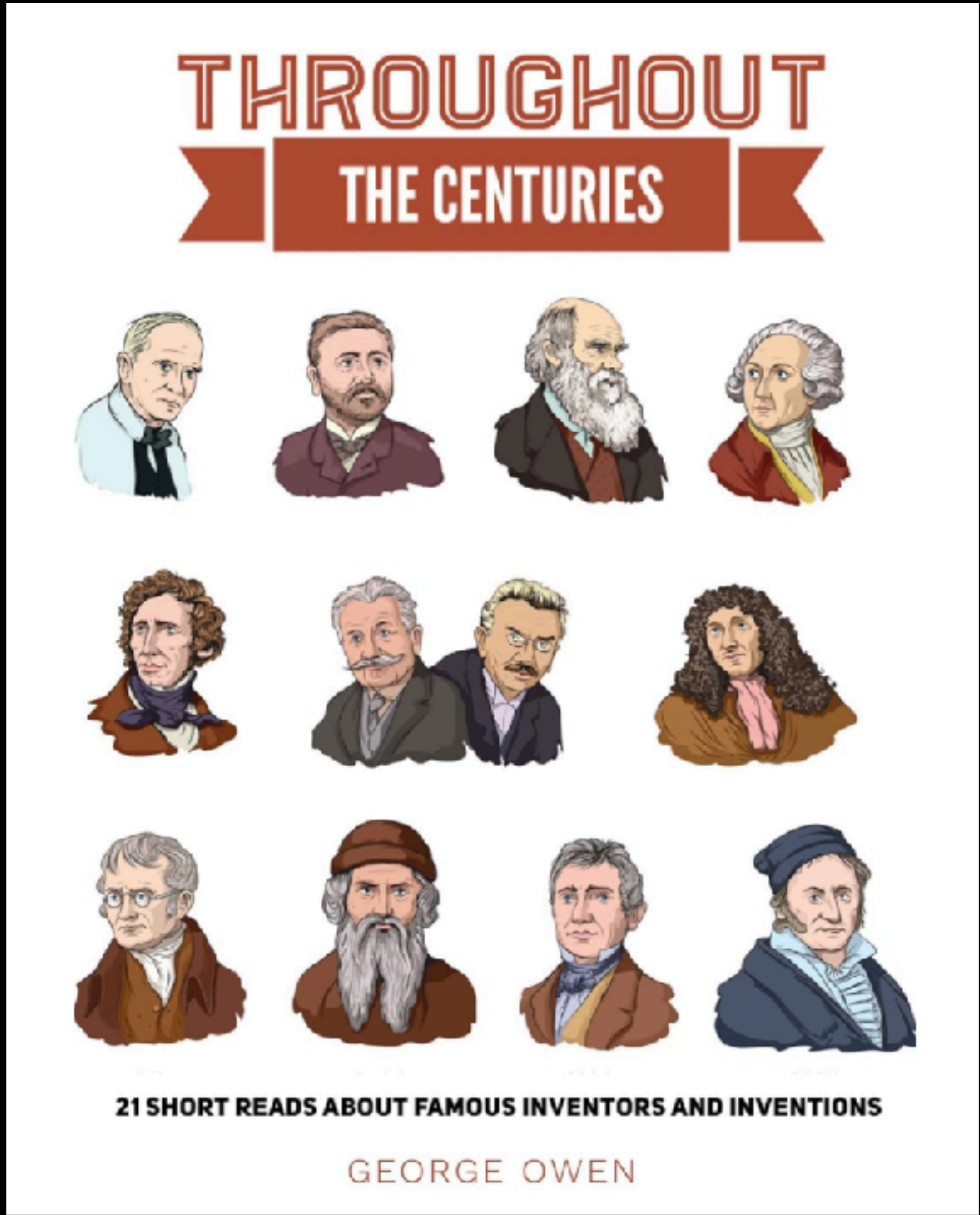
PATRIARCHY IS... MALE DOMINATED



PATRIARCHY IS... MALE IDENTIFIED



PATRIARCHY IS... MALE CENTRED



BUT PATRIARCHY HURTS MEN TOO

Incidence of male–female suicide ratio by WHO region (2008)^[6]

Rank \blacklozenge	Region (<i>% of world pop</i>)	Male–Female Ratio \blacklozenge	Suicide Rate (per 100,000) \blacklozenge
1	Europe (13%)	4.0 : 1	14.2
2	Americas (13.5%)	3.6 : 1	7.9
3	South Eastern Asia (26%)	1.5 : 1	15.6
4	Western Pacific (26%)	1.3 : 1	12.6
5	Africa (13%)	2.2 : 1	6.4
6	Eastern Mediterranean (8.5%)	1.1 : 1	5.6
–	World	1.8 : 1	11.6

**INSTEAD... IMAGINE A WORLD
FREE FROM FEAR**

**IMAGINE A WORKPLACE
FREE FROM FEAR**

ENTER FEMINISM

FEMINISM IS NOT ABOUT HATING MEN





FEMINISM IS



FEMINISM IS

A family of movements
dedicated to gender
equality and liberation



**FEMINISM AIMS TO END
GENDER SUBORDINATION**

**FEMINISM AIMS TO END
~~GENDER SUBORDINATION~~**

EQUALITY IS NOT A ZERO-SUM GAME



**END POWER OVER,
BUILD POWER WITH**

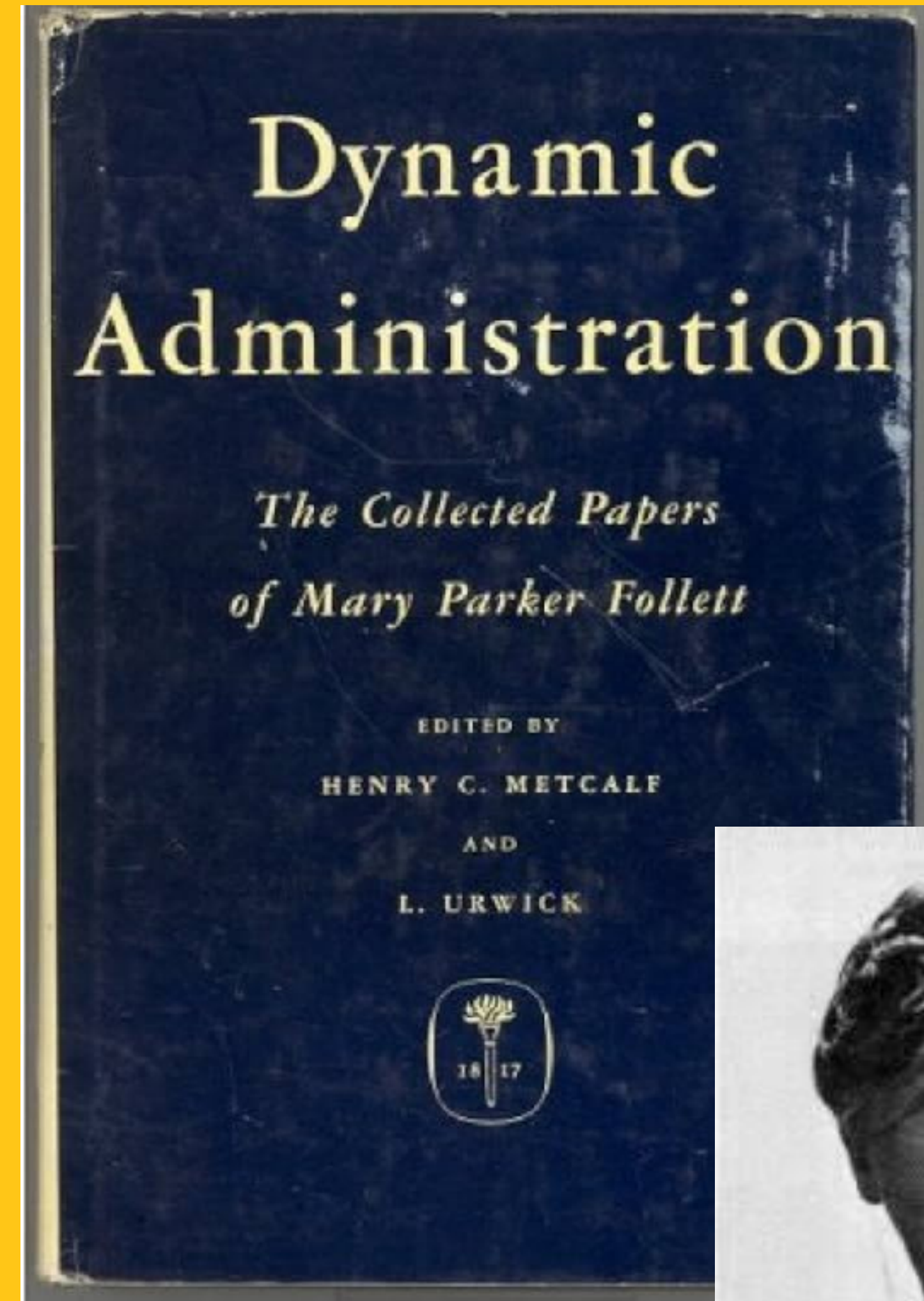
Dynamic Administration

*The Collected Papers
of Mary Parker Follett*

EDITED BY
HENRY C. METCALF
AND
L. URWICK

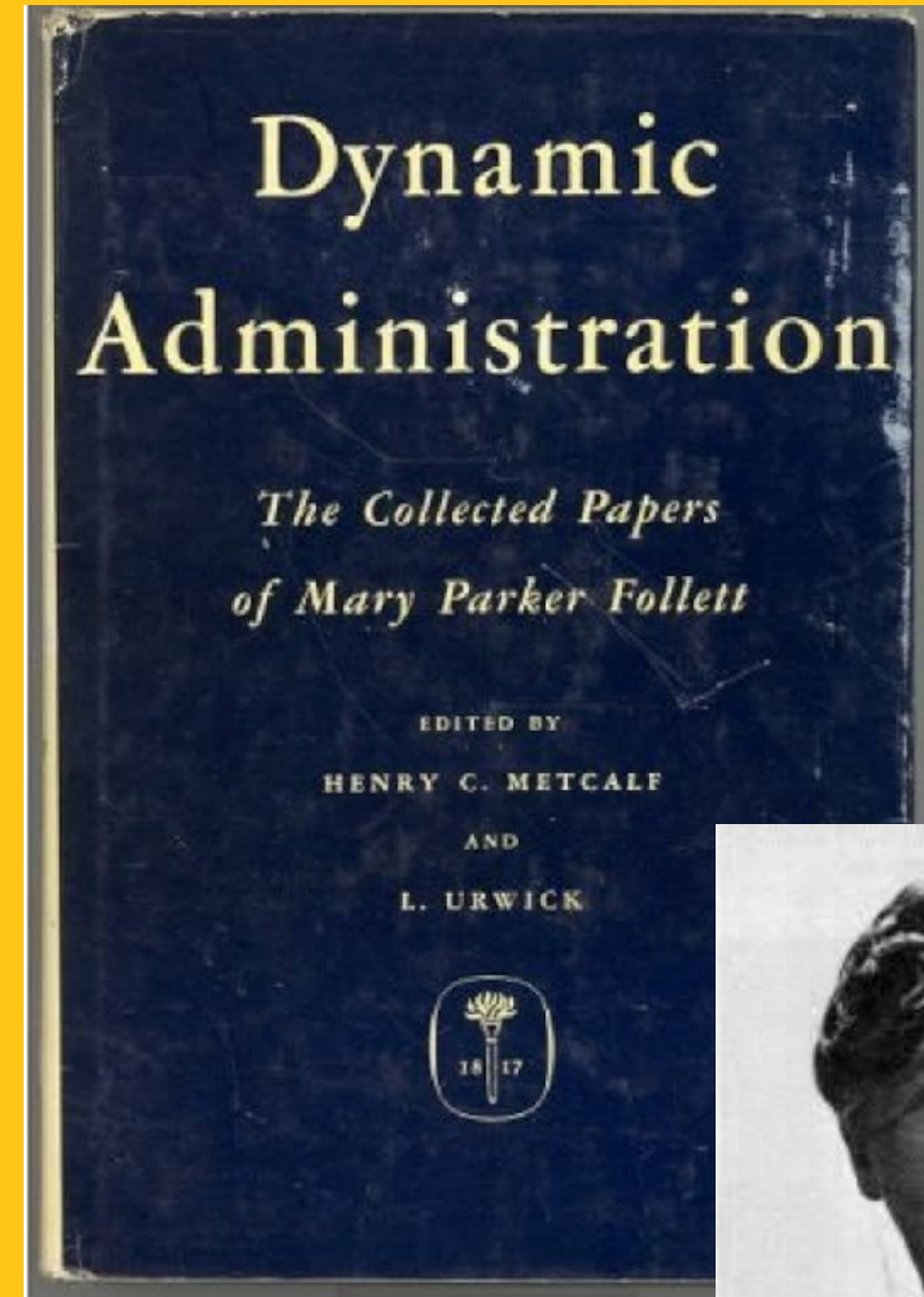


POWER WITH



POWER WITH

“**Power with** is shared power that grows out of collaboration and relationships. It is built on respect, mutual support, shared power, solidarity, influence, empowerment and collaborative decision making.”



Power over

Resource

Blame

Dominance

Control

Linear

Power with

Person

Learning

Collaboration

Nurture

Non-Linear

... ANY BURNING QUESTIONS OR REACTIONS?

QUESTION SET 1

**WHAT DO THE WORDS “DOMINATION” “CONTROL”
AND “FEAR” MEAN TO YOU?**

**CAN YOU THINK OF A TIME WHEN YOU SAW
SOMEONE BEHAVE IN A DOMINATING WAY AT
WORK?**

**CAN YOU THINK OF A TIME WHEN YOU SAW
SOMEONE BEING SIDELINED? WHAT HAPPENED?**

**CAN YOU THINK OF A TIME WHEN YOU DID
SOMETHING AGAINST YOUR BETTER JUDGEMENT
BECAUSE YOU WERE AFRAID OF THE ALTERNATIVE?**

**CAN YOU THINK OF A TIME WHEN YOU FELT
CONTROLLED, DOMINATED OR AFRAID AT WORK?**

**WHAT DO YOU THINK ARE INAPPROPRIATE USES OF
POWER AT WORK?**

**WHAT PROCESSES IN YOUR WORKPLACE PROMOTE
COMPETITION OVER TEAMWORK?**

**WHAT MAKES PEOPLE IN POSITIONS OF POWER
DEFENSIVE? HOW DO THEY REACT?**

QUESTION SET 2

WHAT ARE SOME *APPROPRIATE* USES OF POWER AT WORK?

**CONSIDER A TIME WHEN YOU FELT WELL
SUPPORTED AT WORK.
WHAT HAPPENED?
WHAT WAS MADE POSSIBLE?**

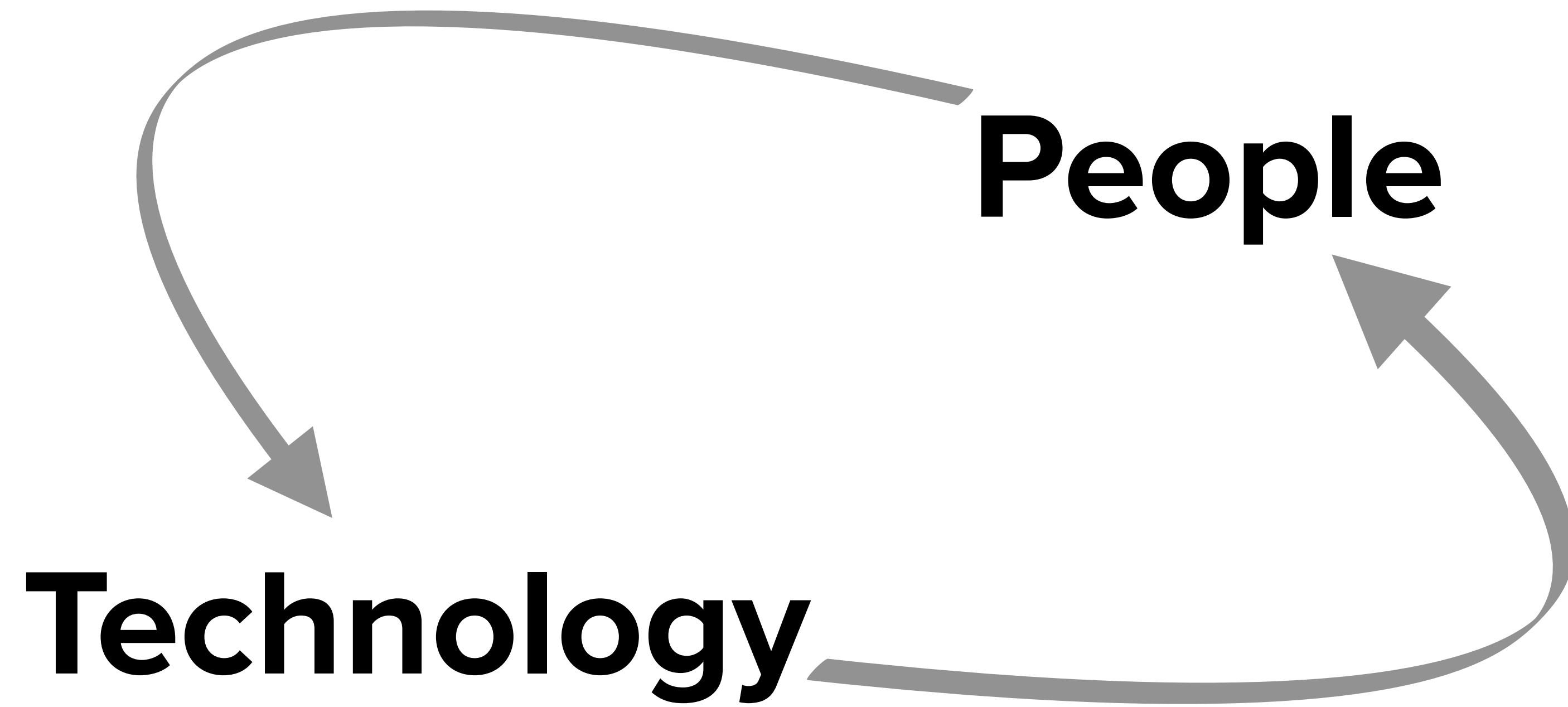
**CONSIDER A TIME WHEN SOMEONE BUILT POWER
WITH YOU, RATHER THAN EXERTED IT *OVER* YOU.
WHAT HAPPENED?**

**ARE THERE TYPICAL BEHAVIORS YOU ASSOCIATE
WITH A SEXIST WORKPLACE?
WHAT ARE THEY AND WHAT IS A COUNTER-MOVE?**

**WHAT ARE SOME WORKPLACE PROCESSES THAT
DISTRIBUTE POWER OR BUILD COLLECTIVE
POWER?**

**WHAT ARE SOME SIGNALS THAT YOU ARE TRULY
WELCOME IN A CONVERSATION?**

PERFECTION IS AN ILLUSION



WE HAVE IMMENSE POWER

THANKS