Encouraging Women to Speak at WordCamps: Fostering A Diverse Community

For
Kampala WordPress Community

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We will cover:

- What Diversity is
- Why it is important to have a diverse community that welcomes women and girls
- Why should we have more women speak at WordPress events
- Let's practice giving a short talk

What comes to your mind when you hear the word, 'Diversity'?

This talk is for you if:

- Identify as Male or Female

You identify as being from an underrepresented group (Race, Ethnicity, Political Beliefs, Religious Beliefs, Physical Abilities, Age, Gender, Skill Level & Other Ideologies)

- You have thought about speaking at Meetups or WordCamps but haven't been able to think of a topic
- You think you don't know anything worth speaking about

So why should we get more females on board?

➔ Marginalization is dangerous

➔ Females voices are non-negotiable! Every human has one and should be allowed to use it positively!

➔ Representation Matters! & WordPress Empowers!

➔ A Respected Community. Increased Income ⇒ Better Society

➔ An Educated, Balanced & Experienced Community with different levels of Expertise.

➔ **Building Better Families**

Getting females on board is never about which gender is better.
It's about balance, representation and the future of the world!

How we can encourage and create a welcoming & balanced environment for females to show up!

First, we need to remind ourselves that the WordPress community embodies the Open Source Spirit and there are so many ways one can **get involved** with **WordPress.**

Core, Design, Mobile, Accessibility, Support, Polyglots, Themes, Documentation, Plugins, Community, Meta, Training, Test, TV, Marketing, Hosting, CLI, Tide. (See Make.WordPress.org for detailed information!) Then, we need to affirm that Tech is not for a certain group of people, it is for everyone!

Are we saying we do not know any female who is good in any of these fields?

Getting females on stage - so what do we do??

➜ Make our community a sanctuary where women and girls can speak up and not get laughed at or shut down!

➜ Don't be a jerk, be humane, kind and deliberate about being welcoming, be conscious of that as a FACT!.

➜ Bring your sister, wife, girlfriend, mother to the next meetup event.

➜ Be deliberate about your approach as community members and organisers. As humans, shouldn't we strive to grow together?

Let's practice giving a small talk!

➔ Tell us your name
➔ One thing you are very good at
➔ One tip you would like to share on that 'one thing you are great at'
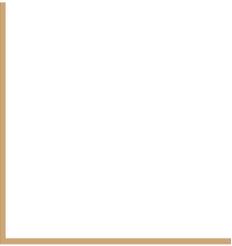
Thank you for interacting!

Share this message with three (3) females you know right now!

Hi (female name), how are you today? I know you are very good at (…….), I want you to join this amazing and welcoming community of WordPress users in (city name). And I would like you to attend the next meetup with me. What do you say (female name)?

You can copy the message from here, view my slide or tweet to a female directly: https://maryjob.com/invite-a-female/

Start by speaking at a meetup! Share this link with one female as well. Everyone has something to share.

Everyone!

https://www.wcuganda.org/call-for-speakers/

Thanks to the Yoast Diversity Fund for sponsoring my trip to be here!

Sources:

- https://make.wordpress.org/
- https://wordpress.org/search/diversity
- https://girlsleadership.org/resources/videos/raising-our-daughters-to-speak-up/
- https://yoast.com/yoast-diversity-fund/apply/