Twitter Thread by Rachel Thomas



Rachel Thomas
@math_rachel

Thread of some posts about diversity & inclusion I've written over the years. I still stand behind these.

(I'm resharing bc a few folks are suggesting Jeremy's CoC experience ➡■ partially our fault for promoting diversity, we should change our values, etc. Nope!)

1/

Math & CS have been my focus since high school/the late 90s, yet the sexism & toxicity of the tech industry drove me to quit. I'm not alone. 40% of women working in tech leave. (2015)

https://t.co/NGNSxnnAdt 2/

Superficial, showy efforts at diversity-washing are more harmful than doing nothing at all. Research studies confirm this (2015)

https://t.co/1t6T4LKqiA 3/

The primary reason women leave the tech industry is because they are treated unfairly, underpaid, less likely to be fast-tracked, and not given a fair chance to advance. (2016)

https://t.co/NkVc5Yseo9 4/

Diversity Crisis in AI, 2016 (written the week we publicly launched fast ai, this has been a core value from the start): https://t.co/hejGQTHGwU

Diversity Crisis in AI, 2017 edition: https://t.co/Owwt8C14yh 5/

Tech Interviews are Terrible. One key problem is that people primarily like to hire people like themselves. Some research, case studies, & guidelines. (2017)

https://t.co/WThizQ3uQd

6/

Discrimination in tech against people with disabilities and chronic illnesses (2019)

https://t.co/71pnZRHysE 7/

The tech industry’s glorification (and often requirement) of long hours means that many people with chronic illnesses & disabilities are unable to work at many tech companies. (2019)
https://t.co/jp3FzMEb5S 8/