Representation

Jessica McKellar
The 182 women serving life without parole

May 29, 2017 by Marcus Herlewine

By Marcus Henderson Being sentenced to die in prison is a hard pill to swallow, especially if you are a woman. California women’s prisons house roughly 182 women sentenced to life without
CHANGING LIVES THROUGH TECH

The Last Mile prepares incarcerated individuals for successful reentry through business and technology training.
BREAK THE CYCLE OF INCARCERATION

The USA contains

- 5% of the world's population
- 25% of the world's incarcerated population

10% of the US prison population is in California

Recidivism exceeds 60%

Prison spending is 5x more than higher education

$60K $12K $9B
Average cost per inmate per year Average spent on higher education Annual prison spending in CA

Job Opportunities
By 2020, a projected shortfall of 1M tech jobs reveals the need for skilled employees.

FinancialIncentives
A formerly incarcerated person contributes more than $10K annually towards the economy if employed.

SocialImpact
In-prison career training prepares inmates for success, developing grateful employees who are hardworking and reliable.

75%

After one year from release, over 75% of CA's formerly incarcerated are unemployed.

$233 Million
Annual tax savings with only 10% reduction

IN-PRISON, CAREER TRAINING LEADS TO JOBS POST RELEASE

www.thelastmile.org

@TLM
Director

(former :)

PyCon
Diversity Chair
My adult life

Ksplice
Engineer
Rebootless Linux kernel updates
(Python desktop client)

VP Engineering
Real-time group collaboration
(Django website)

Engineering Director
File sync, share, and collaboration
(Python desktop client)
Representation
Jessica McKellar
Accessibility
Access
Diversity
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Physical spaces
Digital spaces
Software
12. Accessibility and You

Katie Cunningham

Type: Poster
Audience level: Novice
Category: Best Practices/Patterns

March 11th 8:55 a.m. – 9 a.m.

Abstract

- What is 508
- Why bother?
- Visual compliance
- The blind and screen readers
  - Color blind and picking your colors
  - Helping the vision impaired
- Auditory compliance
  - Captioning
  - Bells, dings, and buzzes!
- Physical compliance
  - Designing for physically disabled
  - Access keys
- Resources

Description

An introduction into the world of 508 compliance.
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You are a first-class citizen of our community
Mobility

The PyCon UK venue is fully wheelchair-accessible and has:

- step-free access from the street and car-parks
- step-free access to all auditoriums, theatres and halls
- toilets suitable for wheelchair users

Please contact us about any mobility assistance needs you may have during your stay in Cardiff.

Visual impairments

Preferred seating will be provided and reserved for the visually-impaired. Please contact us about any lighting requirements you may have, and we will do our best to meet them.

Similarly, if you would benefit from having a close-up display of presenters’ slides and screens, or from the provision of any assistive technology, just let us know.

Guide dogs are welcome at the conference and social events.

Hearing impairments

All talks will be held in auditoriums with induction loops for hearing aid users.

In addition, talks will feature simultaneous speech-to-text transcription, which will also be used for subtitling the conference videos that are subsequently published.

On request, we will provide a British Sign Language interpreter (at no charge) for the duration of the conference to any Deaf attendees, to help them participate more fully in discussions and social events.

Please note that while BSL shares significant similarity with Auslan and New Zealand Sign Language, it is quite distinct from American Sign Language. However, we will do our best to meet any request for other sign language interpreters - so please just ask.
<table>
<thead>
<tr>
<th>Accessibility</th>
<th>Permanent</th>
<th>Temporary</th>
<th>Situational</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Touch</strong></td>
<td>One arm</td>
<td>Arm injury</td>
<td>New parent</td>
</tr>
<tr>
<td><strong>See</strong></td>
<td>Blind</td>
<td>Cataract</td>
<td>Distracted driver</td>
</tr>
<tr>
<td><strong>Hear</strong></td>
<td>Deaf</td>
<td>Ear infection</td>
<td>Bartender</td>
</tr>
<tr>
<td><strong>Speak</strong></td>
<td>Non-verbal</td>
<td>Laryngitis</td>
<td>Heavy accent</td>
</tr>
</tbody>
</table>
PYCON US 2013

Plover: Thought to Text at 240 WPM

presented by
Mirabai Knight
I am so impressed at @PyCon's commitment to real-time closed captioning all talks this year for deaf / hearing-impaired people #Python
Accessibility
Access
Diversity
Representation
~285,000 high school students in TN

How many are taking AP CS?
States where no African American students took the exam
States where no girls took the exam
Financial assistance

We will be supporting individuals who need help to meet the costs of travel, subsistence or even taking days off work. This will include discounted or free conference tickets. *Speakers will automatically be eligible for this assistance if they require it.*

Apply for financial assistance

We have set aside a considerable sum for financial assistance.

*Don't be reluctant to apply for financial assistance.* Many of your fellow speakers and some members of the committee will be doing the same. The money is there to help you.
Crèche

We will provide a free crèche, staffed by registered and qualified childminders, during conference hours.

You will need to register well in advance for the crèche.

Children will be welcome at all appropriate conference events, during breaks for refreshments and in the audience at talks.

Breastfeeding at PyCon UK

If you are breastfeeding your baby, we can provide a quiet room if that's what you prefer. Otherwise, please feed your baby whenever and wherever you like, including during talks and at meal-times. PyCon UK will be a friendly environment for parents and babies.
Hello from your @PyCon Diversity Chair. %
PyCon talks by women: (2011: 1%), (2012: 7%),
(2013: 15%), (2014/15: 33%), (2016: 40%).
#pycon2016

Jessica McKellar @jessicamckellar · 30 May 2016
Replying to @jessicamckellar

How? In part: year-round investments in a supportive, accessible community;
sustainable, distributed outreach @ThePSF @PyLadies @PyCon.

Jessica McKellar @jessicamckellar · 30 May 2016
Next? We strive for @PyCon speakers, talks, & attendees to reflect the full
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#pycon2016

Jessica McKellar
@jessicamckellar

11:07 AM - 30 May 2016

Tweet your reply

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Google engineer apologizes after Photos app tags two black people as gorillas

by Loren Grush | @lorengrush | Jul 1, 2015, 6:03pm EDT

Google Photos, y'all fucked up. My friend's not a gorilla.
6:22 PM - 28 Jun 2015

3,181 retweets 1,996 likes
Here’s where we are today.

**Gender**

- Women: 19%
- Men: 81%

**Ethnicity**

- Asian: 37%
- White: 57%
- Hispanic: 3%
- Black: 1%
- Two or more races: 3%
- Other: <1%

*Data from Jan 2316 – Gender data are global, ethnicity data are US only.
**See our EEO-1 report for more information. Ethnicity refers to the EEC-1 categories which we know are imperfect categorizations of race and ethnicity, but reflect the US government reporting requirements.
***Other includes American Indian/Alaskan Native and Native Hawaiian/Pacific Islander.
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Accessibility
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Diversity
Representation
Permissions History

Mariatta Wijaya was given push privileges on January 27, 2017 by Brett Cannon, on the recommendation of Raymond Hettinger.

Maciej Szulik was given push privileges on December 23, 2016 by Brett Cannon, on his own recommendation to work on the bugs.python.org issue tracker.
Permissions History

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+- Carol Willing was given push privileges on May 24, 2017 by Brett Cannon, on his own recommendation.

+- Mariatta Wijaya was given push privileges on January 27, 2017 by Brett Cannon, on the recommendation of Raymond Hettinger.
CONGRATULATIONS @WillingCarol for becoming a Python Core Developer
Such an honor to have you 😊❤️👩‍💻
github.com/python/devguid
Mariatta Retweeted

Katherine Michel @KatiMichel · Jun 10
Thank you @mariatta for helping me make my first CPython contribution. 🎉
github.com/python/cpython

Katherine Michel @KatiMichel
Repying to @mariatta @kennethlove
Help with docs, tell me more. I've thought of getting involved eventually, but wasn't sure how.
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Thank You
Questions?