Be a Superhero!

Tangible Actions to Support Diverse Builders and Show Allyship in Web3 Communities

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Introduction

Developer Relations + Marketing at BuidlBox
Advice Columnist for Reinvented Magazine
MS in CompSci
DEI +B Advocate
Mom to 2.
Agenda

Definitions

Why DEI in Web3:

Activities
“First and foremost, understanding privilege requires an understanding of how systems have been put in place so that we all experience privilege of some sort”

https://www.shegeeksout.com/blog/superhero-series-how-privilege-shows-up-at-work/

https://www.buzzfeed.com/stephenlaconte/how-privileged-are-you-quiz
Definition of bias: inclination or prejudice for or against one person or group, especially in a way considered to be unfair.

- **Transgender** ('Transgender People - Cisgender People' IAT). This IAT requires the ability to distinguish photos of transgender celebrity faces from photos of cisgender celebrity faces.
- **Weight** ('Fat - Thin' IAT). This IAT requires the ability to distinguish faces of people who are obese and people who are thin. It often reveals an automatic preference for thin people relative to fat people.
- **Disability** ('Physically Disabled – Physically Abled' IAT). This IAT requires the ability to recognize figures representing physically disabled and physically abled people.
- **Presidents** ('Presidential Popularity' IAT). This IAT requires the ability to recognize photos of Joseph Biden and one or more previous presidents.
- **Religion** ('Religions' IAT). This IAT requires some familiarity with religious terms from various world religions.
- **Gender - Science**. This IAT often reveals a relative link between liberal arts and females and between science and males.
- **Native American** ('Native - White American' IAT). This IAT requires the ability to recognize last names that are more likely to belong to Native Americans versus White Americans.
- **Asian American** ('Asian - European American' IAT). This IAT requires the ability to recognize White and Asian-American faces, and images of places that are either American or Foreign in origin.
- **Sexuality** ('Gay - Straight' IAT). This IAT requires the ability to distinguish words and symbols representing gay and straight people. It often reveals an automatic preference for straight relative to gay people.
- **Gender - Career**. This IAT often reveals a relative link between family and females and between career and males.
- **Age** ('Young - Old' IAT). This IAT requires the ability to distinguish old from young faces. This test often indicates that Americans have automatic preference for young over old.
- **Weapons** ('Weapons - Harmless Objects' IAT). This IAT requires the ability to recognize White and Black faces and images of guns and harmless objects.
Allyship

“Anyone has the potential to be an ally. Allies recognize that though they’re not a member of the underinvested and oppressed communities they support, they make a concerted effort to better understand the struggle, every single day. Because an ally might have more privilege and recognizes said privilege, they are powerful voices alongside oppressed ones.”
an accomplice is someone who assists others in creating a space of inclusion, equity, and safety for all, often at the risk of their own social and/or professional standing and physical well-being.
Section 1

Why is it important in web3
Racially Diverse Teams Outperform Non-diverse Teams

https://blog.clearcompany.com/10-diversity-hiring-statistics-that-will-make-you-rethink-your-decisions
Teams Where Men and Women are Equal Earn 41% More Revenue

https://blog.clearcompany.com/10-diversity-hiring-statistics-that-will-make-you-rethink-your-decisions
Decentralization

What is Decentralization?

Why is it important in web3?

How can it be applied in allyship?
Self Sovereignty and Identity

What is Identity?
Why is it important in web3?
How can it be applied in allyship?
Plurality

What is Plurality?
Why is it important in web3?
How can it be applied in allyship?
Let’s be Super H.E.R.O.S
H- Hold Space

- Set aside tickets for marginalized groups at conferences
- Host workshops or learning cohorts
- Be intentional about panels and public facing opportunities
E-Environmental Safety

Have a code of conduct and enforce it.
Be aware of triggers and microaggressions
Be aware of privilege and power dynamics
Speak up!
R- Remove, Reflect and Retain
Remove any unnecessary barriers to entry

Remove bias language from job descriptions.

Remove biased requirements for jobs.

Remove any vague requirements for advancement
Are you being exclusive?

**What Excites Us**

- Degree in engineering, CS, physics, math, statistics, or another related field
- Strong track record of building interesting projects, whether during internships, for school, or independently
- Great fundamentals and a strong command of at least one language
- Product mindset. You understand that building the right tools and systems can impact millions of users
- Adaptability. Most of our engineers work across the entire stack, touching everything from the front end to our core infrastructure
You have:

- A strong passion for Celo's mission
- Ability to write high quality, well tested code
- Strong experience developing production software
- Strong communication skills and ability to lead technical discussions
- Experience building software that is reusable, extensible, and modular
- A passion for testing and achieving high test coverage
- Enthusiasm to work in a startup environment
DO you have an open door?

Tell us how you would like to contribute!

SAN FRANCISCO BAY AREA, CA  BUSINESS & OPERATIONS  FULL-TIME
Reflect:

Reporting
Roles
Responsibilities
Transparency

1/ Building a more inclusive financial system calls for an inclusive team.

That’s why we’re proud to share that Uniswap Labs is now 50% women 🌟
“Many employees tell us these reports make them feel like they’re reduced to numbers.”

-Square’s Diversity Statement

Diversity Reports Problems

- Often overlook Intersectionality
- Often aren’t inclusive.
- Often focused solely on Diversity but not Inclusion and Belonging.
- Overly focused on metrics and numbers.
DEI OKRs

- Measured across the year
- Allows you to get Specific
- Prioritizes
- Focuses on removing barriers
Retain

Double check levels.

Clear Supported Advancement

Transparent Salary Compensation and adjustments.

Double Check that policies support career and life advancement.
O- Outside the box

Recruit from non-traditional places.

Find people where they are.

Try something new.
Show me the money

Donate to a Gitcoin Grants Round.
Have an DEI initiative.
Hire a DEI team.
Invest in Diverse Web3 projects

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Shout it out. (Amplify)
Section 3

Do the Work
Let’s Do the work!

Pick 1 of the following:

Activities:
- Privledge Test
- Implicit Bias Test
- Code of Conduct-> Procedure

Diverse Mods:
- Open Ended Role:

Diverse Leadership:
- Share Roles with Diverse Networks:

Donate:DEI Grants Round

Twitter Amplification:
- EFDevCon Champions:
Check your privilege, fight against biases, be a hero.
Thank you!

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Harvard Implicit Bias Test
https://implicit.harvard.edu/implicit/selectatouchtestv2.html
Privilege Test:
https://www.buzzfeed.com/stephenlaconte/how-privileged-are-you-quiz
Agree to disagree:

CS Graduates make the best engineers.
The best employees graduate from the best schools.
There is no good local talent.
Our competitive edge is our compensation.
Top Schools produce the Top talent
What are your current DEI Obstacles?

- Problem
- Solution
- Barrier
- Champion
- What’s their stake in it? / Motivation
- Objection from them or others
- Overcoming that objection