

SRECON 17 AMERICAS

**SRE ISN'T FOR EVERYONE, BUT
IT COULD BE**

ASHE DRYDEN

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SO WE'RE ON THE SAME PAGE

ASSUMPTIONS



**YOU UNDERSTAND
WHY DIVERSITY AND
INCLUSION ARE
IMPORTANT**

**YOU RECOGNIZE
WE HAVE A
PROBLEM**

**YOU WANT TO DO
SOMETHING
ABOUT IT**

BUT FIRST

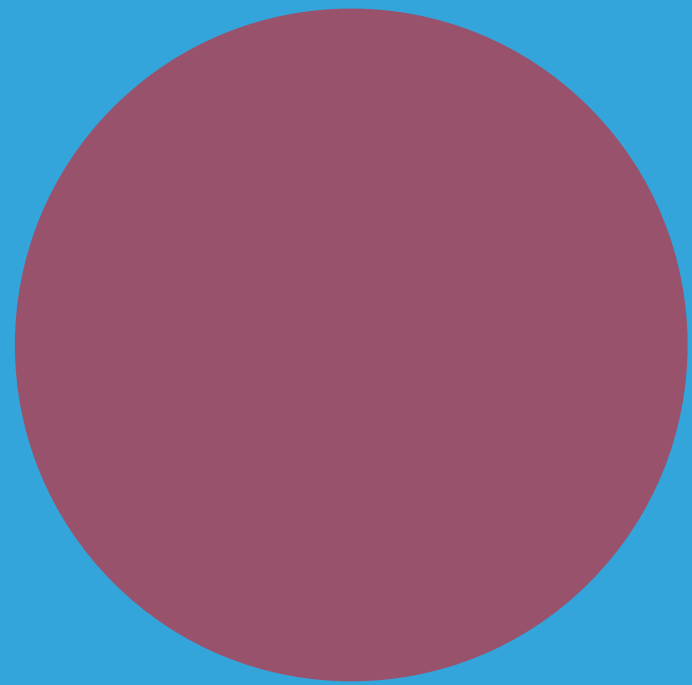
A PRIMER

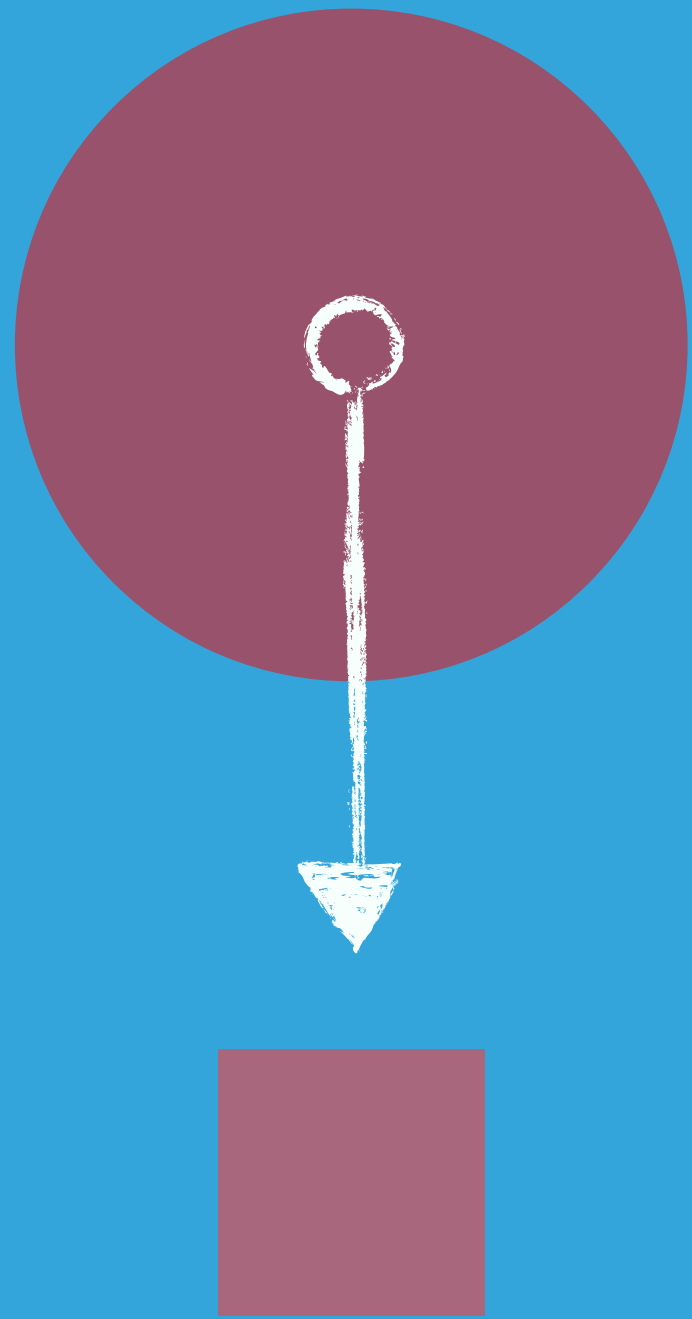
**DIVERSITY IS
REPRESENTATION**

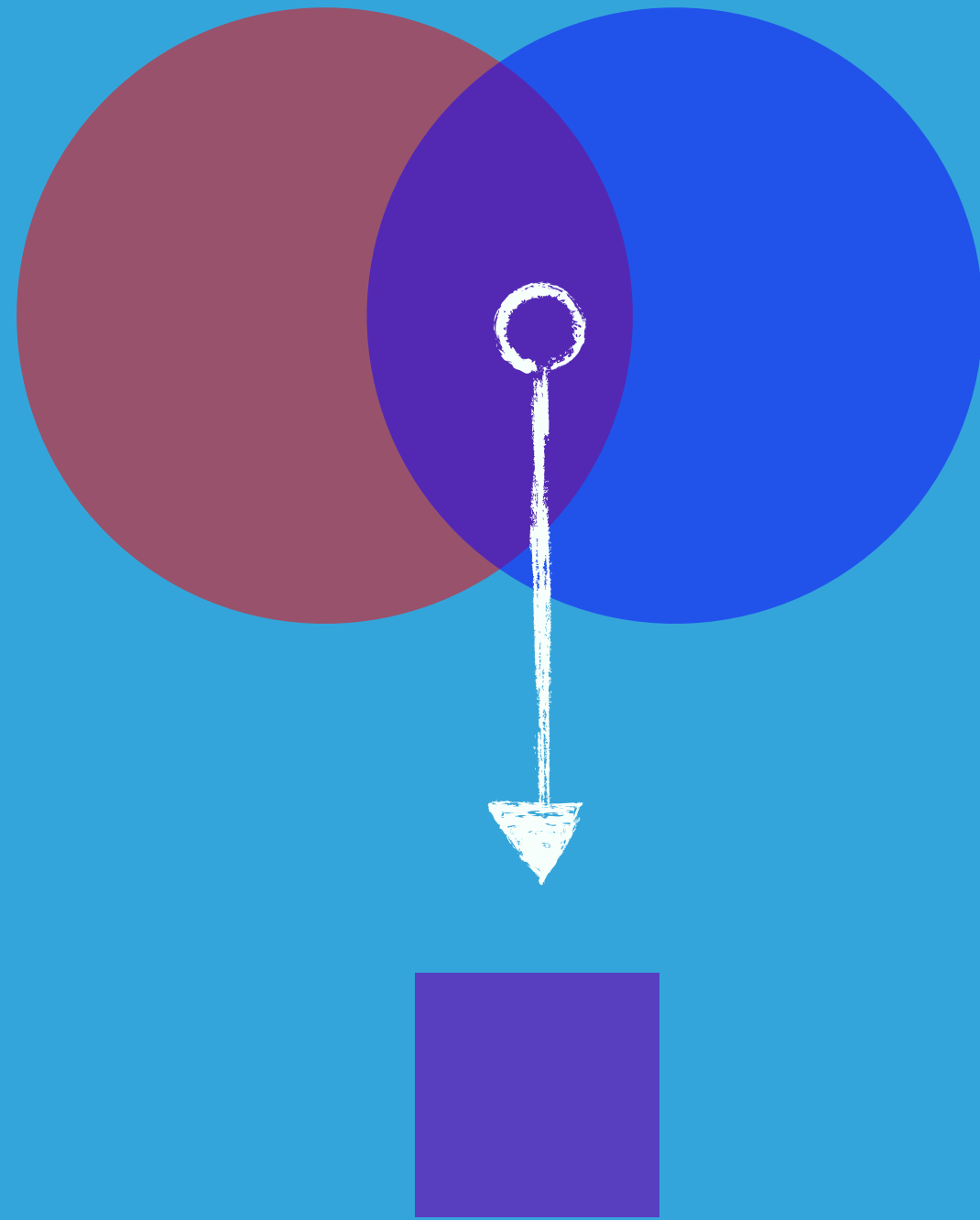
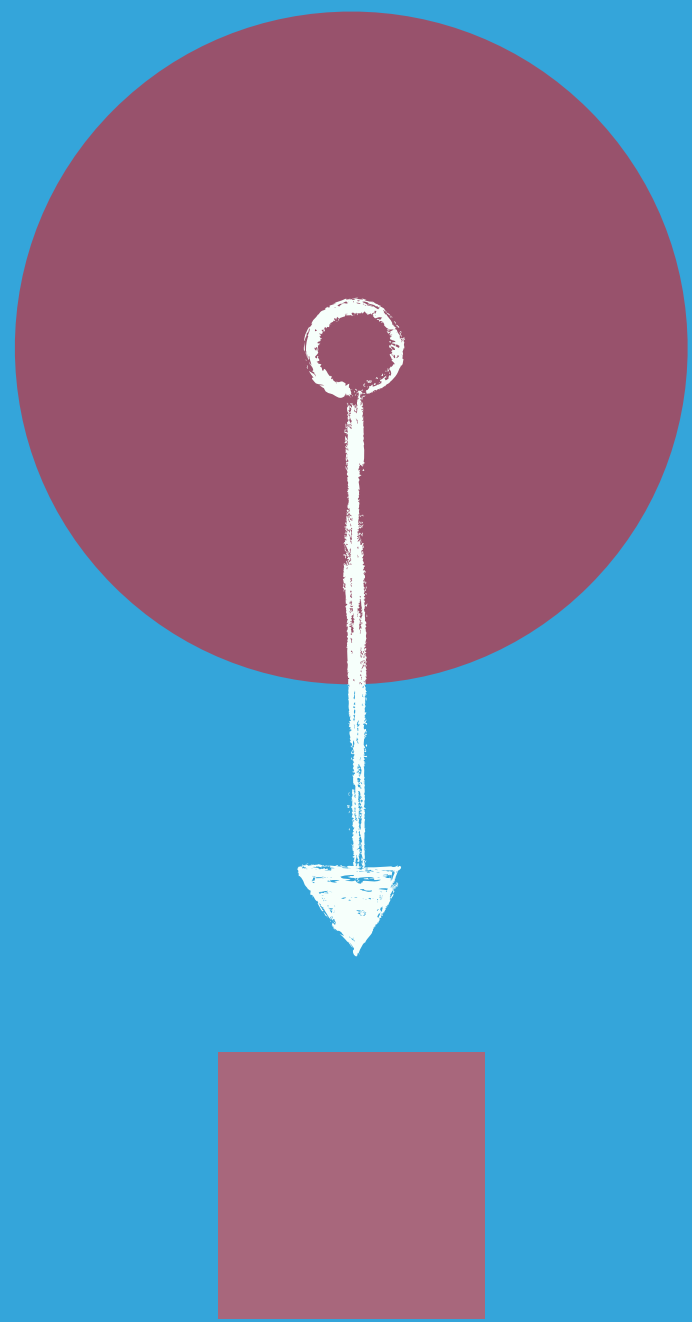
**GENDER. RACE & ETHNICITY. SEXUALITY. AGE.
PHYSICAL & MENTAL HEALTH. APPEARANCE.
ABILITY. LANGUAGE. EDUCATION. SOCIO-
ECONOMIC LEVEL. NATIONALITY. NEUROTYPE.
RELIGION. LEGAL STATUS & COUNTRY OF ORIGIN.
PARENTS & CAREGIVERS. TRAUMA SURVIVORS.
SUBSTANCE MISUSE. [...]**

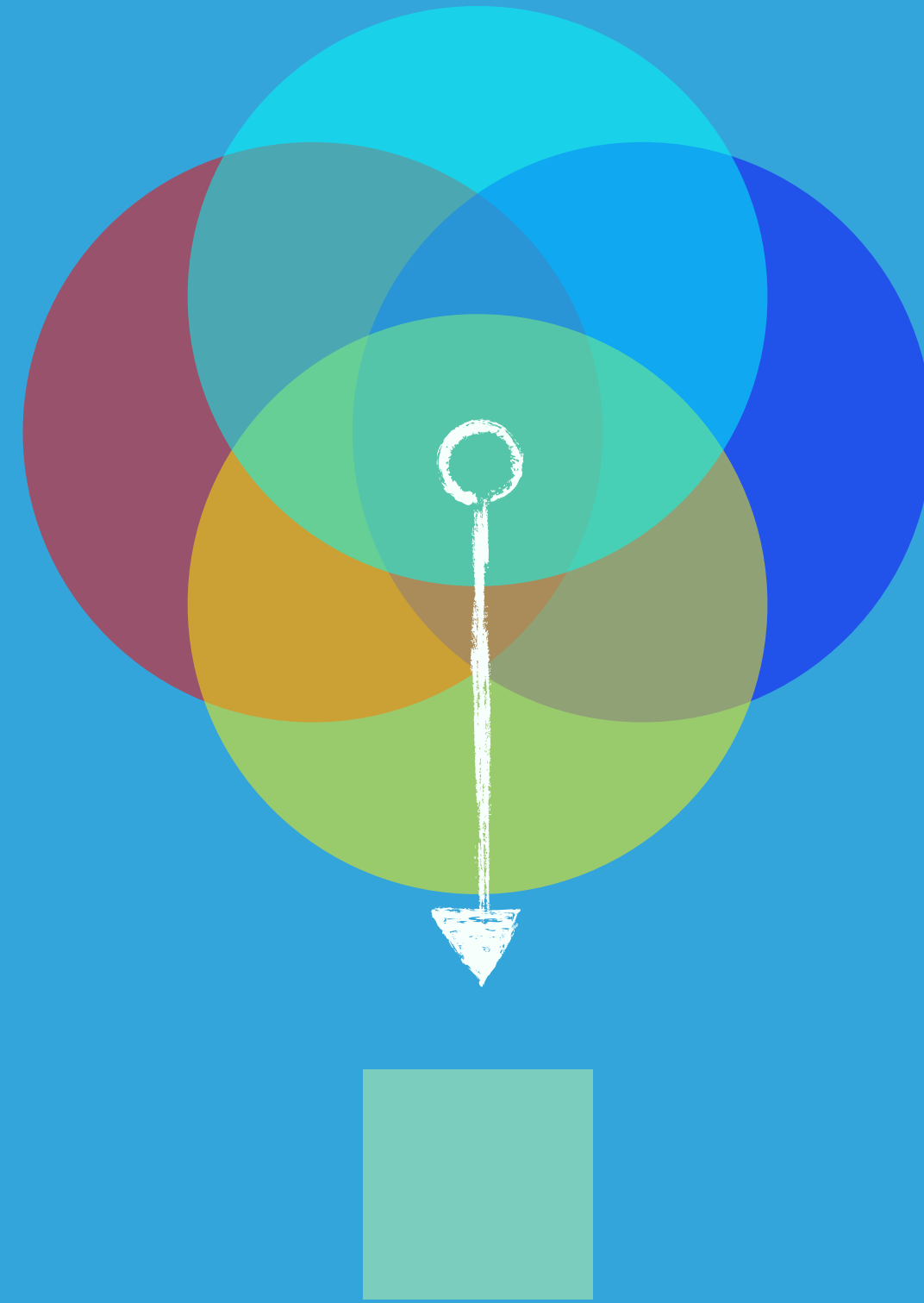
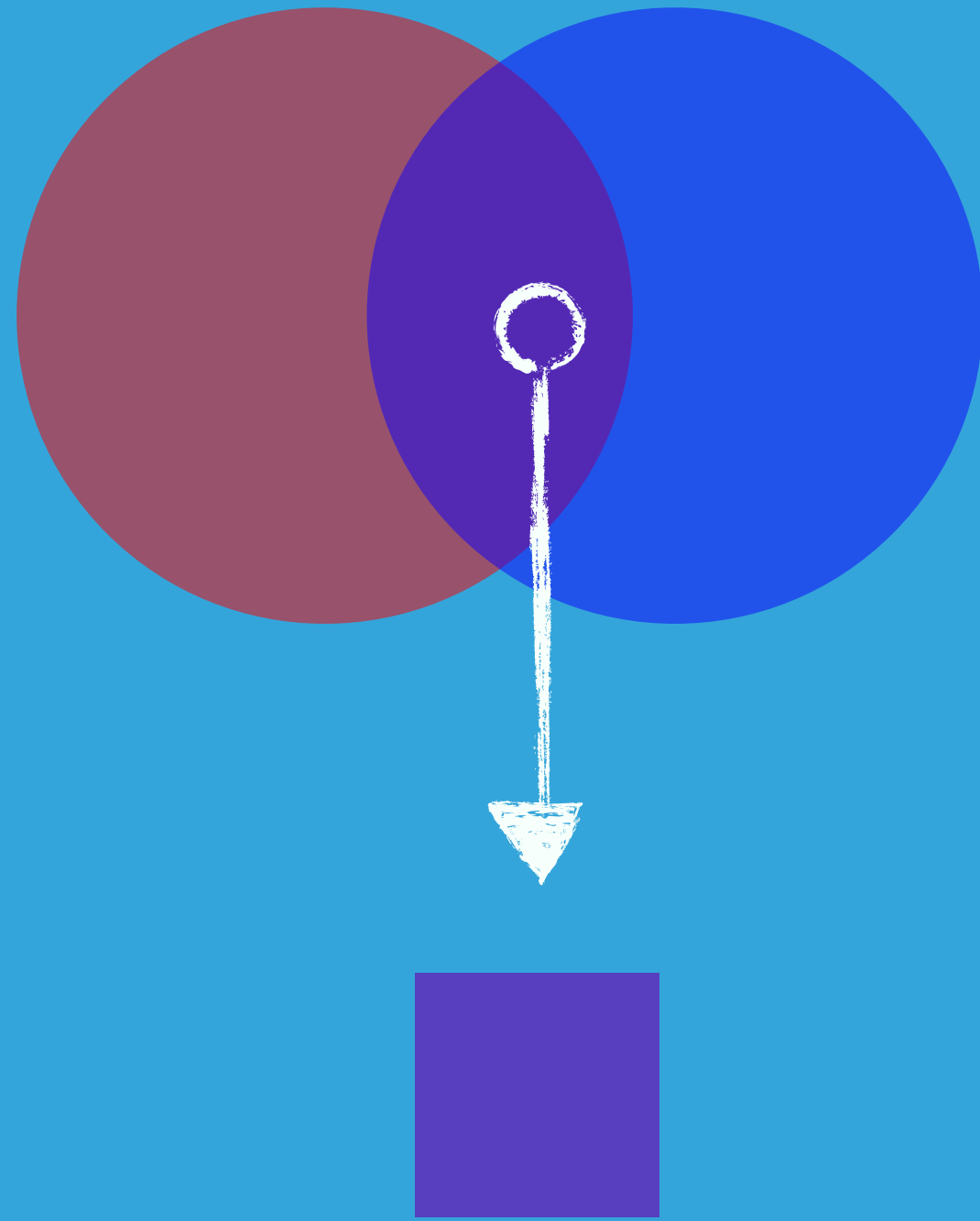
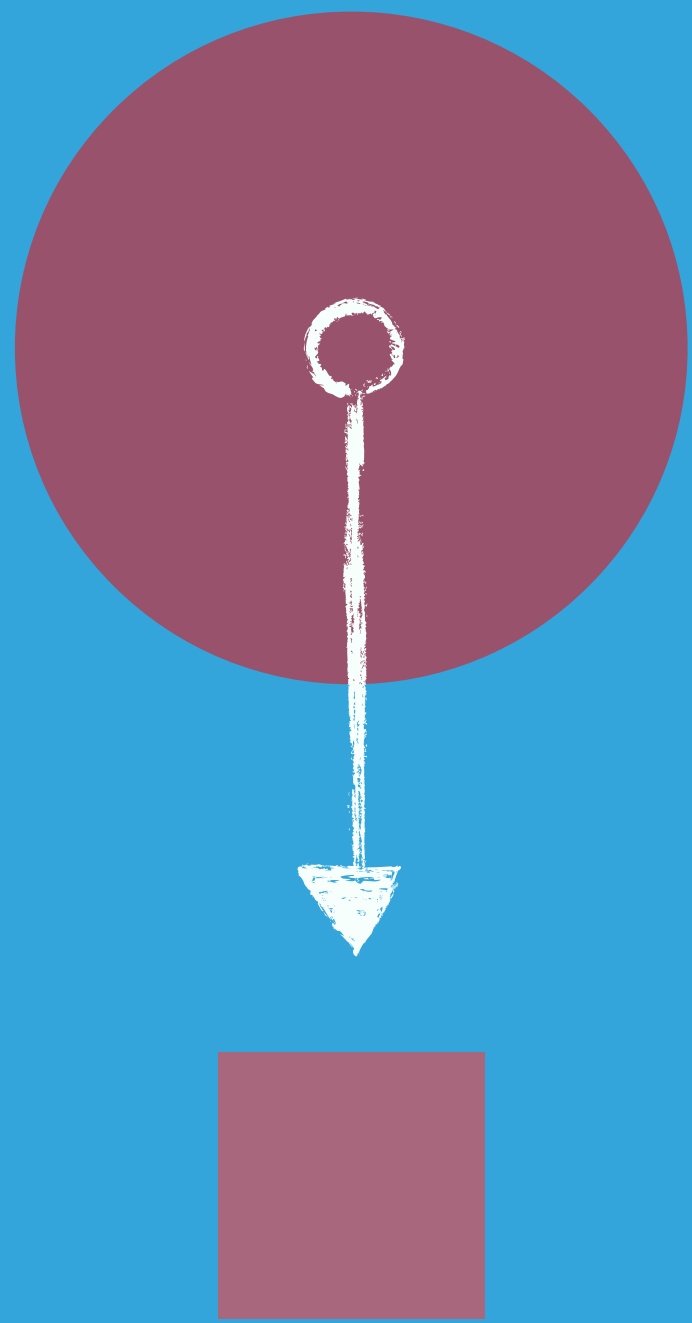
**IDENTITY IS
INTERSECTIONAL**

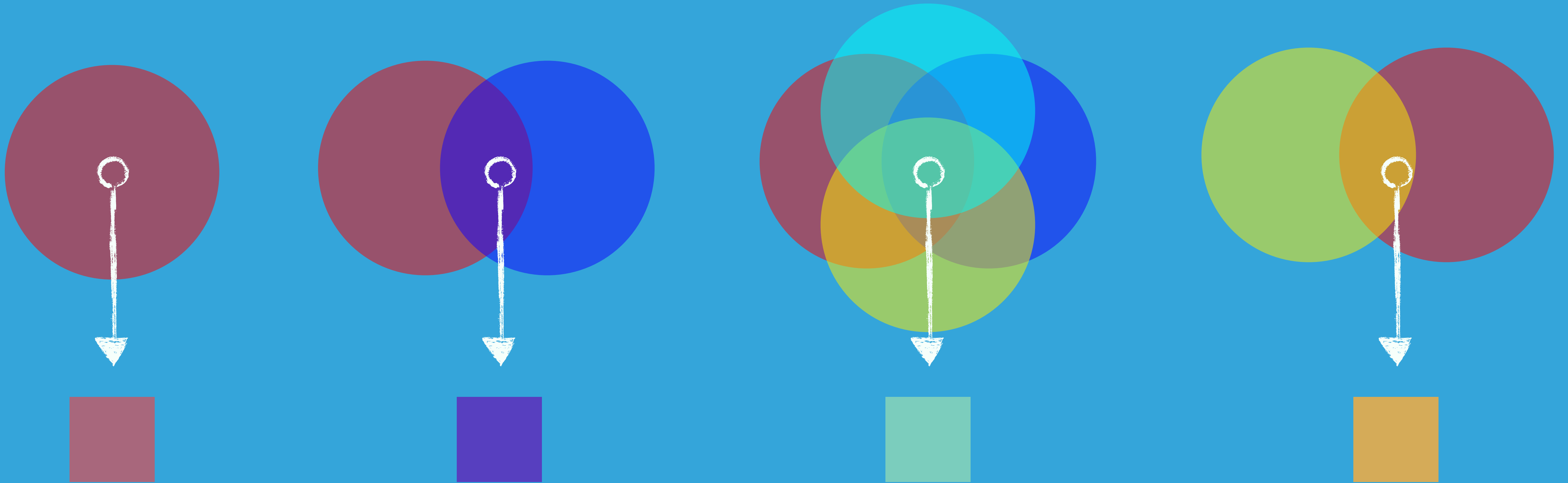
(IT COLORS OUR
EXPERIENCES & THE
WAY OTHERS TREAT
US)

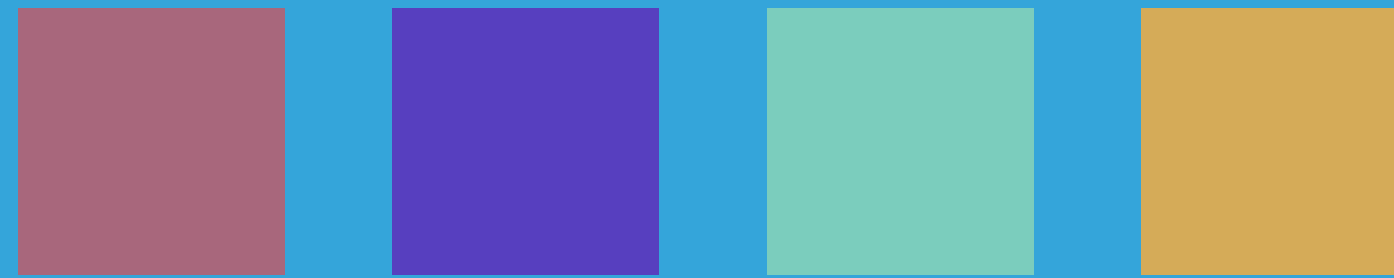












**INCLUSION IS
BELONGING**

**ARE PEOPLE SURPRISED OR
HOSTILE WHEN SEEING ME?**

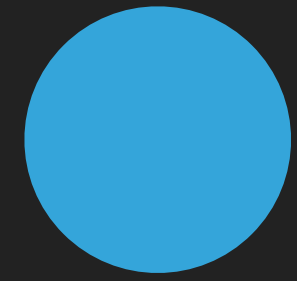
**DO I GET THE SAME
OPPORTUNITIES &
RECOGNITION?**

CAN I BE MY WHOLE SELF?

LET'S TALK HERD IMMUNITY

AIM FOR INOCULATION

LEVEL ONE:



YOU

ASSUME NOTHING

BROADEN

LISTEN

LISTEN
and believe them

LEARN

SELF-CORRECT

**I'M SORRY, I REALIZE THAT
WAS WRONG.**

LEVEL TWO:



FRIENDS

SUBTLY EDUCATE

**WHAT YOU MIGHT NOT HAVE
CONSIDERED IS THAT ...**

ENCOURAGE

LEVEL THREE:

COLLEAGUES



SPEAK UP

**AHMER WAS OFFENDED BY
THAT.**

~~AHMER WAS OFFENDED BY
THAT.~~

I AM OFFENDED BY THIS.

**THIS DOESN'T REFLECT THE
VALUES WE ESPOUSE.**

UPLIFT

LEVEL FOUR:
EMPLOYER



PROPOSE

VOLUNTEER

LEARN FROM
THE MISTAKES
OF OTHERS

**DOES THIS HAPPEN HERE?
HOW DO WE PROTECT AGAINST
THIS?**

LEVEL FIVE:
COMMUNITY



BE AN EXAMPLE

SHARE THE SPACE

YOU WILL MESS UP

YOU WILL MESS UP
don't let that scare you into inaction

YOU WILL MESS UP

don't let that scare you into inaction

and don't be a jerk about it

OH NO, NOT AUDIENCE PARTICIPATION

WHAT ELSE?



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