The D & I part of the day?

Renee Phillips (Ottawa 2019)

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—Susan Cain, author of *Quiet*

LEAN IN

WOMEN, WORK, AND THE WILL TO LEAD

SHERYL SANDBERG

#1 NATIONAL BEST SELLER

Three Things You CAN Help With

1. Bathrooms
2. Complaint Handling
3. Hiring

WE WELCOME

ALL RACES AND ETHNICITIES
ALL RELIGIONS
ALL COUNTRIES OF ORIGIN
ALL GENDER IDENTITIES
ALL SEXUAL ORIENTATIONS
ALL ABILITIES AND DISABILITIES
ALL SPOKEN LANGUAGES
ALL AGES
EVERYONE.

WE STAND HERE WITH YOU
YOU ARE SAFE HERE

* Content adapted from the original "We Welcome" sign created by IPRC members Lisa Mangum and Jason Levian.

- People might make fun of them
- Work is too busy and can't afford for them to be out
- Don't want to come back to all the work that will be piled up
- Afraid they'll not be seen as a team player
- Afraid they'll be first fired in a round of layoffs
- Nobody else knows how to do their job
- They like their job
- They want unused vacation time to be paid at the end of the year as money

- Why didn't you say something sooner?
- You're new here, you should get used to the environment before you complain
- Just learn to take a joke
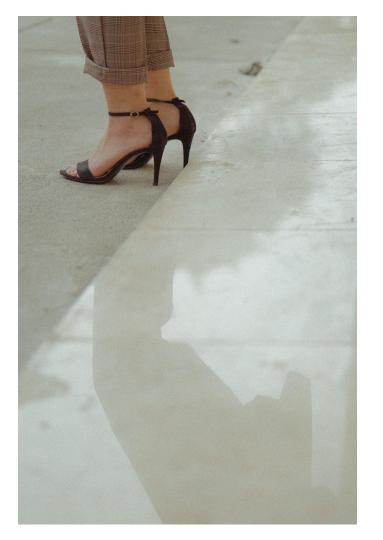- That's just a harmless person, they never learned to flirt/ask for help/take criticism, focus on bigger issues

- Everyone is annoyed by this person, but nothing can be done to make them go away
- You shouldn't feel the way you do
- We told you when we hired you that there were many strong personalities here, if you can't take it you should go somewhere else
- This person says the same thing to me and it doesn't bother me
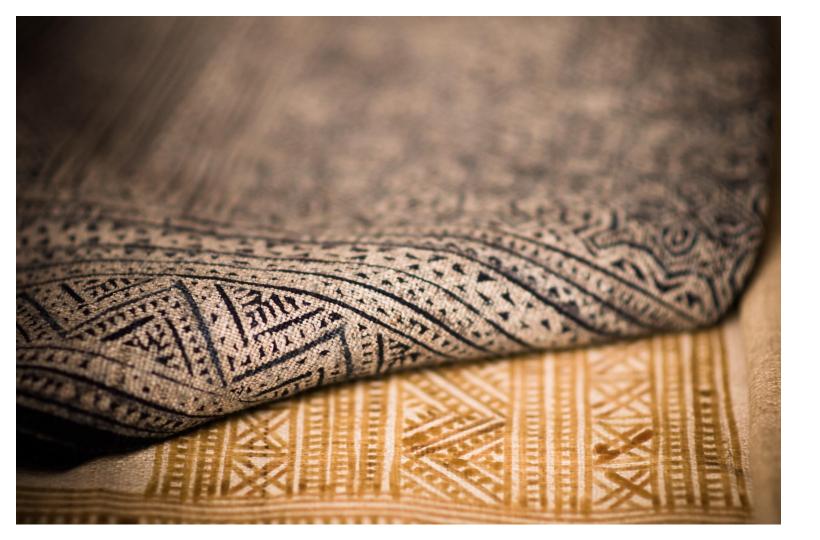- They're just awkward

Harvard Implicit Bias Studies

and

"Blind" Auditions

Who is on the front lines of this work in our spaces?

- PostgreSQL US Diversity Committee
- PostgreSQL Women
- PostgreSQL Core Team
- PostgreSQL Code of Conduct Committee
- Company Leadership