

A collage of lifestyle photos including a laptop, coffee, flowers, and a book. The background is a mix of white, yellow, and dark grey. The main title is in large, bold, orange letters on a dark grey background. The event information is in white text on a dark grey background. The speaker's name is in white text on a dark grey background. The source is in white text on a black background.

# Diversity in the Tech Community

Future Talent Forum 2024 @ TU Dublin

Vicky Twomey-Lee / @whykay

Source: <https://unsplash.com/photos/Ri17WyRucl0>



# WHO?

.....  
**Coder, tech event organiser  
advocating diversity in tech**

**...and cat hugger** 🐱

**@whykay**







# Community and GenAI

# HOW DID IT ALL START?

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**2004**

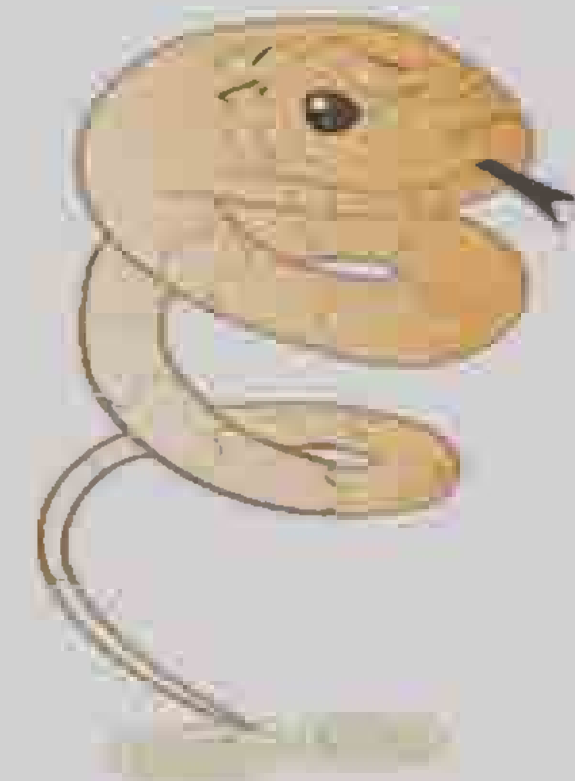


**2005**



@pythonireland

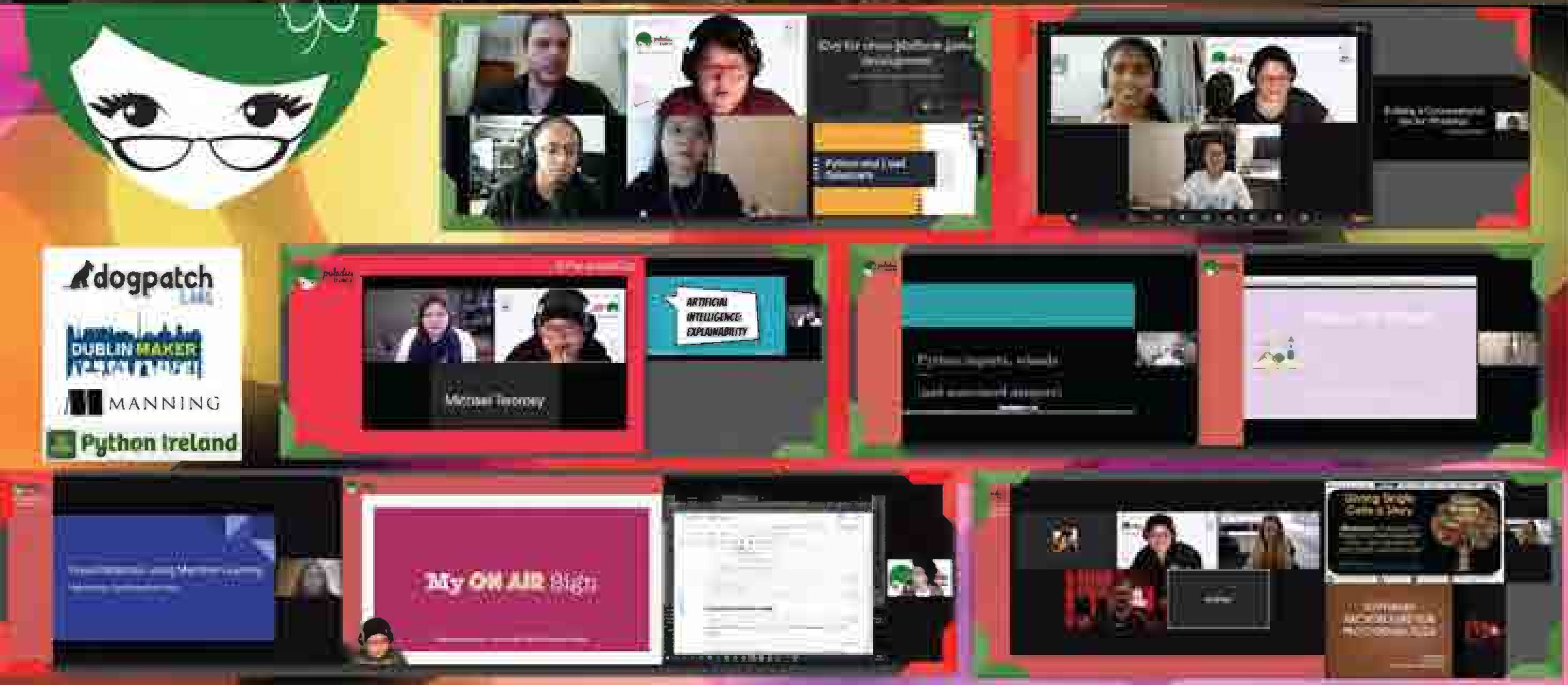
**2010**



- Python Ireland: 2005 - 2016
- PyCon Ireland: 2010 - 2013

@PyLadiesDub

# pyladies dublin



# PyLadiesCon

## 2023 Online

1-3 Dec | Multi-language | Multi-timezone

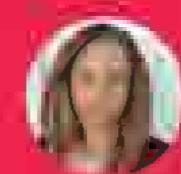
### THE ORGANISERS



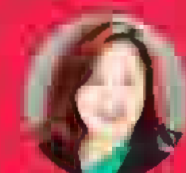
**Cheuk Ting Ho**  
Speaker Support



**Lynn Root**  
PyLadies Global Council



**Lisa Marielle Cooper**



**Mariatta**  
Co-Chair



**Benny Perez**  
Co-Chair



**Vicky Twomey-Lee**  
Communication Chair



**Elka Bultrago**  
Design & Social Media Chair



**Naomi Ceder**  
Sponsorship Chair



**Maria Jose**  
Program Chair



**Cristián Maureira-Fredes**  
Tech/infra Chair



**Georgi Ker**  
Volunteer Chair

### Keynotes



**Sophia Yang**



**Jimena Bermúdez**



**Martene Mhangami**



**Thais Viana**



**Abigail Mesrenyame Dogba**



**Carolina Chavier**



## HOW DID IT ALL START? (CONTD)

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2012

@codinggrace

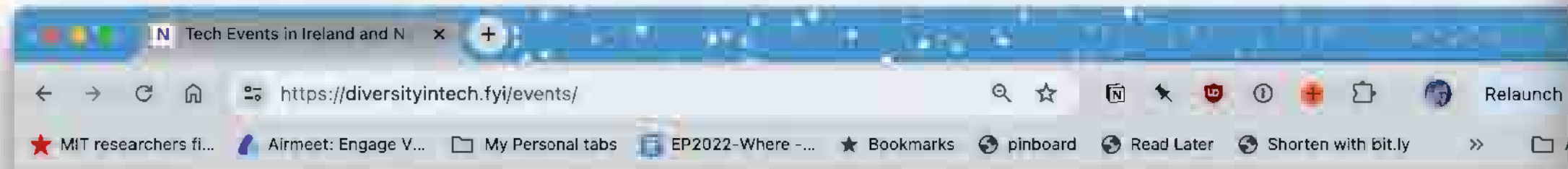
- ▶ **Founded 2012**
- ▶ **Started with 7 workshops**

- ▶ **Nearly 90 workshops since**
- ▶ **Nearly 30 volunteer mentors\***





# CURATED CONTENT



IrishGeeksUnited Diversity in Tech Groups Tech Events around Ireland Irish Geeks Table

## Tech Events in Ireland and Northern Ireland Listings

For many years, I've been hand-curating events from meetup, eventbrite and other sources, like word of mouth from my various networks and social media. It's been quite time consuming (especially as a volunteer), as I before the Covid-19, I was curating for:-

- Coding Grace Monthly Newsletter (1st week of the month)
- Coding Grace blog update on monthly newsletter
- Posting the newsletter and additional events to my DEV account

Since the pandemic restrictions, I've additionally curated:-

- Daily updates of virtual events around Ireland and Northern Ireland
- Tools used by events in the 1st few months of the pandemic (2020) - I stopped this once I noted that most people settled on Zoom, Teams, Meet for events, and tech organisers stopped running around like headless chickens. 🐔

So building this site of listings of events, and separately listing diversity in tech events will save me a lot of time, plus I hope folks in general will find it useful

You can contribute by PR to event lists, I've a [CONTRIBUTING doc on github](#) that you can have a read through on how you can share info about events, conferences and even opportunities.

Any questions, email me at [vicky\[at\]eventgeek\[dot\]ie](mailto:vicky[at]eventgeek[dot]ie)

## Upcoming General Tech Events in Jun

[\(In-Person\) Belfast Hacker Session @ Farset Labs](#) 🇬🇧 tech

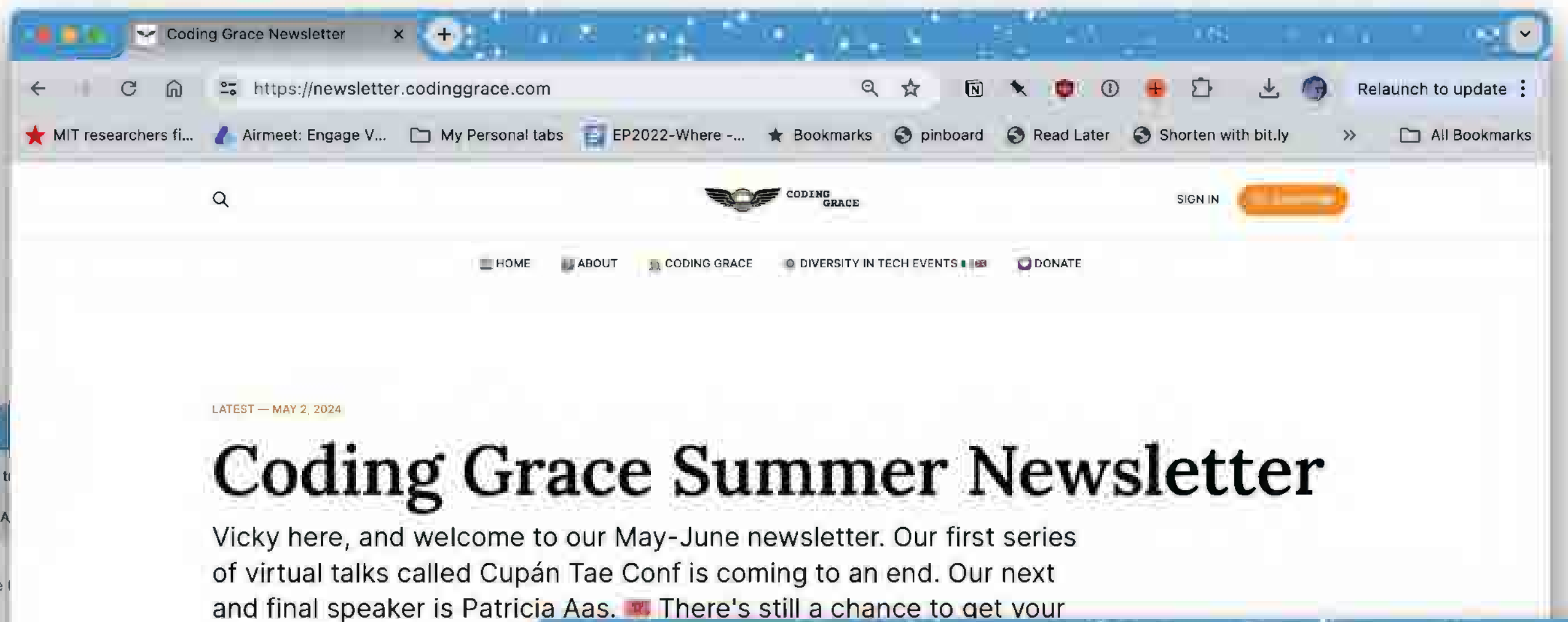
When: Sun Jun 16, 2024 (15:00)

[\(In-Person\) Maker Night at the Hackerspace @ Farset Labs](#) 🇬🇧 maker

When: Mon Jun 17, 2024 (18:00)

[\(In-Person\) Exploring Electronics Together @ TOG Hackerspace](#) 🇬🇧

maker



LATEST — MAY 2, 2024

## Coding Grace Summer Newsletter

Vicky here, and welcome to our May-June newsletter. Our first series of virtual talks called Cupán Tae Conf is coming to an end. Our next and final speaker is Patricia Aas. There's still a chance to get your ticket (€5) and join us online

7 MIN READ

MORE ISSUES

### Coding Grace Spring

If it all works out, you are receiving our newsletter for staying with us as our subscriber. It may be useful to you. I was so happy to see Gam Douglas

MAR 1, 2024 · 7 MIN READ

### First newsletter of 2024

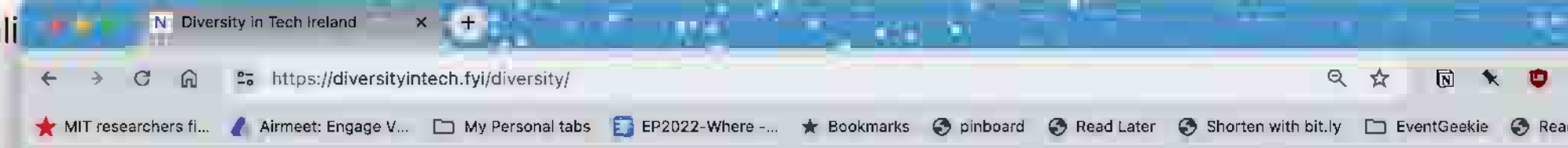
A new start and that brings us to this month. I'll give highlights of what happened the usual way in the monthly newsletters from March onwards

FEB 3, 2024 · 8 MIN READ

### Welcome back! We

Welcome to our new platform for our bi-monthly newsletter. If you're not being able to make it out, there will be a link to the archive and what's going to be happening in Feb.

JAN 30, 2024 · 2 MIN READ



IrishGeeksUnited

Diversity in Tech Groups Tech Events around Ireland

## Diversity in Tech Ireland

### Diversity Groups Around Ireland and Northern Ireland

This was initially created way back in 2017 by me (Vicky Twomey-Lee), first via Svtble, then through [Medium](#) and more recently [I have it on EventGeek.ie](#) as well. I've stopped updating Svtble but I still update both Medium and EventGeek.ie post. Double the effort, and I'm sure there's been typos made.

I hope that this time round I can get people to contribute via PRs on Github. Once this is live, I'll stop updating the Medium post (and prob EventGeekie's) with a note to refer to this site instead.

I'll keep the reason why I started this. So here we go!

The year 2017 has been interesting, at least three new Women in Tech groups that I know of popped up in Dublin. It's amazing as back in 2008, I wished there was at least one group, and I thought my wishes were answered when Ireland Girl Geek Dinner started... but I wished there were more programming groups that have more people than just your atypical coder that attend techie events. I co-founded Coding Grace (diversity-friendly coding workshops) which started in May 2013, and founded PyLadies Dublin (Python coding evenings) which had its first meetup in October 2013. It was certainly different to run and mentor workshops, and great to have technical events that's not just about talks, and have some hands-on coding evenings or interactive workshops that are inclusive and friendly to everyone.

Another group that I want to mention is WITS (Women in Technology and Science) Ireland, who have been around since 1990, with amazing patrons like our first female Irish president, Mary Robinson, Mary McAleese and the current president, Michael D. Higgins. What makes this group different is that WITS Ireland is involved with gender equality policies on the government level in the areas of STEM and have members in public and private sectors. It's amazing that we have so many diversity groups, but I am not the only to think that we should be careful that we don't fragment the community. The tech community (especially in Dublin) is small, the diversity community is even smaller.



PRESENTS



Patricia is a programmer who has worked mostly in C++ and Java. She has spent her career



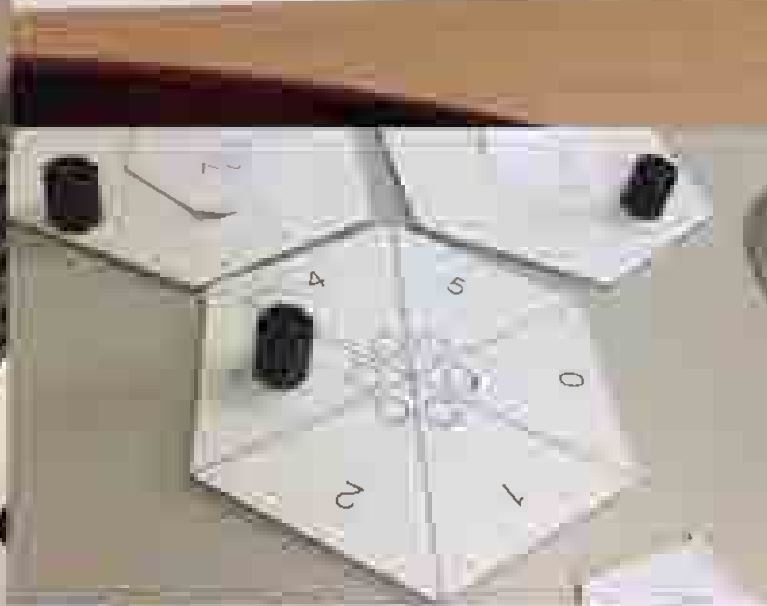
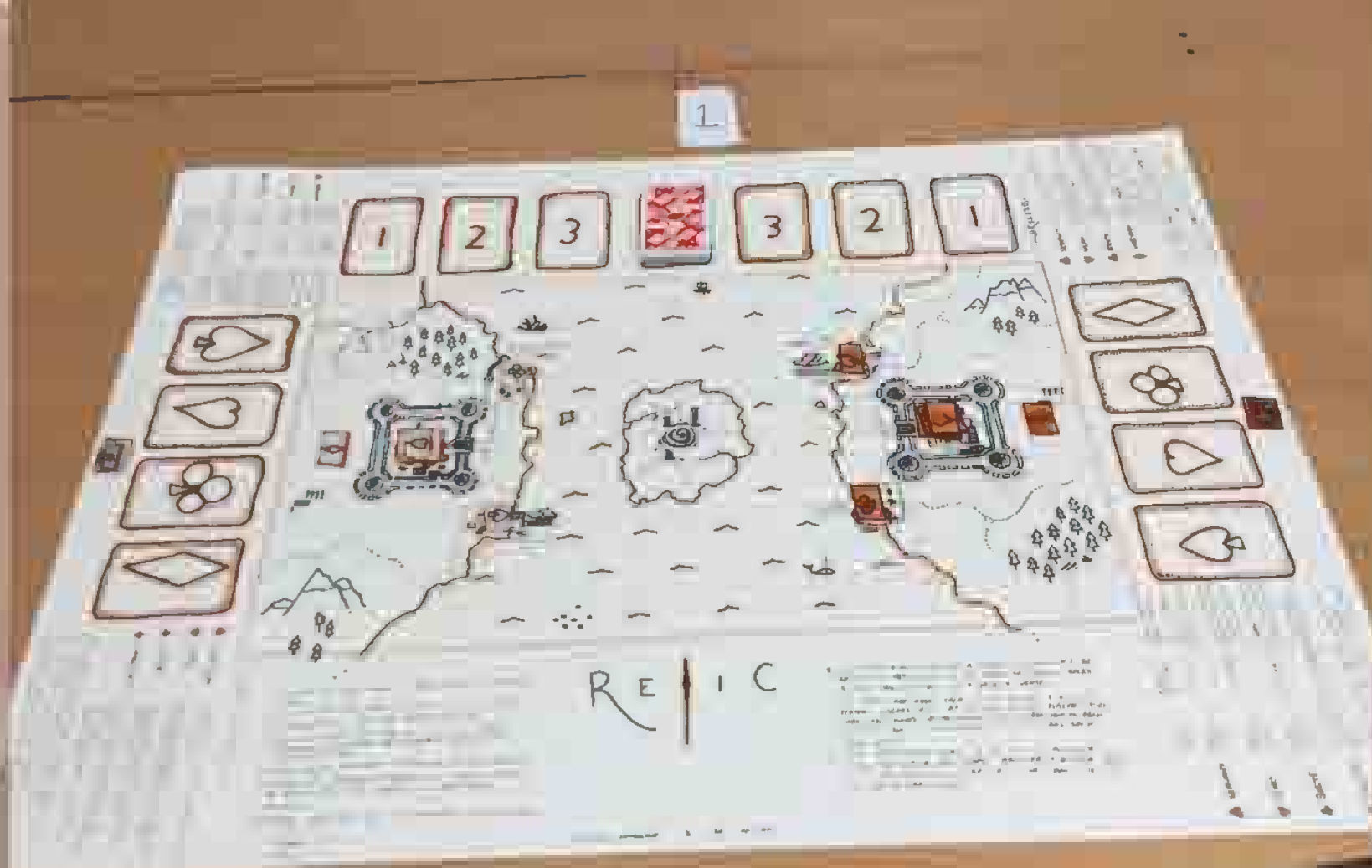
TEXT



## HOW DID IT ALL START? (CONTD)

- ▶ **Founded 2012**
- ▶ **Started with 3 GameCrafts**
- ▶ **Nearly 30 events since**
- ▶ **Dublin, Derry, Belfast, Cork, Limerick, Thurles, London, Vienna, New York**

**@globalgamecraft**





**PREV AL.T.CTRL.GAMECRAFT**






AND... MAYBE ONE MOAR 🙄

.....

2015

WOMEN WHO  
**CODE**<sup>®</sup>  
DUBLIN

 **Women Who Code**  
@WomenWhoCode · Follow



After more than a decade of empowering diverse women to excel in technology careers, we are announcing the difficult decision to close Women Who Code. So much has been accomplished, but our mission is not complete.

Read the full announcement → [bit.ly/4d61kuU](https://bit.ly/4d61kuU)



10:00 PM · Apr 18, 2024  
715 likes · Reply · Copy link  
[Read 103 replies](#)

The screenshot shows a web browser displaying the Meetup page for the 'Women Coders Community Ireland' group. The page includes a header with the Meetup logo, a search bar, and navigation links. The main content area features a group photo placeholder, the group name, location (Dundalk, Ireland), member count (54 members), and organizers (Beth Glenfield and 2 others). There are sections for 'What we're about', 'Upcoming events' (currently empty), 'Organizers', and 'Members (54)'. A 'Schedule' button is visible at the top right of the group page.



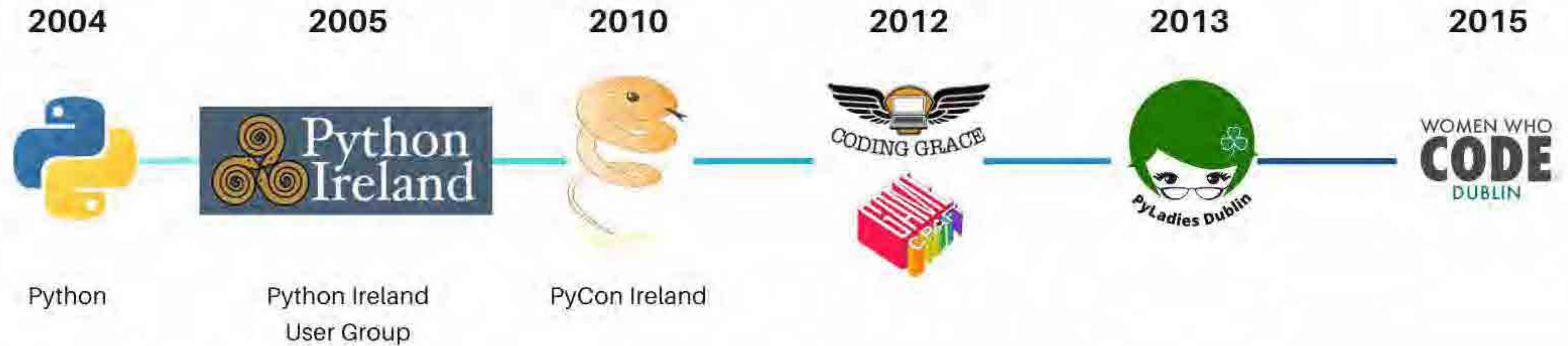
**Join Women Coders  
Community Ireland  
on meetup**



**Join Women  
Coders Network  
on Discord**

# IN THE BEGINNING

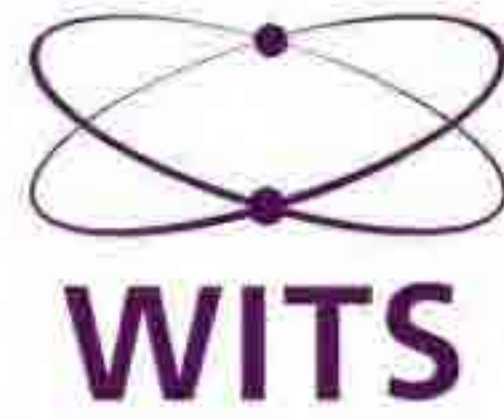
How I got involved with the 🇮🇪 Irish tech community 🇮🇪





# Don't reinvent the wheel

**Support or  
Be a member**



**Partnerships**



**django** girls+



**Get Involved!**



# DOESN'T HAVE TO BE IN IRELAND



- ▶ **Nominated Fellow**
- ▶ **Grants Workgroup**

**\*PSF Community Spirit Award in 2021**



- ▶ **Was on the board**
- ▶ **Various Workgroups**

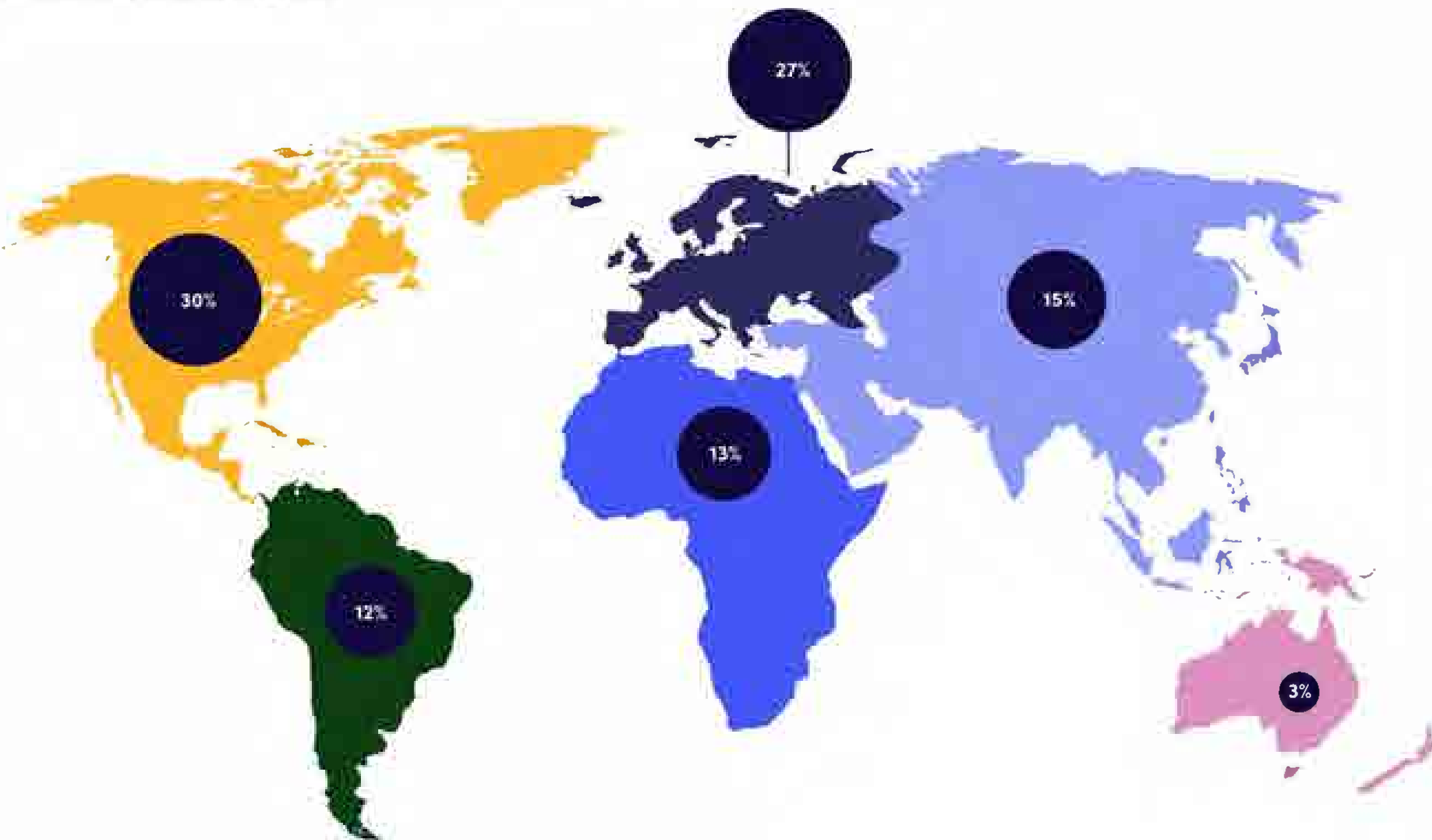
**\*EuroPython Society Fellow Grant in 2021**

**Get involved**

# PSF Grants Workgroup

## Grants by Continents

In 2023, the grants program focused on virtual and in-person events. The PSF distributed \$697K in grants in 2023, to 174 groups in 52 countries around the world.



## Grant Disbursement

PSF GRANT DISBURSEMENT FROM 2016-2023  
(\$ in thousands)



## Grant Trends

PSF GRANT TRENDS FROM 2016-2023  
(\$ in thousands)



Source: <https://www.python.org/psf/annual-report/2023/>

# WHAT IT MEANS TO ME





*pyladies*  
dublin

at



EUROPYTHON  
2016 Bilbao, 17-24 July



*pyladies*  
**dublin**

*at*



**EUROPYTHON**

**2016** Bilbao, 17-24 July



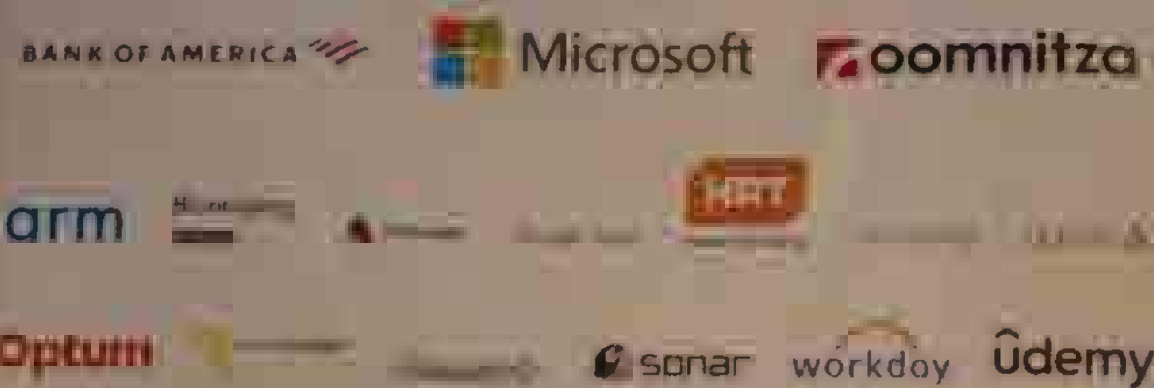


# EuroPython

DUBLIN & REMOTE

## 2022

A special Thank You to our sponsors



whykay 李韋岐   
@whykay · Follow

🥰 This picture means alot to me. In the early days of @PythonIreland, I wanted to see people like myself in a tech (especially #Python) event in Ireland.  
😊 And at #EuroPython2022, I've the pleasure to meet and work with Raquel Dou & @cheukting\_ho.  
🥰 Dreams can come true.



8:52 PM · Jul 17, 2022

👍 33 Reply Copy link

[Read more on X](#)



# TECH COMMUNITY CHARITY



Amount	Count	Total
€50	x2	100.00
€50	x1	50.00
€20	x12	240.00
€10	x14	140.00
€5	x3	15.00
		<hr/>
		€ 525.00

€358.60  
€525.00  
-----  
★ €883.60  
★ ♡ ♡ ♡ ★

2019 NOV 25

**Thank you!!!**

IRISH GEEKS PRESENTS

# TECHIE TABLE QUIZ



# SEASON

fundr

We have the final amount from Workday's matching donations, it's... 🎉

## €2874

That's €1,902 (€1,550 plus private donations) from our fundraiser plus €972 from Workday.

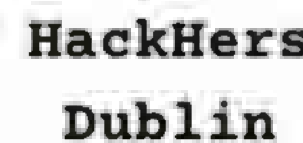
Note: Workday donated to [Dublin Simon Community](#).



### Sponsors



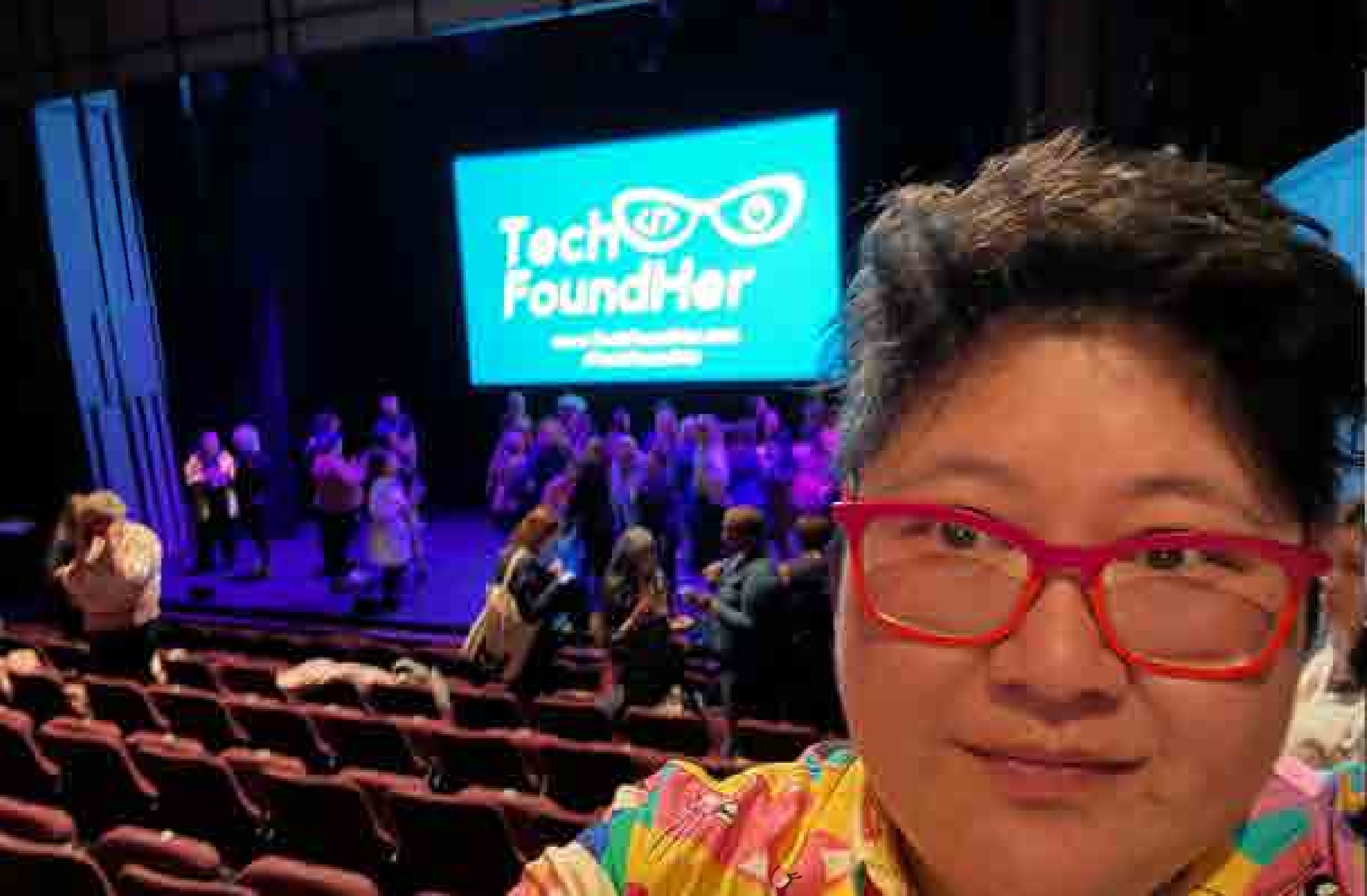
### Community Partners





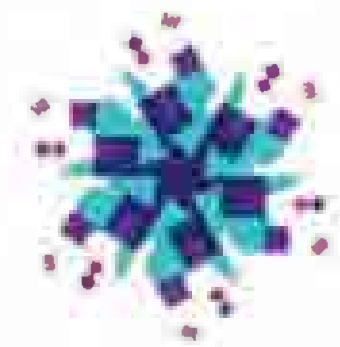
**DUBLIN MAKER**  
**MADE**







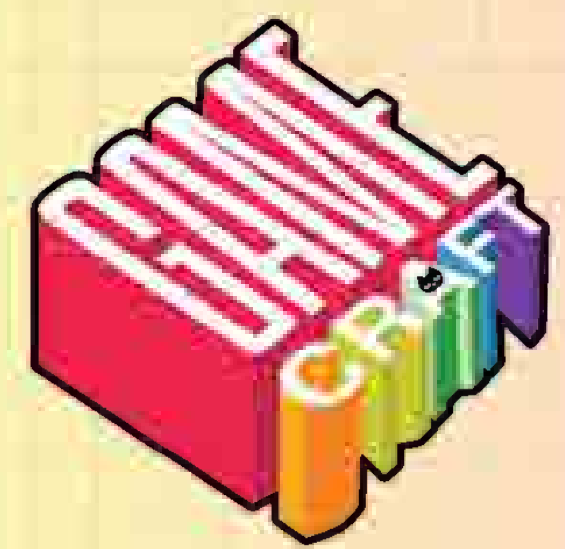
at



INSPIREfest 2017

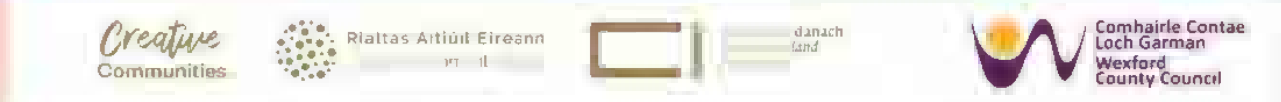
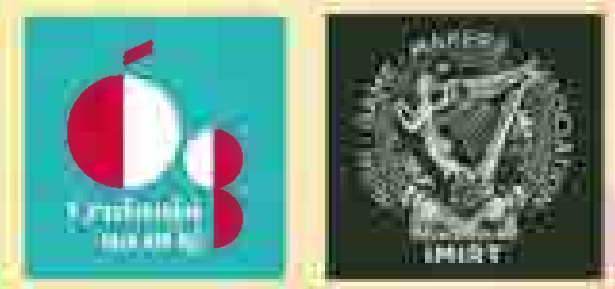


# ALT.CTRL



Sat Jun 15, 2-5PM (12-18yo)  
Gorey Library

**Make your own game controller!**  
**No coding or experience required**



[← BACK TO EVENTS LIST](#)

## **Alt.Ctrl.GameCraft: Make your own game controllers with Game Makers Vicky Twomey-Lee and Michael Twomey**

WORKSHOP



### VENUE

Gorey Library  
Civic Square  
Gorey  
Co. Wexford  
Y25 WK37

**15 JUN 2024**

2.00PM - 5.00PM

### AGE RANGE

13-15

16-18



### CONTACT

For more information on Wexford County Council's programme of events for Cruinniú na nÓg, please contact Elizabeth Howard [elizabeth.howard@wexfordcoco.ie](mailto:elizabeth.howard@wexfordcoco.ie)

This exciting electronics-based workshop brings creativity and technology together to enhance the gaming experience. Learning how to build a custom game controller, participants will develop skills to tailor the design and functionality of their gaming preferences.

Participants will be supplied with parts for a USB game controller, crafting materials, and programming assistance (Raspberry Pico-based devices). If you have your own laptop please feel free to bring it along, but don't worry if you don't have one as machines will be

# WHY DIVERSITY?



- **gender** - women, **genderqueer**, **agender**, **non-gender conforming**, masculinity-femininity spectrum, fixed/fluid state
- **biological sex** - **transgender**, **intersex**
- **sexuality** - lesbian, gay, bisexual, **queer**, **pansexual**, **asexual**
- **relationship orientation** - **polyamorous**, **open**
- **race and ethnicity**
- **nationality, country/region of origin** - country of personal or familial origin
- **citizenship status** - immigrant/documentation status
- **language** - people whose first language is not English (or the otherwise dominant language of the region), people who communicate through sign language, people who communicate through **assistive devices or software**
- **religion/spirituality/affiliation**
- **political party/movement affiliation** - political party, feminist,
- **elective dietary choices** - vegetarian, **vegan**, **Kosher**, **Halal**, **straight edge**, **teetotaler**
- **physical appearance** - height, weight, shape, hereditary disfigurement/injury, mod/surgical history, cultural "beauty" spectrum

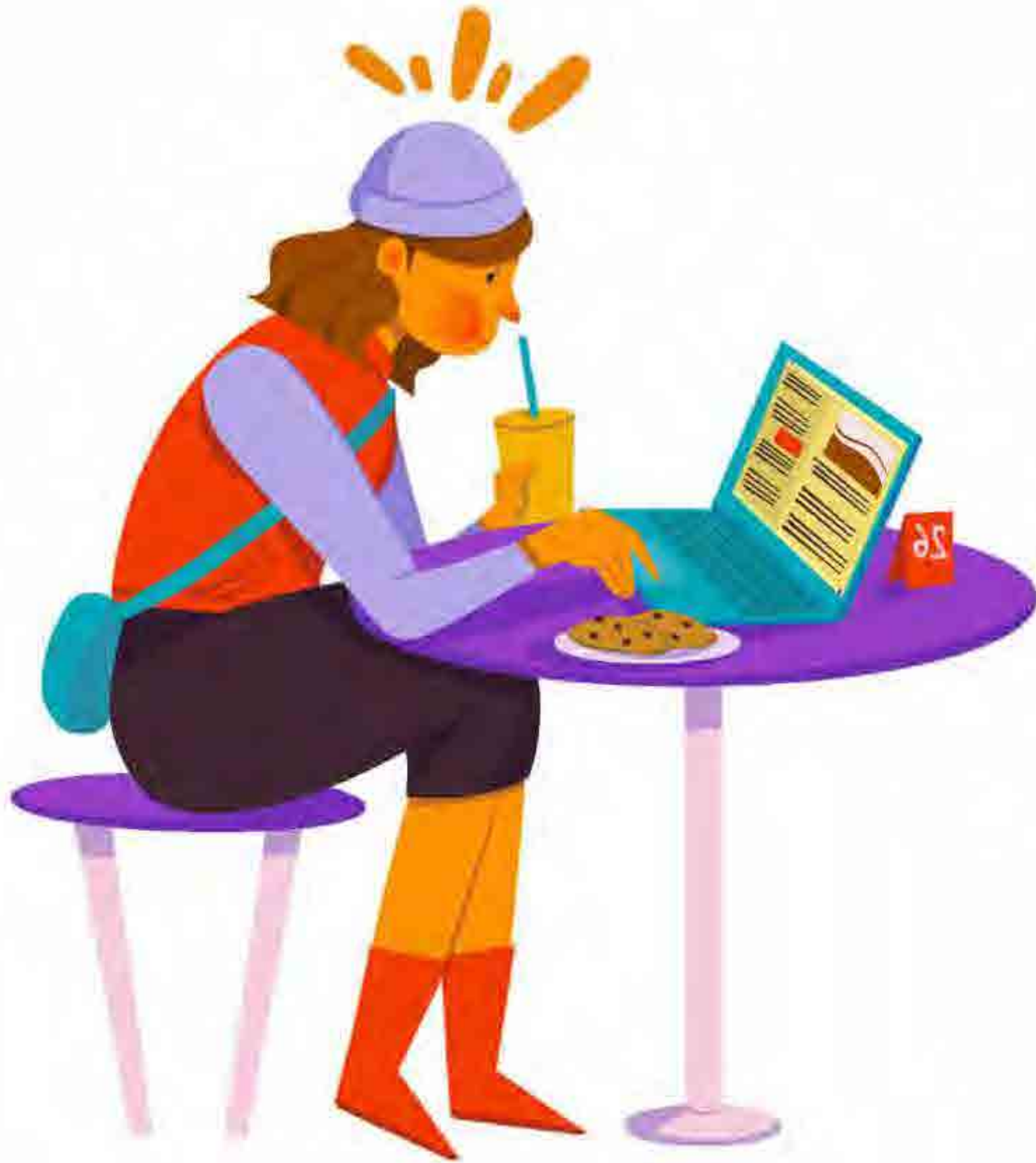
- **chronic disease** - diabetes, cancer, Crohn's, epilepsy, migraines, allergies
- **mental illness or disorder** - schizophrenia, depression, eating disorder, addiction, bipolar disorder
- **physical disability** - impaired mobility, sight-/hearing-/sensory-impaired
- **veteran/military status**
- **experience with violent conflict** - refugee/asylum seeker
- **personal violence/trauma survivor** - child soldiers, abuse survivors, former cult members

# General population that aren't well represented in our tech communities.

<https://www.ashedryden.com/blog/increasing-diversity-at-your-conference>

- **dependent status** - you are or you have: children/elderly/immobilized
- **parental status** - you are or you have: biological/adopted/foster children, guardianship
- **relationship status** - single/partnered/married/divorced/multiple partnered
- **economic status** - current and former
- **access to healthcare**
- **access to travel/mobility**
- **access to education**
- **access to technology** - includes type of technology, bandwidth, screen size, availability/ownership
- **professional experience level**
- **education level** - level of formal education completed, whether or not a person has graduated from college/university, self-taught





## **2022 CSO Census**

**<25% women employed in tech-related fields**

- <https://data.cso.ie/table/F7050>
- <https://pwc.to/352uj1Y>

**Drop from around 30% from 2019 census!**

- <https://www.siliconrepublic.com/careers/less-than-third-of-irelands-ict-workers-women-cso-report-2019>

# Representation matters

- I want the **same opportunity for everyone**
  - attend events, conferences, volunteer, help organisers (registration, speak, even speak yourself)
- Events are **more interesting** with people from more diverse backgrounds
- Don't forget people with kids, onsite childminding facilities so both partners can attend talks together
- As a Chinese girl, **seeing someone like yourself** that is speaking at an event, it makes me curious to attend 😊
- **Friendly inclusive community** makes it inviting for more people to join in and help, and naturally attract more diverse speakers, attendees and more volunteers!

# How you can help?



MENTORSHIP.



SPONSORSHIP.

● Larahogan  
[View this on larahogan.me](http://View this on larahogan.me)

## Sponsorship!

- Overmentoring may not be good, but
  - actively supporting, promoting that person to speak, for a promotion
  - even mentioning their name in meetings
- This means opportunity and visibility for someone of an underrepresented group
- Anyone can be a sponsor. Even other members of underrepresented communities.

# Podcasts is a great platform to raise voices!



**Pypodcats** @pypodcats · Oct 30, 2023

Out of 666 episodes from popular [#Python](#) [#podcasts](#) with invited guests, women appeared in only 117 (17.56%) episodes. This inspired us to start a new podcast series highlighting women and underrepresented group in the Python [#community](#)

Read our findings:



[pypodcats.live](https://pypodcats.live)  
Gender Diversity and Representation in Popular Pyth  
Gender Diversity and Representation in Popular Python Community Podcasts



<https://twitter.com/elthenerd/status/1791108857768370488/photo/1>



**Cheuk Ting Ho**

Before working in Developer Relations, Cheuk has been a Data Scientist in various companies which demands high numerical and programming skills, especially in Python



**Georgi Ker**

Georgi is an autodidact polymath with a strong passion for entrepreneurship, community, and design.



**Mariatta**

Mariatta is a Python Core Developer. In her free time, she contributes to open source, builds GitHub bots, fixes typos, and likes to talk about Python's f-strings



**Tereza Iofciu**

Before data leadership coaching, she has worked for over 15 years in Data Science, Data Engineering, Product Management and training teams in such roles



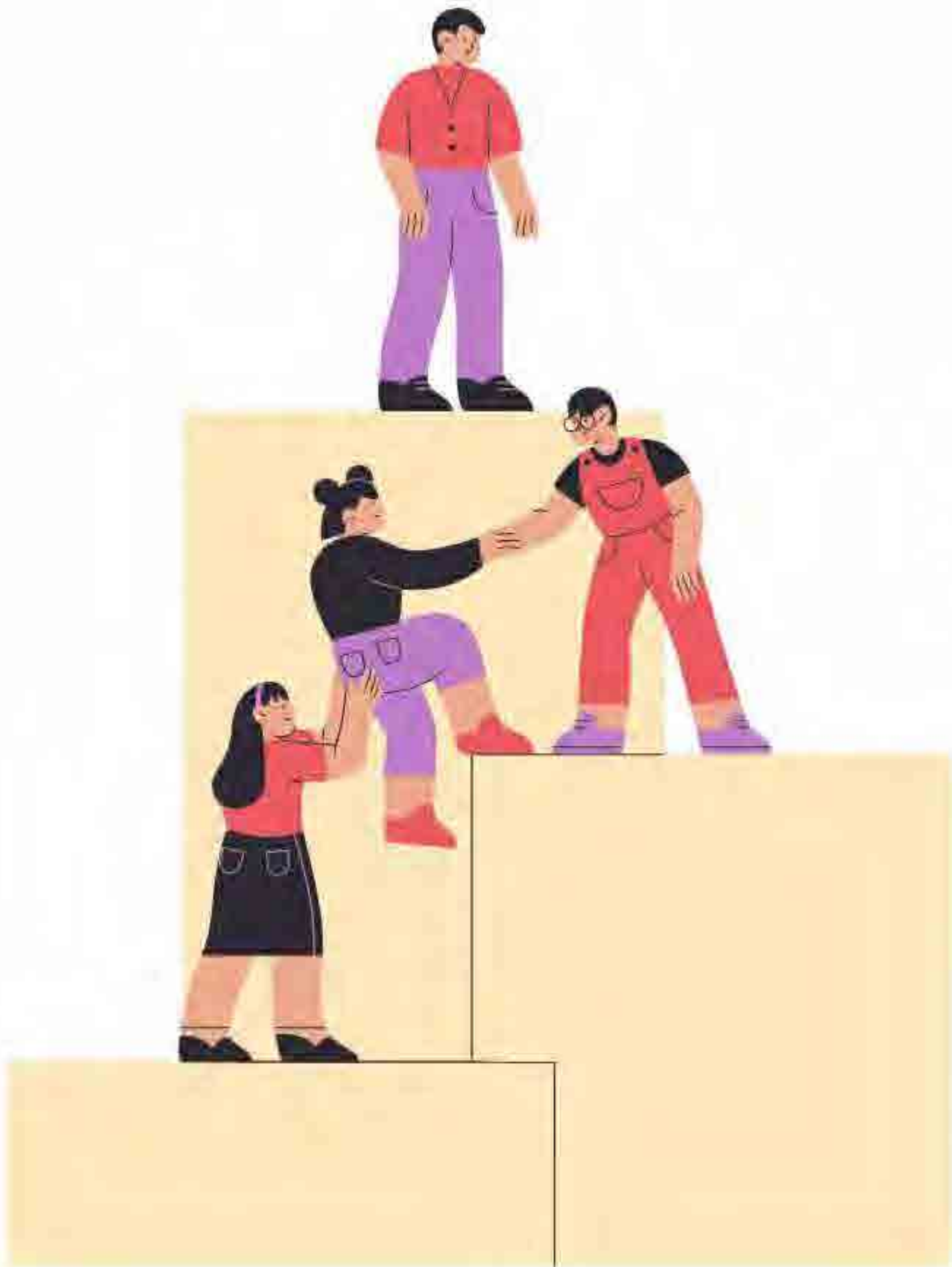
<https://twitter.com/mariatta/status/1792379328061194625/photo/1>

# Your support is important

**Having a Platform for voices is so important!**

- I was able to speak to you today
- Privileged to be in a supportive community (such as Python)
- Community set me on the right path all those years ago
- Creating communities and network opportunities by giving people a voice.

Why I'm giving back 100%!



# Community

## How you can get involved!

- **Join community orgs** e.g. Python Software Foundation (PSF)
- **Join and help your local group** e.g. submit a talk, run workshop
- **Connect** e.g. PyLadies on Slack: [slackin.pyladies.com](https://slackin.pyladies.com), [IrishTechCommunity.com](https://IrishTechCommunity.com)
- **Go further afield** e.g. Other groups like Django Software Foundation, EuroPython, PyData
- **Contribute** e.g. OSS projects, join sprints at conferences (or start your own one)
- **Donate** e.g. awesome organisations (especially local ones) / projects



**Vicky Twomey-Lee**

**Thank You**

**[beacons.page/whykay](https://beacons.page/whykay) || [@whykay](https://twitter.com/whykay)**

**[vicky@codinggrace.com](mailto:vicky@codinggrace.com)**

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