

The 2D Kitten Problem

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Agenda

1. Differences
2. Diversity
3. Margin and Center
4. Making Diversity Sustainable
5. Conclusion

Differences

Differences

Information: Communication and Commitment.

Differences

Information: Communication and Commitment.

Perspectives: Solutions.

Differences

Information: Communication and Commitment.

Perspectives: Solutions.

Heuristics: Methods.

Superadditivity

Information + Perspectives + Heuristics = Creativity + Innovation [11] [10]

Diversity

Diversity

Diversity relates to differences in **socially constructed categories** such as race, gender identity, class, disability, gender expression, sexual orientation, religion and ethnicity.

Diversity

They shape different **realities** of life.

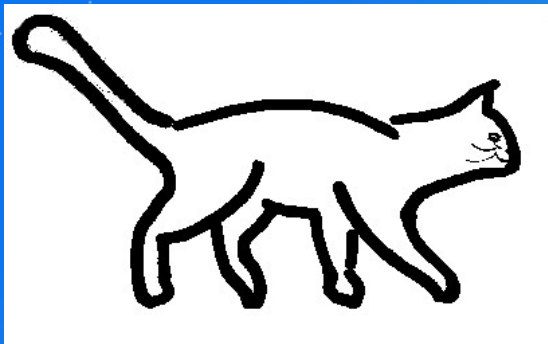
Time for some sketching!

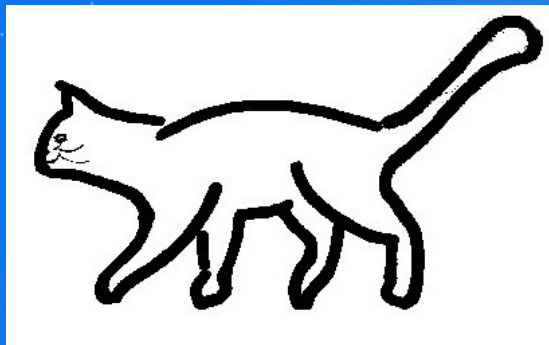


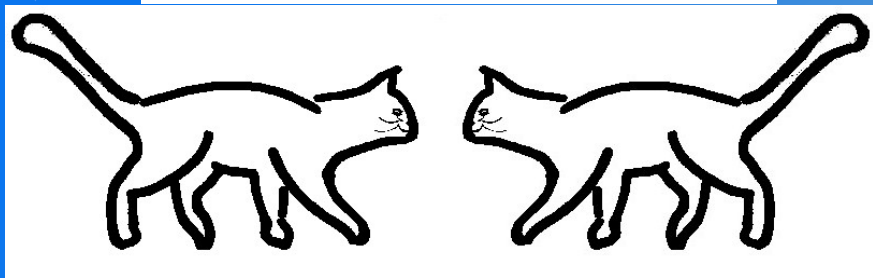
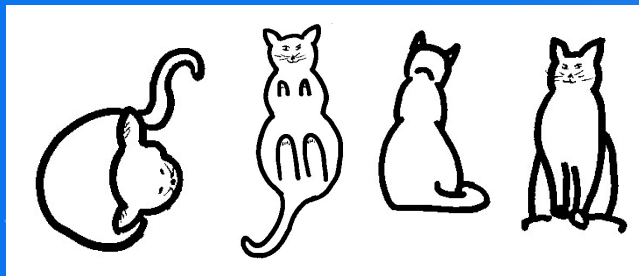












Margin and Center

Margin and Center



Figure 1: based on works by bell hooks [2] and Grada Kilomba [6]

Margin and Center: Culture



Margin and Center: Culture

< image of the movies Hackers and Matrix >

Margin and Center: Culture

< images of Jobs, Page and Zuckerberg on Time Magazine front page >

Margin and Center: Institutions

< image of stereotypical programmers (aptitude testing) >

Margin and Center: Individuals

check who's dominating the conversation

who's talking?

95% men



made with  by Cathy Deng

[5]

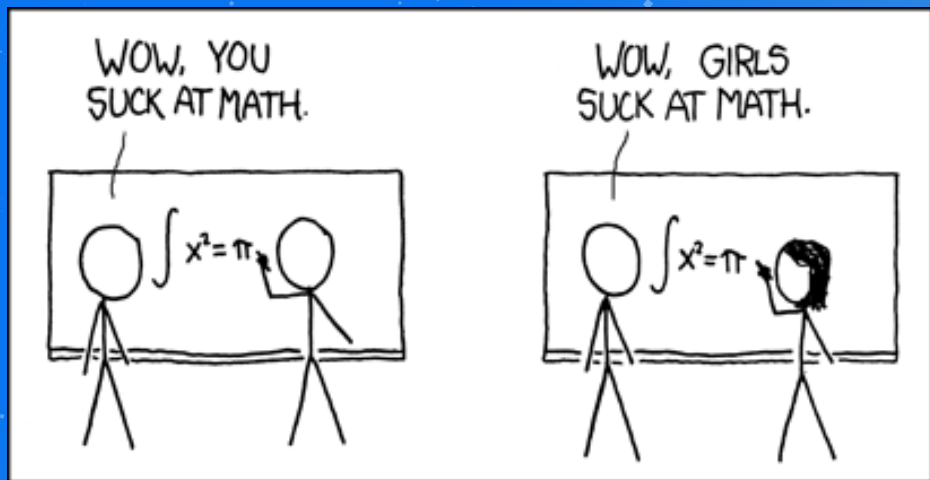
Margin and Center



Making Diversity Sustainable



Tokenism != Diversity

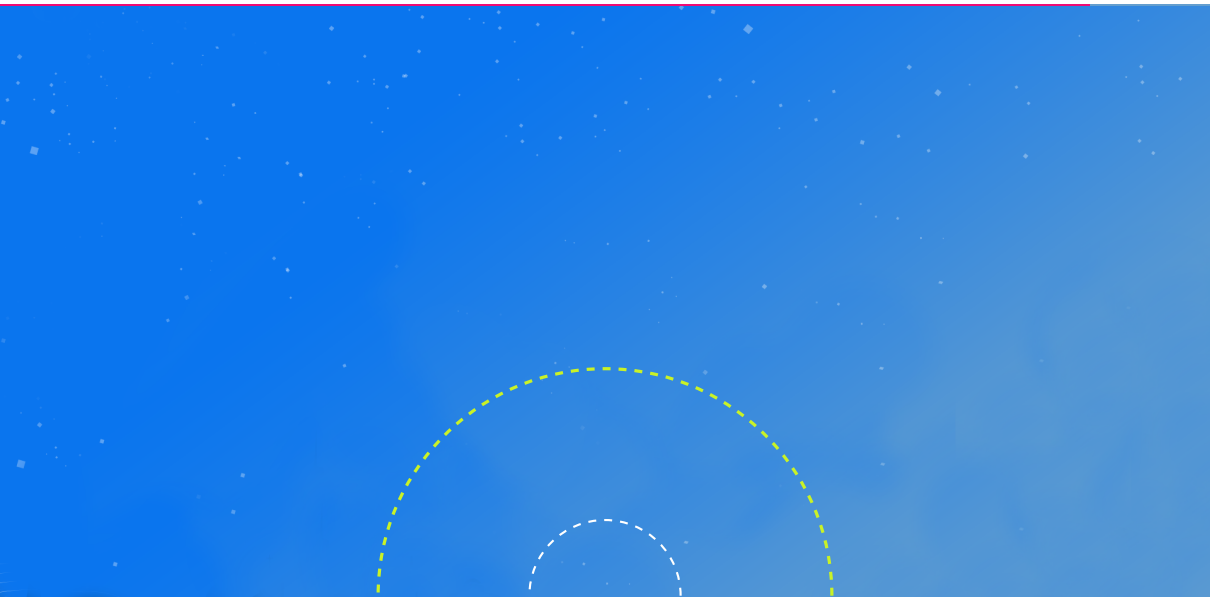


*When I speak of integration, I don't mean a romantic mixing of colors, I mean a real **sharing of power** and responsibility. [7]*

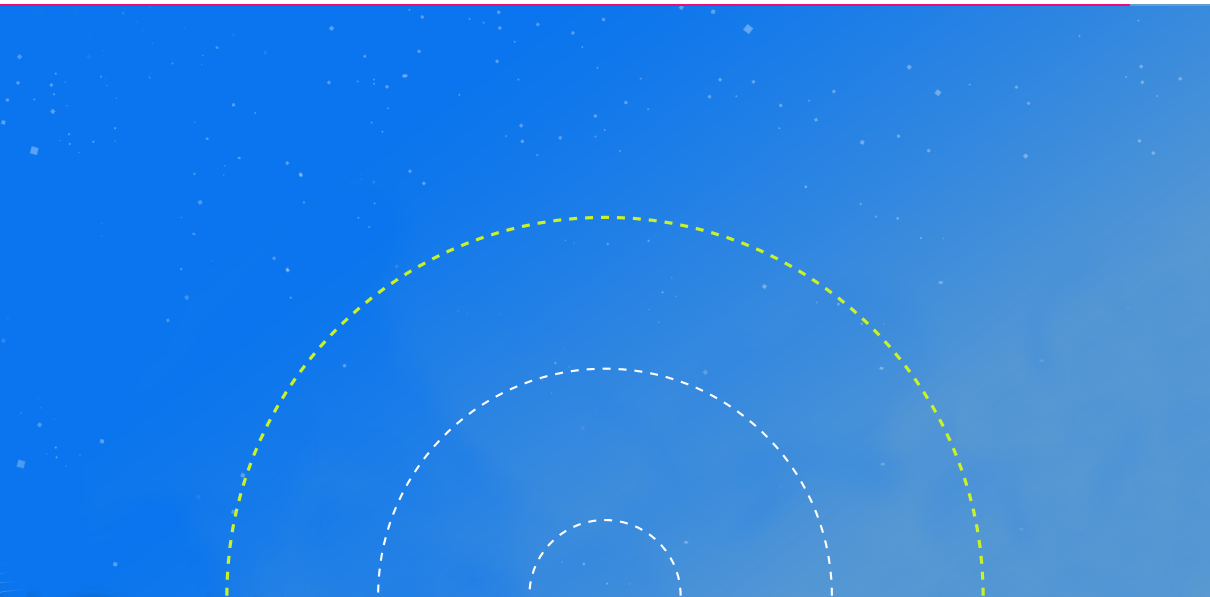
Making Diversity Sustainable



Making Diversity Sustainable



Making Diversity Sustainable



Making Diversity Sustainable

[1]



Conclusion

Conclusion

Diversity as a business advantage

Conclusion

Diversity as a business advantage

Diversity as the right thing to do

Conclusion

Diversity as a business advantage

Diversity as the right thing to do

Diversity as a tool for empowerment

Questions!



Please

**Remember to
rate this session**

Thank you!



References i



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