




















# TECH DIVERSITY

# B I N G O

|  |   |   |  |   |
|--|---|---|--|---|
| <br><b>CONFERENCER</b><br>I speak at/attend only conferences that have a Code of Conduct. | <br><b>ACCOUNTANT</b><br>I review salaries by gender and diversity and correct inequities.       | <br><b>CLEAN CODER</b><br>I do not tolerate derogatory language in design docs or code.      | <br><b>GOALSETTER</b><br>I publish and share company goals for improving diversity.             | <br><b>CHAMPION</b><br>I openly recognize & reward employees for diversity activism.           |
| <br><b>TEACHER</b><br>I pay for expert diversity advice and trainings.                  | <br><b>LISTENER</b><br>I work to understand complaints and respond with support.               | <br><b>TRACKER</b><br>My company tracks retention of minorities in engineering roles.      | <br><b>SPONSOR</b><br>I provide visibility and growth opportunities to a minority individual. | <br><b>PLUMBER</b><br>I see leaks in the pipeline for both kids and working adults.          |
| <br><b>PROTECTOR</b><br>I speak up when I see discrimination or exclusion.              | <br><b>WATCHDOG</b><br>I hold executives accountable for diverse recruitment/retention.        | <br><b>ALLY</b><br>I support minorities through both my words and actions.                 | <br><b>"NINJA"</b><br>My job ads separate true requirements from nice-to-haves.               | <br><b>BANDMATE</b><br>I check for diversity before agreeing to speak on a panel.            |
| <br><b>REFEREE</b><br>I discipline or fire employees who abuse privilege.               | <br><b>BOOKWORM</b><br>I read the literature on implicit bias and stereotype threat.           | <br><b>MEGAPHONE</b><br>I amplify minority voices in meetings and on social media.         | <br><b>ADVOCATE</b><br>I encourage fellow persons of privilege to become active allies.       | <br><b>TIMEKEEPER</b><br>My company tracks minority promotion timelines.                     |
| <br><b>MENTOR</b><br>I advise & encourage a minority individual on their career path.   | <br><b>COMMUNICATOR</b><br>I make it clear in all communications that we value a diverse team. | <br><b>BELIEVER</b><br>I believe minorities when they speak about their lived experiences. | <br><b>FACT CHECKER</b><br>I prevent and address biased feedback in hiring and promotion.     | <br><b>CONNECTOR</b><br>I put qualified minority candidates forward for opportunities I see. |