Language and Cultural Inclusivity at Work

Taryn Musgrave & Ramón Huidobro

CW: Some of the topics mentioned here are of a harmful nature

Meanwhile, in a meeting that should've been an email...

Have you ever been in a meeting like this?

He's Ramón.

(he/him)

Developer Advocate @ Suborbital

DevRel Consultant

Developer Educator

Tech Career Mentor

They're Taryn.

(she/they)

Developer Advocate and Engineer @ Suborbital

Community Advocate

Workshop Instructor

Tech career mentor

Dogfooding

/ˈdɒɡˌfuːdɪŋ/

noun

"the practice of using one's own products or services."

It's all jargon all the way down

LGTM

SOLID

Machine Learning

OOP

NLP

Tech Jargon

DRY

Cargo Culting

eXtreme programming

CI

Web3

Vertical

To sunset something

Dogfooding

**Business
Jargon**

To double-click on
something

Kitchen Sink

Timebox

Bikeshedding

Yak Shaving

Orthogonal

Ephemeral

Uncommon Daily, Common in Tech

Idiomatic

Bespoke

YAGNI

OKRs

EOD

B2B

RSVP

Acronyms

KPIs

YMMV

ICYMI

ETA

🔥 🙂

Emojis

💯 🛳️

Rubber Ducking

/ˌrʌb.ə ˈdʌkɪŋ/

phrase

"a method of debugging code by articulating a problem in spoken or written natural language"

Jargon has its uses!

Feeling like you belong

- Making Slack/Discord emojis
- Having a common, exclusive language (Wait what 🤔)

"Learning the technical jargon of a domain enables rich, deeply rewarding conversations, and, yes, feels like a superpower"

Kathy Sierra

BADASS
Making Users Awesome

KATHY SIERRA

Jargon can cause confusion over collective understanding

Ambiguity & harm

- 🙂
- 🔥
- 👌
- blind spot

___

Ambiguity & Awkwardness

- LGTM
- ASAP

___

North American Centric Language

- Biweekly
- Dime a dozen
- Bang for your buck
- Jump on the bandwagon
- John Hancock
___

"Can I Google this?"

Adding Context to Context

A messy onboarding experience can isolate new hires

Just because it was "accepted" in the past, doesn't mean it's acceptable

- Main branch
- Allow/Deny lists
- Primary/Secondary

Self-Defined

A modern dictionary about us.
We define our words, but they don't define us.

Self-Defined seeks to provide more inclusive, holistic, and fluid definitions to reflect the diverse perspectives of the modern world.

With the foundation of vocabulary, we can begin to understand lived experiences of people different than us. Words can provide us with a sense of identity and allow us to find kinship through common experiences.

Ways to help

Submit words and definitions or contribute to our code base through **pull requests** or **issues**. Start with our **contributing guidelines** and **documentation**.

Sponsor this work through **Open Collective** or **GitHub Sponsors**.

Follow us on Twitter **@SelfDefinedApp**.

#

👌 **[ok-hand]**
🚫 racist symbol

A–E

Ableism ⚠ content warning

Ableist language
⚠ content warning

Abuse ⚠ content warning

Acquired Immune Deficiency
Syndrome (AIDS)

Bullying ⚠ content warning

Burka

Child of a Deaf Adult (CODA)

childhood trauma
⚠ content warning

circle the wagons

Cisgender

Climate change

Colonial narrative

colonialism

Food ⚠ content warning

food desert

Gaslighting

Gender
↳ **Cis-**
↳ -Fluid
↳ Non-Conforming
↳ Trans
↳ -Queer

---

minoritised

-misia
↳ Fat
↳ Islam
↳ Trans

Misogynoir

Monoculture

Moron 🚫 ableist slur

Mx.

---

power

Poz

preferred pronoun
🚫 avoid

Prejudice

Pride
↳ First

Privilege

Pronouns

Prophylaxis

---

suicide ⚠ content warning

Systematic

Systemic

T–Z

-tard 🚫 ableist slur

Tawhid

third-world country

tone-deaf
🚫 medical appropriation

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https://selfdefined.app

Bikeshedding

/ˈbaɪkˌʃedɪŋ/

noun

"Futile expenditure of time and energy in discussion of marginal technical issues."

Takeaways

1

Opting for Clarity

State your Intent

2

"Don't worry about it."

3 Lending your Privilege

Language Feedback

4

5

Embrace change

6

Strategic Listening

Bus Factor

/bʌs ˈfæk.tər/

phrase

"a measurement of the risk resulting from information and capabilities not being shared among team members, derived from the phrase 'in case they get hit by a bus'"
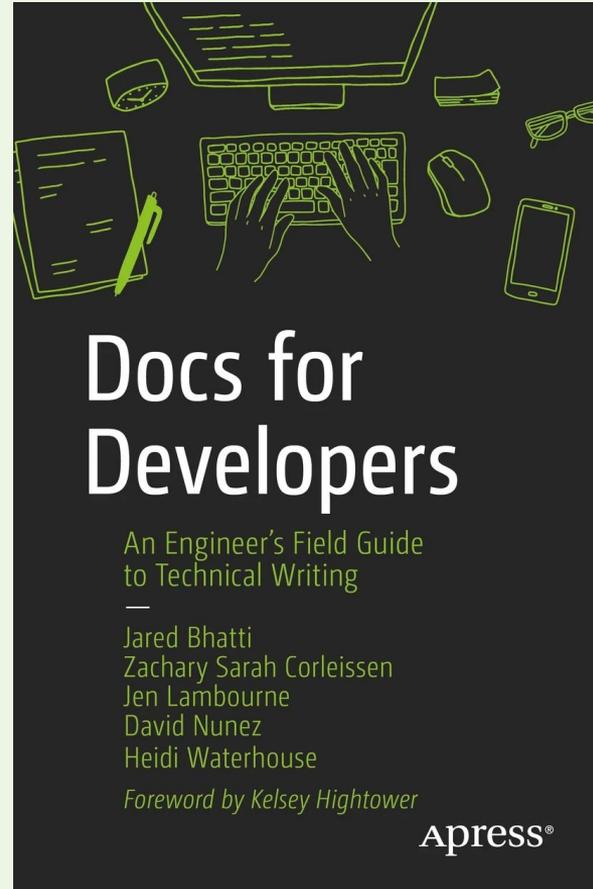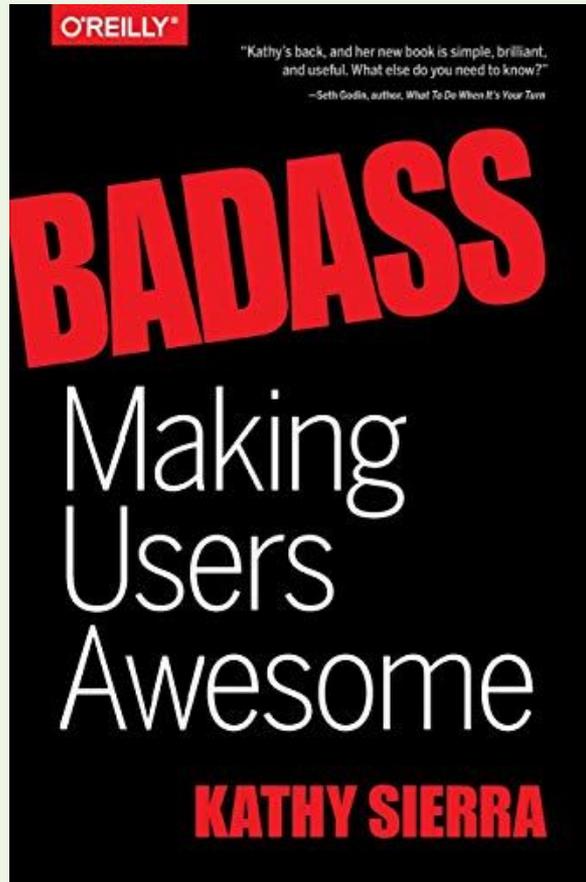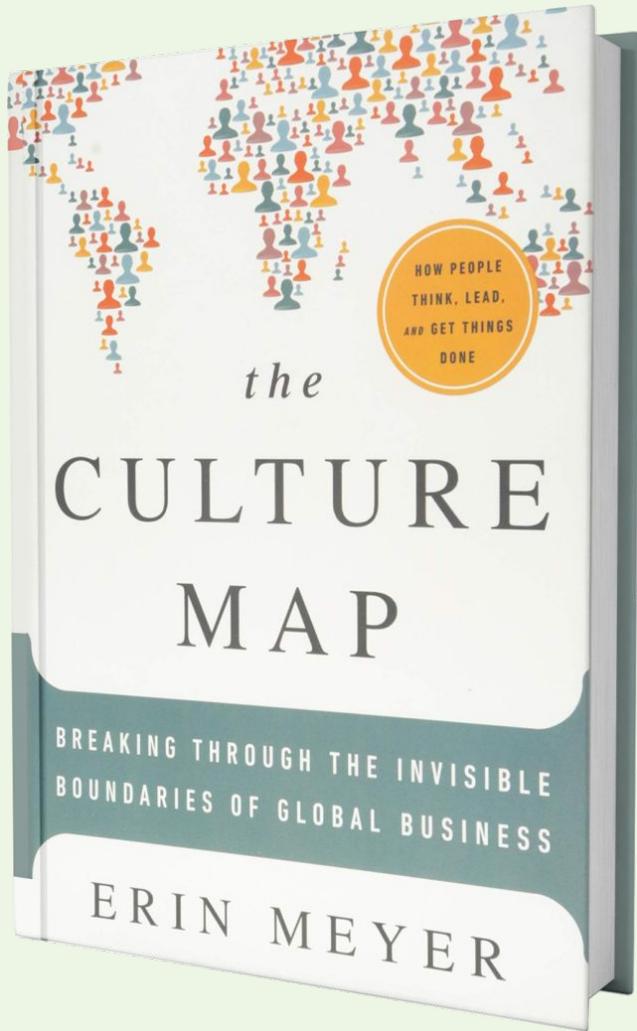
Homework

Start keeping a list of jargon you encounter

Pay attention to the language that we use

Ask questions, question things!

Taryn, Ramón, please give us further reading!

the CULTURE MAP

HOW PEOPLE THINK, LEAD, AND GET THINGS DONE

BREAKING THROUGH THE INVISIBLE BOUNDARIES OF GLOBAL BUSINESS

ERIN MEYER

O'REILLY®

"Kathy's back, and her new book is simple, brilliant, and useful. What else do you need to know?"
—Seth Godin, author, What To Do When It's Your Turn

BADASS
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KATHY SIERRA

Docs for Developers

An Engineer's Field Guide to Technical Writing

Jared Bhatti
Zachary Sarah Corleissen
Jen Lambourne
David Nunez
Heidi Waterhouse

Foreword by Kelsey Hightower

Apress®

Journalist

Designer

Activist

TATIANA MAC

Building Socially-Inclusive Design Systems

csscamp

https://www.youtube.com/watch?v=KxT0EwGrXWU

Resources

- https://www.oreilly.com/library/view/badass-making-users/9781491919057/
- https://www.selfdefined.app/
- https://www.youtube.com/watch?v=KxT0EwGrXWU
- https://erinmeyer.com/books/the-culture-map/
- https://docsfordevelopers.com/
- https://linktr.ee/TheFutureIsFREE
- https://polaris.shopify.com/content/accessible-and-inclusive-language
- https://workwithcarolyn.com/resources/humanizing-your-documentation

Yak Shaving

/jæk ˈʃeɪ.vɪŋ/

phrase

"A seemingly endless series of small tasks that have to be completed before the next step in a project can move forward."

TYSM, friends!

Taryn Musgrave (@tarynmusgrave)

& Ramón Huidobro (https://ramonh.dev)

Thank you so much, friends!

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