Drupal Speaker Diversity Workshop

Quick Survey: If you haven't already, please fill out this one-question survey: https://forms.gle/gi9HW57inVrUNgVw9

Welcome to the Drupal Speaker Diversity Workshop!

Before we start, I'd like to go over some meeting tech with you.

You should have received the script I am using, the slides, and the handbook before the workshop. If you don't already have them, here is a link to grab all the material:

http://diversedin.tech/drupal-sept2019

Next, some notes on using Zoom. When you click on Participants, you can see that you have several options. We will be using Yes and No a lot to indicate to me that you are done with an exercise or if you need more time.

You can also ask me to go faster or slower, and if you click on the 3 dots there are some more options, like letting me know that you think it's time for the whole group to take a break.

We also have the chat feature. I know that in big webinars they encourage you to chat with each other, but because this one is interactive, and also I don't want to be distracted by a stream of messages, I'd ask that you only use it for when you want to get my attention, ask me a question, things like that.

I may also use the chat from time to time to give you instructions.

I'm going to put a message into the chat now, and when you can read it, please let me know by giving me a Yes.

Lastly, if you are watching together with other people, please put the number with you in your Zoom name in brackets. This is important because we will be doing some exercises in breakout rooms in pairs and groups of 4, and I will adjust for those who are in groups in person already.

You can do this by clicking Participants and hovering over your name. A Rename button will appear. If I was watching with two others so there were three of us in total, my name would be "Jill Binder (3)."

Introduce Facilitator(s)

I want to introduce the folks who are facilitating or helping out today.

First, my name is Jill Binder and I'm the main facilitator. I just moved from Vancouver, BC, Canada to a small town a few hours away, Vernon, BC. I have been doing this workshop in WordPress since 2014. It started off as helping more women in Vancouver to bust through their Impostor Syndrome to want to start speaking at our monthly Meetups and yearly WordPress conference. We increased the number of women speakers at our conference from 14 to 50% in just one year! And it was a Developer Edition of our conference! Now I lead a team in WordPress that promotes and trains this workshop all over the world for all Diversity, and the 12 cities in 6 countries who ran it in 2018 typically had the same results as we did.

I started as a freelance WordPress web developer, and after having such great success with this and discovering that it was my passion and talent, now I do this work full-time. I have a 50% sponsorship from Automattic to keep leading our team in WordPress, and I now take this work to other tech communities, conferences, and companies.

I am thrilled that the Drupal Diversity and Inclusion group asked me to bring this workshop to the Drupal Community. The first time we are doing it, which is the workshop that you are in now, is a training for supporting folks who are a part of marginalized and underrepresented groups.

The next time we are going to do a workshop will be in November – that one will be an opportunity to learn how to hold your own Speaker Diversity Workshop at your local event. That is going to be on Saturday, November 16th. It's best if you take the Drupal Speaker Diversity workshop as a participant first, which is what you are doing here

today. However, if you know other folks who would be interested in the other and haven't taken this one, please do still let them know about it.

You can follow my work at Twitter @jillbinder and my newsletter on my website, diversein.tech.

We have on the call with us today Tara, Fatima (and Marc?), your representatives from the Drupal Diversity and Inclusion group who are bringing this workshop to you.

Tara, would you like to introduce yourself in a few words?

Fatima, would you like to introduce yourself in a few words?

If Marc is on the call, would you like to introduce yourself in a few words?

Drupal Diversity and Inclusion

This workshop is brought to you by Drupal Diversity and Inclusion. Tara, would you like to say a few words about DDI?

You can get more information at www.drupaldiversity.com

Sponsors

Tara thanks the sponsors

A huge thanks to our partner in this workshop, Pantheon: without their matching fund, this workshop would not be possible.

We also want to pass on a special thanks to our corporate sponsors, Lullabot and Kanopi Studios, who helped to kick off this fundraising drive, and who believed in this effort from the very start. And another big thanks to individual sponsors Dries Buytaert and Drew Griffiths, as well as all the other organizations and individuals who stepped up to make this possible. Thank you, thank you, thank you!

People from Marginalized and Underrepresented Groups

We are going to be talking about helping people from marginalized and underrepresented groups in the workshop. Tara, can you tell us more about what the terms marginalized and underrepresented mean for us?

Agenda

The agenda that we are going to cover in these two sessions is:

- Introductions and Ice Breaker
- Finding a Topic
- Writing the Pitch
- Creating Your Talk
- Becoming a Better Speaker
- Creating Great Slides

1. Ice Breaker

In this section

Introductions
Ice Breaker
What we are looking for
Dispelling the myths of being a public speaker
Why do you want to speak?

Ice Breaker

Let's all introduce ourselves. In a moment I am going to split you into breakout rooms of 4-5 each. I'd like each person in the room to say:

- Your name
- Pronouns: What pronouns would you like us to use for you today, if you're comfortable sharing them. Example: She/Her, They/Them
- Your Drupal experience
- What is your speaking experience, if any?

Know that you can always opt out of this or any of the other exercises in our workshop by saying "Pass."

These questions are in your handbooks.

I will give you each 1.5 minutes to speak. I'll let you know when it's time to change to the next person.

In order to put you into the rooms, I am going to hit a button and you will be automatically sorted into groups in the breakout rooms. You click a button to join the room. Inside, there will be a button to be able to ask me questions. When I hit the button to bring you back into the main room, there will be 60 seconds before you come back, so you will have a 60 second warning.

For those of you who are multiple people on one camera, I will try to adjust your rooms so that you have 4-5 in each breakout including the ones you are with in person.

Any questions before we begin? Please put them into the chat.

I am going to hit the button to put you into the breakout rooms now. I will wait a moment before starting the first 1.5 minute countdown timer so that people can join and get settled into the rooms.

I will let you know when it's time to switch to the next person.

One more note: The breakout rooms will work for you if you're on the Zoom Desktop Client, Zoom Mobile App, or some devices.

If you're on the web client, Chromebooks/Chrome OS or Zoom Rooms, you won't be able to join a breakout room. For you, stay in the main room and you'll be able to have 5 of you participate out loud. Please everyone else, please give them active listening.

Ok, I'm hitting the button now!

Beginner's Mind

Before we begin the material, I'd like to make a note about the level of this class. Some of you have done public speaking before. This class is mostly at a beginner level, with a sprinkling of advanced content throughout. To get the most out of everything, I recommend you choose to have a Beginner's Mind. What this means: With an Advanced Mind, you'd probably say frequently, "I already know that," and stop listening. With a Beginner's Mind, you pretend you don't know any of it and you listen with fresh ears as though you're hearing it for the first time. This way you will be more open to hear the things you haven't heard before, or hear a new perspective on something that you know that will make all the difference for you.

Why are we holding a workshop for marginalized and underrepresented groups

There are a few reasons that we want to hold this workshop for you today:

1. A disproportionately large number of the speakers at Drupal events and conferences (and tech events in general) look alike and come from the same background. That means that the speakers do not represent everyone sitting in the audience. Folks from marginalized and underrepresented groups may, therefore feel like they don't belong there. But the community does have diversity, with lots of folks with a wide range of knowledge to share and everyone can feel included.

2. Drupal is amazing in that it is open source and so all sorts of people use it. We want a more fair representation of the users in the people who are speaking.

3. One of the ways in which Drupal is being shaped is by the people who speak about it publicly. Many marginalized and underrepresented folks, by nature of having had different life experiences, would approach problems differently. Just as how a developer's point of view is different from a user's point of view, so are our viewpoints. You have experiences that aren't necessarily being shared right now.

4. By bringing more diversity to the people at the podium, there's a better chance of bringing in folks who are straddling several roles and thus creating unique things with unique perspectives. Power users who use Drupal in interesting ways, front-end developers, business people who use distributions to make specific kinds of sites, typographers who use Drupal to do wild things with typography.... People to talk about running a business in Drupal, how developers can communicate with designers, different things you can do with Drupal...... etc.

5. When people see themselves represented on stage, it gives more people confidence and helps them feel like they belong there. They feel less marginalized and less underrepresented.

6. We want to help create more opportunities for marginalized and underrepresented groups, such as careers, leadership positions, etc. Public speaking is a doorway to these things.

What We Are Looking For

What are we looking for? Ultimately, we'd love talks on anything that you're passionate about. But here are some suggestions of talks we'd love to see:

- Technical (PHP!)
- Business Cases
- Being human talks
- DevOps
- Object oriented programming
- Continuous integration
- Automated testing
- Front-end development best practices
- Newer CSS techniques with layout and CSS variables

We'd love to see you apply to your local meetings and to DrupalCamps. For those who feel ready, or in the future after you've been speaking at these events, we'd love to see DrupalCon applications!

You can find out where the events are at:

https://www.drupical.com/

Dispelling The Myths (What We Think A Speaker Is vs What They Actually Are)

Everyone has their own reasons for not speaking in public, especially at tech events, but most of those reasons are based on myths that we can dispel or concerns that we can address:

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That's okay, you don't have to be an expert! Everyone has a different idea of what "expert" means.

No one knows everything, and everyone has something to learn. You just need to know more about your topic than your audience knows. You can find a topic where you have knowledge that your audience does not.

There are things you do with Drupal all the time that other people don't – that makes you an expert in their eyes. Even if your audience has knowledge about the same topic, they will not frame that knowledge the same way – they will still have something to learn from you. It's also possible that you feel you only know a little bit about a topic, but it's still more than many people in the audience who are happy to learn what you know.You are probably more of an expert than you think you are. A lot of us suffer from Imposter Syndrome. This psychological phenomenon where you feel like you are an imposter, you think you don't really have the knowledge or skills to be here, but you have managed to fool everyone and soon they'll find out. Imposter syndrome is really common – you aren't alone.

A lot of us have imposter syndrome because we don't see people like us presented as experts. Many people who are not part of the over-represented majority set a much higher bar for "expert" knowledge.

Many communities have surveyed their members to ask what kind of information they want to learn at local events, camps, and cons, and most people request beginner topics. Remember that there are people out there who know nothing about any of this stuff, and they want to know more! If you have used Drupal before, you have knowledge that other people want you to share.

One area where you are always an expert is your own experience. Case studies make great talks – talk about how you did something, how you learned something, how you overcame an obstacle, the process you went through to create something or to solve a problem.

These kinds of talks are great because they are unique – not just the same information that anyone can find in an online tutorial. These topics help everyone overcome the "I'm not an expert" problem – you're a normal person sharing a normal experience, and that's valuable, so people will come to value their own experience and expertise.

Even if you are giving a talk that the audience knows all about already, you have a different perspective and they are likely to learn something new.

So you might not feel like an expert, but you are! If you care about your topic, that will shine through and that's what's important.

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Yes, people very well might ask questions you can't answer, but that's okay. Your audience understands that not everyone knows everything, and it can be hard to think on your feet – the audience is sympathetic. If you don't know the answer, there are several things you can do:

- You can ask if anyone in the audience has the answer.
- You can tell them you will look up the answer and get back to them. Tell them you'll post the answer on your blog – then you get more visitors to your website!
- Sometimes people ask questions that are off topic – feel free to tell them their question is off-topic and you would be happy to discuss it with them later.
- Also, remember that it's okay to say, "I don't know" – people will think more highly of you if you admit you don't know than if you try to make up an answer.

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Your audience gets that too – after all, most of them didn't have the bravery to speak.

First of all, practice practice practice! The more you practice - in front of pets, family, friends, the mirror, small audiences - the less nervous you will be.

But if you are still nervous, that's okay! Everyone gets nervous in front of audiences, and that's just a part of being human. Keep in mind that your audience is on your side – they want to see you succeed. In fact, it's okay to admit that you are nervous – people will be sympathetic. I'm nervous right now, too, but I'm up here speaking in front of you and I haven't died yet! Making a little joke at the beginning about being nervous (like I just did) will dispel the nervous energy in the room.

If you're really nervous, don't start by speaking at an event where you will have a big audience. Start at a smaller local Drupal event, or even start just in front of the mirror, pets, friends and family, etc. We'll talk more about this in the Better Speaker section later.

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Sometimes when you're speaking, you will look out at the audience and it will look like everyone is bored. That's okay.

First of all, most of them probably aren't as bored as they look. Audiences generally sit with neutral faces, so if they aren't smiling and nodding and cheering, that doesn't mean they aren't engaged.

If they are using their phone/tablet/laptop/another device, that doesn't mean they're ignoring you - in fact, it might mean they are writing down your every word, or they might be live tweeting your talk.

And no matter how good a speaker you are, you will not connect with everyone in the audience. That's okay - no speaker can connect with everyone. Expect that, don't take it personally, and be happy with the people who do connect with you.

B ni] ˚*⁄6˚ïVà˚[daådl ZY˚Wⁿh˚V˚F fi6˚⁁h˚ï] Z˚dcaⁿ˚[dgⁿb Vi˚˃XVc˚j hZ˚ïd˚h] Vgⁿ˚b n˚˙ cdl aⁿZY\Z#

No, there are plenty of other ways to share your expertise at Drupal events. You could lead a group discussion, lead a workshop, or put together a panel. Some events offer the opportunity for lightning talks, which are usually about 10 minutes. This is a great format if you're nervous because it's okay to talk fast and it's over quickly.

ŁÐei ʹdcVdˇʃˇïʹɓ Zł ̊Fj Zhi ʹdchˇ[dg�i] Z ˋ\gɖj e⁄What do you think? What are things you're worried about? Why haven't you talked at a local Drupal event, DrupalCamp, or DrupalCon? If you've only talked once, why did you not do it again?

> You can share answers in the chat. To put up your hand to speak, click on the Yes.

Why Do You Want To Speak?

A question for you: Why do you want to speak?

You can share answers in the chat. To put up your hand to share with us out loud, click on the Yes.

Here are some of the common reasons:

1. Be seen as an authority in your field
2. Share your knowledge with others
3. Build your confidence
4. Give back to the community
5. Meet people - be part of the community
6. Travel
7. Learn at conferences - speaking teaches you more
8. It's fun!
9. Rewarding, feeling of accomplishment
10. Career building
11. Be a role-model for my marginalized or underrepresented group

2. Finding a Topic

In this section

Talk Formats
Big BrainDump
Narrowing Your Topic Selection
Refining Your Chosen Topic
Present Your Topic (optional)

Talk Formats

Now that we've talked about why we are holding this workshop for marginalized and under-represented groups, what kind of things we're looking for, myths about what it takes to be a speaker, and why you want to speak, let's start talking about the actual talks.

A lot of talks are big "how to" brain dump sessions. "How to make an extension" might be someone walking through how to make it, maybe even live coding, and then at the end, there are questions.

We have found that this isn't necessarily a good way to impart information. People often walk away feeling overwhelmed and not remembering anything that they learned.

There are other talk formats that promote story-based learning. Talking about how you learned something, for example, means other people can also learn how to learn. As well, different talk formats involving more people becomes more engaging.

Here are some of the various formats:

- =dl ̊I d/The standard way that tech talks happen
- 9ʼhXj hhʼdc/You are the facilitator on a topic and the audience discusses it together
- E VcZa/Multiple people answer questions on the same topic
- Hi dgⁿ"WⱲhZY/This could be how you learned something, mistakes you made, or any other narrative format
- 8VhZ ̆Hij Yn/The story of how you created one thing, in particular
- L dg ̊h] de/A hands-on learning experience where people bring their laptops and create a thing as you go

A talk can also be more than one person. Talks with 2 or 3 people can be really engaging.

Big Brain Dump

The next few exercises will be found in your handbooks.

First we are going to help you answer the question, "I don't know what to talk about", "I don't know enough about anything to give a talk," or "I'm not an expert in anything."

We are going to do a brainstorming exercise. Brainstorm as many topic ideas as you can in this exercise. We're not looking for "perfect" or even "good" ideas. The idea is just to get them out, good, bad, or ugly. See if you can get 30 or 40 ideas. Seriously, anything that comes to mind.

You can write, draw, do mind-maps, list, any format you like. While you're summoning the idea gods or getting writers' block, or anywhere in between, we'll be prompting you with questions to generate more topics.

Remember, it's always great to talk about what excites YOU - not what you think you should talk about.

If you are new to Drupal and don't have answers to these yet, that's ok. You can use the prompts to imagine what your answers might be in a year.

- What got you into Drupal?
- What keeps you in it?
- What do you love about it?
- What do you want to learn next?
- First time you: created a custom theme, wrote extension, etc.
- Biggest challenge in Drupal in the last year or two
- The last thing that you learned? How did you learn it?
- Biggest challenge you've ever had with Drupal? How did you overcome the biggest challenge?
- What are you most passionate about when it comes to Drupal? What most excites you?
- What sorts of things do you love sharing with others about Drupal?

- What question about Drupal do you get asked about most by clients, friends, and family?
- A list of what you want to learn
- Favorite module?
- A cool thing you've created?
- Favorite resources?
- Cool tricks you use all the time?
- What could you talk about without slides?
- What prompt did we not ask which you wish we did?

Topic Selection

Okay, now you've got some good, bad and ugly ideas. Out of that list, pick the two topics from your list that you think best fits the following questions. You might also find that you come up with new answers that weren't in your list. Write those down! If for some of these you don't come up with any answers, that is ok! Just skip that one.

1. For a story-based talk: Pick 2 topics that you don't know a lot about, but have had some success with. (e.g. I don't know much about making module but I've made one for custom content types).
2. For moderating a panel or leading a discussion: Pick 2 topics you may not know much about but that you would have good questions for.
3. For a how-to-presentation: Pick 2 topics that you are confident about and could lead a how-to presentation.
4. For a case study: Pick 2 topics that you've successfully worked on that you feel you could do a case study about.
5. For a workshop: Pick 2 topics that you think you could teach to others in a hands-on manner. This could be for running a workshop.
6. For any type: Pick 2 subjects in the topic list that are your favorite.

Pick a topic

Which topic are you most excited about and think you'd like to develop further in our workshop today and next week?

I will give you the chance to share and discuss them with your breakout rooms of 4-5 people. I'll give you 2 minutes each.

At the end of the time:

Wherever you're at for now, it's ok. Just pick one to say to the rest of the group and that you'll use for the exercises for the rest of the workshop. You can always use your topic today as practise and do a different topic later.

Discuss topics

Let's hear from a few of you who are having a hard time choosing between a couple of topics. The group and the mentors can help you pick which one we'd be most interested in hearing. Everyone else, see if you can use the coaching for your own topics.

Refining Topic

To further refine your topic, apply "Who, What, Why, How, When, Where" to your topic. For example: Who is the Media Module for? What does the Media Module do? Why was it created? How does it work? When would you use it? Where would you use it?

1. Who
2. What
3. Why
4. How
5. When
6. Where

I will give you 5 minutes to answer these questions.

From this list, can you refine your topic? Is there something more specific on which you'd like to give the talk? I will give you 2 minutes to polish your topic.

■ Present Topic

We are going to give everyone the chance to share their refined topic with a partner. I will put you into pairs and give you a minute and a half each.

𝐢 *Facilitator - Regroup the room into the main room*

We are going to share our topics. Please everyone write yours in the chat, if you have one, or write where you're at with it. (Wherever you're at is ok!)

Who would like to share their topic with the whole group out loud, or has a question about their topic? Let's hear from a few of you.

3. Writing the Pitch

In this section
The Proposal aka "Pitch"
Coming Up With a Great Title
Writing Exercise
Writing Your Bio
Present Titles and Pitches (optional)

Writing The Proposal aka "Pitch"

Whatever your motivations for speaking, you first need to get selected to speak, and for that you need to create a proposal or "pitch" (we will use the terms interchangeably) that gets your talk selected. Also, since your proposal defines the scope of your talk, it can be a good early step in the overall process of developing your talk.

- What makes a great one? Here is an example of a good one:

    ○

○ Responsify All The Things – In our new web multiverse, it's more important than ever to make your valuable content available to all users, regardless of how they access your site. In this talk, we'll cover how Responsive Web Design came about, the latest RWD news and trends, and some basic (and not so basic) techniques you can use to make your next Drupal theme a *responsive* one. Intended for developers and designers who aren't afraid to get their hands dirty with a little code.

- This is a good length, tells you what talk will cover, and who it's aimed at.
- Beware of too-clever titles. The title should stand on its own without a blurb.
  - : nVb eaƵ ̌d[̌V ̌VWY ̌dcƵ/CSS Dreams and Elephants

Maybe ask: What made this title good or not so good?

Generally, your talk proposal and the introduction of your outline will be quite similar. A good introduction should have all the things a good pitch would have. However, in a pitch you might want to spice it up a bit. Ultimately, both the introduction and pitch should contain similar content.

For a pitch, you want to tailor the tone of your writing and vocabulary to the specific audience and event that you are applying to. This is very important!

Some ideas for how you may tailor your pitch for specific audiences and events:

- The tone may be different. A business crowd may be formal. A local event may be more casual. So customize the tone of your pitch to your specific audience.
- Drupal meetups tend to be pretty casual. Drupal Camps are often more focused on those working with Drupal, with larger events having more business leaders and decision makers. Drupal Cons tend to have large numbers of business-oriented people at the event.
- You might want to use different vocabulary depending on the audience.
- You may want to stress different "hooks" or "points of interest" depending on the audience or event.

A few extra notes about Drupal events:

- Playfulness in title and description are to your advantage.

- Be thoughtful about how title and description will be taken by other people. Don't hint at political, religious, or oversexualizing overtones. Nothing that would get you called out in a Code of Conduct violation if you said those words at an event.

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(Source: http://weareallaweso.me/for_speakers/how-to-write-a-compelling-proposal.html)

1. 9⁁gZXi˚i] Z˚egdedhVai˚d˚i] Z˚ViiZcYZZh!˚cdi˚i] Z˚Xj gVidgh#Many conferences use your talk proposal as the description of the talk in their programme. With that in mind, your target reader is the conference attendee who is reading the programme. Tell the reader why your talk will interest them, and what they will learn. The curators want to put together a great conference with compelling talks for their attendees. Your talk will be part of the package they offer, so sell it! Make sure you research the event. Are there different tracks? Who is the audience? Lots of devs? Mostly for users? Design-heavy? Different conferences have different personalities. Are they short on really technical presentations? Light on talks for beginners? Try to fill a need (such as podcasting).

2. 7Z˚heZX⁁[˚X˚Wdj i˚i] Z˚[dXj h˚ndj g˚iVˋ l ˚æ] VkZ#Generally speaking, a shallow introduction to many things is not as interesting as an in-depth introduction to one thing. If you discuss the broader topic, do so only to set the context for what you will focus on.

3. DcZ˚hi˚gVi˚Z\n⁄EdhZ˚i] Z˚f j Zhi˚dc˚ndj g˚iVˋ l ˚æiVchl Zg#Often, talks answer questions that start with "how", "why", "when" and so on. An easy trick is to directly ask these questions in your proposal, leaving the reader wondering the answer.

4. B Vˋ Z˚ndj g˚ed˚ci˚Vh˚j XX˚cXian˚Vh˚ndj ˚XVc#If your first draft requires more than two paragraphs to get to the point of your topic, edit to narrow things down. Take out any words that can be removed without changing the meaning. You may have a lot of competition, so try to make a good impression quickly. If your proposal is too much work to read or understand, it might get skipped during the selection process.

5. J hZ˚egdeZg˚\gVb b Vg˚heZaa˚c\!˚VcY˚ej cXij Vi˚dc#If you submit a sloppily written proposal, you appear careless and as if you are not taking the opportunity seriously. You

risk being rejected on those grounds outright. Speaking requires a lot of thoughtful preparation, and curators can only assume you will be as careless when preparing the talk itself.

6. ＝VkZ ˘ndj g˘egdedhVå̃gZk ˝Zl ZY ˘Wˌ˘hdb ZdcZ ˘l ̷] ˘ZmeZgˈZcXZ# Just as you might ask a friend to critique a draft of your CV, an essay, or the talk itself, ask someone (ideally a writer, speaker, or curator) to review your talk proposal. They will catch typos, as well as verify whether your proposal explains the scope of your talk, and explains its benefit to your audience.

Coming Up With a Great Title

We need a good title for your talk!

You want to:

- Try to think of something catchy, maybe playful, yet still explanatory
- Beware of too-clever titles
- Create a title that can stand on its own without a blurb (for example don't use something like "CSS and Elephants")

Writing Your Bio

When you submit a proposal/pitch to an event, you will most often be asked to include a short bio. Bios are often the hardest to write well. But here are some pointers to follow:

- Should be written in third-person
- Be succinct but descriptive (should be only a short paragraph)
- Go for economy of words (try to say the most you possibly can with the fewest possible words)
- Mention what your position or job is and any credentials that might be relevant.
- Mention how many years you've been in this field or if it hasn't been that many, tell a short story about how you've ended up in your new field.
- Look at past examples for the conference you're submitting to. Why are you the right person to give this talk?
- Tailor your bio so your topic makes sense, tweak it differently for events.
- Be human. Drupal Camps are usually not too formal.
- Feel free to add something about your non-professional interests at the end, but don't make it your entire bio.

Writing Exercise

Everyone will have 15 minutes now to try drafting a talk proposal for the idea they brainstormed earlier, the title, and your bio.

Exercise

Present Titles and Pitches

Now anyone who wishes will have the opportunity to share their title and pitch with their breakout groups of 4.

You will have 3 minutes each for your mini presentation and getting feedback. There are no expectations. This is not a chance to practice being great; this is just an opportunity to practice being in front of people. You may request receiving feedback if you wish.

Ask if someone wants feedback before you offer it. Be sure to say something you liked about it before suggesting an improvement.

I will give you 12 minutes for this, 3 minutes each. I will let you know when to change to the next person.

Present to Big Group

Let's hear a few of the titles and pitches in the big group. You will have 2 minutes each, plus a minute of feedback.

Each student will get up and talk. Time them and make them stop when the time is up. If they wanted feedback, turn to the room and ask:

- "What did everyone think was good about this proposal?"
- "What would make this proposal even better?"

There is some info that I am imparting after both sessions, and most of it is the same. It is worth repeating! This week I want to plant the seeds of ideas in your heads, and next week hopefully take some action on some parts. Plus both weeks there are post-session questionnaires.

What's Next

1. If you love this work, are you interested in becoming a trainer of this workshop to keep it going in Drupal? Would you like to run it in your local area? Would you like to give back to the community and make a difference? Learn how to hold your own Speaker Diversity Workshop on Saturday, November 16 at 1-4pm ET. I will be holding a Train the Trainers session for you. You can let us know that you're interested at: https://forms.gle/5HRDUJ3FxBYfAeYf7

2. Join the Slack groups:

- diversity-inclusion (the weekly meeting is held in this channel on Thursdays @ 12pm Eastern, they promote upcoming CFPs and discuss the work of the Drupal Diversity and Inclusion group)
- ddi-session-help: Place to get speaking mentorship.

We'd also love to hear your success stories there! Did you speak? Did it go well? Did something come out of it -- did you start organizing or leading something? Did you get a job? Did you start getting more involved with the community? Were you asked to speak again? Etc.

Letting us know that you spoke and what happened afterwards helps us with continuing to do this impactful work. We are collecting the stats to tell the story of how it went, how many start speaking after this, how many conferences and how many cities and countries were impacted, and collecting the stories so that we can share with others what happens when you start getting on stage.

You are also welcome to share your follow-up results and stories with Marc, Tara, or myself privately.

Also, if you'd like a sounding board for your ideas between our two sessions, you can message Tara. Slack and Twitter are the fastest. Email is the slowest.

Workshop Material

If anyone would like a copy of the workshop content and slides, go to
http://diversein.tech/drupal-sept2019

Please fill out survey

I'd like to collect some feedback from you so that I know if there is anything I need to adjust before next week. Please fill out this mid-workshop questionnaire:

https://forms.gle/8Rkv8DT8r1pwcfpP7

Stay in touch

Please stay in touch! Follow me on Twitter or sign up for the newsletter to stay apprised of how this work is going, and to keep getting tips on diversity in tech.