

TECH DIVERSITY

B I N G O



CONFERENCER

I speak at/attend only conferences that have a Code of Conduct.



ACCOUNTANT

I review salaries by gender and diversity and correct inequities.



CLEAN CODER

I do not tolerate derogatory language in design docs or code.



GOALSETTER

I publish and share company goals for improving diversity.



CHAMPION

I openly recognize & reward employees for diversity activism.



TEACHER

I pay for expert diversity advice and trainings.



LISTENER

I work to understand complaints and respond with support.



TRACKER

My company tracks retention of minorities in engineering roles.



SPONSOR

I provide visibility and growth opportunities to a minority individual.



PLUMBER

I see leaks in the pipeline for both kids and working adults.



PROTECTOR

I speak up when I see discrimination or exclusion.



WATCHDOG

I hold executives accountable for diverse recruitment/retention.



ALLY

I support minorities through both my words and actions.



"NINJA"

My job ads separate true requirements from nice-to-haves.



BANDMATE

I check for diversity before agreeing to speak on a panel.



REFEREE

I discipline or fire employees who abuse privilege.



BOOKWORM

I read the literature on implicit bias and stereotype threat.



MEGAPHONE

I amplify minority voices in meetings and on social media.



ADVOCATE

I encourage fellow persons of privilege to become active allies.



TIMEKEEPER

My company tracks minority promotion timelines.



MENTOR

I advise & encourage a minority individual on their career path.



COMMUNICATOR

I make it clear in all communications that we value a diverse team.



BELIEVER

I believe minorities when they speak about their lived experiences.



FACT CHECKER

I prevent and address biased feedback in hiring and promotion.



CONNECTOR

I put qualified minority candidates forward for opportunities I see.