

“Multiple people.”

— *Enrico Zini, Debian Account Manager*



# Multiple people

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DebConf18, Hsinchu, Taiwan

Debian is where I learnt diversity

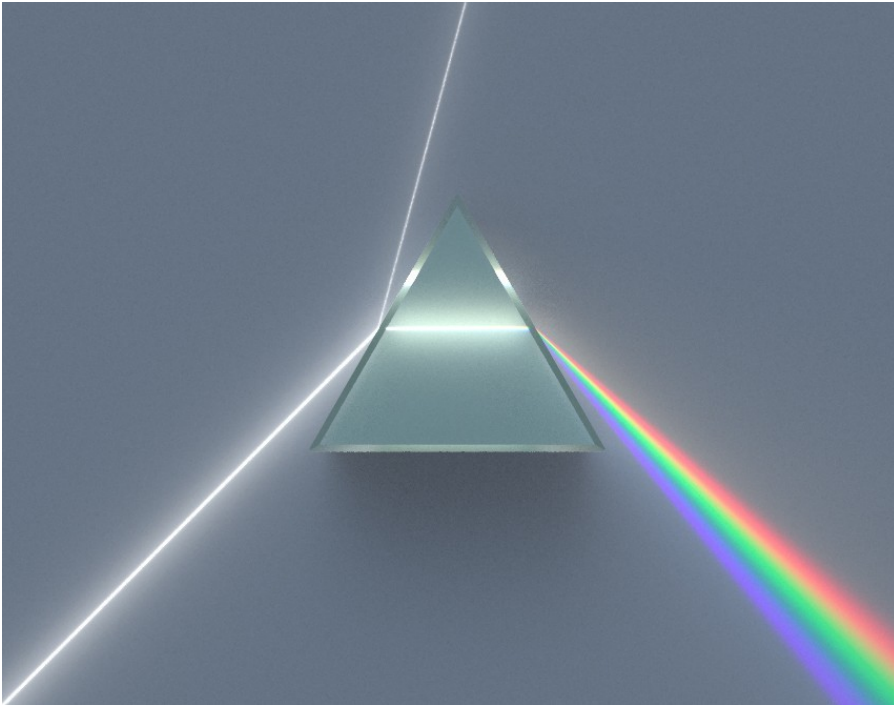
How do you categorise a person?

Binary definitions

Labels

Spectra

# Spectrum



Every color is ok.

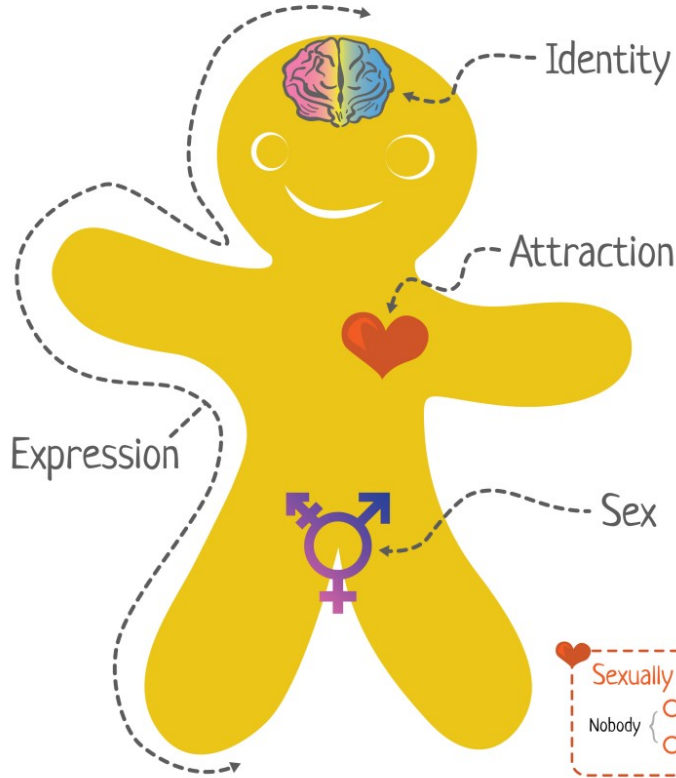
Think about who you are,  
not about who you should be.

[https://commons.wikimedia.org/wiki/File:Dispersive\\_Prism\\_Illustration.jpg](https://commons.wikimedia.org/wiki/File:Dispersive_Prism_Illustration.jpg)

# The Genderbread Person v3.3

by its pronounced **METROsexual**.com

Gender is one of those things everyone thinks they understand, but most people don't. Like *Inception*. Gender isn't binary. It's not either/or. In many cases it's both/and. A bit of this, a dash of that. This tasty little guide is meant to be an appetizer for gender understanding. It's okay if you're hungry for more. In fact, that's the idea.



**Gender Identity**

Plot a point on both continua in each category to represent your identity; combine all ingredients to form your Genderbread

4 (of infinite) possible plot and label combos

⊘ Indicates a lack of what's on the right.

Woman-ness

Man-ness

How you, in your head, define your gender, based on how much you align (or don't align) with what you understand to be the options for gender.

Labels: "woman", "man", "two-spirit", "genderqueer"

**Gender Expression**

Feminine

Masculine

The ways you present gender, through your actions, dress, and demeanor, and how those presentations are interpreted based on gender norms.

Labels: "butch", "femme", "androgynous", "gender neutral"

**Biological Sex**

Female-ness

Male-ness

The physical sex characteristics you're born with and develop, including genitalia, body shape, voice pitch, body hair, hormones, chromosomes, etc.

Labels: "male", "female", "intersex", "MTF Female"

**Sexually Attracted to**

Nobody

(Women/Females/Femininity)

(Men/Males/Masculinity)

**Romantically Attracted to**

Nobody

(Women/Females/Femininity)

(Men/Males/Masculinity)

For a bigger bite, read more at <http://bit.ly/genderbread>

In each grouping, circle all that apply to you and plot a point, depicting the aspects of gender toward which you experience attraction.

# ORIENTATIONS

a-	romantic	does not experience ____ attraction towards anyone.
	sexual	
gray-	romantic	rarely experiences ____ attraction towards anyone.
	sexual	
demi-	romantic	experiences ____ attraction towards someone only after developing a very strong bond.
	sexual	
hetero-	romantic	experiences ____ attraction towards gender(s) other than their own.
	sexual	
homo-	romantic	experiences ____ attraction towards the same gender as their own.
	sexual	
bi-	romantic	experiences ____ attraction towards the same gender as well as to other gender(s) than their own.
	sexual	
pan-	romantic	experiences ____ attraction towards all genders / regardless of gender.
	sexual	
poly-	romantic	experiences ____ attraction towards multiple (but not necessarily all) genders.
	sexual	

note: orientations are listed in no particular order.

made by: <http://queerasculturebbk.com>



## Information flow reveals prediction limits in online social activity

James P. Bagrow, Xipei Liu, Lewis Mitchell

(Submitted on 15 Aug 2017)

Modern society depends on the flow of information over online social networks, and popular social platforms now generate significant behavioral data. Yet it remains unclear what fundamental limits may exist when using these data to predict the activities and interests of individuals. Here we apply tools from information theory to estimate the predictive information content of the writings of Twitter users and to what extent that information flows between users.

Distinct temporal and social effects are visible in the information flow, and these estimates provide a fundamental bound on the predictive accuracy achievable with these data. Due to the social flow of information, we estimate that approximately 95% of the potential predictive accuracy attainable for an individual is available within the social ties of that individual only, without requiring the individual's data.

Comments: 11 pages, 3 figures, supporting material included

Subjects: **Physics and Society (physics.soc-ph)**; Social and Information Networks (cs.SI)

Cite as: [arXiv:1708.04575](https://arxiv.org/abs/1708.04575) [physics.soc-ph]

(or [arXiv:1708.04575v1](https://arxiv.org/abs/1708.04575v1) [physics.soc-ph] for this version)



*An allistic person learns subconsciously that ey is dependent on others for eir emotional experience.*

*Consequently, ey tends to develop the habit of manipulating the form and content of social interactions in order to elicit from others expressions of emotion that ey will find pleasing when incorporated into eir mind.*

[https://fysh.org/~zefram/allism/allism\\_intro.txt](https://fysh.org/~zefram/allism/allism_intro.txt)

Skin color

Age

Wealth

Disability

Culture

Language proficiency

Technical knowledge

Political ideas

...

How to deal with diversity

I'm ok.  
You're ok.  
We're all ok.

How to deal with *my* diversity

# I need to know myself

what do I like / what don't I like?

what am I interested in?

what would I like to do?

what do I know? what would I like to know?

what do I feel?

what do I need?

I need to communicate and express myself

enjoy what I like

pursue my interests

do what I want to do

study and practice what I'm interested in

let myself loose among those who respect who I am

# Find out where to be myself

friends (choose wisely)  
partners (choose wisely)  
interest groups  
courses / classes  
Debian  
DebConf!



# Learn to protect myself

I will make mistakes acting as myself.

Mistakes do not invalidate me.

Distinguish between "I did something wrong" and "I am wrong". Only the first allows me to learn.

Learn to know my boundaries, and to recognise when they are being crossed. Negotiate.

Use my anger to protect my integrity. I do not need to hurt others to protect myself

How to deal with the diversity of others

Diversity is a good thing  
I cannot appreciate others without appreciating myself first  
Curiosity is a good default  
Connect, don't be creepy  
Do not make assumptions  
Interact with people, not things  
If I don't have the energy, take a step back  
Listen to my red flags  
Choose my involvement  
Choose again

# The paradox of tolerance

*[...] if a society is tolerant without limit, their ability to be tolerant will eventually be seized or destroyed by the intolerant.*

*[...] in order to maintain a tolerant society, the society must be intolerant of intolerance*

[https://en.wikipedia.org/wiki/Paradox\\_of\\_tolerance](https://en.wikipedia.org/wiki/Paradox_of_tolerance)

# Use diversity for growth

Diversity empowers  
Identity can change, evolve  
I can move across a spectrum  
I can take control of my narrative

# About Debian

# Impostor syndrome

Am I good enough for this new group?  
I learnt to give up the need to work to belong

*No matter how I identify myself or how others perceive me: I am welcome, as long as I interact constructively with my community.*

*“Ideas on Earth were badges of friendship or enmity. Their content did not matter. Friends agreed with friends, in order to express friendliness. Enemies disagreed with enemies, in order to express enmity.*

*“The ideas Earthlings held didn’t matter for hundreds of thousands of years, since they couldn’t do much about them anyway. Ideas might as well be badges as anything.*

(Kurt Vonnegut, "Breakfast of Champions", 1973)



# Social Contract

Us, and our users, are a diverse ecosystem  
Free Software is a diverse ecosystem

<https://www.debian.org/intro/diversity>