“Multiple people.”
— Enrico Zini, Debian Account Manager

Multiple people

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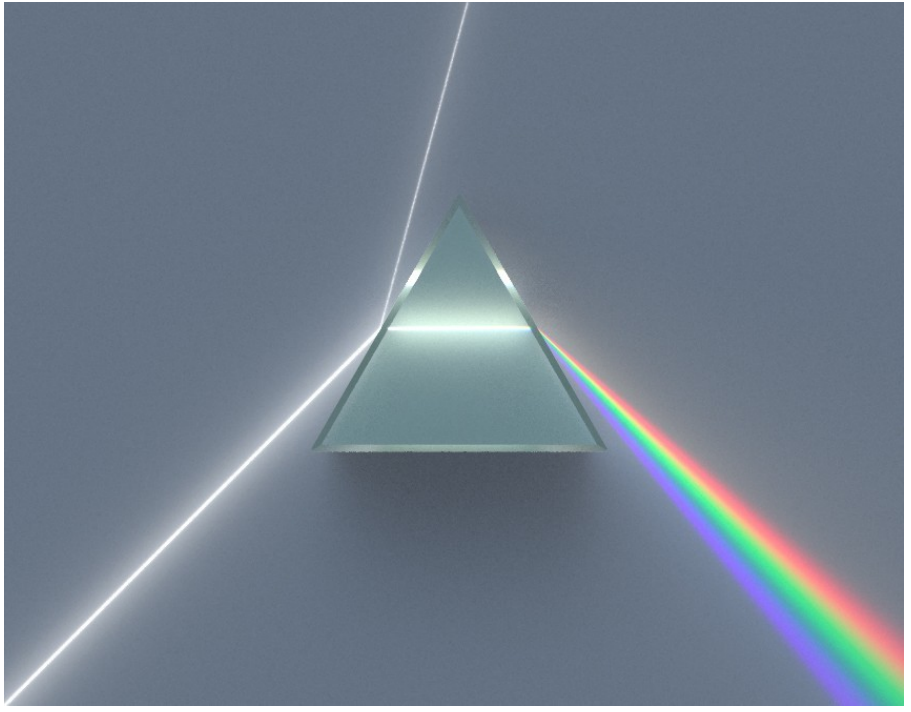
DebConf18, Hsinchu, Taiwan

Debian is where I learnt diversity

How do you categorise a person?

Binary definitions
Labels
Spectra

Spectrum



Every color is ok.

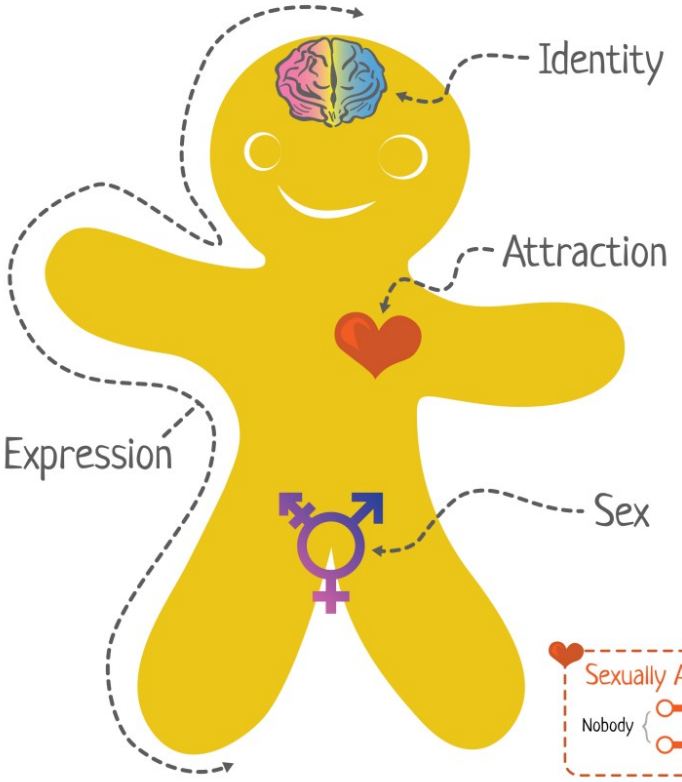
Think about who you are,
not about who you should be.

https://commons.wikimedia.org/wiki/File:Dispersive_Prism_Illustration.jpg

The Genderbread Person v3.3

by it's 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.



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

Gender Identity

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

- Woman-ness
- Man-ness

"woman" "man" "two-spirit" "genderqueer"

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.

Gender Expression

- Feminine
- Masculine

"butch" "femme" "androgynous" "gender neutral"

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

Biological Sex

- Female-ness
- Male-ness

"male" "female" "intersex" "MtF Female"

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

Sexually Attracted to

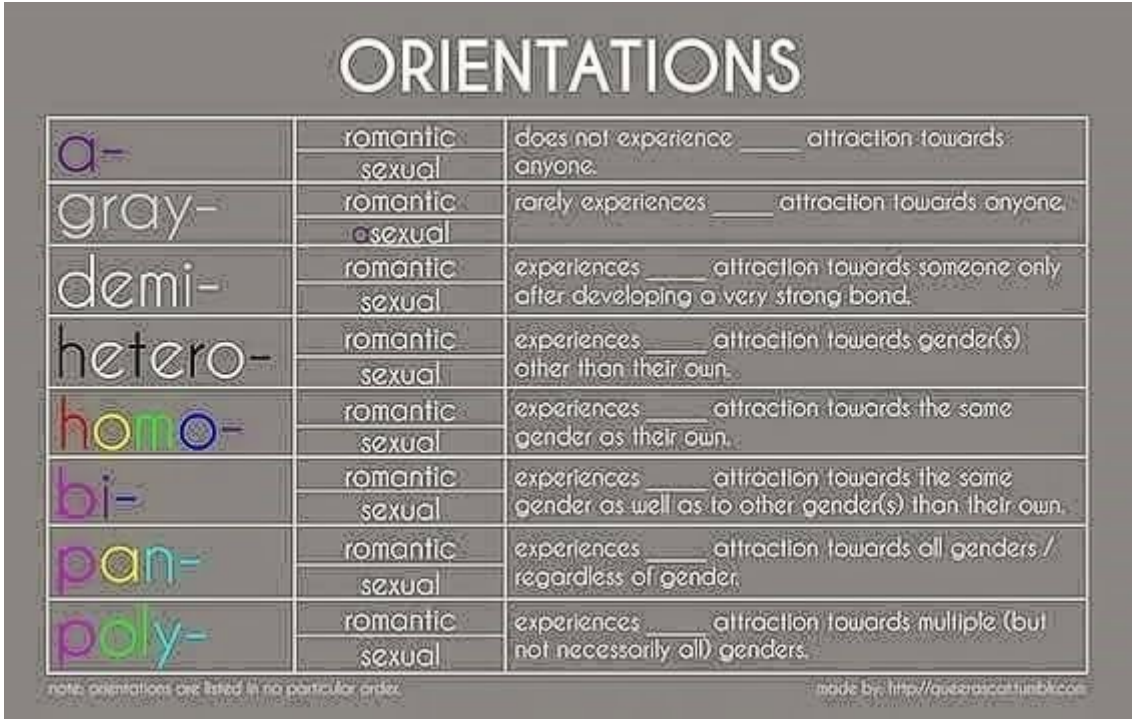
Nobody
- (Women/Females/Femininity)
- (Men/Males/Masculinity)

Romantically Attracted to

Nobody
- (Women/Females/Femininity)
- (Men/Males/Masculinity)

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

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



ORIENTATIONS

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

note: orientations are listed in no particular order.

made by: http://queerascat.tumblr.com

Cornell University Library

arXiv.org > physics > arXiv:1708.04575

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Physics > Physics and Society

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 [physics.soc-ph]**
(or **arXiv: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

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

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 ecosytem

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