https://etherpad............./etc19_xperiences

/etc
Αθήνα 2019

Title:
https://etherpad............/etc19_xperiences

Date:
October 2019

Created by:
Participants of /ETC Athens

Context:
This zine is an outcome of two workshops
—xperiences-in-a-box & women in technology
and DIT fanzine with free software —
held in /ETC Athens 2019.
Eclectic Tech Carnival (/ETC) is
a gathering of feminists who critically explore
and develop everyday skills and information technologies
in the context of free software and open hardware.

Link:
https://eclectictechcarnival.org/

Tools:
Etherpad, for collaborative real-time writing and editing
Inkscape, for cropping images
Scribus, for page layout
PDF booklet creator,
https://gitlab.constantvzw.org/zine-machines/workshop-scripts/tree/master/booklet
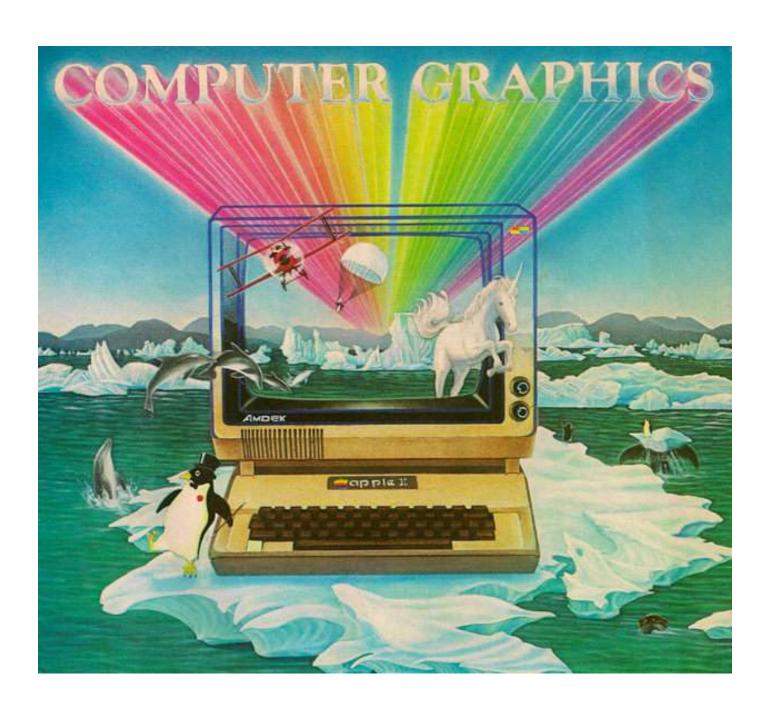for turning A4 pdf into a ready-to-print booklet

Nogartse

amateur software developer working in IT company
in the company only 2 women, the rest 18 are male people
exclusion because of language, amateurism
whatsapp group: they send images/memes *for fun*
that makes me feel uncomfortable
vintage porn as gifs
memes mostly with girls in bikini
"how is possible this to be their working space"
Nogartse doesnt reply/talk with them in the chat.
"How can I express as a person in this group?"

Enial

Hackerspace
Never managed to participate
Always the assistant
in a project i had to document their work
but without being explained
Can you help me?? Why?
Not a collaborative process
they were never engaging me
we can collaborate with artists but we
are not artists,
so they wanted me to be a mediator with artist
Difficult. The role of the assistant and mediator
i was perceived as a woman
oh wow, you know how to do this!
culture of nerds
i was alone and i wanted to do the project with them

COMPUTER GRAPHICS

Porcupine

i'm a software developer
when i finish my master degree and went to have a job
I was looking for a job
There was an event
"startup speed dating"
all the startups explain first what they do and what they look for
I thought this was a professional event
there was one company that show an slide of a woman in
underware, and they said
we're looking for ppl that knows php and looks like this
"If you look like this: please come talk to us"
i considered to talk with them but i didn't want to spend
my time with that and rather spend time actually for a job
I still remember how I felt when I saw that
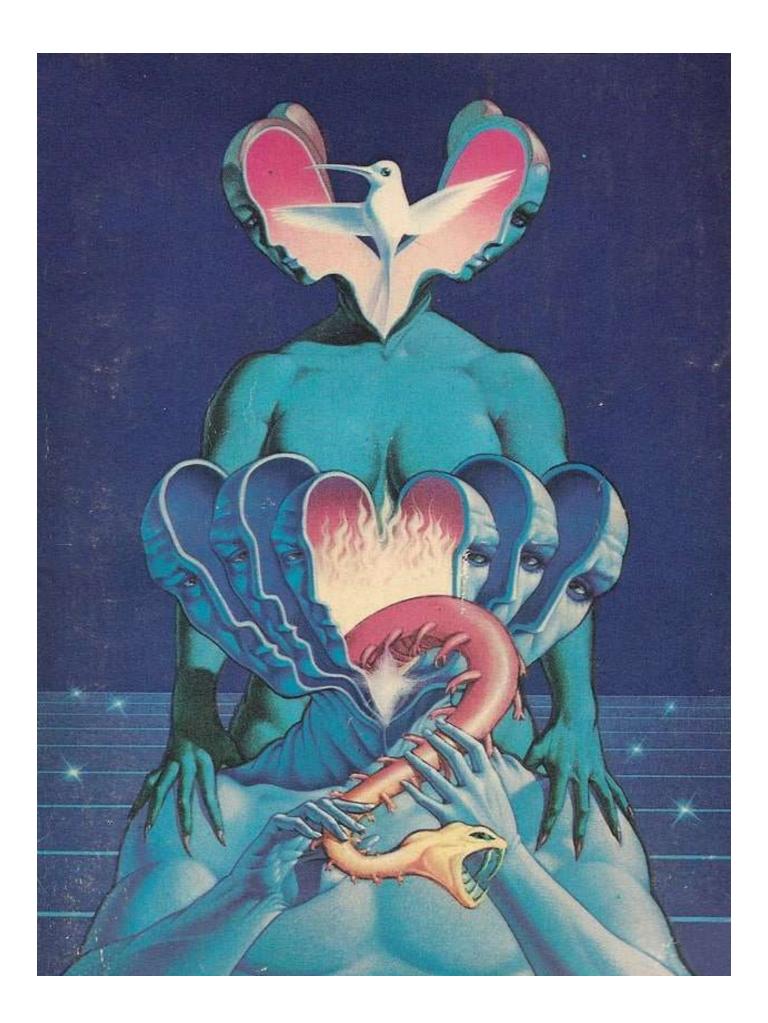it was in switzerland in a famous university

Czas

As a worker, I worked as a developer in France
I was not treated not equally
But I never integrated
The only woman in eight people. THey went double and
the percetage was the same
2 women and 14 men?
Because I was an immigrant, younger, woman, and led
a very different life. It didnt really fit

As a user... the last 15 years I use unisex usernames & avatars,
so in a forum-thread-social media, they assume that I am a guy
When they realize I am a woman,
they change the way the speak to me.
speaking more with a tone down, but still aggressively
& more condescending/patronizing
He pm-me while publicly fighting to try to maybe meet?
He was also a nationalist. Worst kind of person.
I would never want to meet with a person like that.

Anarcoma

One of my first experiences
When I started to live in a university
in a project about gender and technology, free software
I made workshops with different feminists
I was an immigrant
Being underpaid
sign with other people for all the projects
They started to make normal contracts to guys,
interns got paid for my job
they made a little documentary about the project and
I was nowhere visible
they made me disappear
all the feminist group that we were working with
all these guys were working with gender and technology

Gud

Organising a feminist workshop for university
we were not paid
Workshops about weapons in the night for women, intersex
We didnt want to do it like a mix, we didn't want to have men
university said that we were discriminating them
transexual could also not be there - because...
it is there own fight - it is another fight.
The university wanted to say that
they "are doing the feminist workshops"
The woman said transexual is another fight
we wanted to make these workshops for the students,
but we didnt want the university to say that
"they" where doing these workshops
In the end the workshop wasn't official (?),
so we we weren't paid for the workshop, only for the materials

Bob

In every environment, hackerspace, job
I always feel excluded
Even in a bar, if they have a technical conversation
they dont listen. It's like I'm not there
In jobs, they want to "hire" a woman,
but the things I was proposing...
they were saying --yea yea-- but they didnt do anything
there was no onboarding,
so it was hard to get into the workflows
zero communication, zero documentation to help me develop
I had a stalker in a physical political space -
we were talking about technology
I told him I am going in another continent
when I arrived there, I didn't feel welcome later I found out,
the stalker had gone there, and told some stories about me
I feel they don't understand what they are doing wrong
I was tryng to "seem" more masculine

open discussion

I started to be less kind, authoritative in my speech
[to "seem" more masculine and be taken seriously]
-I try to find bridges, other languages with a common ground
I try to find "other languages
I think is a very serious problem
even if you havent experienced it yourself
I testimony, how computer science men can treat others
male "block"
They measure the gender.
Masculisation
All my life I try to be more masculine, cause I try to avoid
problems and abuse
What was considered feminine, was getting me in trouble
Its not just one story.
The suffering is real
It affects a lot, it can generate trauma. You need to get
imaginative so that you dont try on dying
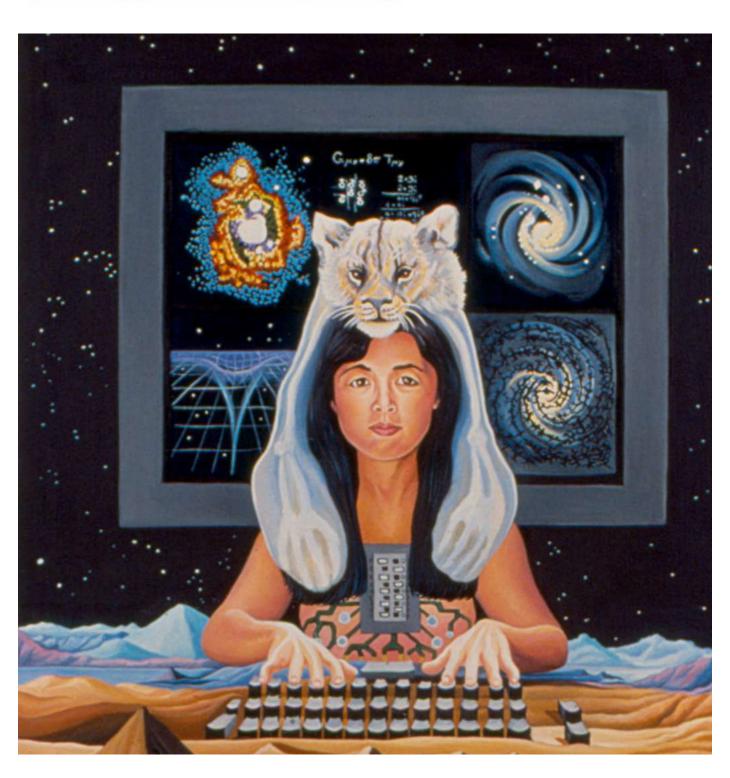It makes me so mad
They dont value good work.

ttengam

I am a testimony of 2 people that talked already.
I am a computer scientist
I'm fine with all pronouns
and work with electronic circuits
we have several stories from several projects,
as feminists there
In our group we are 2 women and 1 non-binary.
The rest are cis male
I have a problem with a colleague who acts like a boss
Sounds not serious when you say it, but when you live it,
its violent
He has two ways of treating me, depending
if I dress feminine or masculine
He treats men and women differently
either he wants to fuck me, or he wants to beat me,
either as a buddy, or belittle me
Anyway he treats me as a child, as I am stupid
When I tell this story, my friends tell me
"you have to understand where he comes from"
and i do, everyone has trauma, right?
He had an issue for us to come here
One day before we are leaving he ("the boss")
wrote a long email asking
why we are going there and doing this (coming here)
I take a breath and reduce myself, saying sorry, explaining
I'm trying to explain him what we do
he maybe feels he is not included here
what he is doing looks like
the initial stage of an abusive relationship
He published in the newspaper about the laboratory,
without telling us
we have a problem because we have different principles
We have different views about the principles

---Have you thought to sue this person?---?
harassment
he says I have thoughts I say what kind of thoughts,
he answers no, no nothing
--it's manipulation--
it's too vague to fit under any legal definition,
anyway I don't think legal action should be taken
The project was horizontal but
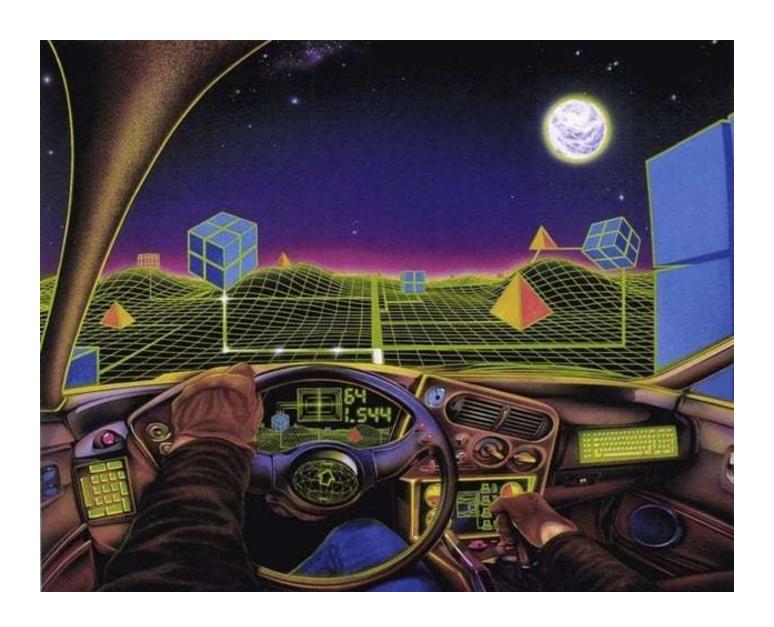now this guy takes all the responsibility

shara

mainly male cis people
men's playing
he stole 15 min of my life
we lose so much energy
he wanted to brag about his old app
I was about to build a period tracking app and this guy
listened to my talk and
he told me what I should say
he was trying to give me "his advice" about how to make
the best app
Makes me angry

glas

Conference about free software
he clearly didnt read my arcticle
mansplaining my article to me -You are young!.
he said
somebody else - another organiser-
asked sorry for the other guy
and check if I am ok

dog

a small fact about a conference
3 years ago at software conference
you have a party, you have to wait in a big queue
a man was asking technical questions because the bar
was only open to conference visitors, You have to be selected
When I arrived: -"are you the wife (!) of that person?"
and I said I am a developer and the guy felt ashamed

During another conference, I invited a guy,
conference in a university
I did my talk, and when it finished, in an informal meeting
also with people from the hack lab,
speakers asked to other speakers
Did you fall in love with her?
The question was "Are you here, because you fell in love? "...
Why do you ask this?
I have nothing to answer in that moment. The other guy
answered really fast
I was not prepared

kiki
we should have a manual, how to answer
colleague - software development
they way he was commenting was terrible
offensive on github
I asked : can you be more constructive in your comments
He says: English is not my native language,
I don't know how to speak to ladies...
Descrimination can come also from other women
Native english speakers look up
also discrimination to the global south