Community Resources

At Hack the North we believe in the importance of encouraging and promoting diversity, equity, and inclusion in the tech community and beyond.

One way we'd like to do this is by sharing these resources our team has compiled for you! We'd love for you to learn, share, discuss, and recognize the depths to which diversity, equity, and inclusion affect our everyday lives, as well as the lives of those around us. We hope these resources will shed light on a variety of topics and provide a starting point for conversation.

- Team Hack the North 💙

BIPOC

Techqueria

Largest Latinx tech community.

Code2040

An organization that aims to activate, connect, and mobilize the largest racial equity community in tech to break down structural barriers for the Black and Latinx communities in the innovation economy. Offers programming specifically geared towards racial equity and inclusion in the tech sector, such as the Early Career Accelerator Program (ECAP) and Fellows Program.

Blacks Who Tech

One of our Hack the North alums, Kouthar Waled, started a Slack community for Black people in tech — click the link to join!

Letters for Black Lives Canada

Translated letters/resources that can help you have an open dialogue with immigrant parents on systemic racism and how we can support and stand in solidarity with the Black community.

Fear of others is making us sick

Research on diverse communities and mental health demonstrates more people in diverse communities tend to have mental health issues because it takes a greater mental load to trust and cope with racial differences. The research recommendation: *"Multiculturalism brings many benefits but, as our research shows, it's not just a case of letting it work itself out, it's something we as a community need to put effort in to making it work better."*

Hack the North

[Between the World and Me by Ta-Nehisi Coates](#)

Chronicles the challenges of growing up as a Black man in the city both in the perspective of the past as well as today. A Hack the North organizer suggested this book to the team and said it has been incredibly illuminating and felt a mix of empathy, anger, and feeling of helplessness towards the mentioned challenges.

[National Society of Black Engineers](#)

The National Society of Black Engineers (NSBE) supports and promotes the aspirations of collegiate and pre-collegiate students and technical professionals in engineering and technology. NSBE's mission is *"to increase the number of culturally responsible Black Engineers who excel academically, succeed professionally and positively impact the community."*

[/dev/color](#)

"[We help] Black software engineers grow into industry leaders. We firmly believe that we, as Black software engineers, have a lot of agency in this. Our programs start with, and hold at their core, Black software engineers taking action themselves." ([Click here](#) to read their 2018 annual report)

[The Black Professionals in Tech Network](#)

"Black Professionals in Tech Network (BPTN) bridges the talent gap in the tech industry by providing Black technical and business professionals with access to senior executive sponsorship, skill development and a strong peer network to support their career growth."

[Blacks in Technology](#)

"Through community-focused activities, events and media, Blacks In Technology (BIT) is 'Stomping the Divide' by establishing a blueprint of world-class technical excellence and innovation by providing resources, guidance and issuing a challenge to our members to surpass the high mark and establish new standards of global innovation."

[AfroTech](#)

"AfroTech continues to be one of the largest multicultural tech conferences in the United States, bringing together engineers, venture capitalists, recruiters, technologists, and culture enthusiasts from all over the world ... to exchange ideas and build a strong black tech community."

[HBCUvc](#)

"The HBCUvc Fellowship provides students with venture capital skills training, mentorship, and the opportunity to build professional relationships with seasoned investors and entrepreneurs.

[Blackgirlscode](#)

"Our Vision: To increase the number of women of color in the digital space by empowering girls of color ages 7 to 17 to become innovators in STEM fields, leaders in their communities, and builders of their own futures through exposure to computer science and technology."

[Blackboyscode](#)

"We empower young Black boys to take control of their future by providing them with crucial training, skills, and tools to help them thrive in a digital world. Our exposure workshops, hackathons, after school programs, and summer tech camps are inclusive educational spaces that inspire our boys to be tomorrow's leaders."

[The Hidden Genius Project](#)

"The Hidden Genius Project trains and mentors black male youth in technology creation, entrepreneurship, and leadership skills to transform their lives and communities." ([Click here](#) to learn more about their strategic plan and vision!)

[Teens Exploring Technology](#)

"We serve young men of color between the 7th and 11th grade who come from low income communities ... We use coding as the catalyst to take young men of color and turn them into technology leaders who build positive communities."

Gender

[Understanding Gender](#)

A great introduction to understanding terminology that comes along with gender.

[Income Mobility Charts for Girls, Asian-Americans and Other Groups. Or Make Your Own. (Published 2018)](#)

Diversity and inclusion goes beyond gender disparity, and race and income are examples of other important factors to consider. Try making your own mobility charts in the link!

[Benevolent sexism: a feminist comic explains how it holds women back](#)

French artist, Emma, illustrates how certain 'friendly' remarks can belittle women in the workplace in a format that is concise and easily digestible. A few female members of our own Hack the North team have received similar remarks throughout their careers and resonated with this message and feeling.

[Rewriting the Code](#)

Large Facebook community of women in tech. Active conversations about anything — job offers, interviews, events, facing sexism, etc.

[Grace Hopper Celebration](#)

Largest conference for women in tech. Large career fair that provides big name opportunities and great talks. See if your school offers a scholarship for this event!

[Hackbright Academy](#)

The leading engineering school for women in the Bay Area with 900+ graduates at tech companies. Founded with the mission to provide women with a personalized path to a software engineering career. Remote courses available that teach a variety of front-end, back-end, and database programming.

[Bridge School](#)

Aims to provide free advanced training and professional development by industry professionals to women, non-binary and agender tech workers. Works with organizations to create systemic change within the tech community by helping them build equitable, people-focused processes.

Hack the North

[Gender Bias Checker](#)

Checks for subtle linguistic gender-coding in language. We use this at Hack the North and although there have been a few technical terms taken out of context that were coded masculine/feminine, we ensured that they were taken into consideration.

[Gender Pay Gap Statistics for 2020](#)

Payscale explains the gap between gender, race, career advancement, and wage.

[The Moment of Lift: How Empowering Women Changes the World by Melinda Gates](#)

A Hack the North organizer recommended this book to us and said it helped him tremendously with empathizing with some of the challenges that women face in tech and in their lives — highly recommend.

[The dangers of gender bias in design](#)

Discover how everyday objects, technologies, and experiences are designed by and for men, and how this bias impacts not just the comfort, but also the safety, of women worldwide.

[Impostor Syndrome: How I Fool My Bosses, and You Too](#)

An article shedding light on why women in tech seem to be and act less qualified because of society.

['You can't be what you can't see': Women in STEM on how to close the gender gap](#)

An article from The Globe and Mail.

Language

[An Incomplete Guide to Inclusive Language for Startups and Tech](#)

Language is important! This guide provides a starting point for how you can curate your language to be more inclusive to those around you.

[Why Sexist Language Matters](#)

A sociology essay penned by Sherryl Kleinman on both female and male students' strong unwillingness to understand sexist language.

[These Words and Phrases Have Racist Origins](#)

An article highlighting words and phrases with racist origins.

[Textio](#)

Augmented writing platform that helps you identify wording that can be changed to be more inclusive.

[Principles for Inclusive Gender Inputs: How League went Beyond Binaries](#)

A Medium article that the design team of Inside League, a Toronto-based start-up, published about inclusive inputs and forms.

LGBTQ+

Out in Tech Slack Community

A community for everything — from meeting LGBTQ+ tech professionals near you to discussing hot new topics in tech from a queer lens, to celebrating trans visibility, to sharing food and music recco's! Dedicated people from their leadership team are always scouting for talent and LGBTQ+ founders are constantly posting paid positions. Mailing list available on their website that advertises cool events and opportunities.

codebar

A charitable organization that runs regular free programming workshops for minority groups in tech.

QueerJS

Multiple technical and cultural talks and events relating to javascript, frontend development, and queer people.

TrevorSpace

"An affirming international community for LGBTQ young people ages 13-24." Sign up here to get started!

Social Issues

Justice in June

Although it's no longer June, this is a good step-by-step and intuitive way for people to become educated and informed on how to be an ally to the Black community. Includes a detailed schedule for an entire month filled with many resources, links, articles, and podcasts. A good first step to becoming an ally.

Microsoft: Digital skills resources for refugees

Free training and curriculum resources created to help humanitarian organizations deliver training that will help refugees gain digital literacy and computer science skills. Provides resources for employment and entrepreneurship skills with content available both online and offline.

Top Instagram Accounts to Follow for Social Justice & Activism Content

Follow these accounts for digestible content to stay involved in these issues even after they leave the zeitgeist of Black Lives Matter from 2020.

More resources

Weekly Better Allies 5 Ally Actions Newsletter

Digestible and consistent ways to educate yourself on becoming a better ally. Delivers 5 tips on becoming a better ally in your inbox weekly Fridays, with information that is relevant and easy to understand and act on.

How Diversity Makes Us Smarter

An article from Scientific American explaining how being around people who are different from us makes us more creative, diligent, and hard-working. People with different backgrounds bring new information and forces others to prepare better and anticipate alternative viewpoints.

7 Simple Ways to be More Inclusive in Work and Life

A guide detailing how to be more inclusive in your communities, coupled with relevant research studies, articles, and resources that can help you become aware of implicit biases and stereotypes in addition to ways to combat them.

Why tech needs diversity

A Ted Talk by Jedidah Isler, sharing the story of how she became the first Black woman to earn a PhD in astrophysics from Yale — and her deep belief in the value of diversity in science and other STEM fields.

Project Implicit

Offers Implicit Association tests on a variety of topics where you can report your attitudes or beliefs to be informed of your implicit biases. Take a step towards learning and overcoming your implicit biases by doing these tests!

Blind spots: Challenge assumptions

An insightful introduction YouTube video about "blind spots", cognitive biases that we face everyday.

Crescendo

An integrated customizable feature on Slack with the goal of increasing cultural competence and bringing more awareness to diversity, equity, and inclusion.

A New Way to Combat Bias at Work

A podcast with actionable concrete tips on hiring and navigating day-to-day situations.