

From Inclusion To Involvement

Stacey Haysler

PostgresSummit.US

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Stacey Haysler

Chief Financial Officer

Chief Operations Officer



Stacey Haysler

PostgreSQL Community:

- Major Contributor, PostgreSQL Global Development Group
- Inaugural Chair, PostgreSQL Community Code of Conduct Committee, 2018 - 2021
- President, United States PostgreSQL Association (“PgUS”), 2020 - Present
- Organizer, San Francisco Bay Area PostgreSQL Users Group, 2010 - Present

Stacey Haysler

Other Technical Communities:

- Contributing Member, Software in the Public Interest, 2021
- Corporate Treasurer, Django Software Foundation (DSF), 2014
- DSF Individual Member (Contributor), 2017
- Founder and Corporate Secretary, Django Events Foundation North America (DEFNA) 2015- 2018
- Core Organizer, DjangoConUS, 2015 - 2018

diversity noun

di·ver·si·ty də-ˈvər-sə-tē  dī-

plural diversities

[Synonyms of *diversity* >](#)

- 1** : the condition of having or being composed of differing elements : **VARIETY**
especially : the inclusion of people of different races (see [RACE entry 1 sense 1a](#)), cultures, etc. in a group or organization
| programs intended to promote *diversity* in schools
→ see also [DIVERSITY, EQUITY AND INCLUSION](#)

[Merriam-Webster.com](https://www.merriam-webster.com)

It **is not** the job of the **under-represented** to solve under-representation.

It **is** the job of **the community** to solve under-representation.

— Dr. Margo Seltzer

PgConf.Dev Vancouver 2024 Keynote

Diversity, Equity, Inclusion - DEI

- ❖ PgUS Community Development Committee and African Community Development Committee:
https://postgresql.us/community_development/
- ❖ PgEU Diversity Committee:
<https://www.postgresql.eu/diversity/>
- ❖ Postgres Women and Nonbinary Community:
https://wiki.postgresql.org/wiki/Postgres_Women
- ❖ Postgres Women India:
<https://postgreswomen.in/>

Diversity, Equity, Inclusion - DEI

PgUS and PGEU Opportunity Grants



Diversity, Equity, Inclusion - DEI

Outreach:

- ❖ Social Media
- ❖ Meetups
- ❖ Conferences
- ❖ Online groups and communities



diversity success stories



All

Images

Videos

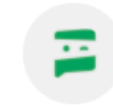
News

Maps

Shopping

Assist

Chat



SocialTalent

<https://www.socialtalent.com> › blog › diversity-and-inclusion › 9-companies-around-the-world-tha...

9 Companies Around the World Embracing Diversity in a BIG Way

Read how 9 global organizations are embracing **diversity** and inclusion and how increased **diversity** is linked to improved performances.



i4sdi.org

<https://i4sdi.org> › dei-resources › dei-success-studies

Success Stories - Institute for Sustainable Diversity & Inclusion

Marc Benioff is co-CEO of the billion-dollar tech company Salesforce and author of the book Trailblazer: The Power of Business as the Greatest Platform for



azshrm.org

<https://www.azshrm.org> › blogpost › 2113687 › 502952 › 6-Inspiring-Stories-of-How-Workplace-D...

6 Inspiring Stories of How Workplace Diversity Positively ... - SH...

Jul 19, 2024 · 6 Inspiring **Stories** of How Workplace **Diversity** Positively Impacted Company Culture
Exploring the real-world impact of **diversity** in the workplace, we gathered six inspiring **stories** from HR professionals and company leaders.

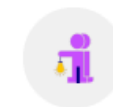


diversityforall.org

<https://diversityforall.org> › inspiring-success-stories-in-diversity-and-inclusion

Inspiring Success Stories in Diversity and Inclusion

Jun 2, 2024 · Discover heartening tales of change with our inspiring **success stories** in **diversity** and inclusion, showcasing transformative journeys.



thisisdei.com

<https://www.thisisdei.com> › blog › dei-success-stories-how-companies-lead-change

DEI Success Stories: How Companies Lead Change

Diversity, Equity, Inclusion - DEI and

Focus Shift to Involvement

PgUS Grants Made in 2025: 25

Community Involvement in 2025: 5

PgUS Grants Made YTD 2026: 25

Community Involvement YTD 2026: 14

Involvement



Involvement

PGDG Volunteer Wiki Page:

<https://wiki.postgresql.org/wiki/Volunteer#Contributions>

PgUS Volunteer Page:

https://postgresql.us/get_involved/

PGEU Volunteer Page:

<https://www.postgresql.eu/community/>

How can you participate in this work?

- ❖ Event organizers:
 - ❖ Solicit CFP proposals from under-represented groups.
 - ❖ Directly invite speakers from those groups.
 - ❖ Provide travel funding for those speakers.
 - ❖ Provide travel funding for diverse attendees who are not speakers.

How can you participate in this work?

Event organizers:

- ❖ Conference orientation session
- ❖ Conference buddy system
- ❖ Ambassadors / way finders during the event

How can you participate in this work?

Employers and Event organizers:

- ❖ Sunflower Scheme for Hidden Disabilities:
<https://hdsunflower.com/us/>

How can you participate in this work?



Americas

-  [Argentina](#)
-  [Bolivia](#)
-  [Brazil](#)
-  [Canada](#)
-  [Chile](#)
-  [Colombia](#)
-  [Costa Rica](#)
-  [Dominican Republic](#)
-  [Ecuador](#)
-  [El Salvador](#)
-  [Guatemala](#)

-  [Honduras](#)
-  [Mexico](#)
-  [Nicaragua](#)
-  [Panama](#)
-  [Paraguay](#)
-  [Peru](#)
-  [Uruguay](#)
-  [USA](#)
-  [Venezuela](#)

Europe

-  [Belgium](#)
-  [Denmark](#)
-  [Finland](#)
-  [France](#)
-  [Greenland](#)
-  [Iceland](#)
-  [Ireland](#)
-  [Luxembourg](#)
-  [Netherlands](#)
-  [Norway](#)
-  [Poland](#)
-  [Spain](#)
-  [Sweden](#)
-  [United Kingdom](#)

Oceania

-  [Australia](#)
-  [New Zealand](#)

Africa

-  [Mauritius](#)

Middle East

-  [UAE - English](#)

Other

-  [Other countries \(Rest of world - ROW\)](#)

How can you support this work?



Involvement - Mentoring



How Can I Find Groups to Connect With?

- ❖ PgUS Community Development Committee
https://postgresql.us/community_development/
- ❖ PgEU Diversity Committee
<https://www.postgresql.eu/diversity/>
- ❖ Postgres Women and Nonbinary Community
https://wiki.postgresql.org/wiki/Postgres_Women
- ❖ Postgres Women India
<https://postgreswomen.in/>

How Can I Find Groups to Connect With?

Django Girls

<https://djangogirls.org/en/>

PyLadies

<https://pyladies.com/>

Girls Who Code

<https://girlswhocode.com/>

Black Girls Code

<https://www.wearebgc.org/>

Code the Dream

<https://codethedream.org/>

How Can I Find Groups to Connect With?

- ❖ Diversity in Tech Group Listings

<https://tinyurl.com/5bzcw9u>

How Can I Find Groups to Connect With?

- ❖ Your local university, college, community / junior college
- ❖ Vocational college
- ❖ High schools
- ❖ Scout troops
- ❖ Other youth organizations

Where Can I Find More Information and Opportunities for Involvement?

- ❖ *Awesome Diversity*

<https://github.com/folkswwhocode/awesome-diversity>

Involvement - Other Communities Connections



<https://www.python.org/>



<https://www.djangoproject.com/>



<https://rubycentral.org/>

Community Development

is something

we ALL can do.

Questions?



Thank you!



Stacey Haysler

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