

Theresa Neate



Computershare
27 March 2018

Who is Theresa?

The logo for DevOpsAgenda, featuring the text "DevOpsAgenda" in white on an orange square background.

DevOpsAgenda

@DevOpsAgenda

<http://www.techtarget.com/contributor/Theresa-Neate>



@REAGroup

@REATechBlog

The logo for DevOpsGirls, featuring the text "DEVOPS" in a pink, blocky font with a gear icon for the 'O', and "girls" in a pink, cursive font below it.

DEVOPS
girls

@DevOpsGirls

First we take a #selfie



Introductions

Tell me more about you.

Any expectations today?

My background

Born WAY BACK
South Africa

Soul searching
USA

Came to Australia
mid 1990s

Came back
legally 2006

2 TAFE diplomas
¾ Bachelor's
1 Grad Cert
Just started
another TAFE
diploma

No tertiary
study possible

Dodgy CompSci
diploma

Kicked out of
Australia twice

Tertiary education
started 2007

My career

1990s - IT helpdesk, customer support, process QA (South Africa & Australia)

2004 - Software Tester (South Africa)

2006 - Test Analyst (Australia: Mercer & Dimension Data)

2009 - Senior Test Analyst / Senior QA (Medibank & ThoughtWorks)

2012-2018 - Lead QA (REA, Australia Post, REA)

Certifications & Short courses

2018 - Cisco CCNA2

2017 - Introduction to PACT with NodeJs

2016 - Python Programming 101 - General Assembly

2016 - Linux Command Line

2016 - Intro to Docker

2016 - Basics of AWS 2016

2015 - Using Selenium WebDriver with Java

2015 - Introduction to Web Development

2015 - Foundations of UX: Accessibility

Certifications & Short courses (cont'd)

2011 - Bug Advocacy (AST)

2010 - Gojko Adzic Specification by Example, Agile Testing

2010 - Association for Software Testing BBST - Black Box Software Testing, Foundations

2008 - ISTQB Advanced certificate, Test Analyst

2008 - HP Quality Center 9.2 Dashboard

2006 - ISEB / ISTQB Foundation certificate, Software Testing

2006 - Certificate, Software Development

2005 - Using Mercury Test Director 8.0

2005 - Time Quantum (Johannesburg) certificate, Practical Software Testing

QA, Testing and DevOps?



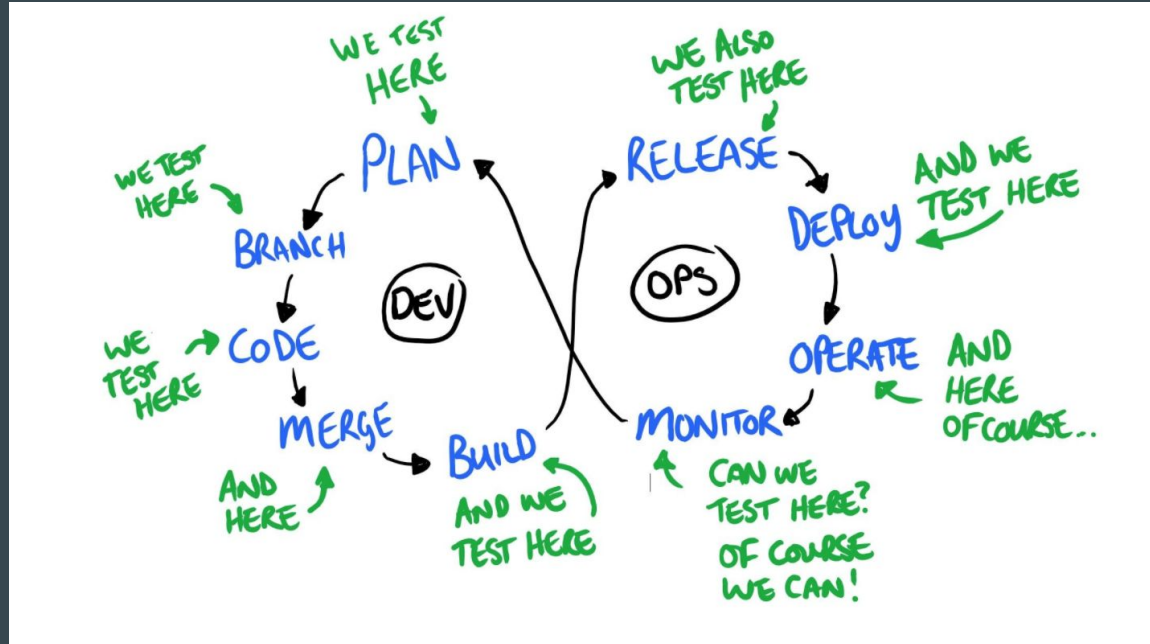
QA, Testing and DevOps?



QA, Testing and DevOps?



QA, Testing and DevOps!



Survival tips for women in IT

Improve your own EQ.

Own your career.

Never become complacent.

Challenge yourself.

Recognise offending behaviour and bias, e.g.:

- Men interrupting women
- Calling women “bossy”
- Making misogynistic jokes
- Praising aggression in men but admonishing women

What is bias?

Bias is the tendency to favour one thing over another.

Bias is a natural, normal human tendency.

Most bias is harmless. (but some isn't)

It is really hard to acknowledge personal bias.

Supporting women in IT

<http://rea.tech/getting-to-gender-parity-without-the-awks/>

1. Play catch up with your own bias
2. Applaud her role related skills
3. Notice out loud
4. Who is doing all the talking?
5. Bring your sister

Supporting women in IT (cont'd)

6. A little encouragement goes a long way
7. Follow a more gender balanced set of people
8. Get to know her
9. Let her choose
10. Allow her to own her victories

Supporting women in IT - Theresa's additional workplace tips

1. Assume she knows
2. Treat women as competent
3. Do not suggest “helpful tips” unless asked for (ask first if they need help)
4. Ditch the patriarchy, your colleagues are not your family

Closing

“You can’t control how you feel. But you can always choose how you act.”

— Mel Robbins

Thanks!

Reading

<https://www.techtarget.com/contributor/Theresa-Neate>

<https://www.youtube.com/watch?v=sGT03Yjy1n4>

<https://medium.com/envato/tooting-your-own-horn-tales-of-impostor-syndrome-766a1bce1ef0>

<https://medium.com/@anna.fiofilova/survival-guide-for-women-in-it-c7851c541138>

<https://medium.com/@tiffanyjana/how-to-identify-your-own-bias-and-overcome-it-in-10-steps-f3634aa3f766>

<http://rea.tech/getting-to-gender-parity-without-the-awks/>

<https://www.linkedin.com/pulse/continuous-testing-devops-dan-ashby/>

Illustrations by Milly Rowett: <https://twitter.com/millyrowboat>