



SEASON 4

EPISODE 08

[INTRO]

[0:00:05.8] ANNOUNCER: Welcome back to Happy Porch Radio. The digital agency podcast for progressive agency owners and web professionals.

Season four is an exploration of diversity in our industry. Especially gender diversity. This season, your host, Barry O’Kane is joined by some wonderful cohosts. For conversations with agency leaders and diversity and inclusion experts.

[INTRODUCTION]

[0:00:32.1] BOK: Welcome back. In this episode, Erica and I speak to Carole Rennie Logan. Carole is development team lead at the Glasgow based agency, Equator. In this conversation, Carole talks about how being from a different social or economic background can be a challenge and how we in the industry need to have the empathy and the awareness to turn that challenge into opportunity.

We also talk about gender diversity and the Umbraco community, how organizing events is hard and the importance of role models. Now, Carole is heavily involved in the local tech scene. She organizes two meetups, helps organize local conferences and has spoken at several Umbraco events across Europe.

In 2018, she was awarded Inspirational Woman of the Year at the Scotland Women in Tech Awards. Carole is herself very much a role model. She is incredibly modest and not extroverted. Describing herself as a little nervous in many group situations. It is really interesting to hear her talk about the journey she’s taken to get to this point and encouraging others to be role models without hiding how hard that can be at times.

Let’s meet Carole.



[INTERVIEW]

[0:01:44.7] CRL: Hi, I'm Carole Logan, a developer based in Glasgow. I am a development team lead at agency called Equator. I also help run a couple of local meetups including Ladies of Code, kind of what it sounds like, for ladies who code.

[0:02:01.4] BOK: Awesome, welcome to the show and also joining us is Erica. Hi Erica again.

[0:02:06.2] EQ: Hello again, awesome to be here -

[0:02:07.8] CRL: Hi Erica.

[0:02:09.0] EQ: To talk with you both.

[0:02:10.8] BOK: Carole, I invited you on to the show for a couple of reasons but one of them is you messaged me talking a bit, we had a brief conversation about diversity of background as in the childhood and growth and where you came from is really important aspect or something that you particularly think it's important.

Can you tell me a little bit about why that is or you sort of mentioned about something about your experiences?

[0:02:34.0] CRL: Yes, I'm from a kind of traditionally working class background, in Glasgow, there is kind of a working class city I guess you could probably say historically. I definitely know in tech or even just in going to university that one of the things I noticed most was that I was different from my background, not just my gender in a computing science classroom, that I sounded different from everyone else, I had a different experience from most of the other people in my class.

It wasn't really something I had ever considered thankfully, I managed to grow up not really realizing that no class was really a thing. Obviously I knew that there were rich folk and there were less rich folk but it didn't really occurred to me that going to university or trying to go out and get a job in what I enjoyed which was tech, there would be such a kind of class divide. I hate calling it working class and things like that, but there is and I don't really think it's spoken

about quite as much as the other issues in tech like you know, gender diversity or race and everything like that.

[0:03:40.4] BOK: That really struck me when we were chatting about it, talking about, I don't know if you said this but somebody said the you're first person in their family to go to sort of university with that level of education and then go on to this type of career.

[0:03:50.9] CRL: Yeah, I think I was the first woman in one side of the family and I think of it probably the first to do a science, to do a stem subject if you want to call it that. Yeah, but it didn't occur to me until now I'm kind of older and having and reflecting back because I think that pressure might have been quite a lot - I'm really lucky and just doesn't feel the pressure my family were great and it never really occurred to me until I kind of taken a step back now that I'm older and realized, wow, that was quite a big deal.

[0:04:22.5] BOK: Yeah, have much of an impact did that have? You said you didn't really realize but when you were in the university it started to sink in? Or did it actually have an impact?

[0:04:29.6] CRL: Yeah, I've got a high pitched east end of Glasgow accent where most of the people who were guys that didn't sound like me from the high pitched a voice but even just you know, I don't know of other cities but you can definitely tell in Glasgow, someone's background pretty much by how they sound.

Yeah, I was quite really conscious of when you're raising your hand in class and you want to answer a question, you do get conscious if you sound different, there's already the physical differences of being one of probably 10 or so women in a computer science class of hundreds. But there's just that extra thing of I guess, bit of background that I went to what is thought of as the posh university, I guess, in Glasgow so there probably was that - a lot of it was probably in my own head, I was aware of being a working class kid in this posh university, in this kind of grand surroundings.

But it was definitely something I noticed once I was there, that had I considered beforehand, maybe would have put me off, I don't know but luckily, it didn't.



[0:05:31.0] BOK: Erica, is that – I’m laughing when Carole says certain things about Glasgow because it’s definitely the caricature of Glasgow of being the working class city. So is that your experience, do you think that’s very British sort of view point or is a broader topic there?

[0:05:46.0] EQ: That is a really a question that I’m not sure I know how to answer either because my parents went to college, both of them, for me, it was very natural to follow in those footsteps, this is not something I have ever even considered because I just think, “Of course I’m going to go to university,” and I went to – well, the first university I went to was in the south so I guess I did stand out accent wise, I didn’t last very long there, I didn’t like how I was treated so I came back to the west coast.

I guess maybe thinking through that, maybe I do relate in some ways of just feeling out of place, you clearly handled it better because you stuck with it. I mean, I did stick with university but just not my first one I went to but yeah, I mean, I’ve actually never thought of that inn those terms before, interesting perspective.

I also went to the University of Glasgow as well for my masters. I can relate to the accents I guess. I was able to learn how to pick out the different regions of the cities but it’s interesting in a small scale versus like a full country like the US and the different accents, we have to go a little further a field for that.

[0:06:49.6] CRL: Yeah.

[0:06:50.1] BOK: I mean, do you think this is something that you know, in a broader conversation around in this season of the podcast we’re having this very broad conversation about diversity and talking about different topics, ranging from gender and diversity and inclusion, race and LGBT and all these different labels, I guess, or identities, do you think that when we talk about where somebody’s from, it’s a case of kind of limited opportunities for people with different backgrounds or is it a case of thinking about it from the – like the employer’s of the general point education point of view, just trying to encourage people to come and be involved?

[0:07:25.7] CRL: I think there is a bit - like the lack of women in tech, I think there are several sides of it, there is a pipeline thing where we need kids from different backgrounds to realize



that this is a place for them that they are welcome, but also that also their talent is needed, you know?

There's such a, they are saying we're going to have a talent gap in tech, we're not going to have enough people to fulfill all these jobs and there's this whole pool of people that you know, are just being missed out on or have the potential to be missed out on because they don't realize that the opportunity is there for them. This is something that they're able to do and it's just kind of, there's that side of things, there's the getting in to schools and getting kids to realize hey, this is a job for you.

There's right through to employment as well. Where it's natural, there are loads of studies and stuff where people tend to employ people like themselves and it's just like with any kind of diversity, taking a step back and trying and making a conscious decision to not just hire people from your friend group or your social group that you have. Or if you've hired someone, they probably know someone that went to the same university as them or you know, they grew up with or things like that and it's taking the hard route because it's easy to you know, to trust your kind of group and know that if they're recommending someone, they must be okay and you know, there's that kind of trust element to it.

But trying to hire from different places, even if it is a bit harder and that will help with all kinds of diversity.

[0:08:55.4] EQ: It is interesting that you say that you say that from a friend group perspective because I found as an adult in general, you get your job by networking. It's all about who you know so getting yourselves in those situations or friends or friends of friends and yeah, I guess.

So trying to think about hiring from the standpoint of maybe not relying on those recommendations so much but that's more of an effort I guess when you're hiring and trying to find new ways to go about it instead of throwing out that old school ways that we tend to rely on now.

[0:09:25.9] CRL: Yeah, I think, I do understand like we're probably all guilty of it, you hire people like yourself or you can see people like yourself in the job because you're doing it, right? It's natural, it's why there is this lack of diversity as people tend to hire people like themselves



and that's why a lot of Silicon Valley has looked the way it's looked and sounded the way it sounded for so many years.

That kind of goes from Silicon Valley through to the rest of the tech industry. It is hard, but if people want to make a real difference and it's not just doing the right thing, it's at the end of the day will help your business because there aren't enough programmers out there or you know, all the jobs that are native testers, UX, that kind of thing. It's really good for your business rather than just the right thing to do.

[0:10:13.5] BOK: Carole, did you have people, you said you sort of didn't think about it, you just went to university, did you have people encouraging you and supporting you through that process and you obviously weren't scared away from working in the industry or anything even as a minority?

[0:10:25.6] CRL: Yeah, to be honest, I lived in a little bubble and my family were like so supportive and I was really lucky to see that my mom and my aunt both went to - so college and university are quite different here, you get kind of different levels of qualification, I guess, I know in America, I think you get degrees at college too Erica, is that right?

[0:10:46.5] EQ: Yeah, we kind of use them interchangeably.

[0:10:49.2] CRL: To my mom and my aunt, both went to college. When I was young, my mom actually went after having me, kind of after I went to university and stuff, she went to college and I think seeing them do that was just kind of normalized it for me, you know? We kind of - I saw them going and getting an education and then go to work and there were just - where we do actually, I went to college when I was three because I went to the nursery at college.

Yeah, I think it normalized it and I was really - didn't see that there was an issue to be honest, I was just able to grow up and this wee bubble that I was a girl but I can do whatever my brother and my cousins can do.

I was completely lucky that way. I think that I was given the support and everything that I need you to get my qualifications at school and I was encouraged to do that and to take any time I needed to study and everything like that and to apply for university even though as much as

education's free here in Scotland, there are cost implications of having to look after me until I'm, what, 21, 22 when I graduate that again, being young, you don't really think about but you know, that must have been quite a challenge for my parents but they never made it feel like that to me and I think that I had that privilege that maybe be a little of people from my background that didn't have which I'm really lucky and really grateful for.

[0:12:09.3] BOK: Yeah, not my experience but my observation is that there is a little bit of - in some environments when we talk about background or area or your sort of social background that sometimes there's a little bit of – you know, that's too good for us kind of feeling. I get that I have this thing about Scotland and Ireland as well, as I don't have a bit of a chip on our shoulder sometimes and being a bit negative about stuff like that.

Is that a fair thing to think that I've observed?

[0:12:34.0] CRL: Yeah, there is a kind of 'us and them' type of thing. I do think there's definitely – even the area of the city that the university I attended is in, is like the posh side of town and I moved to the poor side of town to go to Uni. This is mostly banter, people were mostly like, just have a joke like you think you're posh now, kind of thing.

But there definitely - it's not that there's an ambition issue, it's sometimes people might just not know that it's for them, I think. I think that's the importance of role models and it's kind of like why I like to talk about it. I'm not actually an outgoing person or extroverted person but you can talk about it and people can see people like them and you know, doing jobs like they might want to do but just don't realize that it is a possibility for them or that the tech that they use every day actually, that's a really cool job rather than you know, wherever –

People will just go into what jobs they know, again, people get people they know jobs so you know all your uncle can get you a job in this place or your aunt can get you a job in this place and people do tend to go naturally again, it's what you see growing up, that's a good job, I'll go into that and it's just broadening what jobs people can see that are out there for them.

[0:13:48.1] BOK: Have you had the similar experience then since leaving university and going on and through the rest of your career?

[0:13:54.0] CRL: I do joke every now and then and I'm like, whenever my east end accent comes out, I'm from the east end of Glasgow, I do have a bit of a laugh about it and stuff but there are sometimes you do still feel like, that you are a bit different or just even talking to people about their experiences or things that they did as a kid or whatever. Again, I don't feel that I kind of missed out on anything. I would absolutely not change my upbringing or background at all because it's made me who I am and my family are amazing. But there are some things people will talk about experiences that I'm just like, "We're from different worlds," you know?

I think even in general, in tech, if there aren't enough people that have experienced different things, it's the same as with anything when we talk about diversity. We're building the internet or apps or whatever for everyone. So when you're talking about expectations of users or when you do sometimes hear people making generalizations of different types of users, you know, just like you don't act like you can tell when people have an experience to or they make assumptions about people from working class backgrounds or things like that.

I don't think it's as much noticeable as it was when I was at university or maybe I am quite conscious of the fact that I am probably a bit distant from being working class now. I hate using that term but you know what? I mean, that, maybe I'm just not noticing it as much now because I've not been in that background for like, I moved out 10 years ago to a different part of the city.

Maybe my experience is distant from that now and I'm quite conscious of that.

[0:15:27.8] BOK: Yeah, but it's interesting that you're saying in working in the team there and sort of being – even just being aware of the differences, being aware when people are you know, having discussions as you say around things and making assumptions about a certain background or certain people. Is that something that you found has been easy to kind of challenge or talk about in the work place? Or is that - those kinds of conversations kind of ignored or brushed or aside?

[0:15:54.3] CRL: Not so much in the workplace I think. I've never really experienced it; I've never felt uncomfortable or anything. It's even just sometimes even you see on Twitter. People talking about, you couldn't possibly develop on a laptop that was you know, the prices that

people pay for laptops and they talk about like, well, which laptop should I get and like every single one that's recommended is like over a thousand pounds for example.

You couldn't possibly write on that wee thing. Well, you could actually – people want the better laptops and of course, there are better performance and everything like that but there's even just this bar to even get entity because I've got this rubbish little laptop then I couldn't be a real developer or things like that.

I think there's a lack of empathy, I don't think it's that people do it on purpose, they just don't think and if it's not your background or you're in a job where you're privileged enough to be able to spend, you know, over a thousand pounds on a laptop and not really think about it and always recommend that one to people that are – you know, people are getting started in tech or things like that.

It's just stopping and thinking that actually is that person in the position to do that and recognize that you are really like, I know people roll their eyes at the word privilege but you are in a really good job that you can afford that and not everyone is quite there. Again yeah, everything just comes down to empathy really and just thinking about how other people, what position they might be in.

[0:17:21.5] EQ: Yeah, I think people in the tech industry definitely use their tech as a status symbol. That is very true, right. I think the entry level is definitely lower than it is portrayed as in terms of you can do a lot with a cheap machine or possibly even at a community center or a library machine or something like that. There are still things that you can do to learn and grow in your craft.

[0:17:43.9] BOK: To change, I guess, to change topic very slightly, Carole you mentioned that you help organize two different meetups and actually a number of other events in Scotland. Ladies of Code and The Umbraco Meetup or basically why do you do that? Why do you give up all your spare time for these things?

[0:18:00.7] CRL: It's not quite almost spare time although my husband may disagree with me on that one. I just enjoy it. I am not a naturally sociable person, kind of going out to the pub and stuff isn't really my idea of fun. It makes me a bit nervous but I found meetups sort of a really



good way to meet other people that are interested in the same things as you. To learn was the original reason that I went to meetups and when I saw there was this kind of gap of there is a lot of women in tech meet ups but they aren't always for developers.

Generally there is a lot talking about the challenges or what we can do to get more women in tech or what can we do to make our self heard and shatter the glass ceiling, et cetera. But there weren't a lot for just, hey we're women and we want to talk about tech and the environment where we feel comfortable. And then I saw there was this group of Ladies of Code and I go in touched and said, "Hey I'd like to get involved in the Glasgow meet up."

And there I am and the Umbraco meet up there was one in Glasgow when I first started learning Umbraco like four years ago or something but it wasn't regular and it disappeared for a good while and I found myself at a conference in Denmark and some guy called Barry was like, "Hey you should totally start up the Glasgow meet up again." So we did, didn't we?

[0:19:20.9] BOK: Yeah and that's been great. Now I know you don't like making a fuss about this but I think it is quite a big deal and worth touching that you - tell me what the award was that you won this year.

[0:19:30.8] CRL: I won Scottish Woman in Tech Award for like Woman of the Year. I think it was an Inspirational of Woman of the Year which makes me a bit awkward saying out loud but yeah, I guess for being a role model and stuff. Yeah I was really lucky to have been nominated by people in the tech community which was really nice and the Ladies of Code have got ourselves this really lovely community of people that have - our meet ups has been going for two years now.

And it is just a really supportive group that I hadn't seen a lot of the women at regular meet ups but they come regularly to Ladies of Code. So whenever people challenge me like, "You know Glasgow's got loads of meet ups, you know aren't you just dividing yourself, you are taking yourselves out to a separate meet up and stuff?" But seeing people come along, get involved and there's been so many people that have gradually found their confidence to give a talk or to make that jump into switching careers.



And things like that it makes the giving up your free time worth it when you can see that it is helping other people. And it is just often to have our group to go to and I'm totally selfish, I wanted the group, a group of woman that are interested in code and I've got a group of friends and that's somehow I got an award for that.

[0:20:46.3] BOK: Yeah, I mean that is obviously really cool. The award I think is a recognition of that kind of thing and so it is not something to be backward about but the thing that I think is especially cool about that Carole is that you as a very genuine person in saying you are just doing this. To tie that back to the need for role models and how, I don't want to say relatively easy but how possible it is to just by sort of stepping out of your comfort zone a little bit and doing the kind of things that you've been doing, which you say has also been fun, to become that role model and help people sort of overcome some of those boundaries and so full respect and huge line of credit to you for doing that.

[0:21:23.3] CRL: Thank you and I think we had the chat before about this and if you can't see it, you can't be it. It is like this cheesy quote that I use all the time to talk about women in tech and it is true. I mean with that my first Umbraco conference one of the first talks I saw was Erica and I am not just saying that because you are here Erica but it was like a woman speaker in a room full of men, mostly, and a few of us and you were just amazing.

I was just like, "She's like totally kicking butt and just saying it like it is." and there was a talk about inclusion and diversity and I was like, "This girl is amazing." And I think you had a flowery dress on while you were doing it and I was just like yeah, a real life version of you know that raise hands emoji that I use all the time, yeah and role models are important and that was you Erica and yeah, they are really, really important.

[0:22:13.7] EQ: That was one of the most nerve racking talks I think I have ever given because it was a very sensitive subject. In turn found you to be an inspirational as well because you were one of the first to speak out and say, "I am glad Umbraco is addressing this issue." Because it does. It needs to be talked about. It needs to be talked about often. So it keeps moving forward in the right direction.

[0:22:34.9] BOK: So let's talk a little bit about that. I mean for those listening, the three of us are involved or have in Umbraco the open source CMS and the community quite a lot in different



ways and what is and I think it is quite a good example of this topic and I think hopefully an interesting topic to us. Is that something that you have seen or how big a challenge is that been for both of you within the Umbraco community and what changes have you seen over the years?

[0:23:01.2] CRL: So Erica, you've been around Umbraco a little bit longer than me so you have probably seen a much bigger change I imagine?

[0:23:08.7] EQ: I have. In terms of numbers of women getting involved I have. So I got involved in Umbraco, I think my first conference was in 2012, where I was one of maybe five women and being an introvert myself it was intimidating. I mean I would have been a wallflower anyway because it was 400 plus people and no matter what your gender is or your skin color or your race or your religion, like I just find that intimidating but I kept going back for some reason.

And I sort of found my niche in the community but I loved seeing over the last seven, eight years how many women are coming. Particularly in the last I would say two to three years, seeing that number grow and I know part of my giving a talk a couple of years ago, that Carole referred to was I mean they asked me to do that. I had given one at the regional US conference on that same year although slightly different and they asked me to kind of reprise it and gear it more towards women in the community.

Because they were again at a loss themselves on how to grow women involvement. So they have been making strides to that and it is a long journey. Nothing is going to happen overnight and they have made some mistakes quite a few along the way but we all do. But just seeing that number is really encouraging and also seeing the number, neither one of you have been into the US conference but I think that we probably hold the record for percentage wise of women attending.

But seeing that involvement I am hoping that's going to translate over to the international ones too, if we can bring more women from the US to Codegarden even. So when people see those pictures they get inspired and maybe they will attend as well. And then filling in those speaker gaps as well and getting more women to speak. It is just the little things that kind of encourage the community to grow that's what I have seen in the last several years that I have been involved.

[0:25:00.6] CRL: Yeah, so three years ago was my first Codegarden and I actually got my ticket through the giveaway tickets to women. I think it was International Women's Day and I probably wouldn't have went without that and I am saying that when companies at least make attempt to welcome women and it is just not a token, oh here's some free tickets, it actually can make a real difference. Like I think a lot of the things that have happened in my career since getting and that simple thing as a free ticket.

You know I have never travelled on my own. I have went all the way to Demark. I went to this conference for three whole days on my own and that might sound a bit pathetic but I have just have never done that before and could have gotten that ticket really made the difference and made me go and it turned into me speaking at the conference the next year, being lucky enough to get the MVP Award and then being involved in the community, being asked to be on a podcast and talk to you guys.

Yeah it is little gestures can make such a difference and when people say that are people that have varied opinions on free tickets for people on minority groups but they make such a difference or they can make such a difference. When the people arrive at the conference, they are welcomed and encouraged and treated like they belong and things like that.

[0:26:24.9] EQ: I think my ticket was free the first year I went as well and I agree. I definitely helps get your foot in the door.

[0:26:31.3] BOK: So there is a couple of other things I wanted to ask you about Carole. One is - so you are also involved in different ways in organizing some of the Scottish conferences. I think DDD is that right?

[0:26:41.2] CRL: Yeah.

[0:26:41.8] BOK: Is there anything that you observed from those types of events in terms of encouraging people who maybe don't feel confident to come to these things or to have more people included and represented there?



[0:26:53.2] CRL: I learned that as an organizer that diversity is hard. It is so hard. I am the first person to be sassy on Twitter and be like, "What's the deal with your speakers list?" You know why is it all guys, why is it all white guys and yeah it is hard. If getting women to, so DDD is generally people submit a proposal and people vote on them and things like that but just getting women to I think to be honest the way that the DDD proposals are set up would put me off as a woman from submitting it because people vote for it. It is about for popularity contest.

So if we do it again, I have thoughts on what we can do to hopefully help that, but it is hard. It is really hard although we did find that the talks submitted by women were actually really highly devoted for. And again, there is different reasons why women is more likely to put to think about it more than to actually put so much effort into putting themselves out there that you know they end up being ranked higher or things like that.

But yeah, that is the one of the biggest things I noticed is that it was hard to get female speakers. I find that really interesting so we were at a conference recently, the one you were at as well actually, Barry, and it doesn't need to be that many women there for people to go, "This is a really a good gender balance isn't it?" And so it was like well no, it is still like 15% but there are a few of us if that's what you mean.

But yeah, it's hard. It's what I realized and it's going to make me have some empathy for other conference organizers that is difficult it shouldn't stop me from trying.

[0:28:26.5] BOK: And one thing when we were talking about Umbraco, we had a brief chat before we started recording about how The 24 Days In, which is series of articles every December written by the community like different aspects of Umbraco. And you had an interesting observation there but sort of almost half way through this year in the middle of December and so far, there is actually been more females authors on that one than male.

[0:28:47.4] CRL: I think as of today there is one more. But yeah, this maybe not even another female developer friend that pointed out to. It was like, "Oh I didn't even notice that." But I am obviously quite conscious of these things. It's like, "Oh that's really cool." And I think having more women helps because you feel less like the talking women. I don't know if you think that too Erica. There are times where I have been asked to speak at a conference and I've just assumed that I am not actually that good.



And they just want me because they need a woman on their speaker's list, so there is someone sassy like me doesn't tweet them and say, "Hey what's the deal?" So having more of us it makes you feel like you belong more and you're there because you deserve to be there and not just there's a woman face to put on their speaker's list.

[0:29:31.8] EQ: Absolutely agree.

[0:29:33.1] BOK: As we are starting to run out of time there is so much there I could keep talking about this. But Carole the other thing or the thought process I had is I wonder if there's anything that you would say to somebody who is where you were, say, three years ago? Who is starting to get established in their career, in their tech career is aware of these things and is looking at the role models and people help them and thinking, "Oh but I couldn't be a role model." Or "How would I actually contribute to that?"

And what would you say to people in that situation?

[0:30:03.3] CRL: I think saying just do it is a really easy thing to say and again, there are a million reasons why people aren't in the position that they could just dive into things that they are going to try to do. I think just be brave when you can is what I try to say to people. It is not about - because it takes so much effort to do some things, to be the only woman standing up on stage or to be the one that calls people out Twitter or in person, it is exhausting. It is so tiring and you don't have to do it every time.

That is a thing that I always say to people there are times where instead of making a comment, I will just privately message a friend and be like, "Hey have you seen this?" Because you don't always have the energy to be the one calling out or to be the one that's the face of diversity, which you sometimes feel like you are. So I would say like do it but only on your own terms.

I think if you'd be yourself and show how enthusiastic you are and how talented you are because I think people forget that we are not just putting women out there. There are people from other groups out there to have them there. There are really talented developers that just haven't been heard for years because they've got all of these challenges that we've mentioned. It is not that they're not as good then we are just putting people out there to be seen.



They are talented and their voices need to be heard and their contributions are just as valuable as everyone else and not just speaking about diversity, I think that is an important thing. The first time I was asked to do a technical talk, I was like, "Wow, they actually want to hear me talking about coding funnily enough because I am a developer and not just about my experiences as a woman or anything else." So I think that would be quite a bit of a tangent there but yeah, that would be my advice.

[0:31:48.0] BOK: And so - then very finally. So you are talking about how much value you got from those meetups, where do people go and find out the equivalent to meet ups local to them?

[0:31:58.4] CRL: meetup.com is awesome. I think most meet ups are there although some aren't because the meetup.com charges can get quite a lot if you don't have a sponsor but that is a rant for another time. Yeah, meetup.com, Twitter I think is probably how I've got to know both of you before we met at a conference. And how certainly in the Umbraco community and in the Scottish tech community, there is a big tech, the Twitter tech community.

Even if you don't have a local one because you are from a small town or there's just not a big tech scene where you are, yeah Twitter is amazing and you'll be - when there aren't a lot of people like you in the industry, Twitter can make you feel like there are which is lovely.

[0:32:38.4] BOK: Thank you so much Carole. I really appreciate that and more power to you. Keep up the work.

[0:32:42.7] CRL: You too, it's good to chat to you. Thanks for having me.

[0:32:46.5] BOK: Thank you and thanks Erica.

[0:32:47.7] EQ: Thank you.

[END OF INTERVIEW]



Transcript

[0:32:54.6] BOK: You can get all the links and notes from this episode on happyporchradio.com where you can also find out how to send us questions, feedback and get involved in the conversation about this series.

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