



PINAYS TALK TECH EPISODE 3

VIDEO TRANSCRIPT

Renee: Hey everybody. This is Renee from Accenture Philippines, and you're listening to episode three of Pinays Talk Tech podcast, the podcast for future forward Filipinas. This podcast is all about lively conversations with Pinays in technology. From young innovators to industry leaders, this podcast will show you how Pinays in tech are leading through change.

This is Pinays Talk Tech podcast,
Brought to you by Accenture
Having a sense of community unites people. Being a part of a community is so special, like being a part of something greater than ourselves, it can give opportunities to connect with like-minded individuals to reach goals and to make a difference with all the rapid changes in tech, being grounded in the community helps in navigating uncertainty
In this episode, we invited Pinay Tech community leads to share their experiences in leading, supporting their members in this new world and creating opportunities for representation of women in tech. Let's find out how to thrive in a tribe. Please welcome to the show. Mickey lead of Python.ph and Shu, lead of Devcon PH.

Hi Shu. Hi, Mickey.

Shu: How are you Renee?

Renee: I am doing okay. For those who are listening today, if you are in the know in technology, then you know that today we have Shu Royo from Devcon, PH and Mickey Reyes from Python.ph I'm so excited to have them today. And to wet our appetite, I'm going to start with some quick fire questions. You guys game for that?

Both Guests: Okay.

Renee: All right. So first question. If your only job is a YouTube influencer, what would your show be about?

Mickey Reyes: It's probably going to be about Python

Shu: For me most likely about community builders. I would like actually to have a platform wherein I can interview different community builders not just in tech but across industries

Renee: I love that. Because mine is totally non-tech. Mine is cooking. Oh, very very far. Last song syndrome. What was the last song that was in your head that you couldn't get out?

Mickey Reyes: Love you more today than yesterday.

Renee: I love you more today than yesterday. That's the oldies song, right?

Mickey Reyes: Yeah.

Kasi when you gave us the intro for this podcast, parang I kept thinking back, bakit nga ba parang I kept up with Python

it's the same feeling I have for Python. I love you more today than yesterday.

Shu: Parang valentines day lang eh noh?

Renee: Even sa song Python pa rin

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Shu: Python parin. Yeah loyal si Mickey sa Python. For me, I've been listening into a lot of Kdrama lately. K-Pop songs but I don't know exactly what it is, pero it's something in a K-Drama OST eh. I think it's Vincenzo. So I've really been into the track. It's an Italian playlist pero may Korean version and I like the instrumental kasi I'm a musician as well and parang I appreciate those pero the lyrics, I really don't know. I can't understand.

Renee: Me too. I'm kind of eclectic. I like J-pop and K-pop songs, just the melody. I think it's very good. Now I have a tip. I have a tip for you guys for LSS. My friend said, if you have LSS: 2 words: ocean tsaka deep.

Shu: What's the science behind this?

Renee: Cause it's gonna be the new LSS and it's gonna be short. That's his advice.

And then can you share with us last question? Can you share with us your newly found skill during the pandemic?

Mickey Reyes: I guess coaching,

Shu: Me, painting. I've been painting a lot since the pandemic and was able to sell some pieces of it. May mga nabudol akong friends who bought my

painting and it's my actually first time to paint. I'm even surprised that I can paint.

Mickey Reyes: Budol talaga?

Shu: Budol talaga sila pero the proceeds naman I gave it to charity that I support sabi ko sige. Ok lang since you support me eh di give it. Give it away na lang.

Renee: No, that's pretty good. I love that. so thank you for that. Can you guys take me back when you thought, hmm, it's a good idea? Let me start the community and then to today, and then when you shocked everybody of how many members you have. So who would like to go first?

Mickey Reyes: Sige ako na. so actually, I didn't really plan to build the

Community. Ang nangyari lang is I attended PyCon. The very first PyCon here in the Philippines, which was back in 2012, back then, parang 24 years old yata ako so ngayon matanda na ko.

Then I was one, I was really wondering how, is there a way, para even when I get old, I'm still passionate about programming, kasi parang yung sinasabi kasi nung mga managers is,

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eventually you'll become a manager. But at PyCon, it really exposed me to a lot of people na parang yung iba they're 40 years old na, but, probably they're managers nga technical managers, but there's, they still program.

After the conference wala na ulit. Hindi na, wala nang nag-organize nung 2013. So that's, what happened. Today... I use Python as my programming language of choice for work and hobby projects and ayun we have Python PH with 13,000 members. It actually shocked me as well. Yeah.

Renee: When did you realize this was going to be big? Because I imagine when you started the community, how many were you guys at first?

Mickey Reyes: Parang we started at three, It was just me, Matt, and then Sony. And then dati yung meet ups, parang there were really only 10 people, attending the meet up which is parang kami kami lang din. Then after non, but after a couple of months parang people joined then lumaki ng lumaki then sa PyCon it shocked us that we, we actually had the yung, full house parang 250 yung first. So parang di ko naimagine na ganun siya.

Renee: Amazing. Amazing. So we'll dive later on why you think like that kind of community, is growing. What about you Shu take me back to that day, when you had this idea, why did you have that idea and who were your cohorts?

Shu: It's kind of a long history when it comes from my personal journey as a community builder but then even before I got involved in DevCon, I've been into several community organizations already. DevCon actually was founded in 2009 so kumbaga medyo established na si DevCon when I got in. And then after a year, of being part of the volunteering. I became the VP membership and through that through the years from 2014 onwards up to this day I've seen the growth of- by numbers, so I would say that the people that have worked during the early days 2020 are actually still in DevCon parin. May mga nawawala pero may mga bumabalik-And when they come back naman then with open arms oh sige ito trabaho mo. Let's do the work for the community again so yon.

Renee: Amazing. and so did you ever dream when you got in, how many was Devcon already?

Shu: I think nasa almost a hundred, 500 more than kasi may five chapters existing already so mas nag grow lang siya ng nag grow. Yeah. Yeah later on and then right now if I'm gonna count it in social media it's probably around 39k.

Renee: Wow. You're going to hit your 40 K soon. That's incredible. But how do you sustain that kind of community and how do you keep them interested? Are there like, other events or do you find that they join more? If it's like an up-skilling activity? What keeps them going?

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Mickey Reyes: I guess dalawa, two types of people, those who just want to learn, and those who are more idealistic and want to make a difference. So those who just want to learn, just make sure na, when you organize events, yung quality ng content is really, high quality and made for them. And para naman doon sa mga idealistic, just make sure that they always have opportunities to practice yung “making a difference” na idealism nila. I guess that’s it.

Renee: Yeah, do you find that more apparent like in the millennials and gen Z that I need to make a difference? Is it like very apparent to you?

Mickey Reyes: Yeah. Yeah.

Renee: Grabe. Yeah. So what about you Shu? How do you kind of sustain that? Because it's huge. You can fill up what's that stadium in Bulacan? You can fill that up.

Shu: Yeah so basically kasi when you say community, meron kasing online community and then of course meron kayong mga in person events and since there is pandemic that happened last year, definitely there's a lot of adjustments to organizations as to how we're gonna communicate. So we tried, we actually make more engagement in our Facebook community groups and then aside

from the main page that DevCon has. And then aside from that we have to filter it down- we also have those really active talaga sa core team that you can say na still willing to receive infos and updates kahit na hindi sila active - So we tried to make it inclusive as much as possible. When it comes to engagement with the 39,000 in social media, it's kinda hard. Especially ngayon, ang daming nagaadjust kasi remember we're also on that position na How many zoom webinars we're going to have during the pandemic? we don't want to add up to the stress of people who've been on screen the entire day and then on weekends pa magpapa Zoom Webinar ka pa parang we have to also kumbaga listen to them kasi through that we can adjust and we can make our activities and programs more for them. Not for us, but for the community.

Renee: No. I love that democracy at 40,000. That's kinda crazy.

Shu: wow. Yeah, it's kinda hard.

Renee: Well, speaking of that, what happened to the community during the pandemic? Did you find that people were so bored at home that they're more active or were people kind of were, was it more laid back? What happened at the time?

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Shu: Yes, surprisingly during the pandemic. March, I vividly recall talaga. The day after the announcement of the entire lockdown of the country, the founder of DevCon and I met and then we discussed, okay, we have thousands of developers in our community.

They've been learning a lot in the activities we provided over the years. What's the output now? And this is the time. That's the time that he organized DCTX or DevCon Community of Technology Experts. Nag call kami for volunteers, March 16, after that we gathered almost 100-200 online. People joined our webinar, and willing sila to build an open source contact tracing platform. ang joke nga naming dito is it's like we built a software company in 3 months time because we were able to produce 4 projects that were used by the government during the pandemic so parang it surprised- actually surprise me. Na may makakalamo yun? The things that you've been doing in the community, ito na. So grabe talaga it's kinda nice kasi dun mo nakita na it's a digital bayanihan during the pandemic and it's a really good experience for all of us.

Renee: Goosebumps. That's incredible. And I love it. okay, now's our time to shine. Let's go guys. And you had 200 volunteers. Wow. That's incredible. What about you Mickey? What happened to the community at the time?

Mickey Reyes: It's a bit different than Shu because we're also on a, Python.ph is also in a strategic pause, but, yung strategic pause just means that we don't have PyCon for two consecutive years. Since we're on strategic pause, one of our main goals is, what we call Kaizen. It's a mastermind group and, continuous improvement kind of framework for our core volunteers ng PythonPH. That's what we focused on, during the pandemic and so those are parang training sessions siya for core volunteers, so technical and soft skills training. So parang ang goal niya is to make sure they'll have a more balanced life and career. So then after non, we noticed na after a few months, na naannounce yung lockdown. Some of them lost their jobs. So hindi kami yung parang sige lang ng sige na, oh sige kailangan natin magtrabaho, di naman trabaho toh eh, it's a community. So what we did is after listening to their current situation, we still did the Kaizen sessions, but we minimized yung work that we need to do, but we still kept at it by doing a regular, kamustahan sessions or catch up kasi mental health di ba?

Renee: Yeah. I love that mental health is mainstream. I'm interested like in the makeup of the community, if I can like go back from the, to the diversity angle. Do you guys have a sense of your current makeup?

Like how many, like men or women, do you feel it's more equal or do you find that there are a bit more men



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Shu: Well in DevCon definitely there's always gender imbalance pa rin and I think that's real or true din naman in any other organization. In DevCon, surprisingly naman there's a growth in terms of female participation specially in our events kasi definitely we have analytics in place sa mga activities naman, so we keep on encouraging everyone pero yun nga, being in tech, that's a male domineering industry,

Mickey Reyes: Yeah it's the same. I think, yung way lang naming to check is PyCon diba, That's our biggest event so the last one is 500 people. I think malayong malayo pa kami sa 50-50? 50 women, 50%, 50% women, 50% men. But what I'm very proud of is yung leadership dream team, which is young board of trustees of PythonPH is 50% female. Yeah. Underground project ko yun eh.

Shu: Actually here in DevCon as well majority are females.

Renee: I love that. And is there- So I was interested. Shu, you said there's an increase in women it's slowly kind of picking up. That's a good sign right? What about you guys, Mickey? Is it also kind of picking up, do you see more women join?

Mickey Reyes: I think, oo pero sobrang bagal eh yeah. that's, probably one of the things that, we should do more.

Renee: Yeah. I wonder how we actually are going to address because it is like a big problem know clearly, in my role, I am one of the people who need to get us because we made a

commitment, Accenture 2025, 50-50, and while our leadership in technology in Accenture is actually 50-50 already, and our top leader is a woman.

She's amazing. our challenge is. The hiring today, looking at those taking courses in college, there's still this perception that men are for technology courses and not women. So is there you know, a way for you guys to, in your community building, how do we reach out and change the mind? Because, you said Mickey it's so slow and I feel like, we can't do it alone. Women who code can't do it alone. And we have a lot of like women developer communities right. But I love your groups because it's, combined and I feel like maybe that's where we also start kind of making a difference.

So you guys have any kind of future plans around that. So I think Mickey you tried right? You had like two TED's that you tried, what about you guys Shu? Do you guys have plans to reach out and convert more kids to go to technology? Kids and then also, girls in general, any, thoughts about that kind of event?

Shu: If I'm not mistaken, 2018 we actually launched a new program in DevCon, we call it DevCon kids. It's targeted to high school, junior and senior high school students wherein we teach them game development how to create promo text. So different sorts of activities that we can involve and introduce to them technology as early as possible for junior and senior high We can introduce it to them yeah,

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as early as 2018 we launched the program and we're actually proud to say that we already have 1400 scholars students who benefited from the DevCon kids program. And then when it comes to tapping naman specifically the women or female, yeah, as I mentioned awhile ago that gender imbalance, super evident siya in any organization pero whenever I spot- -women, who has that potential and willingness to lead in DevCon, who is super enthusiastic. I try to keep them within my circle, ok. Meron kang hidden agenda na, huy don't revert your course ha? Parang it's something that kasi iilan nalang sila eh. Ako I don't have that ano na

I don't have any plans to go in technology into course anymore and buti naman yung mga nameet ko as early as 2013 ilan lang siguro yung nag drop out ng technology. Yung iba they followed their passion which is not bad. Example they turn into baking kasi yun talaga yung heart nila, corporate is not for them. Some of them turned into a graphic designer it's still in the digital industry pero hindi nga lang coding like that one. Pero you support them wherever they find- kung san sila masaya sige suportahan kita. Basta keep on supporting community as well pa rin so yon.

Renee: It's really interesting, right? Because I feel like people feel if I like art, I don't need to, I should not be in tech because I like art, but actually user experience design is a big deal. If you don't design it, it's not going to work so you know. Do you find that more and more people are moving their careers to tech from different industries?

Do you have career shifters in your community? Is that a thing?

Mickey Reyes: Yeah, I think so. Sa Python Community it's... cause it's a language that empowers different kinds of people. So may scientists and mathematicians, accountants, I think, since it's also an easy, beginner friendly programming language, ang dami nga ring career shifters, na naconvince na di pala mahirap mag program. That misconception is corrected dahil madaling gamitin yung Python yeah.

Renee: I love that and it's empowering so much now, right? Yeah. What about you Shu? Do you see that career shifters?

Shu: Yeah! Actually yes, marami naman. I think it's common as well specially for several reasons that perhaps personal reasons na hindi sila... or corporate might not be for them talaga or there's really this passion that they really want to pursue in the long run and they decided na di ako pang tech talaga, Pero I also see din naman na the opportunity that- Actually timing nga eh kasi if you're gonna see our post today we have a volunteer highlight. It was Josh Quaresma who's been with us as VP finance for almost couple of years ago and nung nag join siya ng isang activity namin sa DevCon she doesn't know anything about Ruby

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on Rails-. Kumbaga na introduce sa kanya through a DevCon activity. She tried to learn it on her own and right now yung yung work niya and I think she's in a good company right now So when it comes to career shifting naman, it's not bad and kagandahan naman din may mga tech people na even though nag shift sila ng career, pero it's same line of industry as well. Alam mo yun parang the 2nd career that they have.

Di ba before- I'm not a tech person pero yung iba isa lang yung technology stuff that they know pero since evolving ang industry hindi pwedeng Java lang alam mo habang buhay. Diba parang you have to also learn other technology kasi integration is the key. Although nagshift sila ng career pero more on ano yung pwede nilang iadd which is I think the common term for this is upskilling or reskilling.

Renee: Yeah.. so do you have advice, for career shifters because I love that you have actual stories of people who shifted. For those who are interested in tech, but they're really scared. What would your advice be for them?

Mickey Reyes: I think that, no, don't assume that you don't know something until you have actually tried it, especially if you're a career shifter di ba, you have something unique to bring to the table from yung dati mong background.

Renee: Yeah, exactly, And that's why. People don't understand that if you're in tech hindi ka talaga, one trick pony, like if you are in a payroll project, you need to learn about accounting. Suddenly for an in house project, you need to learn about the healthcare system. It never ends that's why it's the least boring job. I feel.

What about you Shu? What's your like advice for career shifters so we can get more, women into tech din eh, because some are interested, but they're afraid. What's your advice?

Shu: Lagi ko lang sinasabi sa kanila especially if they ask for an advice is make sure you lang it is something that you're gonna continue kumbaga when the going gets tough. Kasi it's easy to be interested, but it's hard to be committed. I'm not trying to scare them pero that's the reality of life. If I'm going to wear my hat as an academe, but the reason why you're running into a lot of mistakes, whether it's the technology or nontech, it's because it's preparing you for some battle in the field that you have to be sure that you're really prepared.

Renee: I resonate so much with that because usually I would have conversations with my team and I would say, well you know, if you are in someone's story, what would you like your story to be?

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Are you the one that overcame the hardship or are you the one that ran away? Mostly they stay, it works guys. You can repeat that.

Mickey Reyes: Thanks for the tip.

Renee: Renee's tip number two today. Yung isa ocean deep. Ito yung pangalawa.

so yeah, so I think we're coming, kind of to the end of our conversation, but I have last two questions. Where do you think technology is headed in the Philippines? What's like your fearless forecast. What do you think is like the big wave? Because in every strife, right? the next wave is the, new inventions like

And, we've had a year and ongoing of kind of this pandemic. what's the next big wave cause I feel it's coming. What do you think? Any fearless forecast?

Shu: I'm not the right person to parang have this fearless forecast.

Renee: Akala ko sasabihin mo I'm not Manang Bola but siges baka batch ko lang yung Manang Bola.

Shu: Reading a lot of articles about what's next, what's hot and what's new parang, it kind of gave me as well an idea na I think more technology right now and then definitely into cloud. And definitely people or innovators would look for solutions post pandemic. I don't know specifically aside from Elon Musk trying to comprehend being on Mars but super something na alam mo yun na parang siges. Let's see when we get to Mars. Pero other than that I think post pandemic innovation.

Kasi ako I just discovered communities in 2017, late bloomer. So what about you Shu? Do you want to start. Ah,

Shu: for those geeks and non geeks who would like to contribute your skill set, your resources, or your time, in helping build the community in the Philippines. You can join DevCon. We're a community. We're on social media, that's it.

Renee: Short but sweet. What about you Mickey?

Mickey Reyes: If you're a woman in tech or even a woman in a leadership position, you probably had to work 10 times harder di ba? And that puts you in a position of power and strength. So I just want to give a call to action for other women who are in leadership position. So kung before you experienced underprivilege, I think you've experienced both underprivileged at tsaka privilege, but before if you've experienced being underprivileged, provide other women, the opportunities you didn't have, if na experience mo naman yun privilege try to provide other women, the opportunities that you had.

Renee: I love that. And with that, we are going to end this edition of Pinays talk tech podcast. I loved having you today, guys, so good to meet you. Thanks Mickey. Thanks Shu. Thanks for joining us today. Thanks.

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Mickey Reyes: Thanks Renee, I enjoyed also.

Renee: Yes.

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