

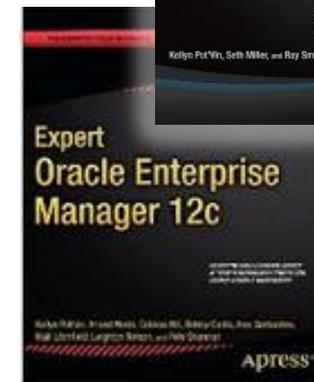
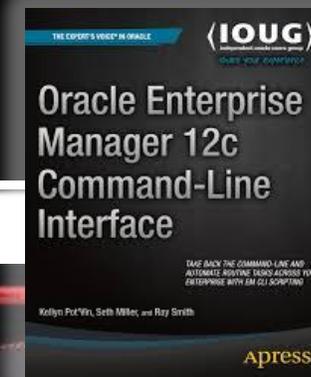
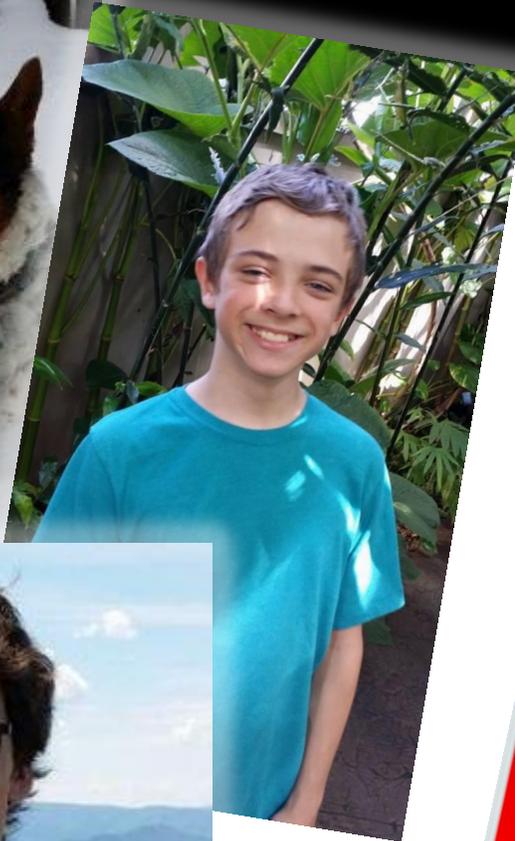


The Power in the Simple Act of Doing

One Woman's Adventure in High Tech

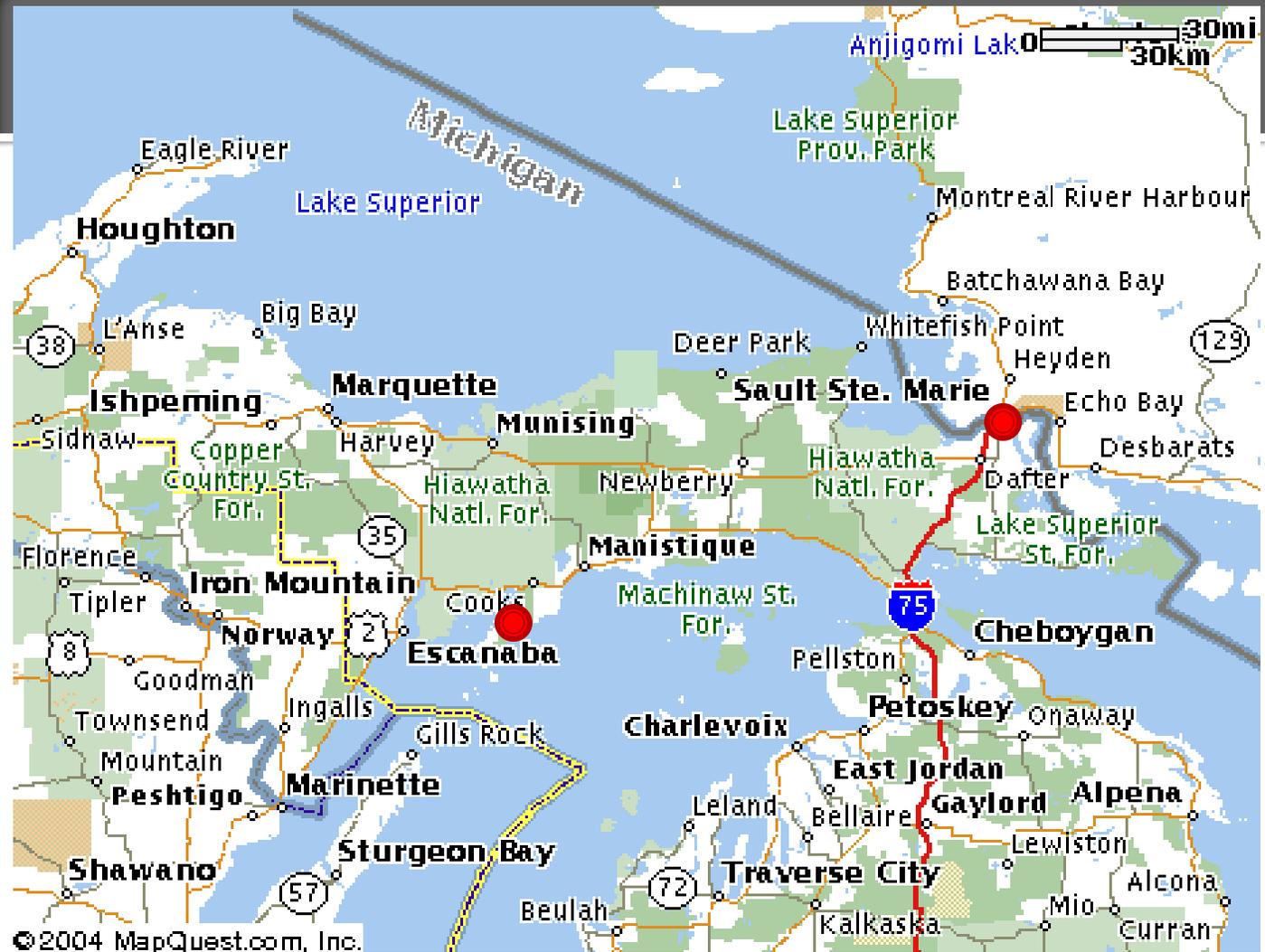
Kellyn Pot'Vin-Gorman
Consulting Member of Technical Team, Oracle
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My Life Now

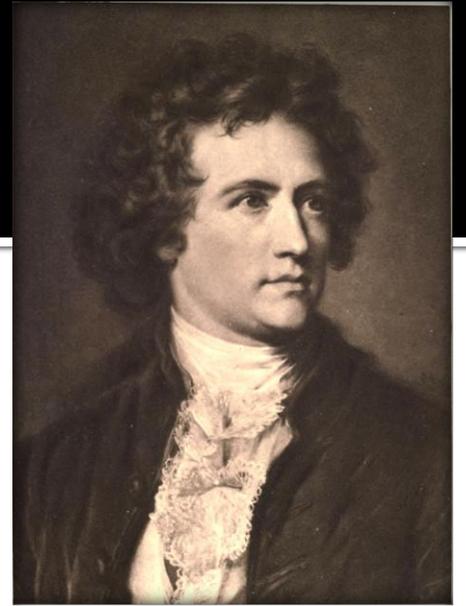


Growing Up

Let's talk about cold winters.... 😊



Goethe



"Anything you can do, or dream you can, begin it, for initiative has power, magic and genius in it."

~[Johann Wolfgang von Goethe](#)

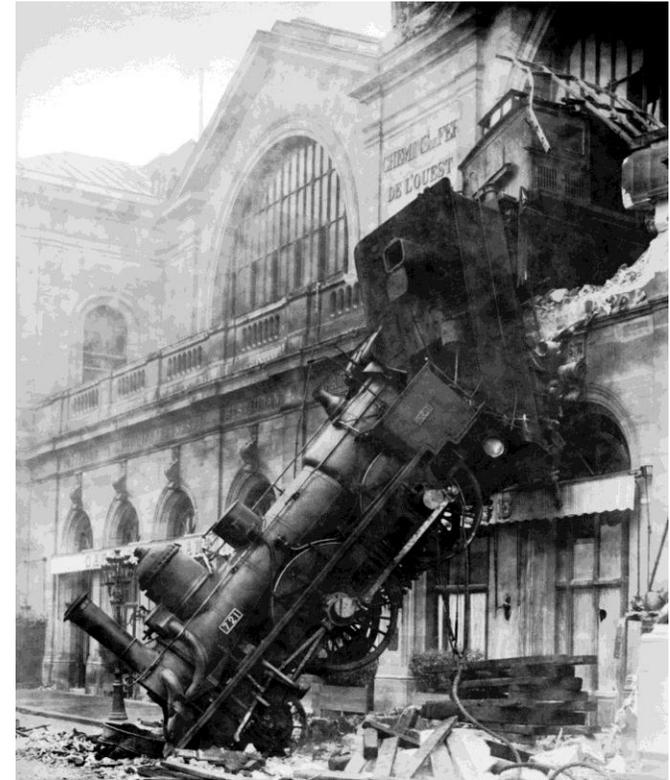
On My Own

- Moved to Colorado
- Made Friends
- Work and School
- Something wasn't right...



Derailed

- Rare Auto-immune condition
- Five Strokes
- 50% left side visual field
- 90% of adult knowledge gone
- Physical and Speech Therapy
- Relearn young adult skills



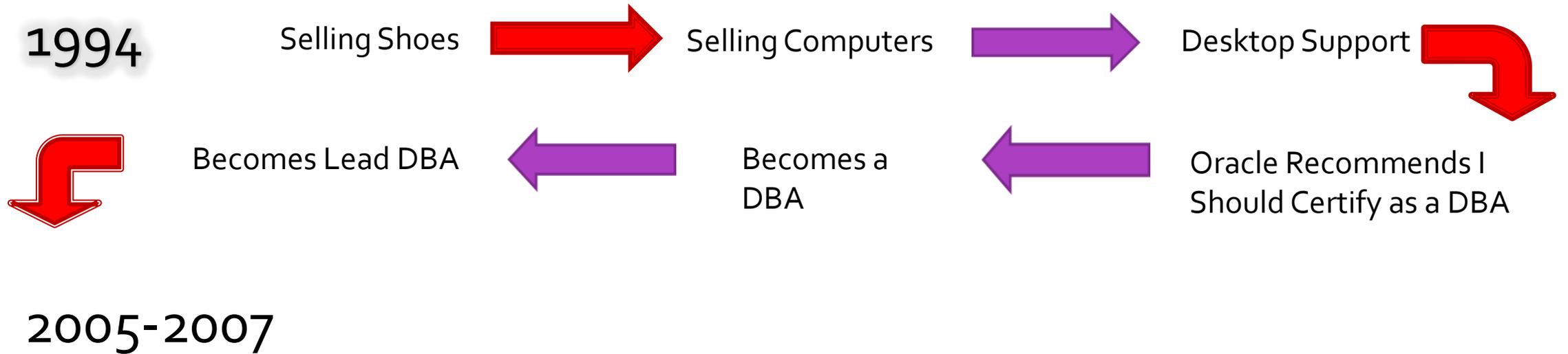
Challenged

- Relearning
 - To drive
 - To balance a checkbook
 - Perform basic work tasks
- Could no longer perform previous career's duties
- Single Mother to child

A quote on a textured, light brown background. The text is in all caps. 'THERE IS NO FORCE EQUAL TO THAT OF A' is in white, 'DETERMINED' is in bright green, and 'WOMAN' is in white.

THERE IS NO
FORCE EQUAL TO
THAT OF A
DETERMINED
WOMAN

Small Goals Becomes Accomplishments

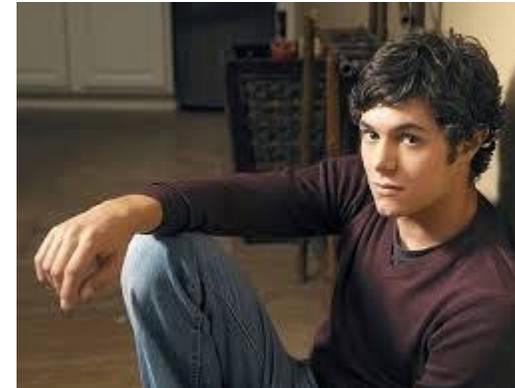


I remained, but Felt “Directed”

- Complaint to manager about being viewed as an end user, a project manager or other non-technical person in meetings.
- Less opportunity to work on technical challenges- always left to administration tasks.
- Started asking questions- How are we impacted by first impressions, especially as women?
 - By name?
 - By physical presentation?



What is a Guy Geek?



What's a Girl Geek?



I am a canvas, I paint my own future

- First Impressions were sidelining me from being viewed as technical.
- Even after proving myself, my strong management skills were deterring me from technical challenges.
- I didn't want management, I wanted tech!
- Testing the "Goth" theory....



Why Did I Succeed?

- Followed my instincts and my own advice.
- Strong network and opportunities followed.
- Believe in directly addressing issues.
- If situation became impacting, chose to allocate my energy elsewhere and just “be awesome”.
- Recognized when it was their problem, not mine.
- Incredible Mentors make a difference.

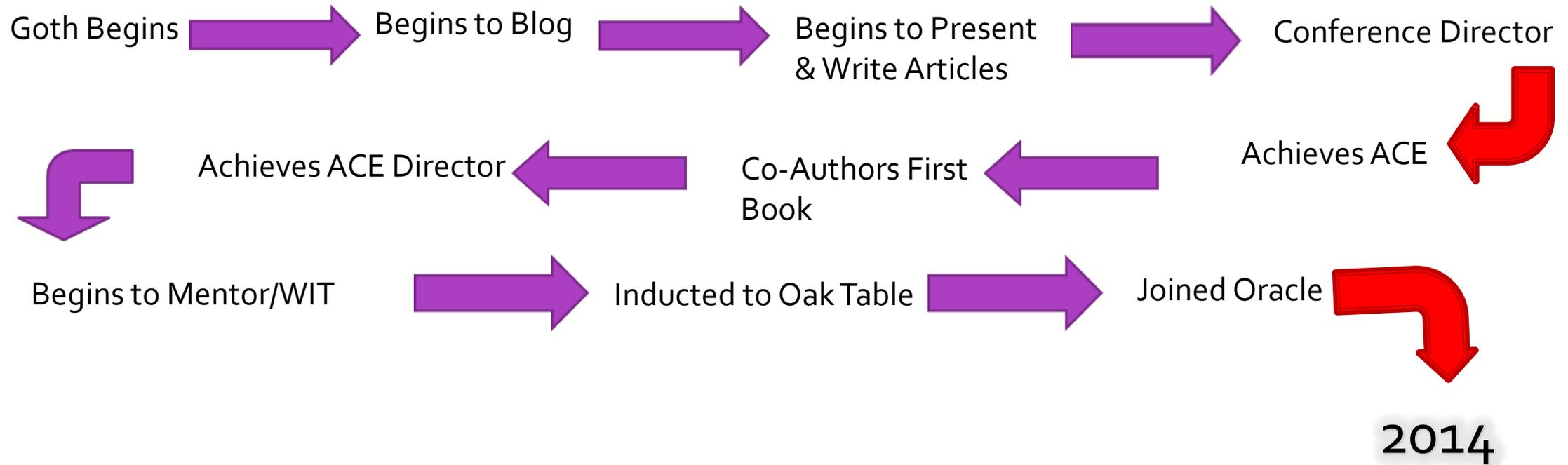
Positive Mentors



Mentors are everywhere, but not a lot of women in IT...



The Next Growth Surge- Mentors



Why Are They Leaving?

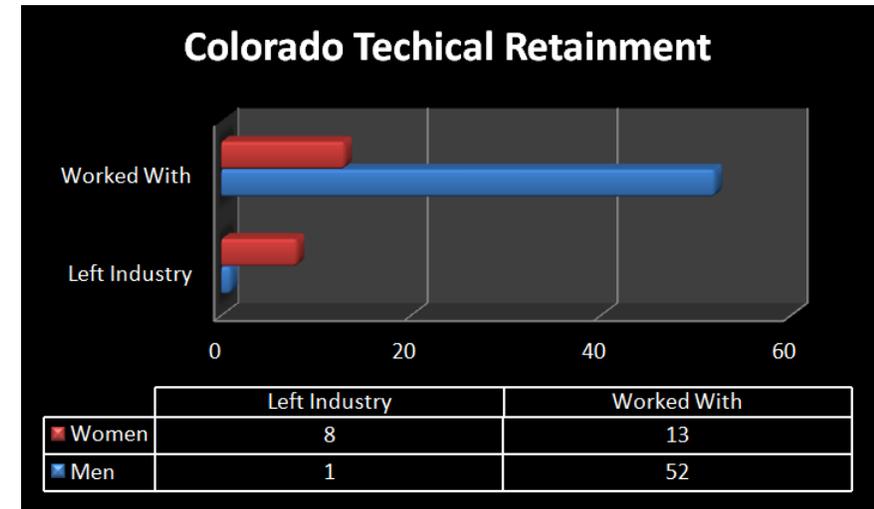
➤ 1/2 of all female DBAs worked with in first five years as a DBA.

➤ 52 male DBAs

➤ 13 female DBAs

➤ Informal research via social media, (no I wasn't stalking everyone...
😊)

➤ Eight of the women I've worked with have left the industry. Only one the men have.



Jr. DBA Challenges

- First DBA position, was hired as a Jr. DBA with another Jr. DBA.
- I didn't have degree in CS or specialized in databases.
- I had a newborn, three children, married.
- She was single, had the CS degree, specializing in databases.
- She left the industry after just 9 months.

- If she couldn't make it, how was I going to??

Where Did 62% Go?

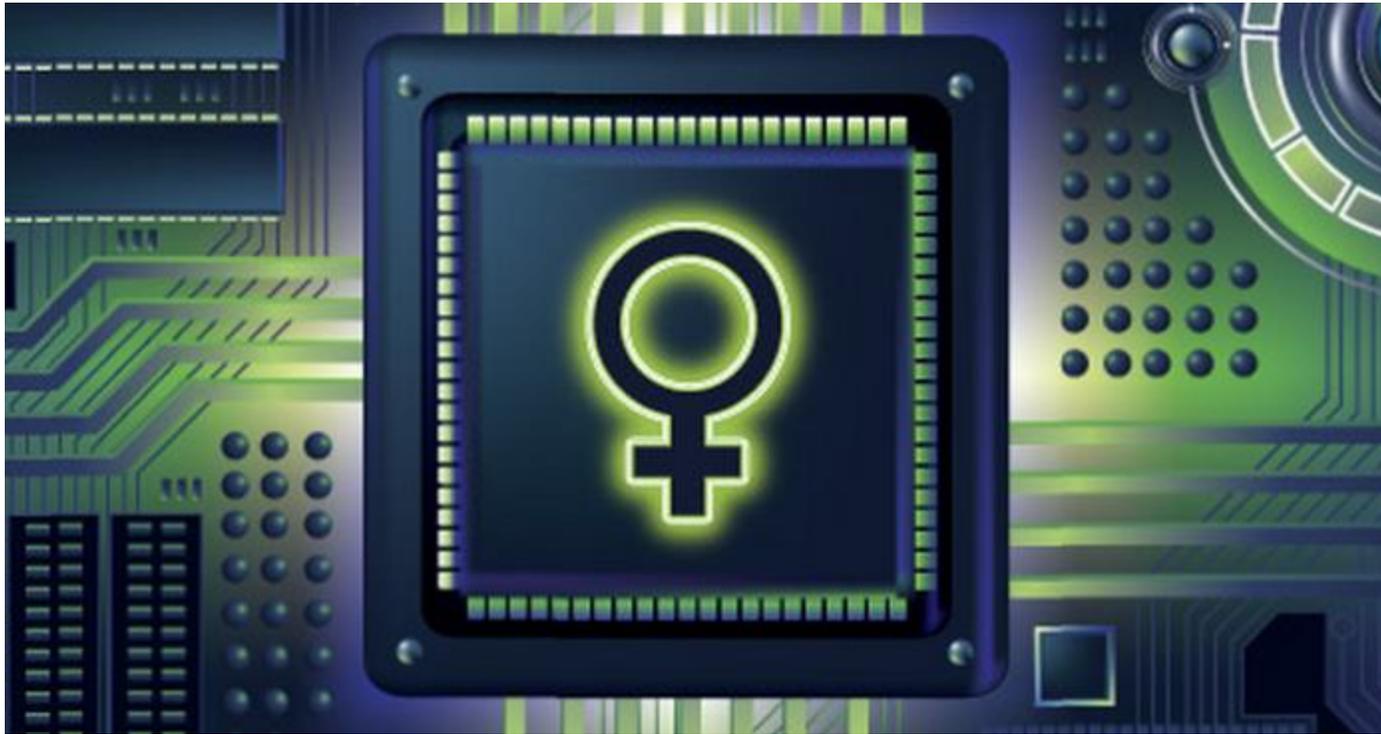
- Many, upon research went soft-tech, (recruiter, project manager, management) or career paths like real estate.
- When asked why they left-
 - Not enough support through mentoring and peers.
 - Less opportunity for women in upper management.
 - Catch-22 of going into management and loss of technical challenges that first interested them. Over-scrutinized when they did go management.
 - Better work/life balance in other industries.

800lb Gorilla in the Room Says...

- Of the “official” 41% of women that left IT after receiving an engineering or CS degree, those polled said they left because?
 - No peers
 - Lack of mentors
 - Less opportunities for advancement
- Biggest challenge- Often told not to talk about the issues.



Be the Change You Want to See in the World



By Doing...

- 38 WIT Panels
- 18 Articles in Technical Publications, including Oracle Scene and Oracle Magazine.
- Mentor between 20-40 men and women with a “pay it forward” agenda-mentor others in turn.
- Education of local government about the importance of tech programs in schools
- New Women’s Empowerment Program
 - Support network for those in the industry, both soft-tech and high-tech.
 - Retain those in the industry and mentoring programs for women already in tech.

What Has Come out of this?

- RMOUG WIT has increased attendance from 7% to over 22% in 2015.
- Have mentored over 40 women to assist in achieving their goals.
- Sharing of opportunities and peer support has generated new mentors who are supporting more women and WIT programs.
- 31 WIT programs through out Colorado, US and Europe.
- Start of WIT Fund to educate in schools- not just high school and college, but elementary, (start passion for STEM) and middle school, (which keeps passion going and not lost by high school.)
- Colorado Technology Association WIT Award 2014
- Planning stages of WIT enrichment program for Oracle for 2016.

"Find your passion, find your path, then set it on fire. Make it burn so bright that people don't just come to see the flames, but they'll want to walk in your footsteps before they cool..."





- This story is not one of weakness, as many had told me, but one of strength.
- Having success isn't about having it all or having the corner office- it can look very different than what we are told by culture, the media and the world.
- Every one of you should trust your inner voice.
- Every one of you have a path to success that is as unique as you are.
- Every one of us are important to the tech industry....

Doing Has Power...

Thank you and Always Inspire!

Have a Challenge? Want to Connect?



Twitter

<http://twitter.com/dbakevlar>



Linked In

<http://linkedin.com/in/kellynpotvin>



My blog

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