



Core developer
django

Director of Security
 **heroku**

jacob@jacobian.org

A silhouette of a person standing on a beach with their arms outstretched, set against a dramatic sunset sky with layered clouds. The person is positioned on the right side of the frame, facing away from the viewer. The ground is a dark, textured surface, likely sand or pebbles, reflecting some light.

Thank you!



“I don’t deserve to be here.”

Jay Smooth @jsmooth995





“I don't deserve to be here.”

“Inventor of Django”

~~“Inventor of Django”~~

“Co-creator of Django”

~~“Inventor of Django”~~

~~“Co-creator of Django”~~

“Person who started working on Django a year after Adrian and Simon created it.”

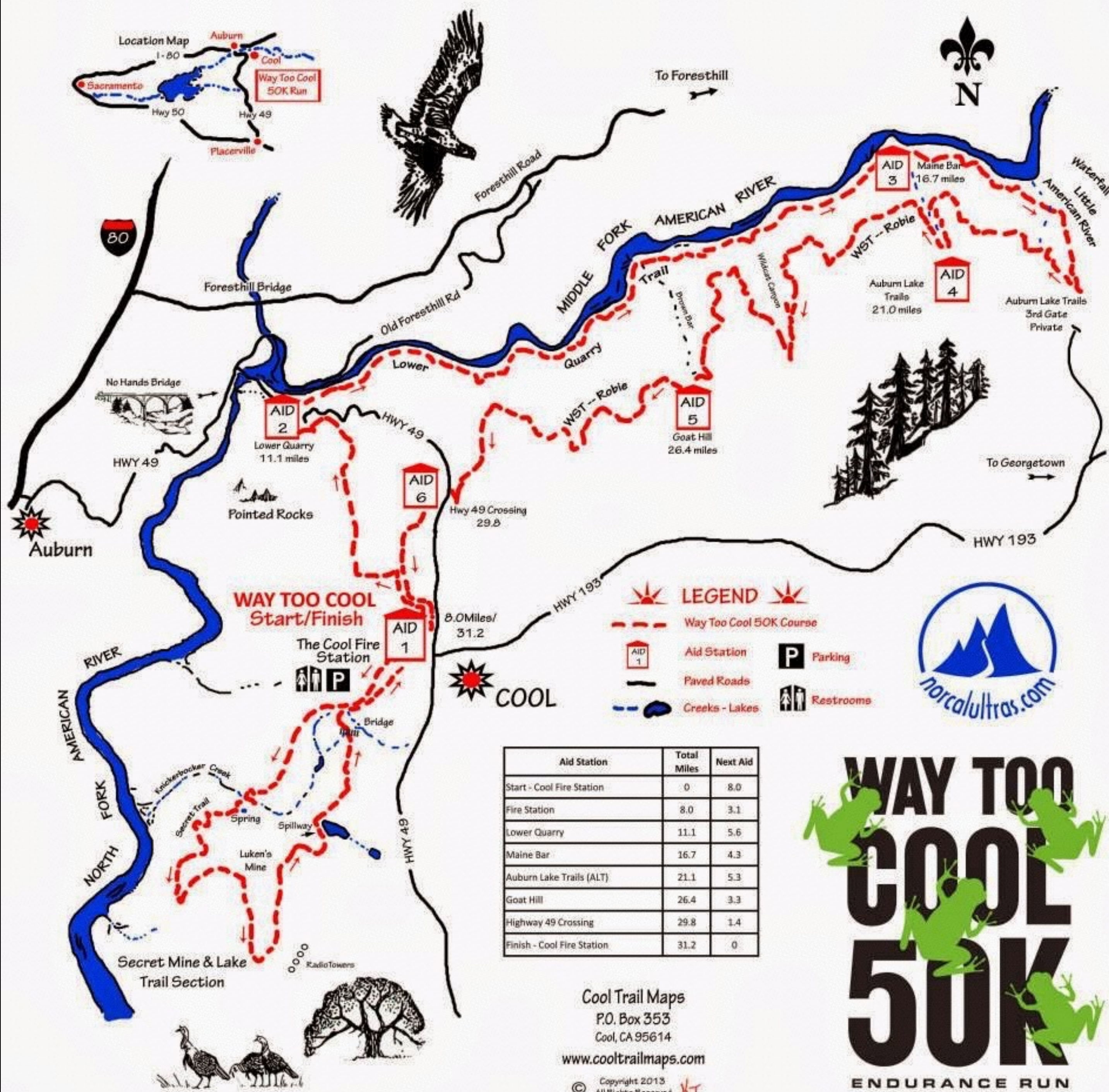
Hi, I'm Jacob, and I'm a mediocre programmer.



Western States Endurance Run Course Overview









Jacob Kaplan-Moss M33

21 Races

 Photos

Rank: 68.08%

History 



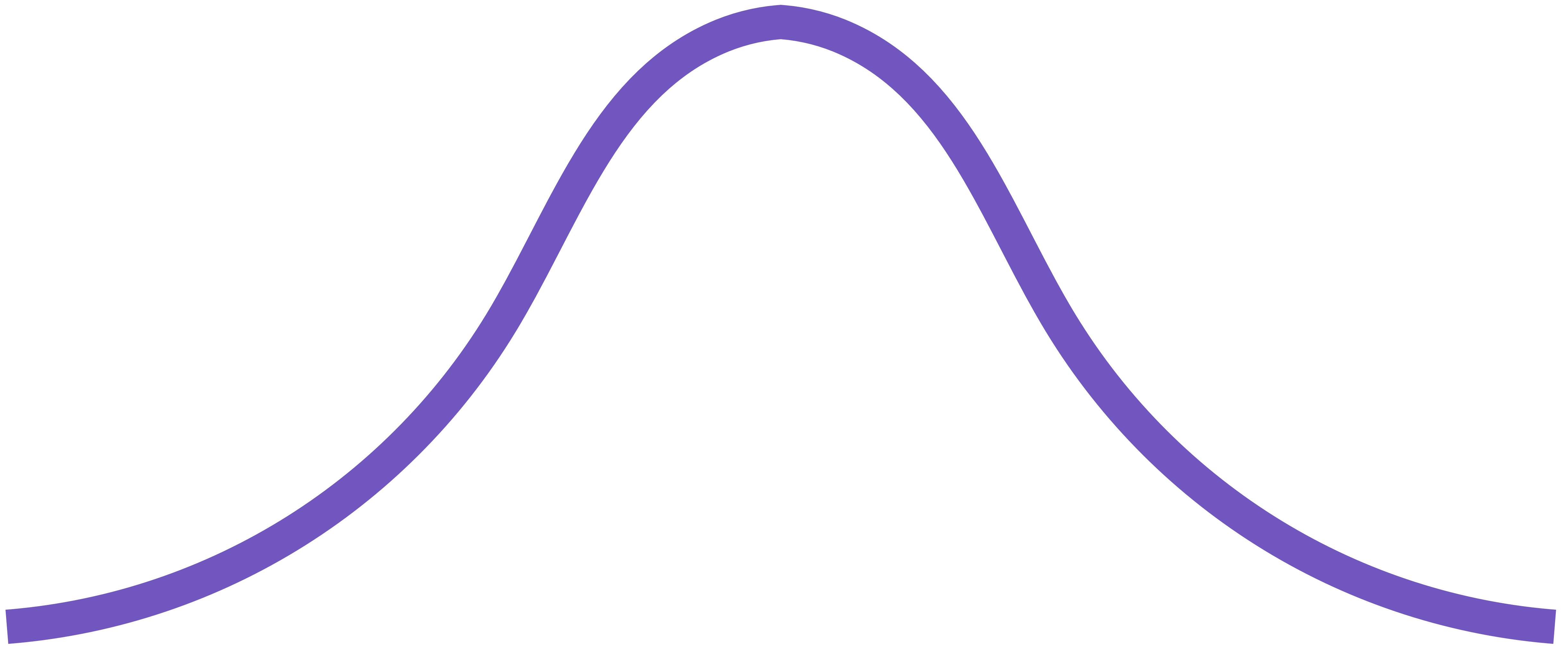
Ann Trason F54

54 Races

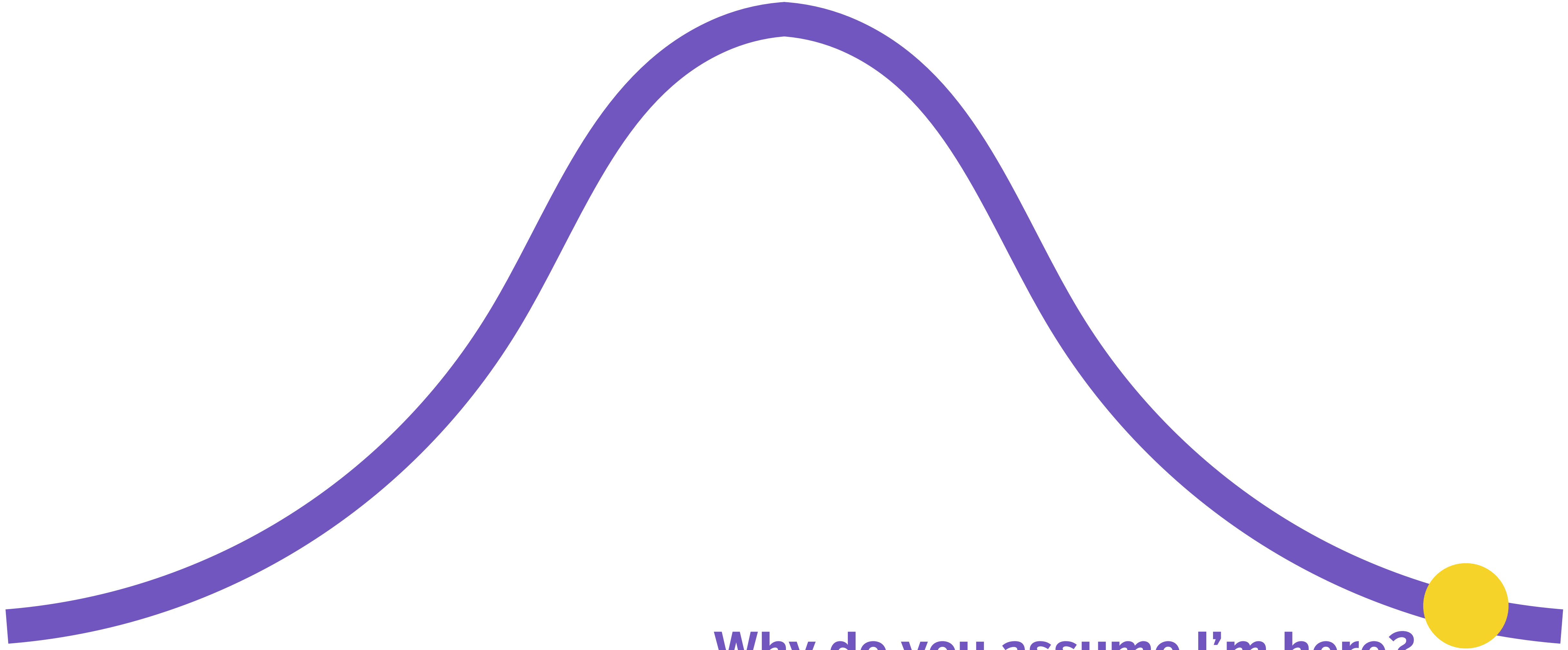
 Photos

Rank: 98.58%

History 



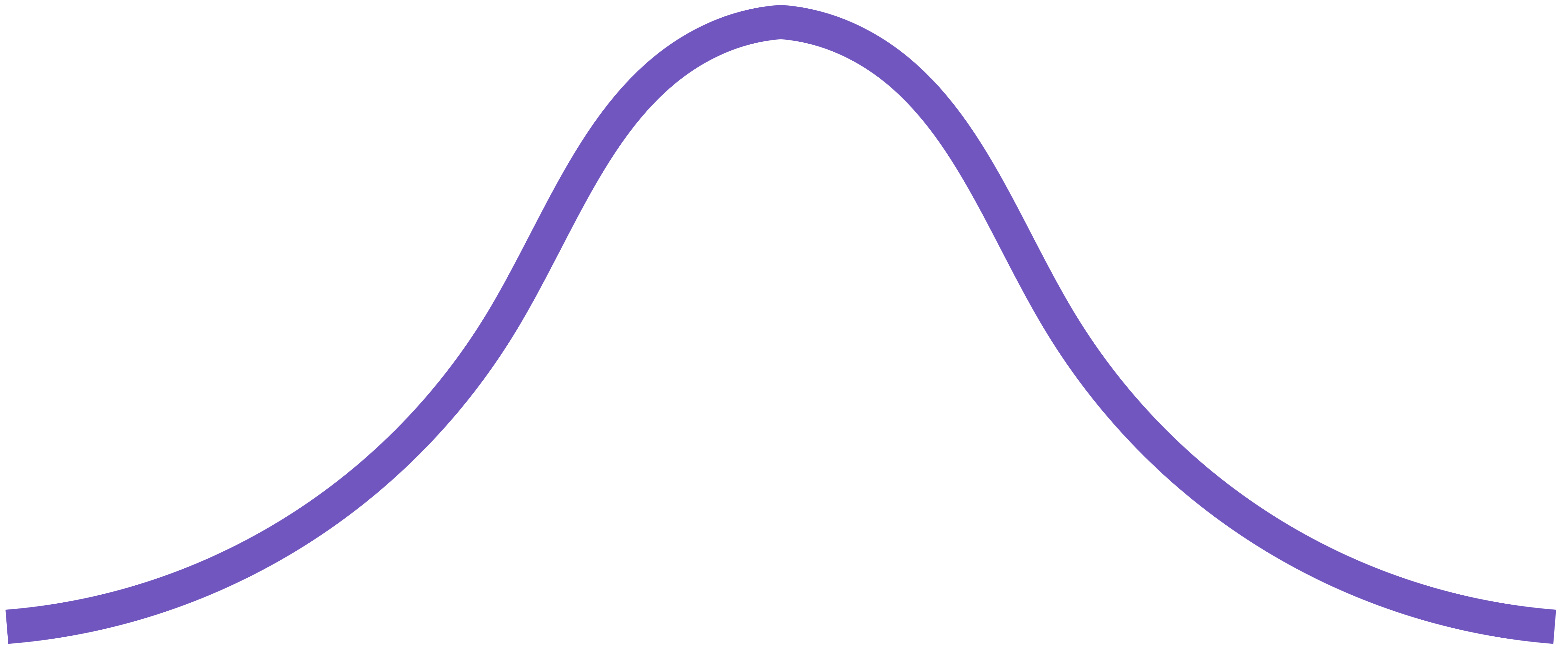
Hi, I'm Jacob, and I'm a mediocre programmer.



Why do you assume I'm here?

What are our metrics?







Myth



Fact

Hi, I'm Jacob, and I'm a mediocre programmer.

The talent myth
keeps people out of tech.



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MARATHON ROUTE

MARATHON ROUTE

MARATHON ROUTE

BUS LANE
7 AM - 10 AM 2 PM - 7 PM MON - FRI
BUSES ONLY

DON'T BLOCK THE BOX

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MEN

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FITNESS

DON'T BLOCK THE BOX

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3

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LIBRI XVII.

*

Nicolao Regio Calabro interprete,
ex plurium Græcorum exem-
plarum collatione casti-
gatiores quàm vn-
quàm aliàs.

*

LIBER PRIMVS.

Pars quid sit.

CAP. I.



VE MADMODVM animal
quoduis, vnum esse dicitur, pro-
pterea quòd per quandam circun-
scriptionem propriam, nulla par-
te alijs coniunctum apparet: ita
et ipsius particula (cuiusmodi est oculus, lingua,
nasus, cerebrũ) vna esse dicitur, eo quòd apparet
circunscriptionem propriam habere. Si verò non
esset quadantenus coniuncta proximis, sed omni-
no disiuncta, tunc vtique nec particula esset o-
mnino, sed simpliciter vnum. Quare quacunque
corpora, nec vndequaue circunscriptionem ha-

A group of people, mostly young adults, are seated at small round tables in a brightly lit, modern interior space, likely a cafe or a meeting area. They are engaged in conversations or looking at their phones. The room has a high ceiling with recessed lighting and large windows in the background. The text is overlaid in a dark blue, bold font.

Programming isn't a
“passion” or a “talent” but
a collection of acquired skills.

EXIT ➤

The talent myth
drives people out of tech.

The “brilliant asshole”

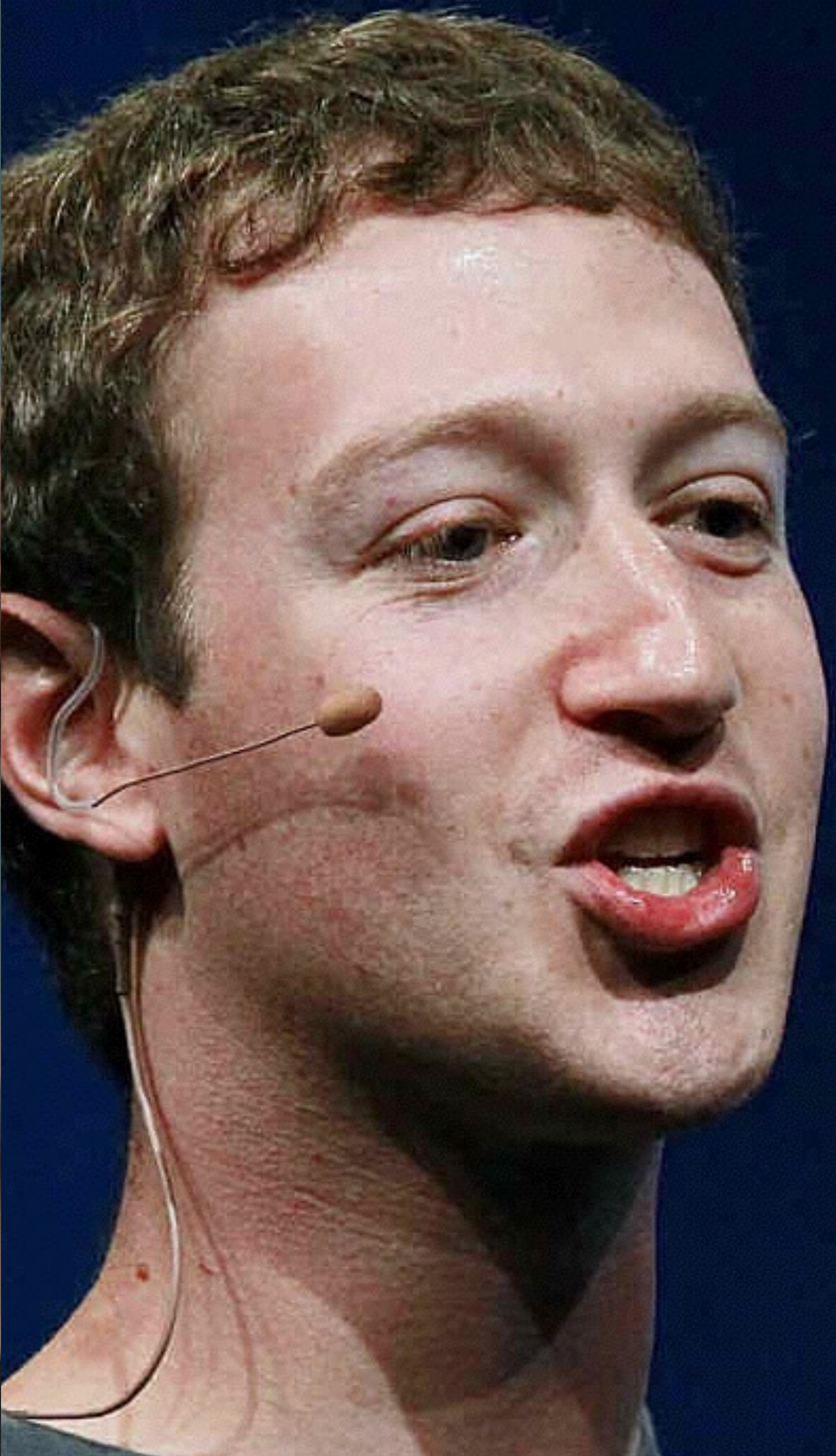


What does a
“10x programmer”
look like?









“In 2003, **nearly half of all women** who held a computer science B.S. **were not employed** in a science, engineering, or technical (SET) job two years after graduation.”

“**Forty-one percent of women leave technology** companies after 10 years of experience, compared to only 17 percent of men.”

“**Fifty-six percent of women in technology companies leave** their organizations at the mid-level point (10-20 years) in their careers. “



Lynn Root



Hi, I'm Jacob, and I'm a mediocre programmer.

Join me!

Thank you!

jacob@**jacobian**.org

Many thanks to Lynn Root, Alex Gaynor, Glyph, Leigh Honeywell, and Noah Kantrowitz for their inspiration, feedback, suggestions and comments.