Thank you!

~160 registered participants (~130/day)

Thanks to all authors!

<table>
<thead>
<tr>
<th>Type</th>
<th>Submitted</th>
<th>Accepted</th>
</tr>
</thead>
<tbody>
<tr>
<td>Regular papers</td>
<td>33</td>
<td>13</td>
</tr>
<tr>
<td>Functional pearls</td>
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</tr>
<tr>
<td>Experience reports</td>
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<td>0</td>
</tr>
<tr>
<td>System demonstrations</td>
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<td>3</td>
</tr>
<tr>
<td>Panel discussions</td>
<td>0</td>
<td>3</td>
</tr>
</tbody>
</table>

At least 3 reviews per paper.
Thanks to 16 PC members, 16 external reviewers
What do you think?

...of lasting 2 days rather than 1 day?
...of featuring panel discussions?
...of inviting a keynote speaker?
Any other comments or suggestions?

http://www.haskell.org/haskell-symposium/2013/survey

(Please share this address)
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Lennart Augustsson (Standard Chartered Bank)
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- Sam Tobin-Hochstadt (Indiana University)
Thanks for coming, caring, welcoming.
Thanks for coming, caring, welcoming. Charity.

Listening to your reviewers

Every review is gold dust
Be (truly) grateful for criticism as well as praise

This is really, really, really hard

But it’s really, really, really, really, really, really, really important
Thanks for coming, caring, welcoming. Charity.

Listening to your reviewers

- Read every criticism as a positive suggestion for something you could explain more clearly
- DO NOT respond “you stupid person, I meant X”. Fix the paper so that X is apparent even to the stupidest reader.
- Thank them warmly. They have given up their time for you.
Thanks for coming, caring, welcoming. Charity.

**Sexism**  
harms people disproportionately due to how society is set up and their gender.

**Racism**  
harms people disproportionately due to how society is set up and their race.

**Homophobia**  
harms people disproportionately due to how society is set up and their sexual orientation.

**Cissexism/transphobia**  
harms people disproportionately due to how society is set up and differences between their gender and assigned gender.

**Etc.** (Haskell/FP-specific?)

Harm? Unwelcome? You’re not alone.
Thanks for coming, caring, welcoming. Charity.

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Excluded? Know someone who was? Please share.
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ccshan@indiana.edu
cultural anthropologists

anonymized interviews

newsletter?
theater?
resource?

empathy
perspectives
conversations

Meanwhile, we can do better:
1. Speak our minds with compassion
2. Listen to others with compassion
3. Support one another
4. Take care of ourselves

This is worthwhile work.
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Thanks: Ava DuVernay, Lindsey Kuper, MrsB, SIGPLAN EC.