

Unquantified Serendipity

Diversity in Development

 QuintessenceAnx



Why do we hire people?



Diversity: Our Perception



How does serendipity factor in?



What's the current state of diversity?



What can we do?



Life is a series of
experiences



Mindset Matters



Mindset Matters



So let's shift our
minds





Coach, don't rescue



Hand up, not out



Support Diverse Learning Styles



Reciprocal Mentorship



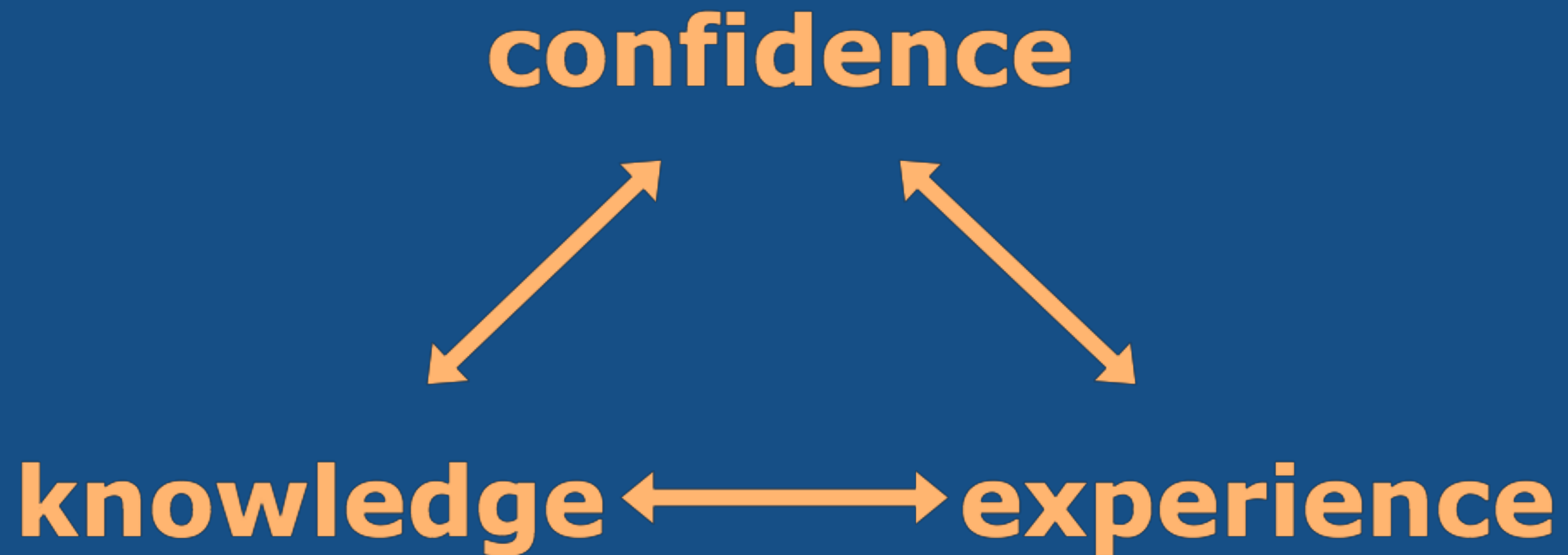
Provide a Challenge



Proactive Resilience vs Passive Acceptance



Support Confidence



Explicit Onboarding



Do job titles matter?

(yes)



"Hiring Nucleus"



A Welcome with Coffee



Additional Reading & Resources

- * Wichary, Marcin. "The Curious Case of the Disappearing Polish S." Medium Engineering, 2 Feb. 2015, <https://medium.engineering/the-curious-case-of-disappearing-polish-s-fa398313d4df>
- * *Talking from 9 to 5: Women and Men at Work* by Deborah Tannen (2001).
- * Harvard Implicit Bias Test -- <https://implicit.harvard.edu/implicit/selectatest.html>
- * "The career advice you probably didn't get" - Susan Colantuono at TEDxBeaconStreet
https://www.ted.com/talks/susan_colantuono_the_career_advice_you_probably_didn_t_get



"The best teachers are those
who show you where to look,
but don't tell you what to see."

Alexandra K. Trenfor



 QuintessenceAnx

Developer Advocate 🥑

