
UNQUANTIFIED SERENDIPITY

Diversity in Development

 QuintessenceAnx

**Why do we
hire people?**

Diversity: Our Perception

How does serendipity factor in?



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**What is 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



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Unsplash

**Hand
UP,
not
OUT**

Support diverse learning styles



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Reciprocal Mentorship

Provide a Challenge



Proactive Resilience vs Passive Acceptance

confidence



knowledge



experience

Explicit Onboarding

Do job titles matter?

(yes.)

"Hiring Nucleus"

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

Slides Available

[**https://noti.st/quintessence**](https://noti.st/quintessence)

Before you go...

Thank you!



 QuintessenceAnx

Technical Evangelist 

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 APPDYNAMICS
