SEREND PIN **Diversity in Development**

QuintessenceAnx



hire people?



DIVERSITY Our Perception



How does serendipity factor in?



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What is the current state of civersity?



Can



The is a series of experiences





Mindset Matters





MINDSET MATTERS



So Ictis Shift minds



Coach, don't rescue









Support diverse learning styles



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Rec proca Mentorship









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Proactive Resilence Passive Acceptanece





knowledge



confidence

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 – <u>https://implicit.harvard.edu/implicit/selectatest.html</u>

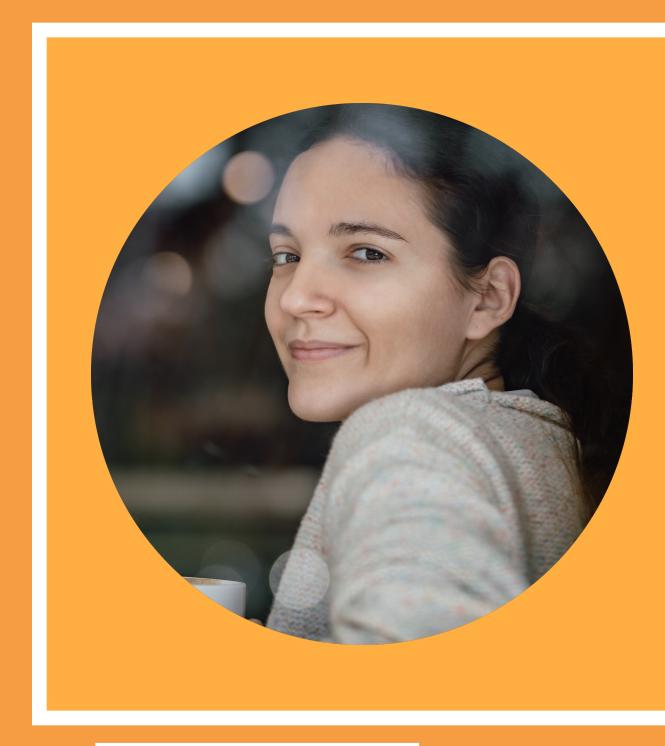
• "The career advice you probably didn't get" - Susan Colantuono at TEDxBeaconStreet <u>https://www.ted.com/talks/susan_colantuono_the_career_advice_you_probably_didn_t_get</u>



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Thank your



QuintessenceAnx

Developer Advocate 🥑

