

# UNQUANTIFIED SERENDIPITY

Diversity in Development

 QuintessenceAnx



**Why do we  
hire people?**

# Diversity: Our Perception



# How does serendipity factor in?



Photo credit: photo Tanisha Meier,  
edit Max Felner on Unsplash



**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



Photo credit Ravi Roshan on  
Unsplash



**Hand  
UP,  
not  
OUT**



# Support diverse learning styles





# 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](https://www.ted.com/talks/susan_colantuono_the_career_advice_you_probably_didn_t_get)



# Slides Available

**<http://noti.st/quintessence>**

# Thank you!

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 QuintessenceAnx

Developer Advocate 🥑

