

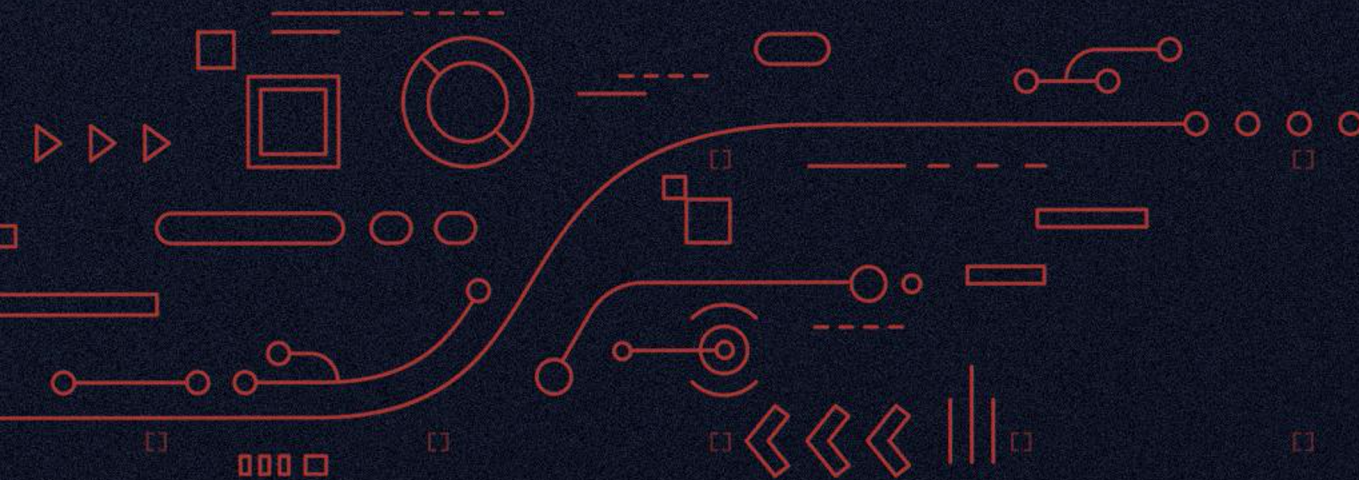
# Your Presence Matters!

**Diversity is for everyone**  
Felicia Rosemond

**DEVOPS  
WORLD**  
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# Overview



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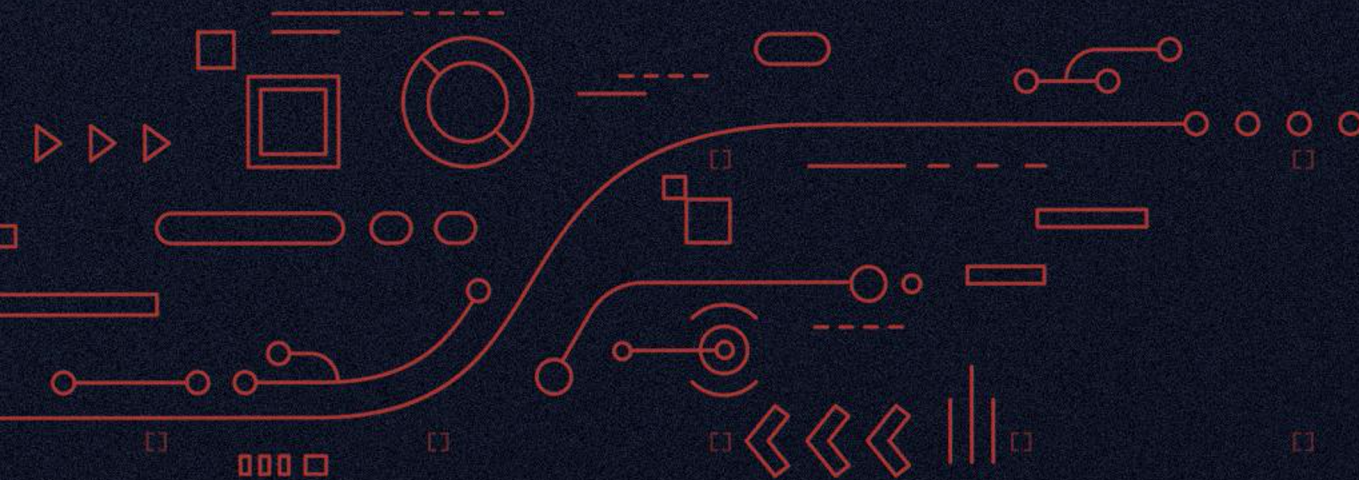
# What this talk is....

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- Attempt to clear up confusion, fear and angst when it comes to understanding how and in what ways to be part of the conversations on diversity and inclusion.
- Focus on how all members of the technology community can contribute and encourage technologists from non-traditional and under-represented groups.
- Provide ideas on where you fit in and where you can contribute your time and efforts.



# Why talk about this?



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# Why talk about this?

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- Diversity or the lack of it, is not a new topic in the technology field
- Tech companies have started plenty of initiatives and diversity councils to deal with diversity issues in hiring and retention
- During these unprecedented times - COVID pandemic, rise of coding bootcamps, mixed feelings on the need for 4 year college degrees and remote education - technology is at the forefront of everyone's everyday lives
- As mentioned above the rise of coding bootcamps and technology company backed MOOC's have altered and added to the paths into the technology field



How is this talk different?



# Talk focuses on...

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- What you can do at an individual level
- How you can help in shaping the new crop of technologists



# Confusion, fear and angst



# Confusion, Fear, Angst

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- Confusion

- Why do I have to do anything different?
- What am I expected to do for this?

- Fear

- Am I in jeopardy when it comes to diversity and inclusion because I am not in one of those groups?
- Will I have more work put on me because of D&I hires?

- Angst

- Do we have to discuss this again?
- Hasn't enough been done yet?



# Contributing

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# Contributing...Teach/Share

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- Volunteer to guest lecture at a coding bootcamp
- Work with your local STEM high school or college computing group.
- Seek out groups that cater to D & I groups.
- If you are
  - Member of D & I Group - Your presence is important so that people realize there are other people that look like them in the industry. Share your experiences on how you arrived at your position.
  - Member of Traditional Group - Your presence matters when you discuss your work experiences with people in that fall into the D & I groups.



# Contributing...Workshops/Papers

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- Submit papers to conferences
- If you are a
  - Member of D & I group: Participate in industry conferences to not only show your skills but to also show that people in the D & I group exist and operate at your level
  - Member of Traditional group - target conferences that cater to D & I groups. D & I works both ways, these conferences would probably enjoy having representation from other groups.



# Q & A

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