

# FANTASTIC PEOPLE AND WHERE TO FIND THEM

MAKING LAYERS 8 & 9 WORK FOR YOU

Julia Freeman

# DIVERSE TEAMS ARE BETTER TEAMS

- Plurality of ideas
- Plurality of approaches
- Process resilience

# WHAT HAPPENS WHEN WE DON'T HAVE DIVERSE TEAMS?

- Technical Concepts' racist soap dispensers
- Apples comprehensive health tracker not tracking menstrual cycle
- Google's racist image recognition AI
- Amazon recruitment AI trained to pick men

**SO HOW DO WE BUILD DIVERSE TEAMS?**

# STEP 1: RECRUITMENT

# WHEN IT COMES TO RECRUITMENT, 1 SIZE DOES NOT FIT ALL

It seems fair on the face of it to judge everyone by the exact same criteria. It then becomes critical that criteria as chosen do not favour one demographic.

An example...

# LAEL WILCOX



- Overall winner - 6500km Transam Bike Race 2016

# SARAH HAMMOND



- Winner - 3000km Race to rock 2016 (Only finisher)
- Winner - 3000km Race to rock 2017 (600+km ahead of 2nd)
- Winner - 3000km Race to rock 2018 (~300km ahead of 2nd)



# FIONA KOLBINGER

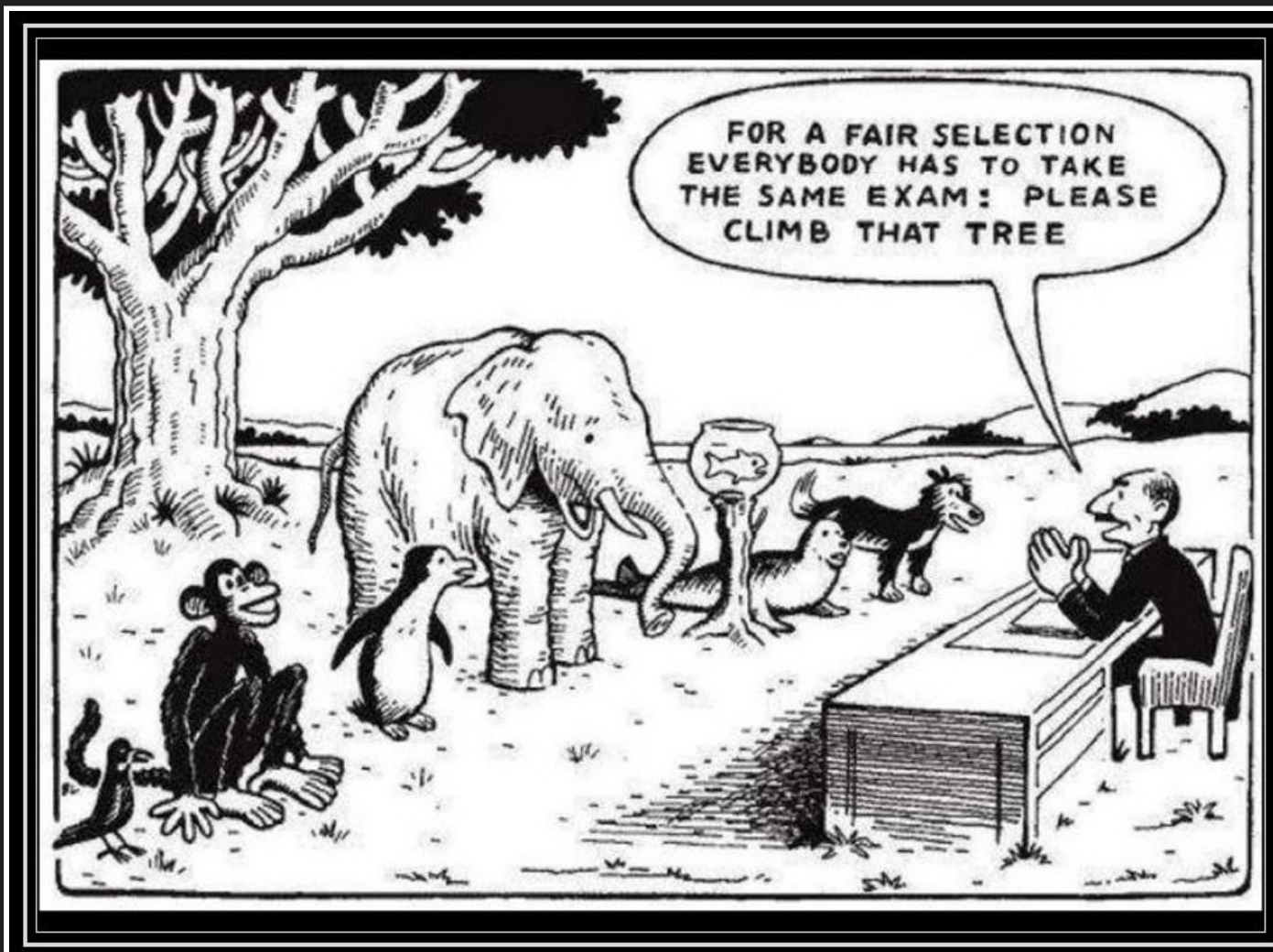


- Winner - 4000km Transcontinental Race 2019

# WHAT DO WE LEARN FROM THIS?

- Without realising it, our systems have an inherent bias
- The criteria we use may unduely favour certain groups
- Being aware of how the criteria can favour each group allows us to select criteria that enable a diverse range of individuals

Or put another way...



# THE JOB ADVERT

- Men apply for a job when they meet 60% of requirements
- Women apply for a job when they meet 100% of requirements

# THE IDEAL JOB AD EXAMPLE: NETWORK ENGINEER

- Bachelors degree or equivalent experience
- Good communication skills
- Experience as a network engineer
- Team player

# THE INTERVIEW

- Flexibility - Timing, duration, environment
- Offer accessibility options without prompting
- Is your question really necessary?
- Avoid Whiteboarding

# THE OFFER

- Let the candidate know in a timely fashion
- Provide feedback, for all candidates

# STEP 2: RETENTION

Or how to fix the leaky pipe



# REMUNERATION

- Equal pay for equal work
- Pay transparency
- Offer equal parental leave
- Offer flexible working hours

# WORKING ENVIRONMENT: LANGUAGE

- Avoid using "Females"
- Guys is not as gender neutral as you think it is
- Avoid default male in documentation
- Beware linguistic bias

# WORKING ENVIRONMENT: CULTURE

- Look out for microaggressions
- Zero tolerance of negative behaviour
- Avoid tokenism
- The 10x engineer doesn't exist, unacceptable behaviour is unacceptable from everybody.
- Believe your employees
- Get active management buy in
- Monitor your churn rate

# STEP 0: RECURSION

Aka feeding the pipeline

- Get involved in educational outreach
- **PAID** Internships/apprenticeships
- Graduate schemes, etc...
- Support hackathons, and other community events

**ANY QUESTIONS**