



Diversity != stock photos:

Are you looking for candidates in all the wrong places?

Chloe Condon
Developer Evangelist,
Sentry.io

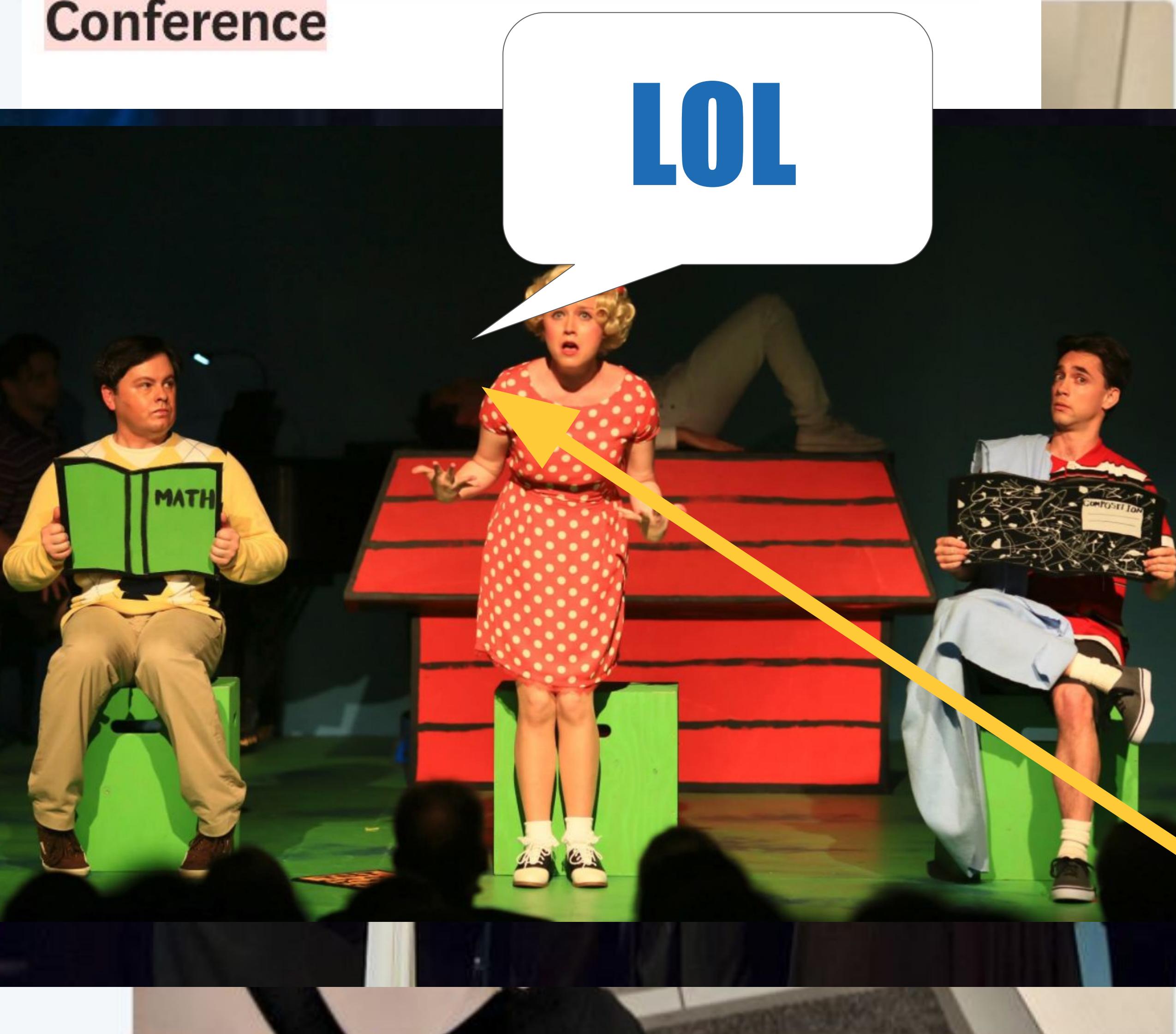
Agenda

Let's Start From the Very Beginning...
(a very good place to start)

- Who Am I?
- What is “Diversity”?
- Why is it important?
- Can you prove it?
- How can I help? What can I do?



What It's Like to Be a Woman at a Tech Conference



Who Are You?

- Developer Evangelist
- I work at Sentry.io
- I blog sometimes
- I am a woman
- I like when people laugh
(please laugh)
- Please tweet!
@ChloeCondon
- Hackbright Academy Grad
- Former Actress

You

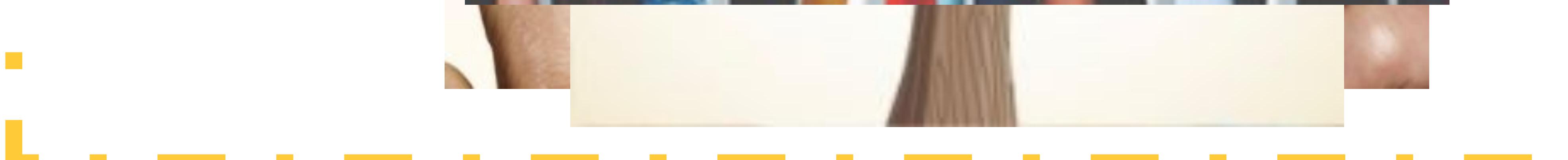
326

3.2K

24K

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What is “Diversity”?



What is “Diversity”?

- Hands?
- Earth?
- Trees?
- Hands holding Earth? *dī'vərs/*
- A tree made of hands?
- Stock photos ~~of people~~ *a great deal of variety; very various genders and ethnicities* smiling and hugging?

di·verse



Why is “Diversity” Important?

- Ethnically Diverse- 35% More Likely to Outperform
- Gender Diverse- 15% More Likely to Outperform
- There are fewer Fortune 500 CEOs who are women (4.1%) than those named David (4.5%) or John (5.3%)



What is “Diversity”?

How Diversity Makes Us Smart

Being around different people makes us more creative, more



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con¹⁸
SF

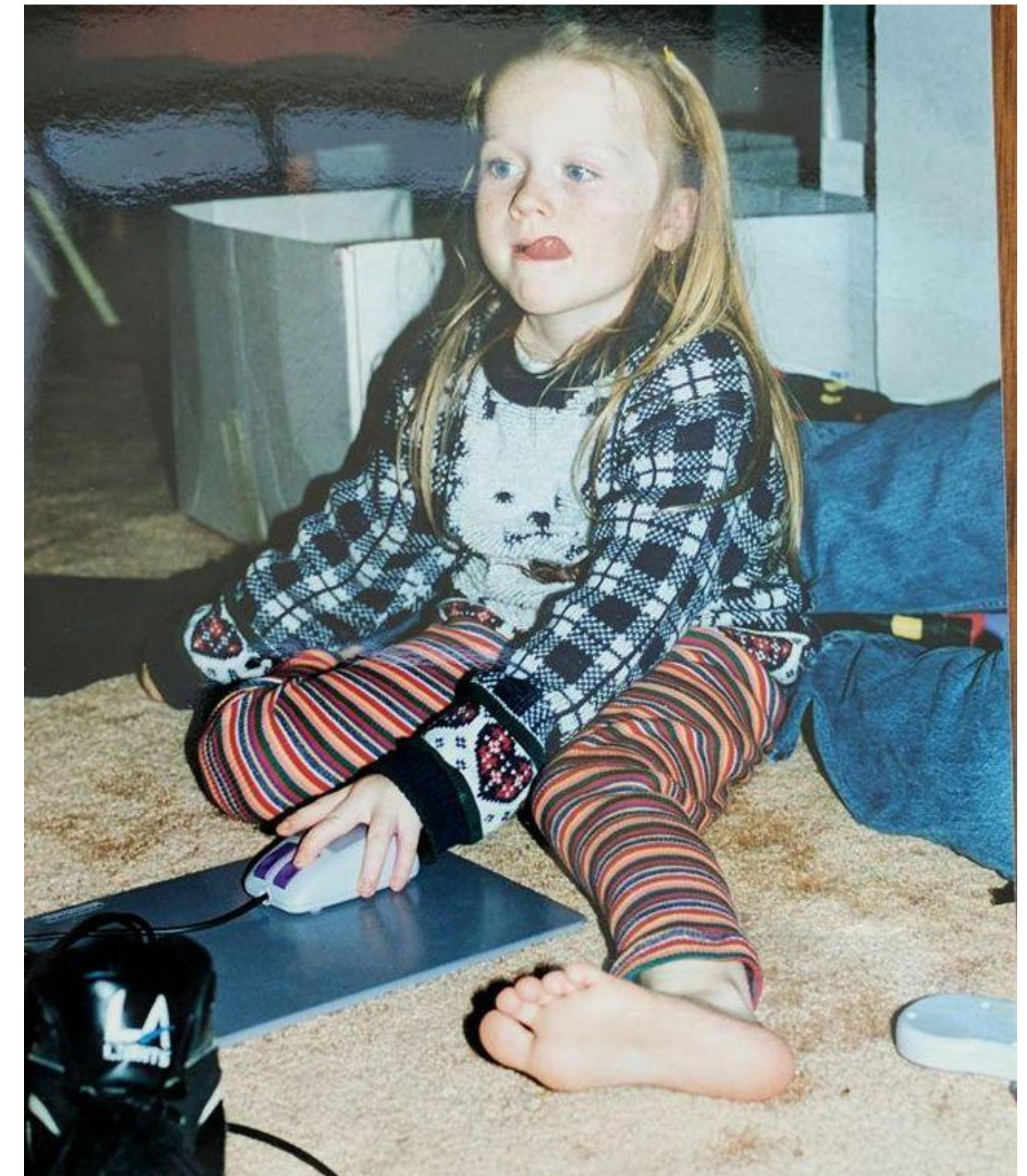
Typical Junior Engineer

- Exposed to Computer Science from early age
- Access to Computer Science in High School
- Internship Experience
- Computer Science Degree



Diverse Background Junior Engineer

- Little to No Computer Science Exposure
- No Computer Science classes offered at High School
- Pursues other careers/interests
- Attends Bootcamp/Self Taught
- Internships unavailable to anyone without a CS degree
- Once hired, brings expertise from previous life/job experience to industry





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People who discovered their passion for coding later in life:
former engineers, new grads,
actors, teachers, former medical industry workers, professional sports players, waiters, dancers, artists, lawyers, architects, moms, dads, marketers, front-desk hotel clerks, office managers, recruiters, QA engineers, acupuncturists, entrepreneurs...



What is taught at these Bootcamps?

ALL OF THE THINGS!

Pair Programming, Maze Traversal, Algorithms, Shell, Git, Lists, Memory, Collections, Final Projects, Dictionaries, Python, Markov Chains, APIs, Classes, HTML, CSS, Flask, Jinja, How the Web Works, Cookies, Sessions, Debugging, Bootstrap, Testing, SQL, Javascript, jQuery, AJAX, SQLAlchemy, DateTime, Data Modeling, Agile Development, PostgreSQL, Cryptography & Keys, Google Maps, AngularJS, ChartJS, D3, Machine Learning, Runtime, Stacks & Queues, Linked Lists, Trees, Recursion, Graphs, Sorting, CS data structures, whiteboarding, Heroku, React... AND MORE!



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docker
con SF '18

The Evolution of Chloe...



1993

2007

2011

2016

2017

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con SF '18



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- They often come with specific industry insight
- They often have several years of work experience
- They are driven

Bootcamp Grads



- They are able to learn very quickly in a short amount of time
- They love to learn

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Job Descriptions... are yours biased?

Typical Job D

- CS degree req'd
- Internship exp.
- Ability to learn under pressure
- Multiple projects



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Recruiting Software

... is yours biased?

Education	School Name	<input type="text" value="San Francisco State University"/> X
	Degree	<input type="text" value="Bachelor's Degree"/>
	Discipline	<input type="text" value="Discipline"/> ▲ <input type="text" value="theatre"/> 🔍 No matches found
	Start Date	
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[+ Add another](#)

Education	School Name	<input type="text" value="San Francisco State University"/> X
	Degree	<input type="text" value="Bachelor's Degree"/>
	Discipline	<input type="text" value="Discipline"/> ▲ <input type="text" value="theater"/> 🔍 No matches found
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Education	School Name	<input type="text" value="San Francisco State University"/> X
	Degree	<input type="text" value="Bachelor's Degree"/>
	Discipline	<input type="text" value="Discipline"/> ▲ <input type="text" value="performing arts"/> 🔍 No matches found
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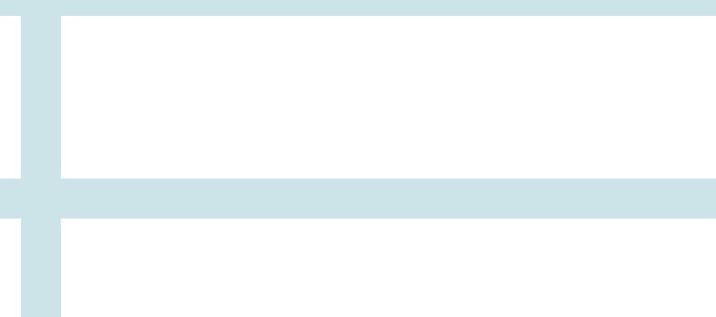
How Should I Interview Them?



Things to Note

- They have often know only 1 language
- Their projects will be limited
- It may be their first time whiteboarding outside of the classroom/with their mentor/etc.
- Probably &#*ing terrified

What Are the Benefits?



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Chloine Young



Data Baes

@data_BAES Follows you

@chloecondon & @egsy tell it like it is w/ punny eng tweets. One has purple hair, the other has sparkle glasses. You do the math. ✨+❤️=💯 Workin' 9-5

@getsentry

📍 San Francisco, CA

Joined September 2017



@data_BAES

Principal
at
ing at Sentry
ercon!
Docker &



Nemo Baker

- Former Financial Analyst
- Hack Reactor Grad
- Now a Senior Frontend Engineer
at JUUL Labs!



Shannon Kendall

- Former Dancer/Actress
- Grace Hopper NY Grad
- Application Developer at Lifion by ADP
- Hopes to eventually work in developer relations, and use her public speaking skills to educate

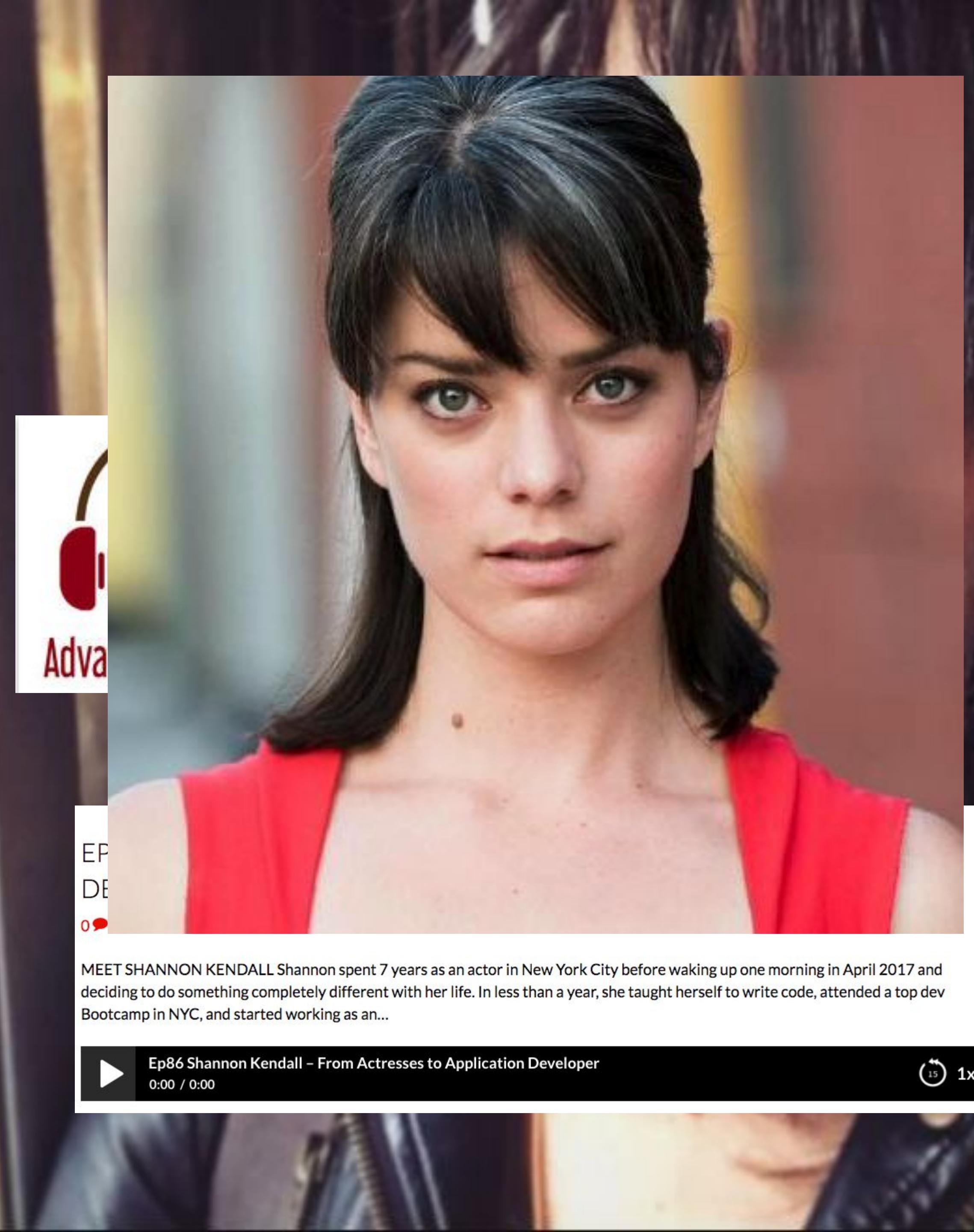
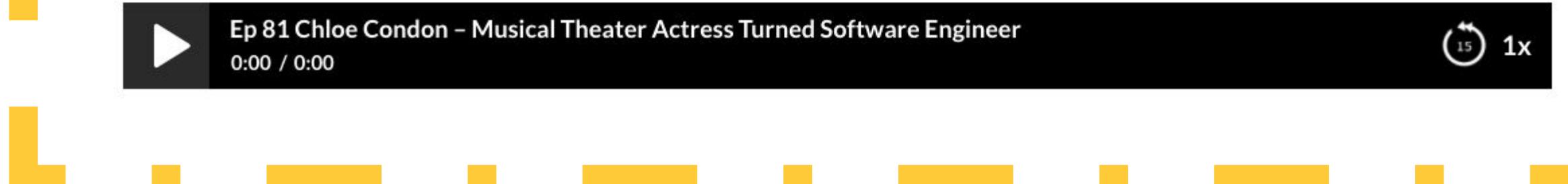
EP 81 CHLOE CONDON – MUSICAL THEATER ACTRESS TURNED SOFTWARE ENGINEER

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Former musical theatre actress and Hackbright Academy graduate, Chloe Condon is now a Developer Evangelist at Sentry. Pre-Hackbright, she spent her nights and weekends performing in the Bay Area as a singer/actress and worked in tech by day. To support her theatre career, she started to learn to code on her own through online resources....

Ep 81 Chloe Condon – Musical Theater Actress Turned Software Engineer
0:00 / 0:00

1x



MEET SHANNON KENDALL Shannon spent 7 years as an actor in New York City before waking up one morning in April 2017 and deciding to do something completely different with her life. In less than a year, she taught herself to write code, attended a top dev Bootcamp in NYC, and started working as an...

Ep86 Shannon Kendall – From Actresses to Application Developer
0:00 / 0:00

1x



Jacob Butler

- Former Master Guide at Pacific Quest
- App Academy Graduate
- Currently job searching (get him while you can!)
- Hopes to leverage his soft skillset in a creative, technical environment to cultivate personal growth and universal betterment.

Hire this dude!

A portrait of a young woman with long dark hair, smiling, set against a background of a sunset or sunrise over water.

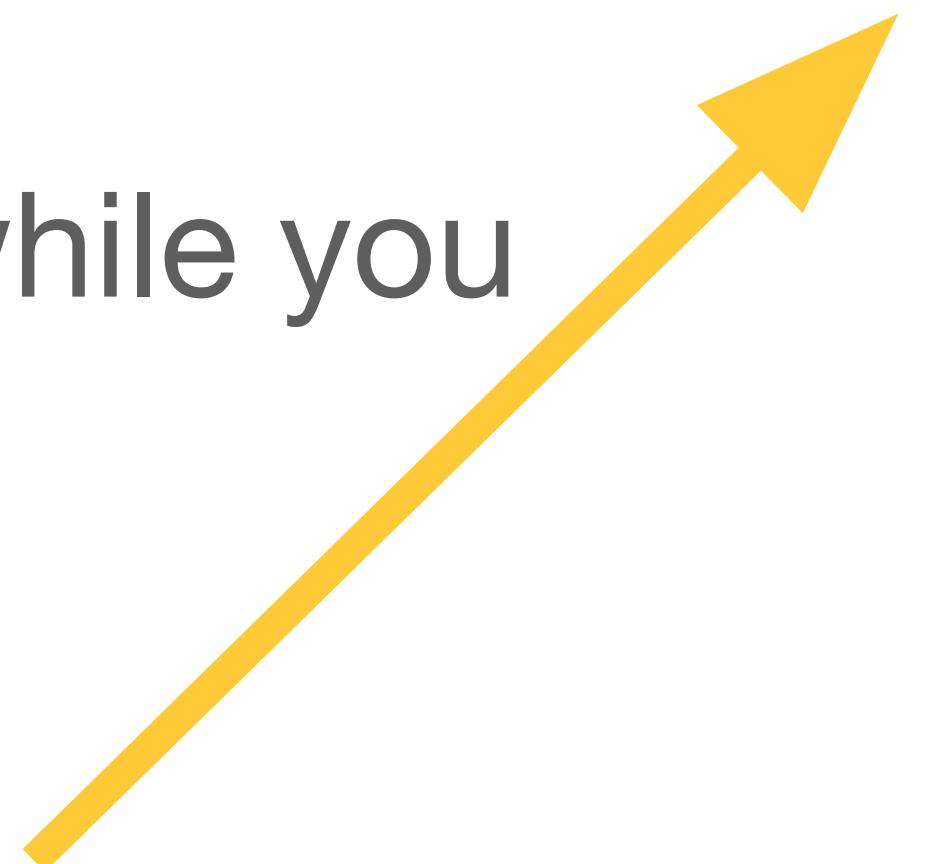
Angela Huang

- Started learning CS in high school
- Psychology research assistant, eDiscovery legal operations analyst, and property manager
- Currently job searching (get her while you can!)
- Recent Hack Reactor grad!
- TAing at Hack Reactor, and looking for a FT role!

Hire this lady!

Priya Ghose

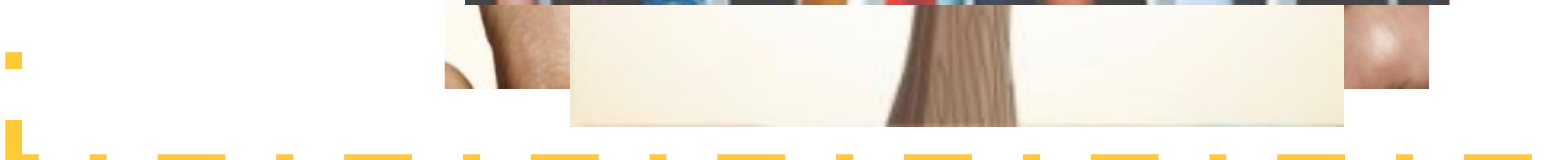
- Former market research consultant
- Realized she wanted to be involved in building technology rather than testing it
- Began teaching herself programming through online resources
- Recent Hack Reactor grad!
- Currently job searching (get her while you can!)

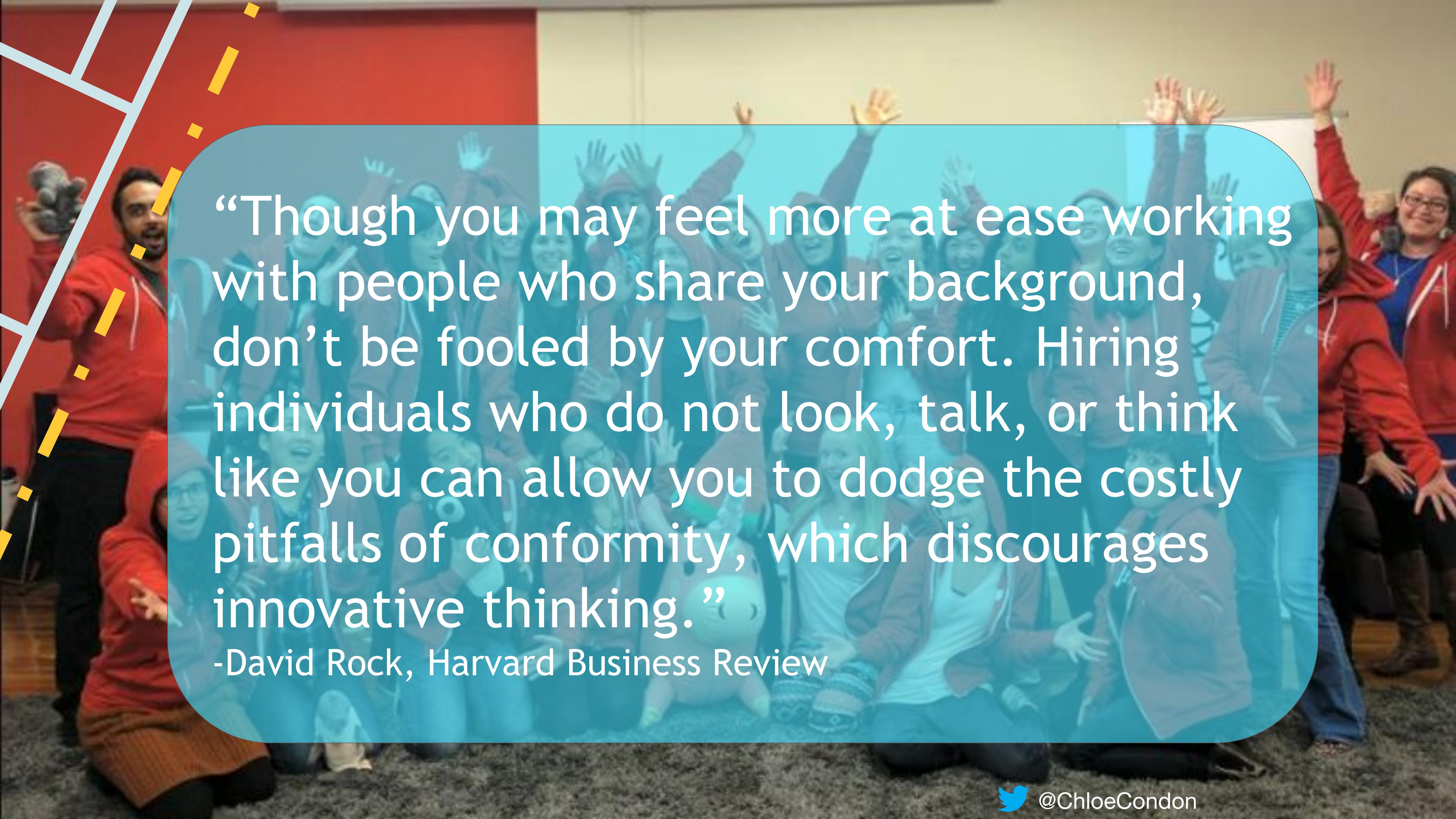


Hire this lady!



What is “Diversity”?



A photograph of a diverse group of people in a classroom or office setting. They are all smiling and have their hands raised in the air, suggesting participation or excitement. The background is slightly blurred.

“Though you may feel more at ease working with people who share your background, don’t be fooled by your comfort. Hiring individuals who do not look, talk, or think like you can allow you to dodge the costly pitfalls of conformity, which discourages innovative thinking.”

-David Rock, Harvard Business Review



How can I hire a bootcamp grad?

- Partner with a bootcamp!
- Make your application/interview process more accessible to this kind of talent
- Host events and meet-ups
- Create apprenticeship programs
- Talk to me! Or DM me on Twitter!



Are there ways I can support this new pool of talent?



- SO MANY WAYS
- Create apprenticeships at your company
- Donate to programs/create scholarships
- Host whiteboarding sessions
- Speak at a bootcamp, or host a meet-up at your company
- Become a mentor!



@ChloeCondon

Thank you!

- @ChloeCondon on Twitter
- @GitForked on Instagram
- Find me on Medium
- Happy to chat after!
- Come to Sentry Scouts!

Find us on MeetUp!

