

Developing an Inclusive Engineering Team



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“The key to writing great software is a great engineering team...

“...but building those great teams is more than finding the “best” developers.

Inclusive teams



Inclusive teams

Safe space for people to learn
and grow, and equal
opportunities for everyone



Why do we need inclusivity?

A silly question right!



Why do we need inclusive teams?

- Representation for everyone
- Bring our whole self to work
- Unique people => unique insights
- Better decisions

“ A rising tide lifts all boats

- J.F. Kennedy

New England Council Chamber of Commerce

Developing inclusive teams

What should we do?



Developing inclusive teams

Starts with leaders

Developing inclusive teams: leaders

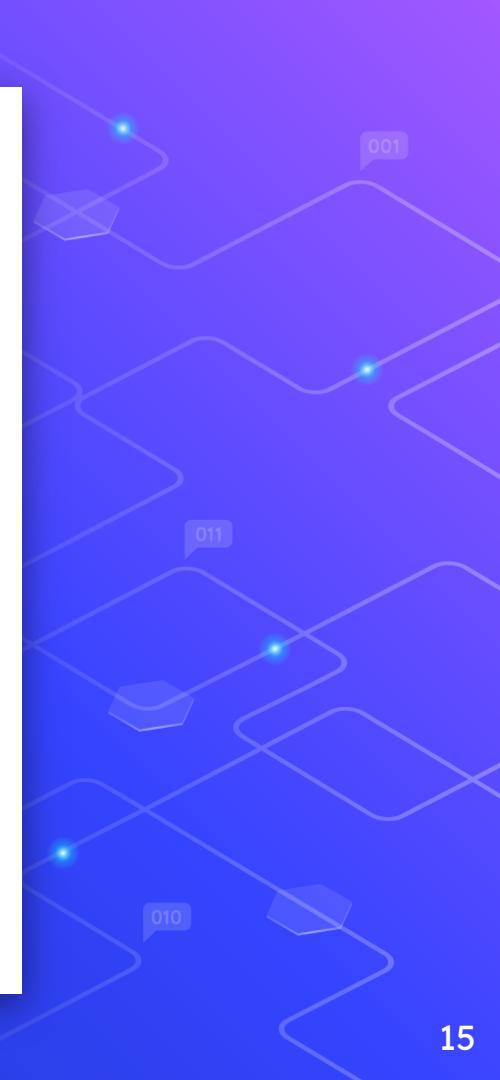
- Buy-in from the top
- Create a culture change
- Make inclusion habitual

Developing inclusive teams

Starts with hiring

Developing inclusive teams: hiring

- Look at your adverts
- Consider language
- Offer flexibility



As a Junior Software Engineer with the BBC account FE team, you will be responsible for developing software for the authorisation and authentication applications for the whole of the BBC. Our software opens the gateway to personalisation across the web, mobile applications, and voice interfaces.

We don't expect anyone to have experience of all of the below but this just gives an example of the technologies and practices we value:

- Enthusiasm for writing clean, well documented, and testable code
- Work closely with other team members to write software collaboratively
- The ability to question the way we work, and the tools and processes we use - we're always aiming to make our team the best it can be
- Good communication skills - a great candidate will be able to talk to other developers, to non-developers, and is happy to communicate with people remotely across multiple BBC sites
- Curious and embraces change - we're always learning new technologies and requirements often change, you'll enjoy this challenge
- Goal-oriented - you'll enjoy finishing the job by developing the final details
- You'll align with the BBC core values of trust, audiences, quality, creativity, and working together.

Are you the right candidate?

We don't need you to be an expert on any of these, but some use of them, along with an understanding of their underlying principles, would be great. Don't feel that you can't apply if you don't have all of the skills.

You'll work with, and be mentored by, a friendly development team, and the BBC will provide many opportunities for learning as you progress.

- Modern JavaScript (ES6) and Node.js
- JavaScript package managers such as NPM or Yarn
- JavaScript UI frameworks such as React
- Version control systems such as git
- Software testing practices and frameworks

Developing inclusive teams

Build a safe space

Developing inclusive teams: safe space

- Psychological safety
- Open and honest
- Share vulnerabilities
- Admit you don't know
- Blameless culture

Developing inclusive teams

Let people **feel heard**

Developing inclusive teams: feel heard

- Avoid the loudest voices
- Avoid only hearing the HiPPO
- Ask questions
- Consider async meetings

“ Be the last to speak

- Simon Sinek

<https://www.youtube.com/watch?v=3EPLItTf-QU>

Developing inclusive teams

Give feedback



Developing inclusive teams: feedback

- 1:1 meetings are key
- Active listening
- Act early
- Support your team

Developing inclusive teams

Be encouraging

Developing inclusive teams: encouraging

- Avoid isolation
- Regular feedback
- Share successes
- We're all human – we like praise!

Developing inclusive teams

Let them learn



Developing inclusive teams: learning

- Build a learning environment
- 10% time
- Learning sessions
- Knowledge sharing
- Pair programming

Developing inclusive teams

Share your network

Developing inclusive teams: networking

- Share your team
- Offer opportunities
- Find a coach / mentor
- Endorse / sponsor your team

Developing inclusive teams

Inspire with **humility**

Developing inclusive teams: humility

- Be humble
- Admit mistakes publicly
- Ask for help
- Model inclusive behaviours

Developing inclusive teams

What next?



Developing inclusive teams

No silver bullets

Developing inclusive teams

Just bite the bullet

Developing inclusive teams

Talk about inclusion

Thanks!

Any questions?

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