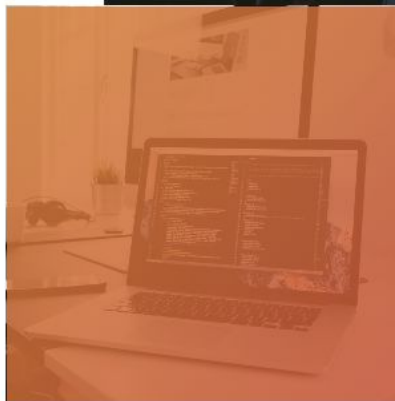# About

UNDERDOG DEVS

We are a group of software engineers helping aspiring developers who are either formerly incarcerated or from an economically disadvantaged background. We are creating opportunities in tech for people who might not otherwise get an opportunity.

underdog devs_

- Founded in September of 2020

- Currently over 400 members

- 100% volunteer operated since day 1

- We get folks hired!

What is Expected of Mentees

- Show up! You will get out of this what you put in to it

- Ask questions publicly, someone else will likely benefit from the conversation

- These mentors are here for you, utilize this precious resource

- Join community events to stay informed about what's going on in Underdog Devs

- If you have meetings scheduled with mentors make sure you keep to them or give enough of a warning if for some reason you can't. Time is valuable and they are generously making time for you

- Help others where you can, if someone has a question and you have an answer share it!

- Dedication and focus on your learning, if you do this you will get where you want to go!

Mentorship

What we're aiming for with mentoring is getting folks to where they're hirable as soon as possible. What does that mean?

- Does the mentee have a decent understanding of their chosen stack? For example, for an iOS developer, I'd want to know that a mentee can download JSON from an API, decode it into Swift objects, and display it to the user in a list.
- Can they pass an interview? This would cover behavioral questions, technical/theoretical questions, and technical coding problems. Once they can do that, we'd move them into developing a system of applying for jobs while continuing to practice the interview skills.

Types Of Mentorship

We have 3 primary types of mentorship in Underdog Devs, we hope you find one that's right for you

Slack Channel Engagement

Including but not limited to

- Maintaining active engagement in Slack is important here
- Answering mentees questions
- Offering advice and resources
- Holding AMAs
- Resume reviews

Types Of Mentorship

1:1 Paired Mentorship

- Pairings are based on factors like tech stack, location, level of experience (examples: just learning, already job search ready)

- Figure out what the mentee needs to get them hirable as soon as possible. Help them close those gaps

- Time commitment is meeting weekly or every other week for between 30 minutes to an hour (pairs will decide what works best between them)

- Building relationships

Types Of Mentorship

Project Underdog Pair Programming

- These mentors will have to apply to mentor for Project Underdog (see pinned post in channel #general-intros-and-announcements)

- There is a short training for this commitment

- Time commitment is 1 hour per week

- You will work with mentees on coding challenges of increasing difficulty helping the mentee build a solid mental model of their code and gain confidence in problem solving

Project Underdog

Project Underdog is our 3 month program for a select cohort of mentees selected through an application process that covers their monthly expenses allowing them to commit to full time studying with the goal of becoming hired at the end

- Mentees who are accepted into the program must dedicate 40 hours per week to full time studying
- Mentees are paired up with a team of mentors who each commit to 1 hour of pair programming per day

(see pinned post in channel #general-intros-and-announcements for more info on applying)

Events

We hold many community events which are announced in the

#community-events channel

- Monthly Town Halls
- Weekly Study Groups
- Mentor Hosted AMA's
- Group Projects
- Location Based Meetups

Onboarding

There will be an onboarding period to ensure all mentors and mentees understand what is expected of them when committing to giving or receiving mentorship

- All new members will be added to Slack as a guest
- You will be added to most of our public channels as well as the private onboarding channels
  - New mentees are added to private channel #new-mentees
  - New mentors are added to private channel #new-mentors
  - All new members are added to private channel #new-mentee-mentor-mixins

Onboarding

We ask that while onboarding you prioritize engaging in the #new-mentee-mentor-mixins channel so new mentors can focus on new mentees and vice versa although we do welcome and encourage engaging in all other Underdog Devs channels as well!

- This gives new mentors a specific group of mentees to engage with and give the new mentees a dedicated space to ask questions and receive mentorship
- Think of this channel as the Underdog Devs incubator

Onboarding

During the onboarding phase we will have a team of shepherds who can be recognized by the rainbow sheep next to their name 🐑 in the private channels who are there for:

- Offering helpful information and answer any questions about Underdog Devs that may come up
- Sending and collect feedback forms every Sunday
  - These **must** be filled out weekly while onboarding to help us make sure our process is effectively evolving as needed as well as gauge interest committing to becoming a permanent mentor or mentee
  - 2 consecutive weeks of missed forms will prompt removal from the community so please keep an eye out for those forms

Next Steps

- All new members will be added to the slack workspace
- Update your profile to include some helpful information:
  - Clear profile photo of yourself (helping match faces to names is important)
  - Preferred name you go by / pronouns
  - Location
  - Are you a mentee or mentor
  - Tech stack (web frontend, web backend, web fullstack, iOS, android, data science)
  - Employment / studying status ? (mentees)
- Please head over to #general-intros-and-announcements to introduce yourself to the community

Q&A

Now we will open the floor for any questions