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Q&A WITH SPEAKER **SPEAKER BIO**

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SLIDES

BLACK WOMEN SURVEYED SAY

THEIR MANAGER HAS MET ONE ON ONE WITH OTHERS ON THE TEAM, BUT NOT WITH THEM

ALMOST 0% REPORT THEY'VE NEVER HAD AN INFORMAL INTERACTION WITH A SENIOR LEADER.
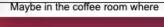
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Maybe in the coffee room where

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OUTSIDE OF WORK...

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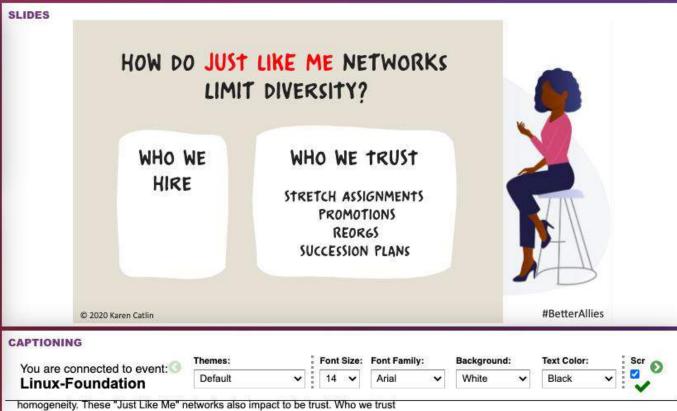|	Themes:	Font Size:	Font Family:	Background:	Text Color:	Scr
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workplace. Also what happens outside of work. Outside of work, there is social science research showing that men tend to hang out

Questions? Ask the Events team on the #1-helpdesk Slack channel

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SLIDES

4 WAYS ALLIES CAN DIVERSIFY THEIR NETWORK

GET TO KNOW COLLEAGUES WHO DON'T LOOK LIKE YOU

JOIN SLACK CHANNELS FOR UNDERREPRESENTED GROUPS (WITH PERMISSION)

ATTEND EVENTS FOR PEOPLE IN UNDERREPRESENTED GROUPS, TO LISTEN & LEARN

VOLUNTEER WITH NONPROFITS SERVING MARGINALIZED COMMUNITIES

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know colleagues who don't look like you. It sound so obvious, but the next time you're at a live event, go over and say hello to someone during a networking opportunity. Perhaps it is doing something more virtually, as well, but get to know them. Introduce yourself, start a conversation. I also recommend you join Slack channels are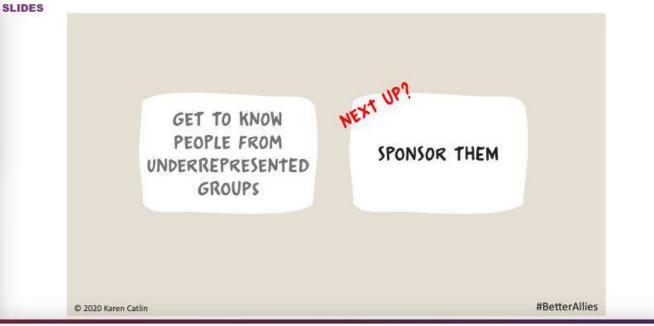 other under represented groups. Asked permission as you, is not a member of that demographic, can join so you can listen and learn about the conversation and get to know people. You can also attend events for people from different underrepresented groups. For example, I am a white woman, I have recently been to some "black in tech" events which have been incredibly insightful and powerful and I've gotten to know many people. I am straight, I could attend a Lesbians in Tech event coming to get to know folks and get 27 conversations they are having. These events are out there, they are easy to attend virtually, if you're not sure you'll be welcome, ask the organizers or check the website. They are often open to allies. Look to volunteer with nonprofits serving these marginalized communities. Nonprofits such as

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GET TO KNOW PEOPLE FROM UNDERREPRESENTED GROUPS

NEXT UP?

SPONSOR THEM

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SLIDES

5 THINGS ALLIES CAN DO TO SPONSOR COWORKERS FROM UNDERREPRESENTED GROUPS

RECOMMEND THEM FOR STRETCH ASSIGNMENTS AND SPEAKING OPPORTUNITIES

ENDORSE THEM PUBLICLY

SHARE THEIR CAREER GOALS WITH DECISION-MAKERS

INVITE THEM TO HIGH-PROFILE MEETINGS

SPEAK THEIR NAME WHEN THEY AREN'T AROUND

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Find out what they want to be doing, and then look for opportunities to connect the dots for them to these opportunities. Fourth, invite them to high-profile meetings. Now, you may be thinking, "oh, my gosh, I have so many meetings already. Who'd want to go to another meeting? Close could be these high-profile meetings can begin changes for people who are not normally invited. High-profile meetings such as a customer advisory meeting. Or some strategic planning meeting where you're playing the future. What could be virtual drinks with some newly hired VIP at your company, or in your organization. Look to invite people from these groups who don't have access, so they can start expanding their network with those people, but also have insight into the conversations that are happening in the room. If you feel like you need permission before you invite someone, go ahead and get the permission. That's fine. If you don't ask, it's not going to happen. Fifth, last but not least, I encourage you to speak their name when they are not around. What do I mean by this?
I was watching a TED Talk by Carla Harris, and

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LET'S USE A **BLACKLIST** TO DENY ACCESS TO OUR TRIAL PRODUCT
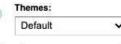
THE **MASTER/SLAVE** ARCHITECTURE OF OUR SERVERS

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I was watching a TED Talk by Carla Harris, and Carla Harris is a senior vice chairman at Morgan Stanley. She gave a TED Talk in 2018 where she talked about meritocracy, or the lack thereof, actually. She talked and debunked the myth that all you have to do to get ahead is to do good work, and that people will notice and you will advance. She debunked that myth and instead pointed out how powerful and how important it is to have someone in those calibration meetings, in those promotion meetings, someone who is speaking your name and who knows you well enough to talk about your accomplishments and your potential. So, this is a powerful way to sponsor someone, get to know them enough so you can speak their name and advocate for them in the meetings you are attending. All right, so, a quick note for my open-source friends out there. There is language that we use in tech that is not

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Q&A WITH SPEAKER   SPEAKER BIO

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SLIDES

BLOCKLIST
LET'S USE A ~~BLACKLIST~~ TO DENY ACCESS TO OUR TRIAL PRODUCT

PRIMARY/REPLICA
THE ~~MASTER/SLAVE~~ ARCHITECTURE OF OUR SERVERS

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