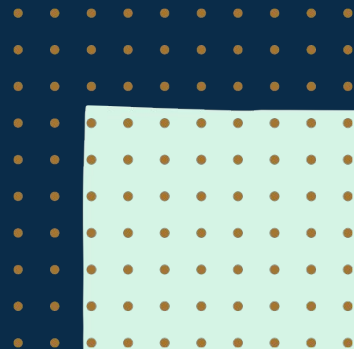


tandem

How to Grow Diverse and Sustainable Teams through Mentorship

Caleb Jackson



Agenda

Disclaimers

My experience

- roles/dynamics

- trust

- learning & experimentation

Key Takeaways

disclaimers

#PRIDE SUMMIT



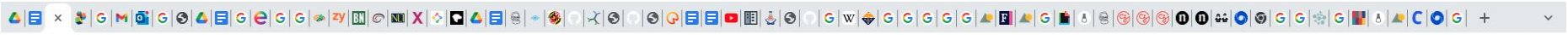
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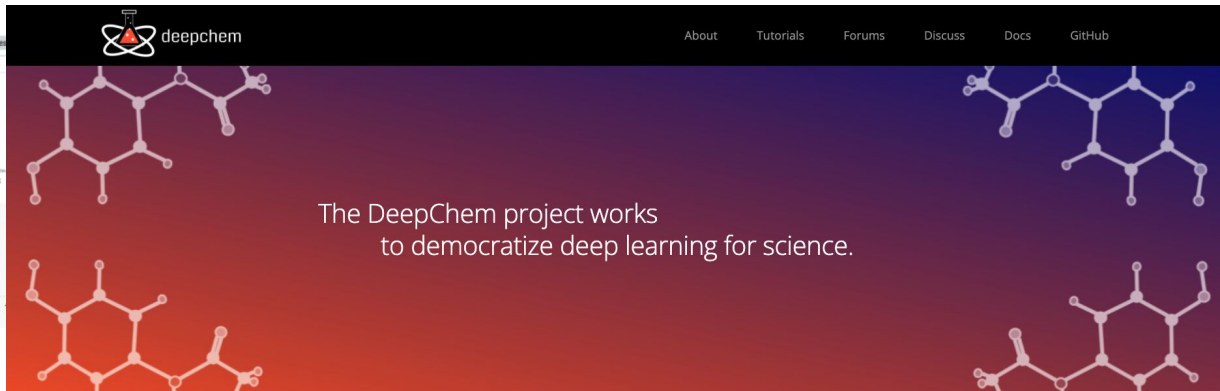
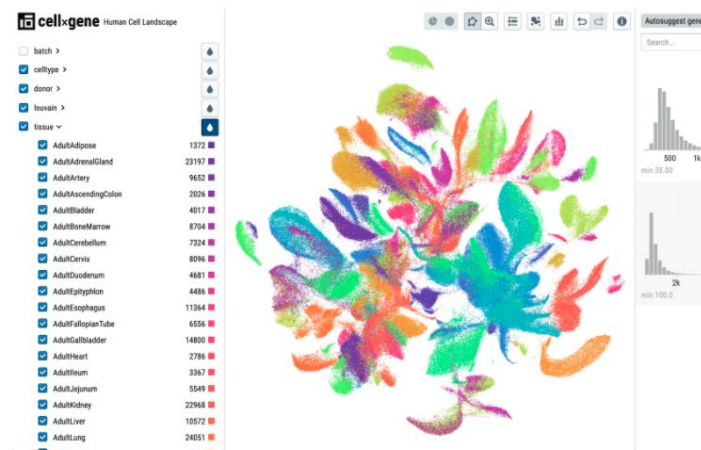
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Looking for our brain atlases, data, and other publicly available resources?

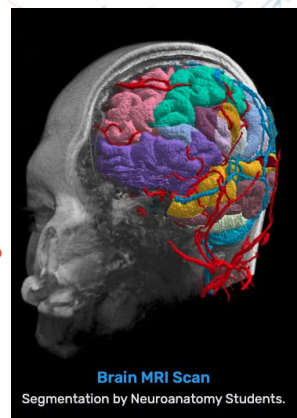
VISIT BRAIN-MAP.ORG :

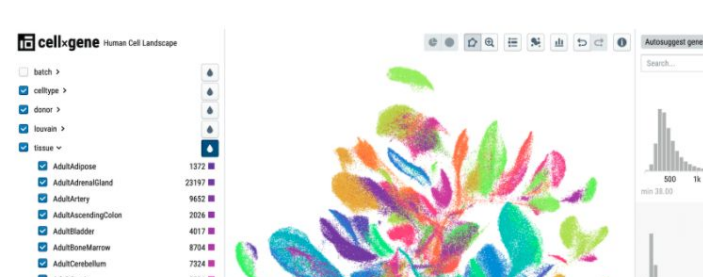
lab.js Overview

Builder Documentation Support Resources

Online research made easy

Lab.js is a free, open, online study builder for the behavioral and cognitive sciences. (it works great in the lab, too)



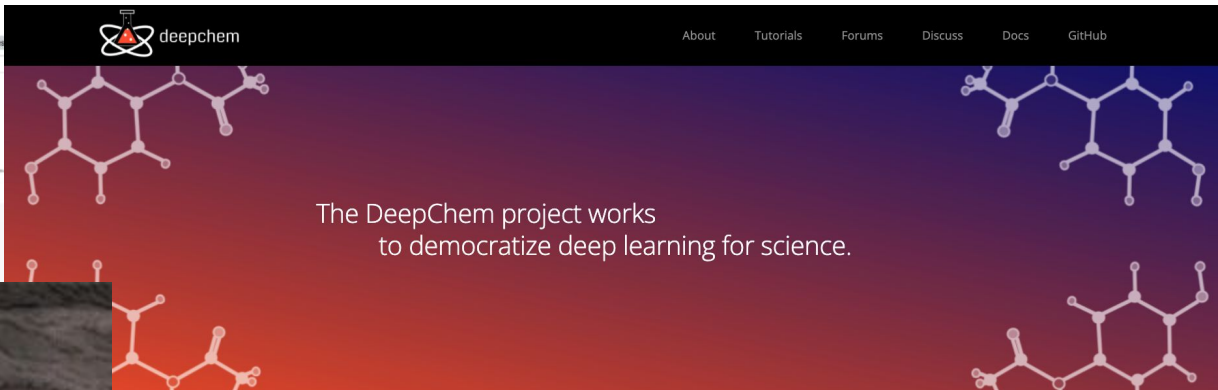


A visualization in cellxgene

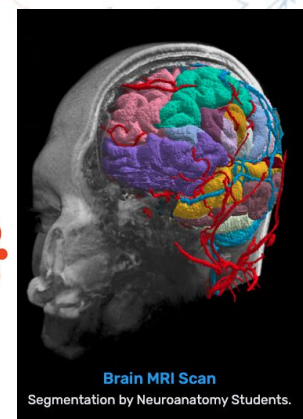
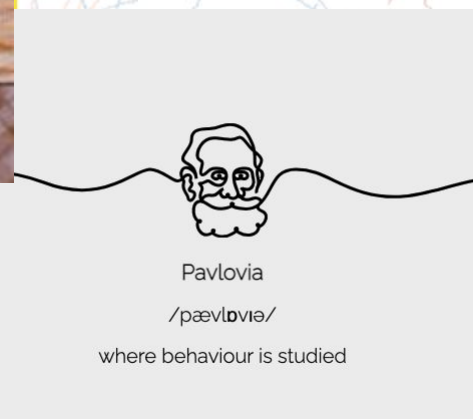
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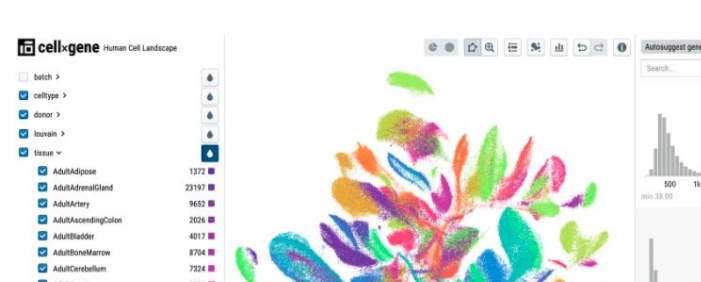
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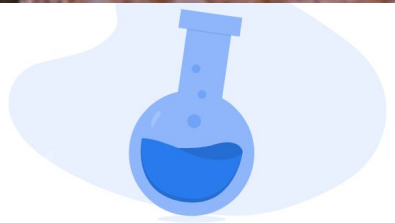
our brain atlases, data, and other available resources?



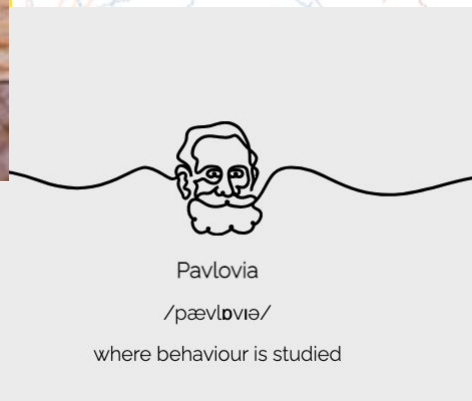


Online research made easy

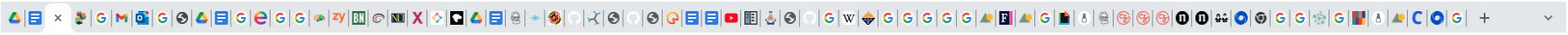
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our brain atlases, data, and available resources?



Brain MRI Scan
Segmentation by Neuroanatomy Students.









DIRECTION

Our Mentorship Dynamic

coworkers*

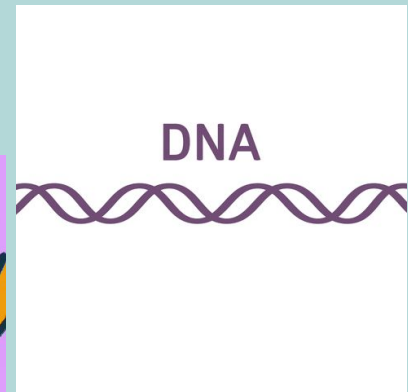
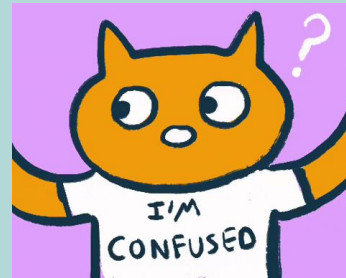
informal

remote

senior dev <> junior dev

weekly syncs (called “check-ins”)

*initially we were staffed on the same project together

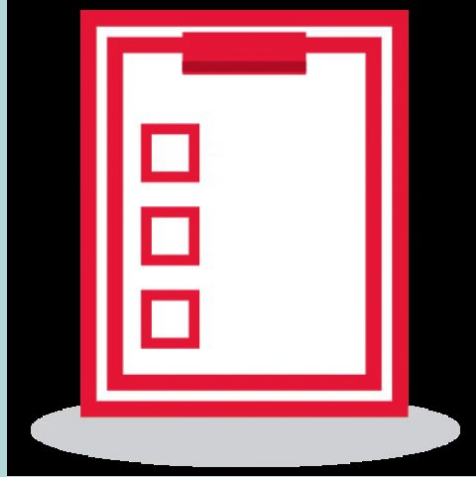


Weekly Check-ins

career goals

interests

tasks



How was trust built?



How was trust built?



How was trust built?



metaphor



How was trust built?

sharing early career stories

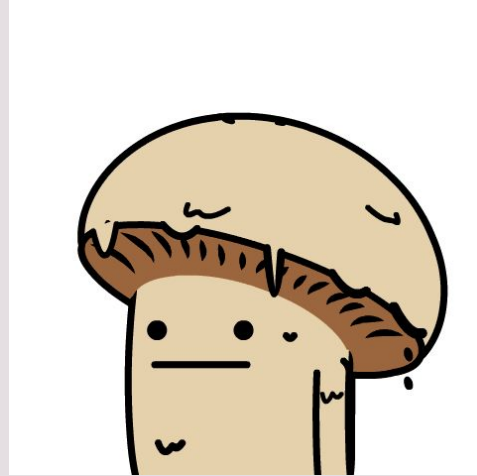
always open to questions

including slack messages



How was trust built?

Mentees - openly ask (or send) your questions!



How was trust built?

set expectations during the initial meeting



The Caleb Guide to Caleb



How do I most comfortably communicate with others? Am I cool with impromptu video calls?

Video call works for me. Slack is great as well. Impromptu calls are fine as long as I have a 15 min heads up. Also, I'm the type of person who needs a second to think before responding.

What qualities do I particularly value in the people I work with?

Enthusiasm, patience, thoughtfulness. I like when people pay attention to details. I also feel excited when people geek out about things super specific to their interests!

What makes me grumpy at work? How will the team know if I'm grumpy?

Not eating well. I notice that if I don't particularly love my meal it affects my mood. I'm willing to communicate this by saying I didn't eat well today. I also don't like when people are overly negative. I'm a person who believes in affirmations, so I tend to get quiet when a conversation becomes overly rant-y.

How do I like to receive feedback?

I like to receive feedback privately via Slack

How do I like to receive recognition?

I like to receive recognition privately or publicly

What is something I've learned about remote working that I can share with the team?

Getting out of the house everyday is a must for me. Daily walks, no matter how short, are really rejuvenating.

When are my most productive hours?

I think in the late mornings/early afternoons.

What are my goals for this project?

My goals for this project is to learn Angular and Ruby. Also, I hope to pick up some good coding practices from more senior developers on the team.

1-3 things you can count on from me

1. Curiosity
2. Consideration
3. I'm willing to try most things at least once

Ask me about...

books, brain teasers and ice breakers

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How was trust built?

Express curiosity & excitement!!

Communicate openly during check-ins

do those tasks sound doable?

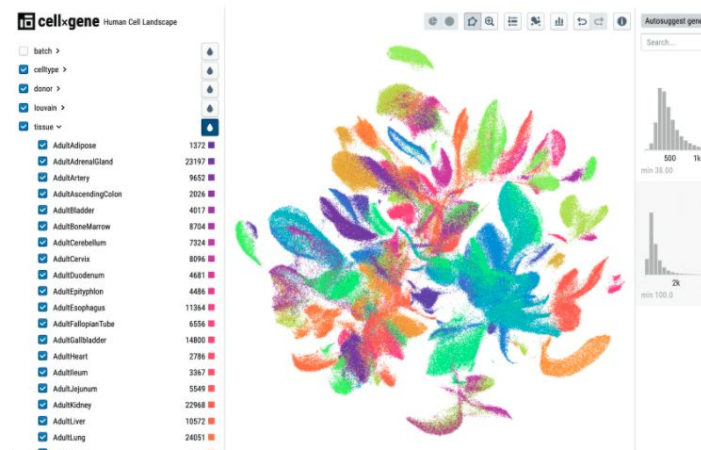
how does that sound?

Encourage trial & error

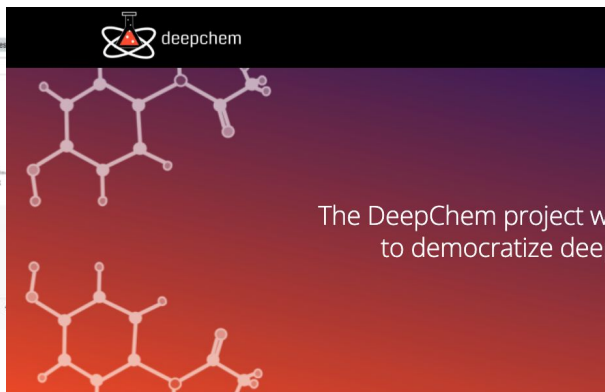


Learning & Experimentation





A visualization in cellxgene with coloring by tissue-type category across cells.



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jspsysh

Brain MRI Scan
Segmentation by Neuroanatomy Students.



DIRECTION



Share



Editing



Things you add to the document will
appear here.

Name: [International Neuroinformatics Coordinating Facility \(INCF\)](#)

GitHub Link: <https://github.com/INCF>

Short Summary: Open and Fair Neuroscience organization

Name: [syGlass](#)

GitHub Link:

Short Summary:

Explore brain images in VR

Name: [Labjs](#)

GitHub Link: <https://github.com/felixhenninger/lab.js>

Short Summary:

lab.js makes it easy to build, run and share studies that help understand the mind. It allows everyone to construct experiments and surveys within the browser; the graphical builder makes it easy to get started without writing code.

Name: [PsychoPy](#)

GitHub Link: <https://github.com/psychopy/psychopy>

Short Summary:

PsychoPy is a free cross-platform package allowing you to run a wide range of experiments in the behavioral sciences (neuroscience, psychology, psychophysics, linguistics...)

Name: [jsPsych](#)

GitHub Link: <https://github.com/jspsych/jsPsych>

Short Summary:

jsPsych is a JavaScript framework for creating behavioral experiments that run in a web browser.

Name: [Pavlovía](#)

GitHub Link: ??

Short Summary:

Pavlovía is a place for the wide community of researchers in the behavioral sciences to run, share, and explore experiments online.

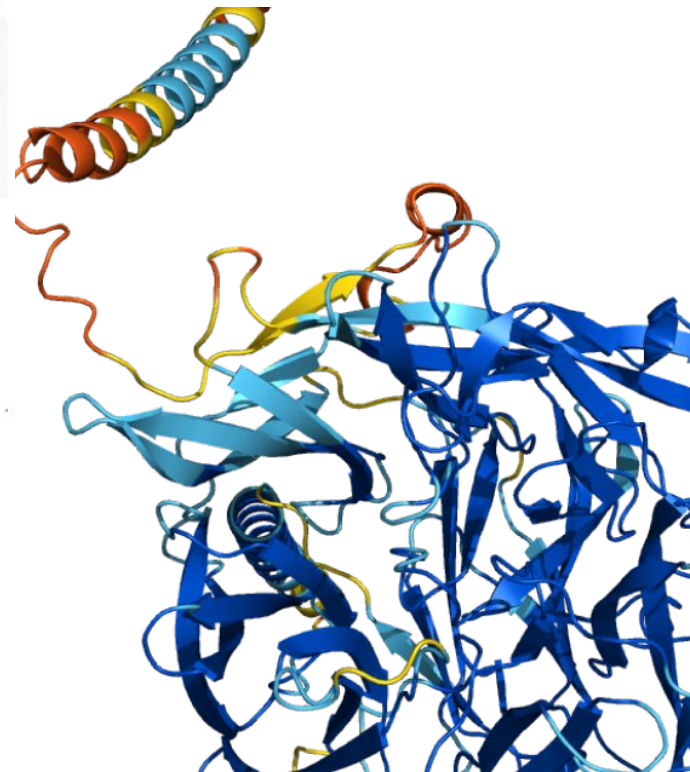
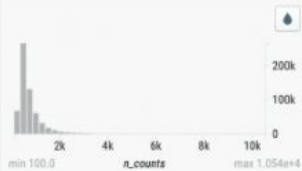
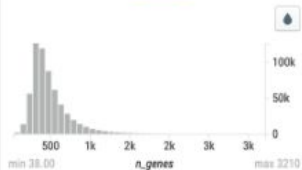


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☒ celltype >
☒ donor >
☒ louvain >
☒ tissue >
- | | |
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| <input checked="" type="checkbox"/> AdultAdrenalGland | 23197 |
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| <input checked="" type="checkbox"/> AdultEpithelion | 4486 |
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| <input checked="" type="checkbox"/> AdultGallbladder | 14800 |
| <input checked="" type="checkbox"/> AdultHeart | 2786 |
| <input checked="" type="checkbox"/> Adultileum | 3367 |
| <input checked="" type="checkbox"/> AdultJejunum | 5549 |
| <input checked="" type="checkbox"/> AdultKidney | 22968 |
| <input checked="" type="checkbox"/> AdultLiver | 10572 |
| <input checked="" type="checkbox"/> AdultLung | 24051 |



Autosuggest genes Bulk add genes

Search... Add gene



A visualization in cellxgene with coloring by tissue-type category across cells.

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GitHub Link: <https://github.com/jpspsych/jsPsych>

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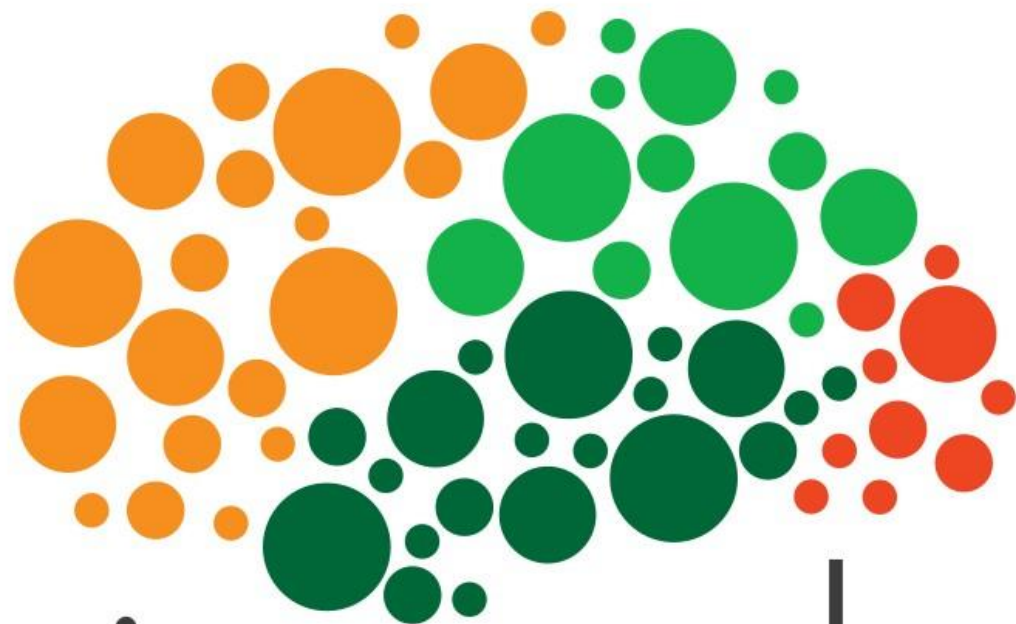
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[Builder](#) [Documentation](#) [Support](#) [Resources](#) 





jspsych

Learning & Experimentation



```
    }) done(function(response) {  
      for (var i = 0; i < response.length; i++) {  
        var layer = L.marker(  
          [response[i].latitude, response[i].longitude]  
          // , {icon: myIcon}  
        );  
        layer.addTo(group);  
        layer.bindPopup(  
          "<p>" + "Species: " + response[i].species + "<br>" +  
            "<p>" + "Description: " + response[i].description + "<br>" +  
            "<p>" + "Seen at: " + response[i].latitude + " " + response[i].longitude + "<br>" +  
            "<p>" + "On: " + response[i].sighted_at + "</p>"  
        );  
      }  
      $('select').change(function() {  
        species = this.value;  
      });  
    });  
  });  
  $.ajax({  
    url: queryURL,  
    method: 'GET'  
  }) done(function(response) {  
    for (var i = 0; i < response.length; i++) {  
      var layer = L.marker(  
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Learning & Experimentation



blue yellow red
purple black

blue yellow red
purple black

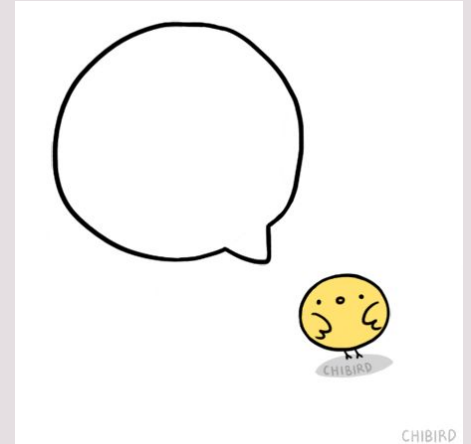
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      }  
    });  
  });  
});
```



Cognition.

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  "task": "response",
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  "correct": true
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  "task": "fixation",
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  "trial_index": 5,
  "time_elapsed": 111571,
  "internal_node_id": "0.0-3.0-0.1"
},
```

Learning & experimentation



Thank you!



Email - caleb.jackson@madeintandem.com

