Slide 1

Hi, and thank you very much for having us on the today’s agenda!  So today, Joanna and I would like to talk about something that we have been working on as the continuation of the OKR from last quarter. As some of you remember OKR1.1. was all about diversity and inclusion. As some of you may also remember, during the final readout Jeff mentioned something very important - that our Diversity & Inclusion should not just be a time-oriented project. And we all agreed with it. Every member of this OKR team, felt this way. Therefore, we have decided not to stop with our work.

In our mind diversity and inclusion, should be a part of our fundamental culture. We do, however, have some work, that needs to be done before it is our underlaying organisational value - the one that everyone truly believes in. All of this requires a change, and as we all know the first step to any change is building awareness. What Joanna and I are about to present to you today, is about building the awareness. This is what our OKR team - which we now also call our Diversity & Inclusion counsel now (it makes it more real), focused on over the last couple of months.

Slide 2

As you can see in the agenda, we have a few topics to cover during this session:

Just to give you a little bit of a heads up we will give you some additional context around the concept of this series, then we will have our one and only Stuart Clark share his story about how he is keeping his body and mind healthy and how it helps him in his day to day live!

Then we will have our great guest - Natalia Nowak, who is part of our Cisco health & wellbeing team and Natalia will tell you a little bit more about all the tools and tips that Cisco offers to support our well-being.

Then we will tell you a little bit more about our DevRel Healthy Body, Healthy Mind Challenge.

Following that we will have our live Q&A with Grace and Ryan

 - please bear in mind that we want to keep this session as interactive as possible, so if you have any questions - please send them in the chat! We will monitor them and either answer via chat or will bring them up during our Q&A’s!

Slide 3

For today’s agenda we highlighted a few points - our vision, a high-level overview of that this whole project is about. Then we would like to tell you OUR story, and how we have managed to add some shape to this series, then we will jump into the logistics and talk about series schedule - and finally talk about what is the most important for our today’s audience - benefits, KPIs and ours asks.

Slide 4

None

Slide 5

Joanna to present: Purpose & Objective, what is it and why is it needed

Kasia to pick up on how we are going to get this done

Now I will tell you a little bit more about HOW we are going to get this done. First - In order to build this series, we have combined two overarching concepts - Maslow’s hierarchy of needs and the metaphor of a software development - so it fully resonates with our amazing DevRel audience. Second - as part of our OKR work we have formed great relationships with ERO’s across Cisco - we have over 25 of such as groups across our organization, each of them taking care of different aspect of Diversity & Inclusion. For this series, we will invite 6 of them to speak at our events. Finally, as a bonus, we want to show our Developers Community, that we ‘practice what we preach’ and before we will tell them more about developers’ empathy, we first will start building it internally - this way making it more authentic.

So, now I would like to tell you how it all started.

After our OKR’s where finished, we felt like - there is more to it, and we had to discover what is it. As a part of post-OKR evaluation, we decided to run mini ‘design thinking workshop’ to figure out how does our team perceive Diversity & Inclusion. We asked ourselves 3 questions - What is D&I for me, how will this benefit our organization, and finally what can be challenges related to it. After we got all the answers and organised them we looked into to the patterns or themes that we could create based on them.

Slide 6

So this slide, is really representing the thought process behind the whole series. You will need to read it slightly differently, as the story line goes from right to the left, and from bottom to the top. And let me tell you know what it all means.

On the right-hand side, in those little bubbles, you can see the answers from our team - this is what in their opinion Diversity & Inclusion is, then once we move to the left - we can see how it connects with a Maslow’s hierarchy of needs, and finally on the left you can see how all of this will be represented in our DevRel Full Stack Wellness & Inclusion Series.

I will bring a one example here: Let’s look at the green bubbles on the right-hand side. During our design thinking workshop, when asked ‘What Diversity & Inclusion means to you’ one of the team members answered: Respecting differences and the other person said, ‘Making sure all voices are heard’. To me, all of this really relates to safety needs on the Maslow’s hierarchy - making sure, that regardless of who you are, where do you come from, what are your struggles you feel like your work environment is a place where you feel safe. This is where the idea for ‘**Designing a team where everyone feels safe’ session c**ame from. To perform, we need to make sure that our colleagues are in the very transport space, where they can truly represent who they are.

So - how do we want to achieve this? And what will other sessions within this series look like - well let me hand over to Joanna so she can share more details.

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Slide 8

None

Slide 9

None

Slide 10

There is a wide range of benefits that instantly come to my mind when talking about this series of events, but the first one, and the most important one really connects on the key focus area for DevNet - Developers empathy. Running this series will really help our team build empathy internally and as a next step, by showing that we are doing the homework ourselves - we will show how we want to support other our external community of developers.

2. 2nd the metaphor of software development will help the team to get into the mindset that truly connects with this series.

3. As pioneers of Diversity & Inclusion work that we have done as the organisation, it will really help us build visibility of the DevRel within the company and it will just confirm that we focus not only at improving our organization and community but also - we are fully aligned with asks from our top executives.

4. Collaboration across different BUs at ET&I - the beauty of this model is that it can really be applied to any organization and tailored to their needs. I have already had a chance to connect with one of the teams in ET&I who would be interested in adapting our work and getting a support from us on developing their D&I initiatives further.

5. Social Media marketing - post each event we want to deliver a blog post that will not only summarise what we are doing but will show we are really practice what we preach when talking about developers’ empathy.

6. Finally – our DevRel colleagues will see that we truly care about them, and their mental and physical health and we go just above the corporate numbers. It will help us create stronger and more transparent team – and what goes with it – better work and things that we can achieve together

Slide 11

None

Slide 12

None

Slide 13