

Diversifying Tech

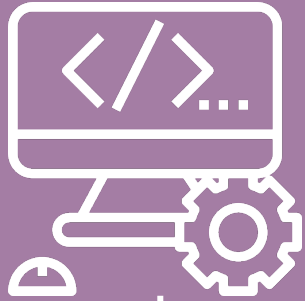
Pauline P. Narvas

Digital DevOps Grad (BT), Remote Developer (TUoS), Blogger

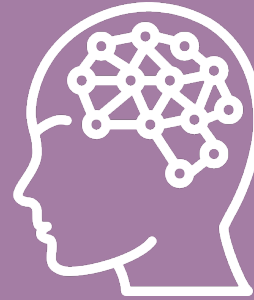
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Hobby



Degree



“The real world”



GCSEs



Community



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What do we mean by diversity? ^

It means understanding that each individual is unique, and recognizing our individual differences. These **can** be along the dimensions of race, ethnicity, gender, sexual orientation, socio-economic status, age, physical abilities, religious beliefs, political beliefs, or other ideologies.

Definition of Diversity

<https://gladstone.uoregon.edu/~asuomca/diversityinit/definition.html>





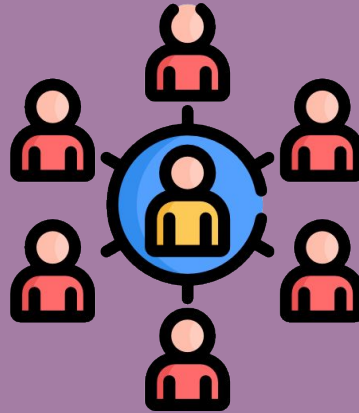
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**Better
understanding
of customers**



**Diverse in
talent, skills
and knowledge**



**Improve team
performance**



Retain talent



**Improve
employer
brand**



What can we do to improve diversity?



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Early Engagement



STEMettes x MONSTER (2017)



Grow From Your STEM (2018)



The Power of Communities



Code First: Girls



HackMed



HackSheffield



Major League Hacking



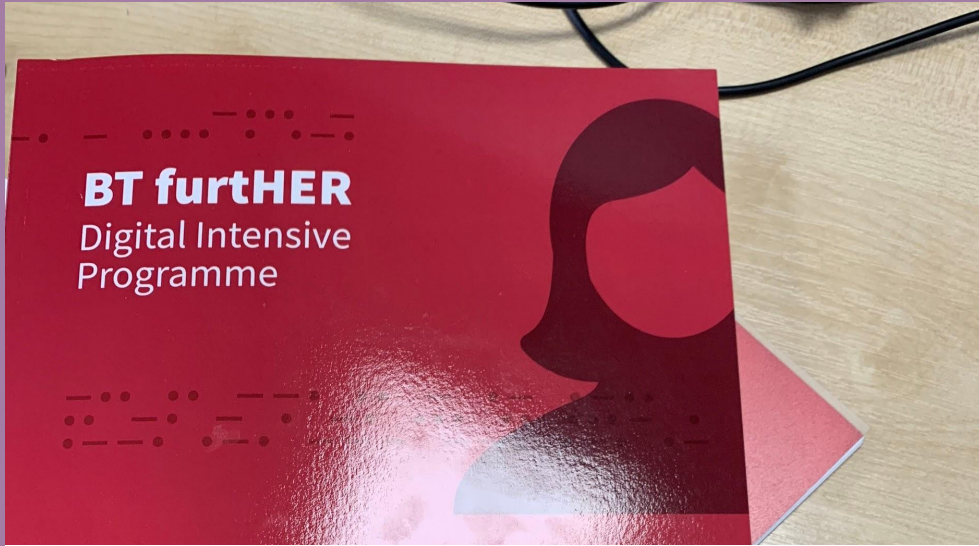
Local Hack Day



InspireWiT



In the workplace



Marc Allera @MarcAllera · Mar 8

On #IWD2019 ♀, a big thank you to Pauline and all my colleagues across our three brilliant brands who are working to make gender equality a reality – something in which we must all play our part.



Pauline P. Narvas @paulienuh

As part of @bt_uk's #IWD celebrations today, I organised an internal event with BT's Gender Equality Network & invited some local speakers who gave inspiring talks on how we can create #balanceforbetter, the buzzing ...

Show this thread



“At BT we know it's crucial that our people reflect the diversity of our customers from around the world.”

- ❖ People Networks - GEN, LGBT+, Muslim
- ❖ FurtHER Programme
- ❖ Tech Women Programme
- ❖ Step into STEM Programme



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**“Diversity is being invited to the party,
inclusion is being asked to dance, and
belonging is dancing like no one’s
watching.”**

LinkedIn Global Recruiting Trends 2018



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Thank you!

Pauline P. Narvas



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