Building a diverse & inclusive team from the ground up

Liem Pham

in phliem

@ducliemp

New Year's celebration

Welcome to my world!

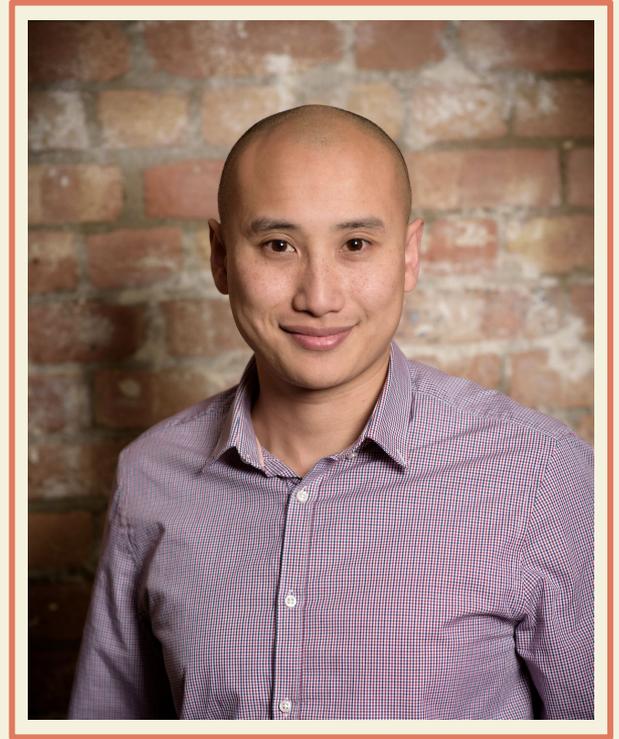**This is how I feel as a minority in the tech industry**

How can you expect me to perform at my best if I can't focus?

Liem Pham (He/Him)

- **Born and raised in France**
- **Worked in a lot of startups**
- **Based in London**

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Frontend at Accurx

- **Improving communication in healthcare**
- **Joined as 1st frontend in 2020**
- **Goal: Establish frontend discipline**

Company diversity target

Focusing on hiring x% identifying as woman, non binary, LGBTQ+, different age groups, ethnic background...

What impact I wanted to have?

Build an inclusive team where everyone is treated fairly, respectfully, and given access to opportunities despite differences.

Our three steps for an inclusive team

Inclusive mindset

Trusting community

Access to opportunities

Step 1
Developing an inclusive mindset

Avoiding unconscious bias

- **Coding challenge**
  - **Redacting names**

- **Technical interview**
  - **Not looking at CV**

How is it to work together?

Candidates bring some code and will explain it to a junior

Step 2

Creating a trusting community

How do we to build trust?

- **Frontend learning day**
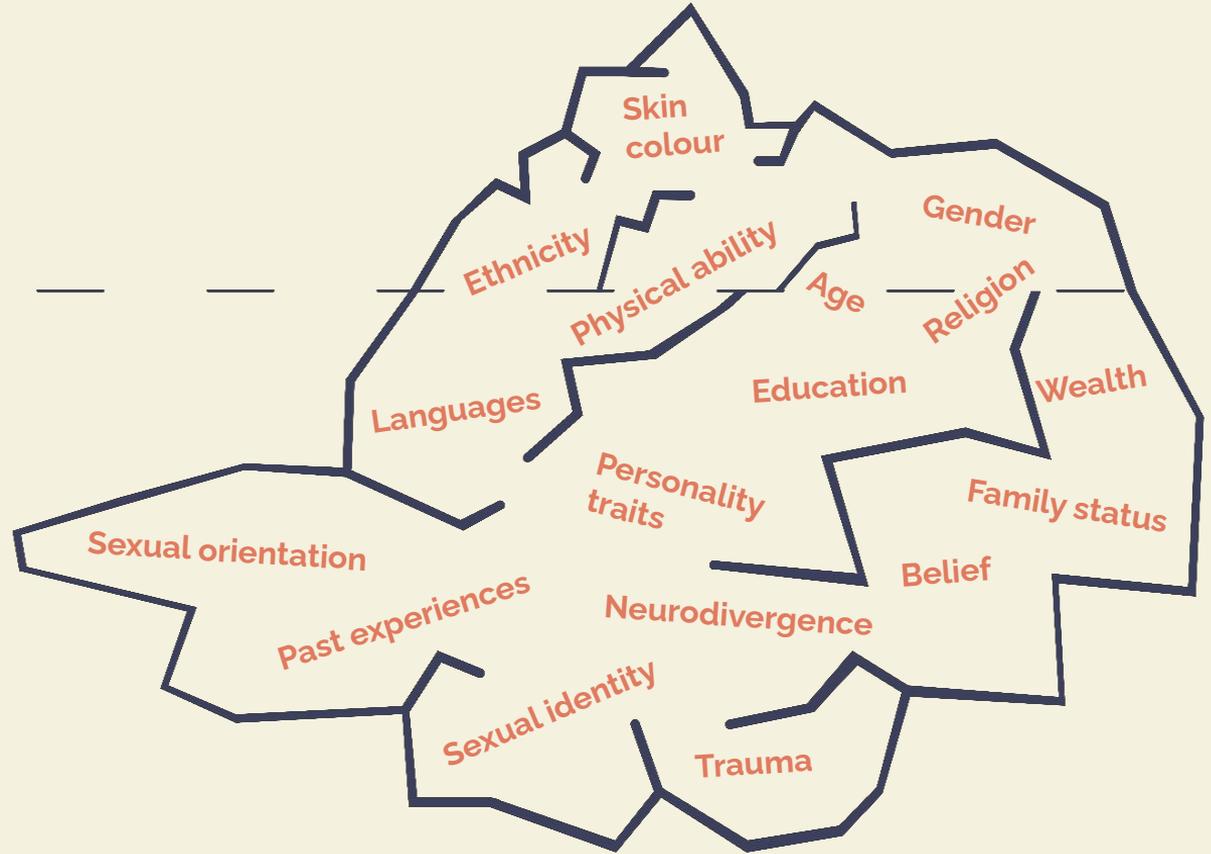
- **Random pairing**

- **Inclusive socials**

How you might see me?

- **Staff engineer**
- **Male**
- **Asian**
- **Non-native English speaker**

Visible

Invisible

Skin colour

Gender

Ethnicity

Physical ability

Age

Religion

Wealth

Languages

Education

Personality traits

Family status

Sexual orientation

Belief

Past experiences

Neurodivergence
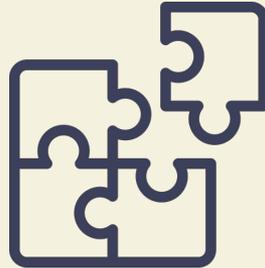
Sexual identity

Trauma

What defines me?

- **Intersection of many identities**

- **Dyslexic**

- **Introvert**

- **Pastries make me happy**

A team is like a puzzle

Understand each individual's strengths and uniqueness to shape the team

Step 3

Giving access to opportunities

Giving everyone the same chances

Some feedback:

- **Not reaching the "expectation" for their level**
- **Not leading any big team decision**
- **Not driving discussions in meetings**

Breaking hierarchy in decision making

- **Getting the whole picture**

- **Empower everyone to lead**

So there it is! The three steps...

- **Bringing an inclusive mindset**

- **Creating a trusting community**

- **Access to opportunities**

Accurx's frontend team today!

How do you define diversity and inclusion's success?

...and most importantly

Did I ever go back to Barre?!

Thank you !

Liem Pham

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