

# **My Name is Not Diversity**

**Or How to Mentor Outside Your Comfort Zone**

**Letta Raven - Devsigner 2016**

**@lunaraven13**

# Diversity:

di·ver·si·ty

də'vərsədə, dī'vərsədə/

*Noun*

the quality or state of having many different forms, types, ideas, etc.

: the state of having people who are different races or who have different cultures in a group or organization

## ***Examples of Diversity in a sentence:***

The island has more *diversity* in plant life than other islands nearby.

# Mentor

men·tor

'men,tôr,'men,tər/

*verb*

gerund or present participle: **mentoring**

- advise or train (someone, especially a younger colleague).
- a trusted counselor or guide
- tutor, coach

# Potential barriers to mentoring:

- Discomfort for the mentee
- Fuzzy self-image for the mentor
- Privilege concerns



**Sassasain** @lunaraven13 · 6h

What might stop you from mentoring someone from a different background? @me, because I'd like to know. Let's talk about it.



**Josh Riggs**

@joshriggs



Following

@lunaraven13 Maybe fear that they wouldn't like me, or be comfortable around me.

LIKES

2



2:36 PM - 29 Jul 2016



Reply to @joshriggs



**Sassasain** @lunaraven13 · 6h

@joshriggs a very valid fear, on a lot of levels.



**Josh Riggs** @joshriggs · 6h

@lunaraven13 But then, again, I feel like that with everyone. #introvert



@lunaraven13



Sassasain @lunaraven13 · 6h

Would you mentor a #POCintech? If yes, why? If not, really, why?



Annoying Guy

@Heronymus



Following

@lunaraven13 I'd be concerned about man/whitesplaining, but I'd be flattered to be asked, and I'd always be willing to help if I could.

LIKE

1



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Reply to @Heronymus



Sassasain @lunaraven13 · 6h

@Heronymus okay, totally fair. Good self awareness on that 😊



@lunaraven13



Image  
Courtesy  
WOC In  
Tech Chat



**Sassasain** @lunaraven13 · 6h

Would you mentor a #POCintech? If yes, why? If not, really, why?



**brian wisti**

@brianwisti



Following

@lunaraven13 yes because it's fun & I'd love to break up tech culture homogeneity - though interesting to see what a generalist can teach



LIKE

1



2:33 PM - 29 Jul 2016



Reply to @brianwisti



**Sassasain** @lunaraven13 · 6h

@brianwisti Olive you, @brianwisti!



@lunaraven13



# What mentoring can be

*Enriching*

*Growth for both mentor and mentee*

*Increase self-confidence*

*Create new networking opportunities*

*Friendship*

*Personal growth*

# Keys to being a good mentor

Open to sharing experience

Being an active ally

Creating opportunity

Understanding

Support

**Thank you**

**Letta Raven  
Devsigner  
2016**