“Ezekiel 25:17...the path of the righteous man is beset on all sides by the iniquities of the selfish and the tyranny of evil men. Blessed is he who, in the name of charity and good will, shepherds the weak through the valley of darkness, for he is truly his brother's keeper and the finder of lost children. And I will strike down upon thee with great vengeance and furious anger those who attempt to poison and destroy my brothers. And you will know my name is the Lord when I lay my vengeance upon thee.”

— Jules Winnfield, *Pulp Fiction*
Qualifications

- **Current:** VP of Engineering @ NodeSource
- **Previously:** Director of Engineering @ Adobe
- 20 years in the tech industry
- 15 years leading software teams
- Black all my life
“There’s always going to kind of be an overreaction, one way or the other, regarding your presence…be it good or bad.”

https://www.youtube.com/watch?v=8q1XU07Bl00
“I didn’t sell out... I bought in.”
“You need to work on your personal brand.”
- Too many people to mention
“You are so articulate.”

- Well-meaning individual
“I don’t see you in that role.”

- Manager denying advancement with insufficient explanation
Hire great talent "The Voice" way.

Employers host **blind auditions** on GapJumpers to hire diverse talent.

- Request a demo »
- How this works
Companies with a strong commitment to diversity on average outperformed their peers with higher profit margins and greater returns on equity and assets (2008)
Companies with greater racial and gender diversity performed better in terms of sales, revenue, # of customers and market share (2009)
How Diversity Makes Us Smarter

• Diversity enhances **creativity**

• Simply being **exposed** to diversity can change the way you think

• Diversity is **needed** in order to build teams and organizations capable of **innovating**
Informational Diversity: when people are brought together to solve problems in groups they bring different information, opinions & perspectives.
Thank you.

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