

RIPE



Diversity at RIPE

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What we were doing before

Discussions with
RIPE PC and
WG collective

We needed
expert
help



Gender metric
presentation at RIPE 73

Code of
Conduct

Benefits of diversity

- Diverse groups are produce more fair and better results
- In the RIPE context
 - Better ideas
 - More contributions
 - Better final policies

Full-Day Diversity Workshop

- RIPE NCC supported the effort
- Fiona Kragenbürger
 - Open Knowledge Foundation
 - Tu Berlin
- Katharine Jarmul
 - Data Consultant
 - Pythonista (Pyladies)



The Team



Mini Survey

- Results of survey conducted prior to workshop
 - RIPE does better than others, but there is still a lot of potential
 - Community acknowledges the issue, but more work is needed
 - Communication more that we are an open and welcoming community

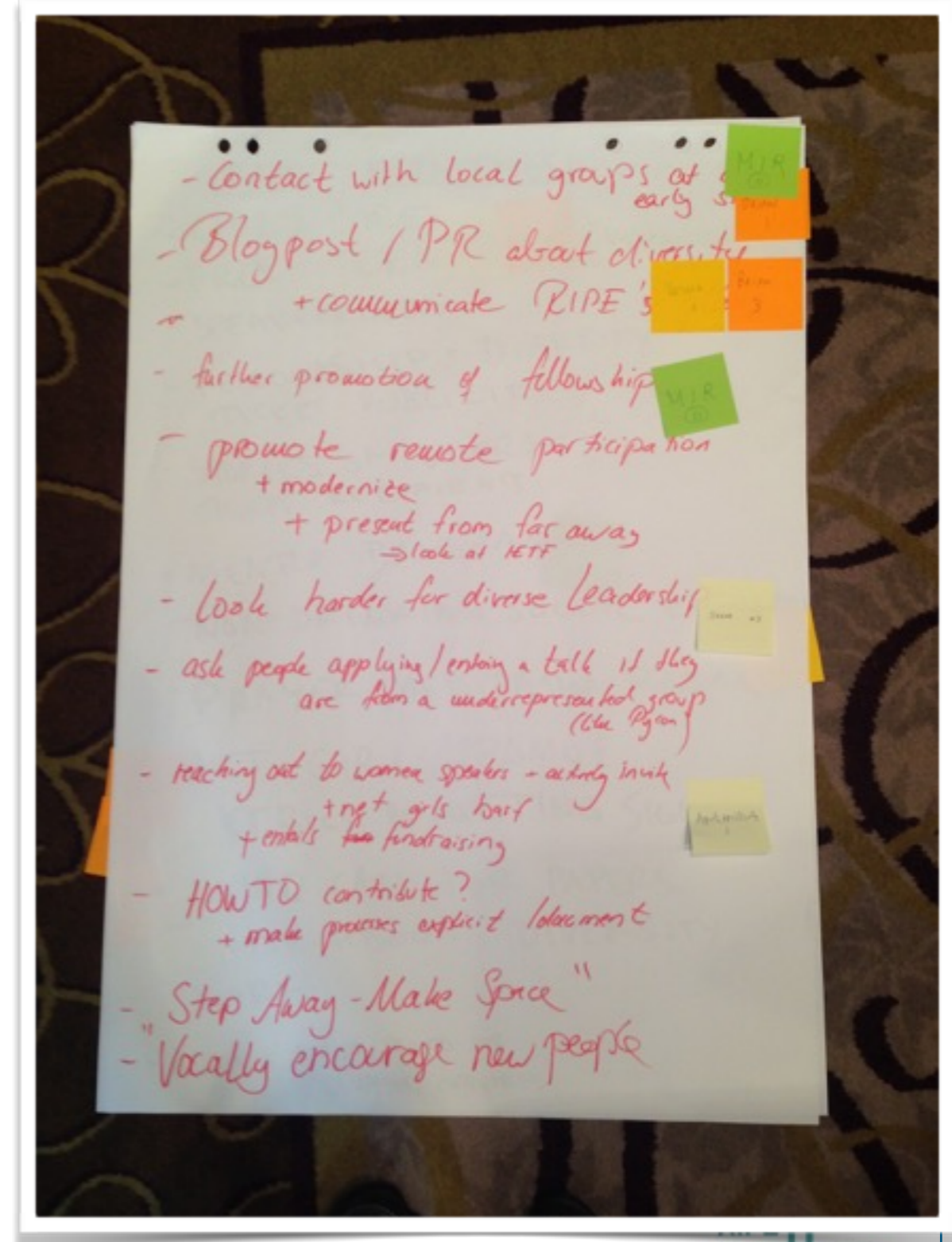
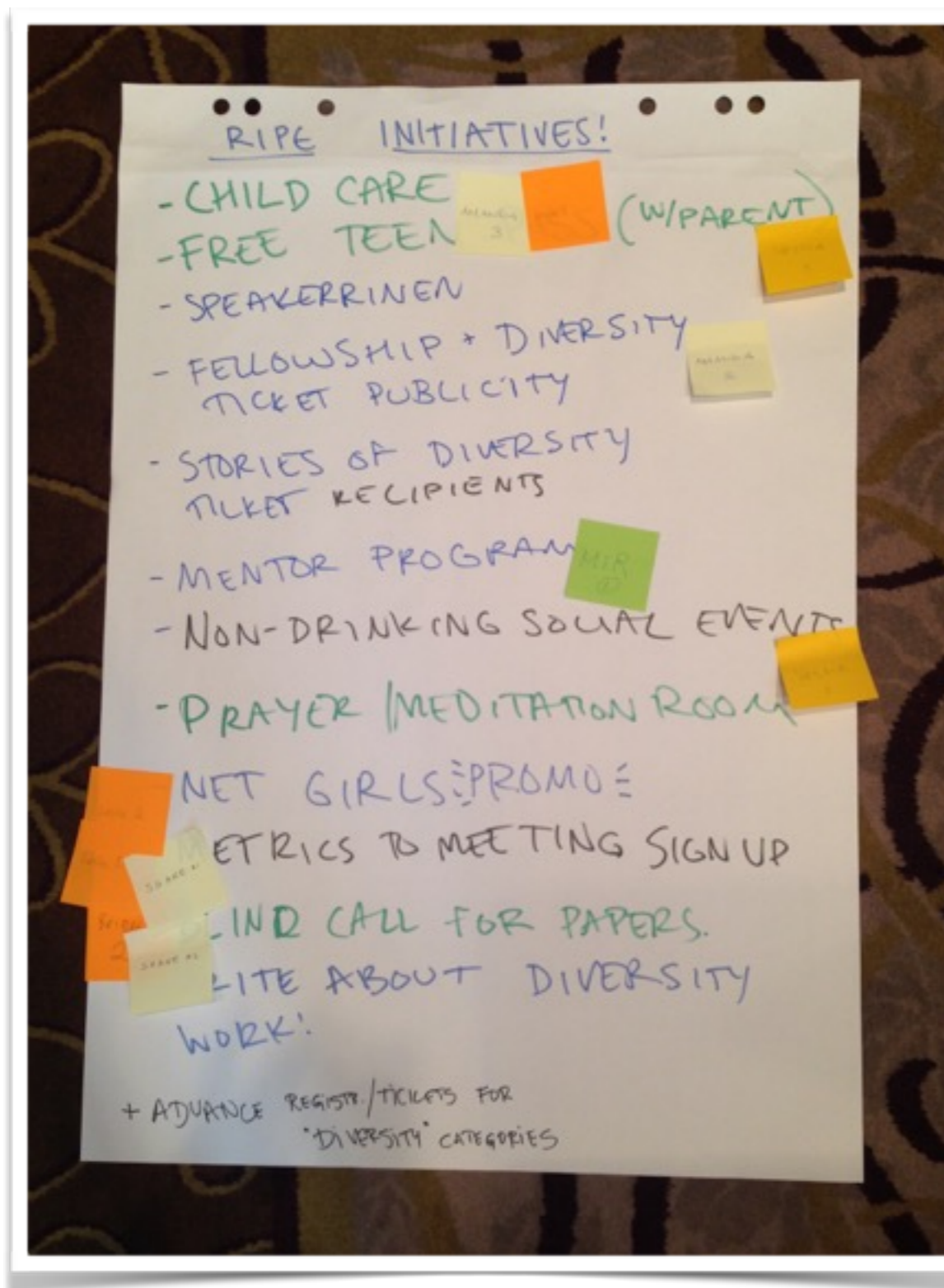
What we Learned

- Lots of useful background information about
 - stereotypes, “leaky pipe”, diversity, inclusion etc.
- Lots of useful case studies
 - Success stories we can learn from
- Great brainstorming session
 - Created long list of possible initiatives RIPE can do

Show that we care!



Our to-do list



What can we do?

2. How to get more women in tech?

1. Be explicit and inviting
2. Role Models
3. Talk about this issue
4. Create spaces for women
5. More women in tech → more women in tech!

Communication is key

- Make it clear on the website that we are an open community
- Prepare communications to send to local groups
- Continue to evaluate and reiterate the Code of Conduct

Initiatives - Metrics



Initiatives - Engage early

- Benefits
 - Bring in locals that may not be aware of RIPE
- Actions
 - Identify and reach out to local communities (universities, NOG, IXP, ..) as soon as venue is chosen
 - Appoint contact person in PC and/or WG Chairs
- Goals
 - Increase diversity
 - Increase local participation

Initiatives - Family friendly



Initiatives - Remote participation

- Benefits
 - Allows more people to attend
- Actions
 - Modernise and promote remote participation, both for attendance and presentations

Other Initiatives (1)

- Advertise (formalise?) net-grrls more
- Expand and promote RIPE Fellowship
- Expand mentoring programme
- Make PC submission system more inviting
- Actively find women speakers
- Diversity tickets

Other Initiatives (2)

- Meditation/Prayer room
- Look harder for diverse leadership
- School outreach project
 - Support the RIPE NCC's initiative

Next steps

- Feedback from the wider RIPE community
- Create Task Force
 - charter, milestones, timeline
- Find for volunteers
- Implement initiatives

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Questions?

