## 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

- 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

RIPE INITIATIVES! - CHILD CARE (W/PARENT -FREE TEEN - SPEAKERRINEN - FELLOWSHIP + DIVERSITY MOLET PUBLICITY - STORIES OF DIVERSITY MULLET RECIPIENTS - MENTOR PROGRAM - NON-DRINKING SOURL EVENT - PRAYER MEDITATION ROOM NET GIRLSEPROMOS ETRICS TO MEETING SIGN UP IND CALL FOR PAPERS. LITE ABOUT DIVERSITY WORK ! + ADUANCE REGISTE / TICKETS FOR "DIVERSITY CATEGORIES

- Contact with local groups at - Blogpost / PR about diversity + countricate RIPE's - further promotion of follows hip promote remote participation + modernize + present from far away - Look harder for diverse leadership - ask people applying/entoing a talk 11 they are from a underrepresented group (the Pyron) - reaching out to women speakers - acting invite + entails the fundraising HOW TO contribute ? + make processes explicit lolacement - " Step Away - Make Sprce" - Vocally encarage new people

### What can we do?

# 2. How to get more women in tech?

Be explicit and inviting
Role Models
Talk about this issue
Create spaces for women
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





- 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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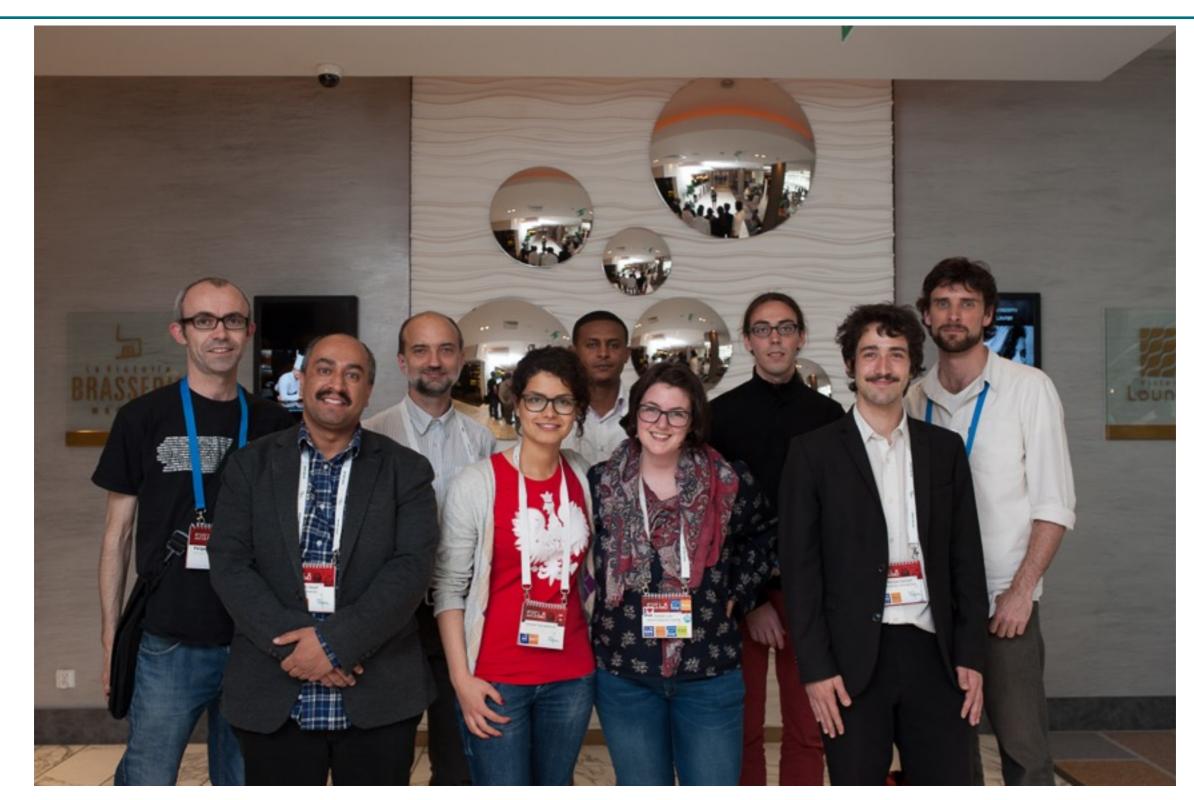














## Questions?

