

The Most Relevant, Least Technical RIPE Meeting Presentation Ever?



**There are no acronyms in
this presentation**

...you're welcome Mary :)

RIPE Meetings are Growing



1 in 3 people at RIPE 77 are first-time attendees

Out of Nearly 800 People at RIPE 77...



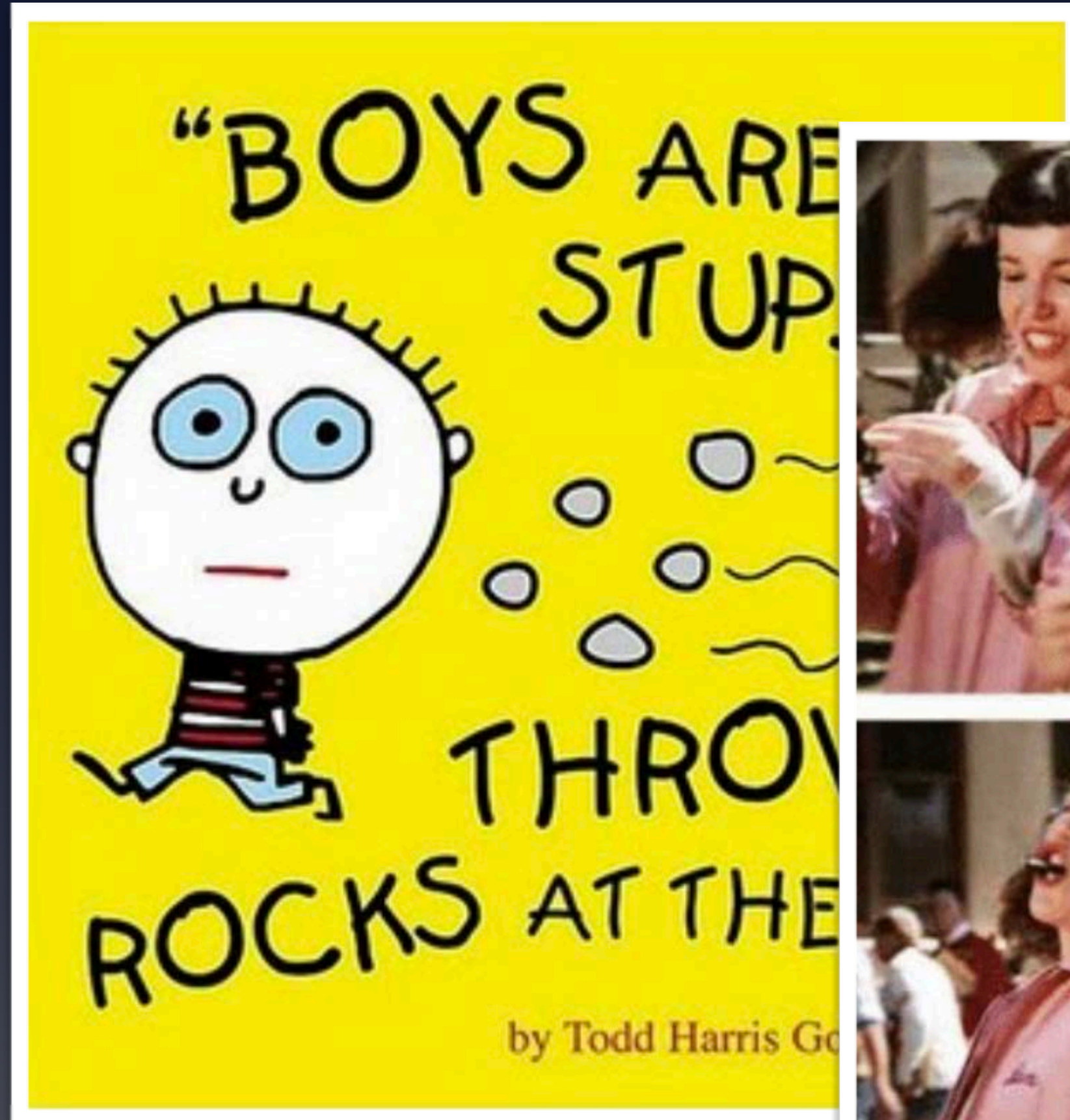
**There are more Alexanders,
C(h)ristians, Daniels, Johns,
Marcos, Martins, Pauls, Peters,
Robs and Thomas'
than there are women***

*Female attendees range from 10-16%...taking the median of 13%



Overheard in the foyer on Tuesday...

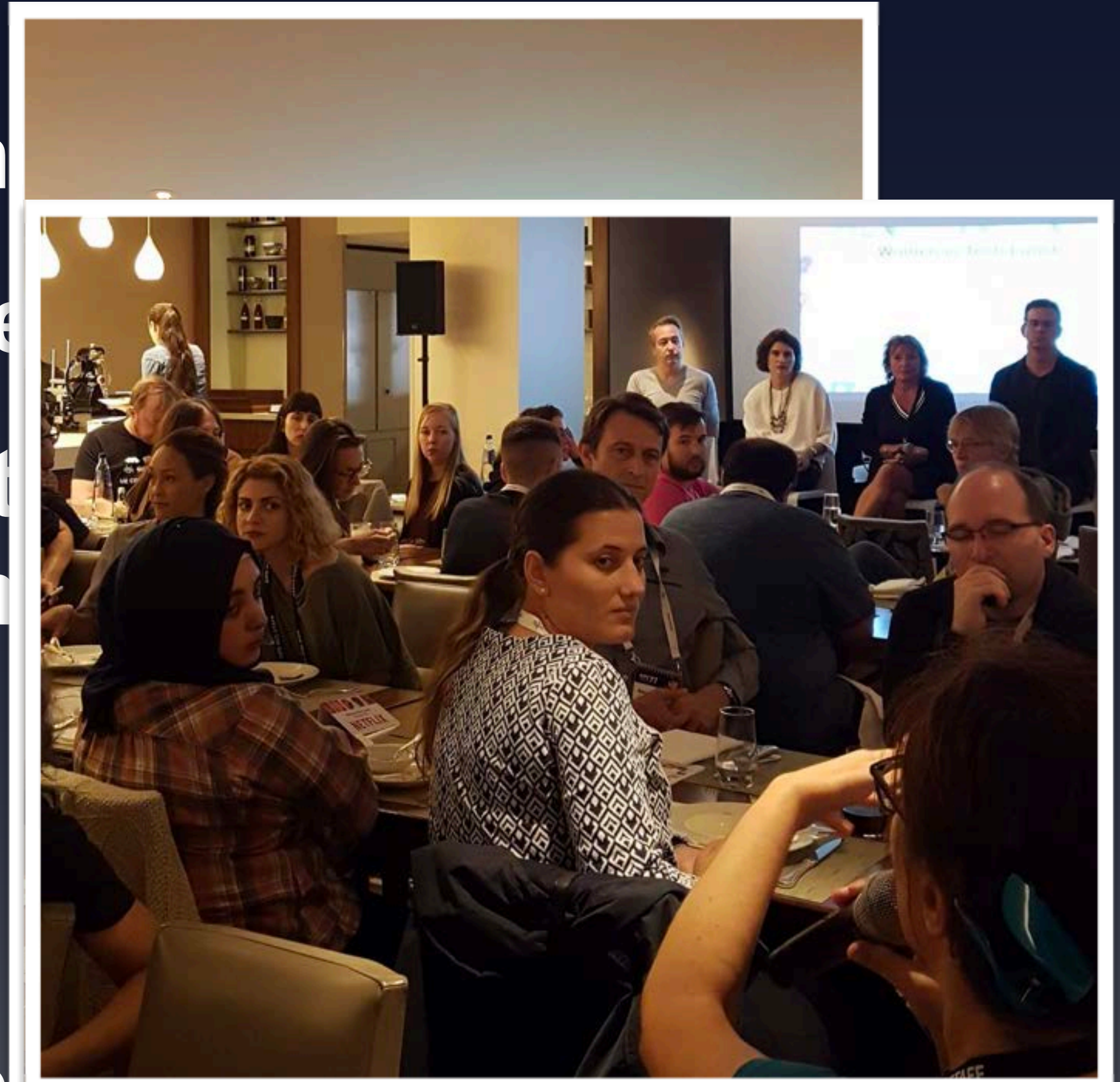
What the Women in Tech Lunch Isn't



What the Women in Tech Lunch Is



- An open, inclusive event - everyone
- A huge success, packed every meeting
- A place to have productive, honest conversations about how we can make RIPE Meetings more inclusive
- At RIPE 77 we had an expert panel
 - Quotas - Harmful or Helpful?
 - Male allies - Why we need them, how to get them



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What is a “Male Ally”?

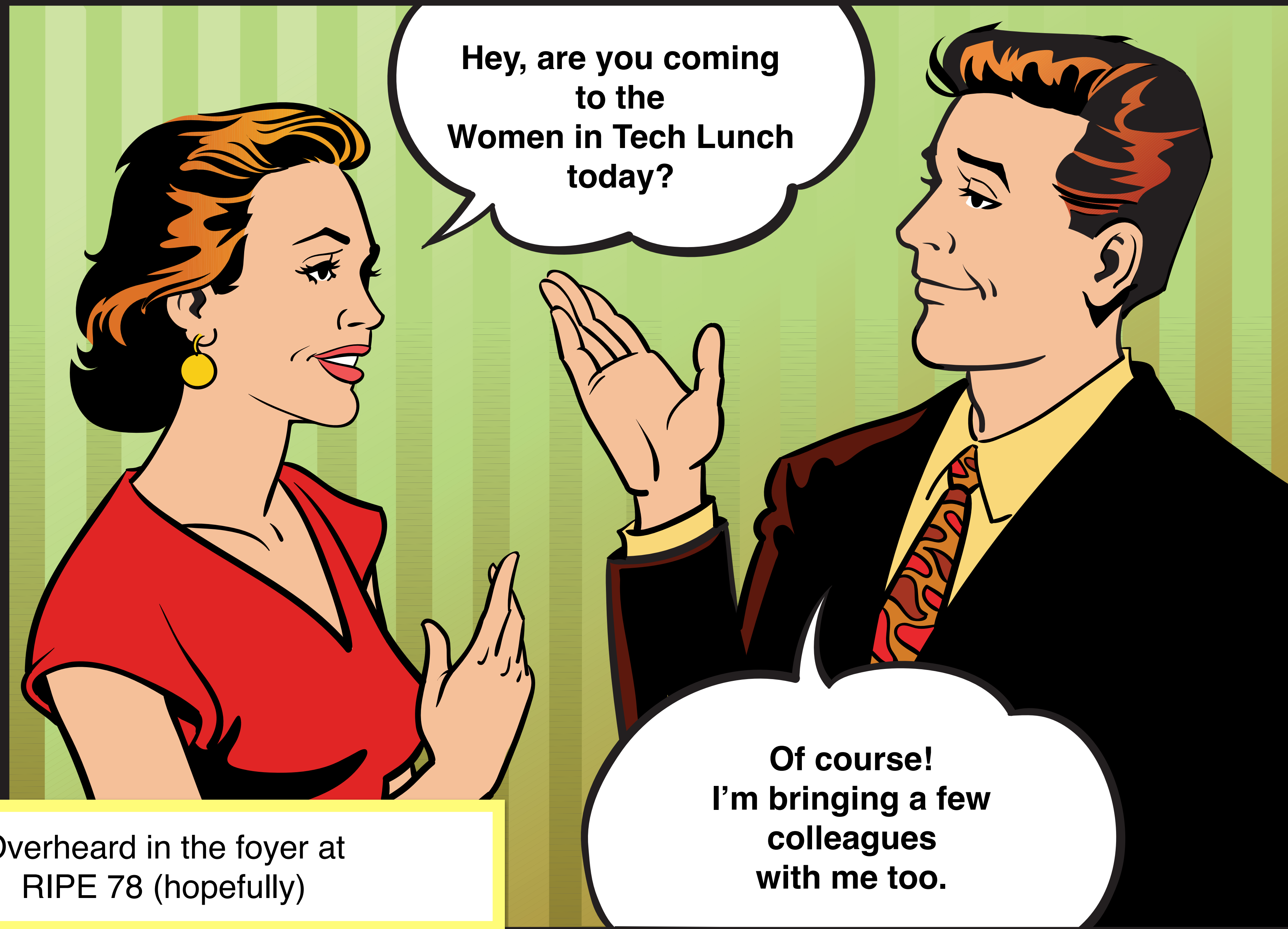


“Members of an advantaged group committed to building relationships with women, expressing as little sexism in their own behaviour as possible, understanding the privilege conferred by their gender, and demonstrating active efforts to address gender inequities at work and in society”

Male Allies

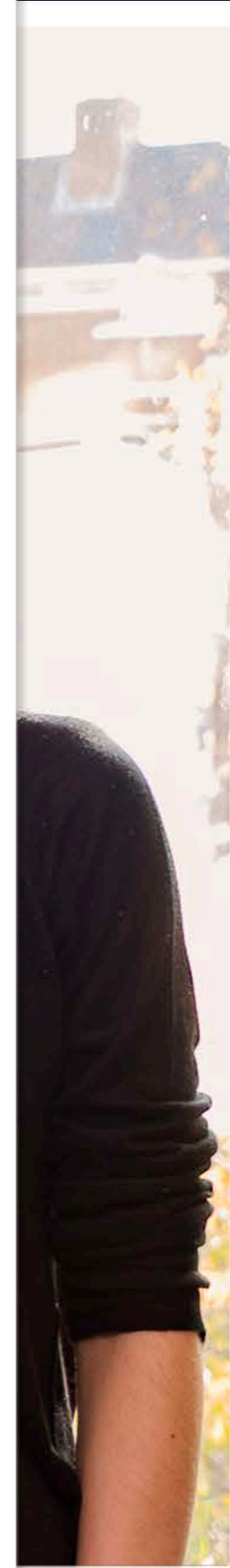


- **Indifferent > aware > active > advocate**
- **Advocates routinely and proactively champion gender inclusion**
- **It's something that every man in this room can do to make their workplaces and these meetings more inclusive**
- **A good place to start would be to have conversations with women around you about their experiences**
- **...and come to the Women in Tech Lunch at RIPE 78**



Overheard in the foyer at
RIPE 78 (hopefully)

Embracing the Next Generation



service region

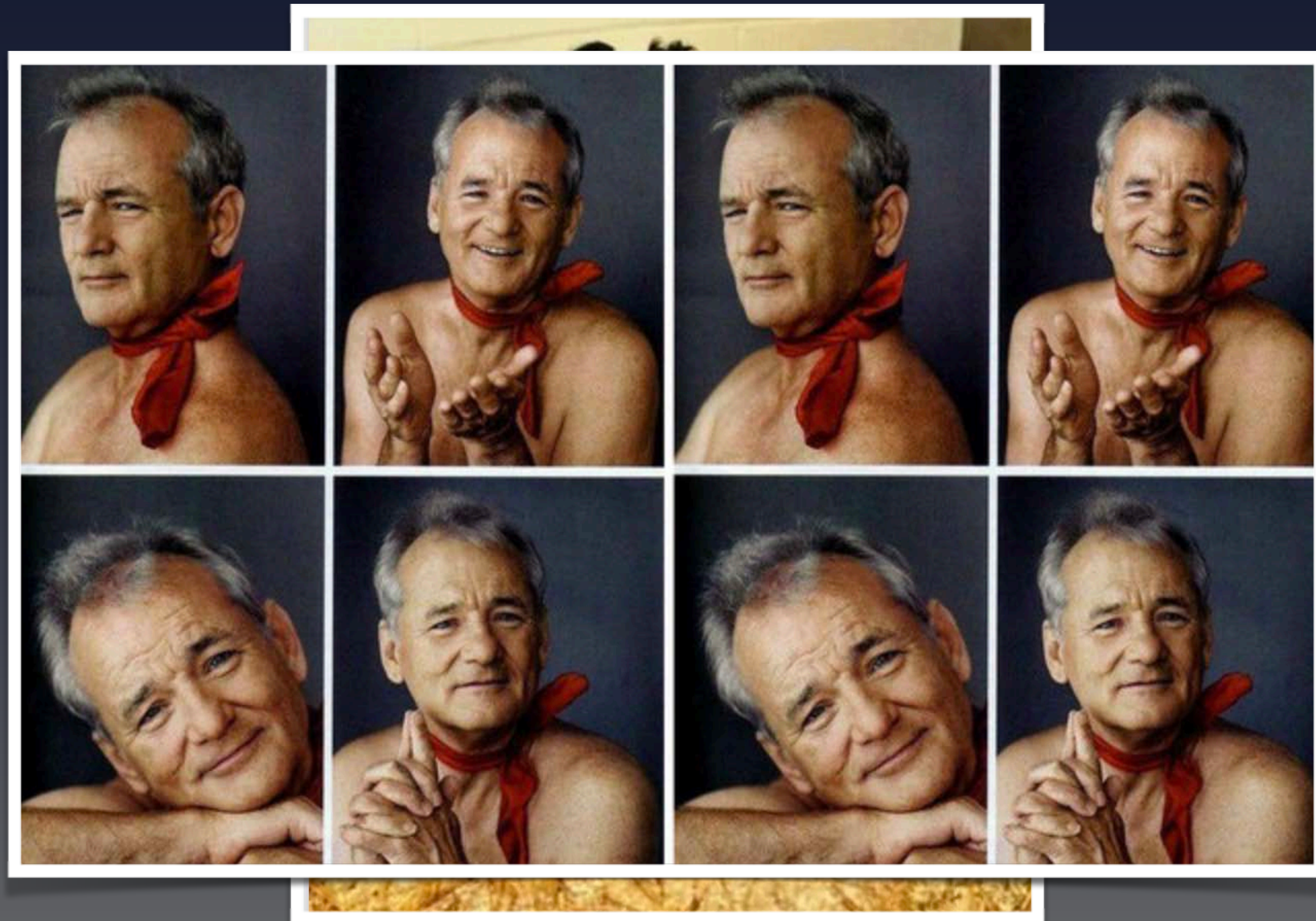
New: RIPE Meeting Mentoring



- A really easy way for experienced community members to help newcomers have a more enjoyable meeting
- We match mentors/mentees 2-3 weeks before a meeting
 - Matches are based on interests/expertise
- An email before the meeting, a chat on Monday and checking in over the week
- ripe.net/mentoring



Saying “ugh” to diversity is like saying “ugh” to





I was called “brave” for submitting this talk



**Talking about how we make our meetings
more diverse shouldn't be an act of bravery**



**But the fact that it is means this community
has work to do**



**Because there are incredible women
working in this community**



But many don't come to these meetings



And (many) don't go to the mics



And (many) don't submit presentations



**And talking about how we can have more
diversity in this room...**



...on the stage



...in the PC and in the WG Chair Collective



...on the mailing lists and on the mics



Will only make this community stronger



FOR EVERYONE