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

28% newcomers
There are more Alexanders, Christians, Daniels, Johns, Marcos, Martins, Pauls, Peters, Robs and Thomas’ than there are women*

*Female attendees range from 10-16%...taking the median of 13%
are you coming to the Women in Tech Lunch today?

Uhhh, no?
Why would I ever want to go to that?
What the Women in Tech Lunch Isn’t
What the Women in Tech Lunch Is

• An open, inclusive event - everyone is welcome.
• A huge success, packed every meeting.
• A place to have productive, honest discussions 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 find them.
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
Hey, are you coming to the Women in Tech Lunch today?

Of course! I’m bringing a few colleagues with me too.

Overheard in the foyer at RIPE 78 (hopefully)
Embracing the Next Generation

- **RIPE Academic Cooperation Initiative** - ripe.net/raci
  - For academics/researchers to present/share their work with the community
  - Travel, accommodation and meeting ticket covered

- **RIPE Fellowship** - ripe.net/fellowship
  - Travel, accommodation and meeting ticket covered
  - We aim to bring in attendees from across the RIPE NCC 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