

RIPE



Update from the RIPE Diversity TF - RIPE CoC 3.0

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Our Goal

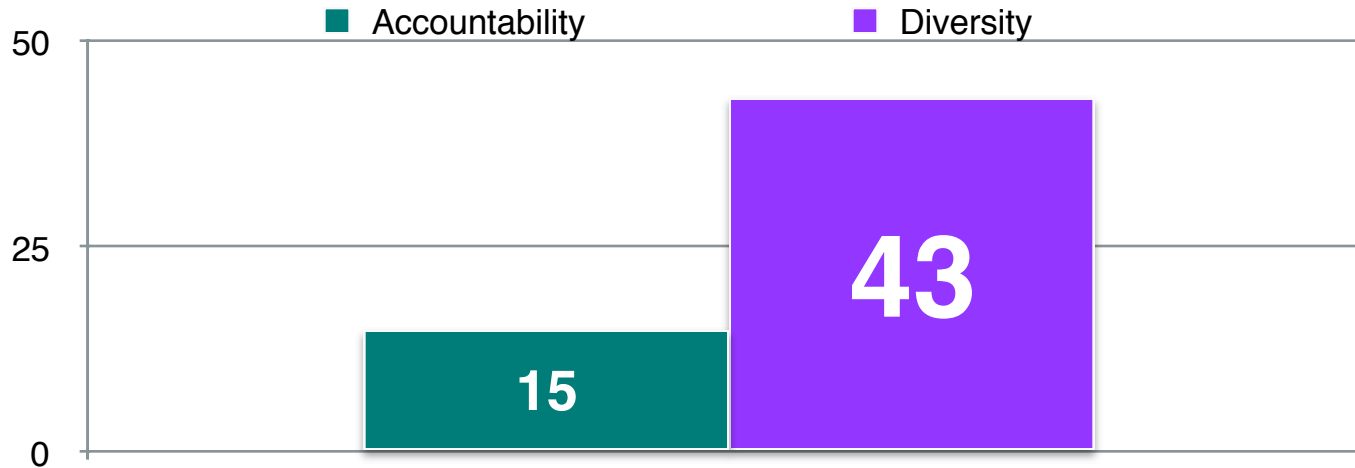
The goal of the task force is to increase diversity in the RIPE community. We aim to remove barriers that prevent participation, particularly those that affect underrepresented groups in the community.

A Diverse RIPE community = a **Better** RIPE community

- There is a mountain of research and data that proves that diversity in organisations and communities outperform homogenous ones
- Look around the room...it's pretty plain to see that we have some work to do
- Mentoring, childcare, bringing in new voices (RACI, Fellowship), finding new ways to contribute (e.g. Slido pilot) = **making space for people who may not look, think or act like you**

Diversity Mailing List Engagement

- 516 emails sent to list between June 2017-now
- 43 different people contributing to list



The current CoC/Process
is not fit for purpose

Results from survey sent to ripe-list on October 8th

68

responses

38%

answered **Yes** to “Have you ever experienced harassment, intimidation or any other unwanted behaviour while at a RIPE Meeting?”

52

individual stories

What next?

- The RIPE Community has a significant problem with conduct
- There is no real process, there is no action that can be taken if someone is harassed, bullied, intimidated etc.
- So what are we going to do about it?

Goals with the improved RIPE community CoC

- **To help everyone feel safe and included**, including people who have had poor experiences in other communities.
- **To build trust** that the CoC team will listen without judgement and the utmost confidentiality. Even if it's about someone in a position of power.
- **To ensure everyone is aware of expected behaviour** and make expectations explicit and transparent.
- **To have a framework for report handling** as the basis for dealing with a report, assessing whether the CoC was violated, and what action should be taken.

Timeline of CoC Discussions

- **Oct 2018** - Discussion of TF working on improved CoC discussed at RIPE 77 + minutes shared to list
- **Feb 2019** - Lots of discussion from many with input on CoC
- **March 2019** - Minutes of TF meeting shared on list, mostly on CoC
- **April 2019** - Example of “Response Team” guideline shared as starting point on Google Docs + lots of discussion + edits + feedback
- **May 2019** - Latest version of CoC (2.0) shared on ripe-list + call for comments
- **May 2019 -now** - Updated drafts shared, feedback incorporated, new drafts shared (including shared on ripe-list for comments + CoC Team)

From 2.0 to 3.0

- 2.0 shared to ripe-list in May 2019, requesting that input goes to Diversity TF list
- Seven different people commented on 2.0 text
- Changes were added to the document and to ensure transparency, edits were done in Google Docs collaboratively
- Request for clarity on “Response Team” and Appeals process
- Second document for “CoC Team” created in Google Docs in August 2019 to ensure transparency, calls for comments + edits were done collaboratively again

The Code of Conduct Response Team

- Call for volunteers will be sent to community by the RIPE Chair
- 4-week period for volunteers to step forward
- 4-week period for objections on volunteers (sent to RIPE Chair with rationale)
- RIPE Chair selects initial team with input from Diversity TF
- Team is 4-6 people who have been to at least 3 RIPE Meetings
- They receive special 3rd party training

Intended CoC outcome

- Proposed process sets norms and expectations, and gives the CoC Response Team tools to respond to possible violations
- We talk about people being possibly removed from RIPE meetings, but what have we, as a community, lost because of the actions of others?
- Who can we bring to meetings in the future? How strong can our community become?

A Look Through the Archives

- How many presenters are like you (race/gender)?
- How many people at the mic are like you?
- How many people commenting on the mailing lists are like you?
- Do we reflect the diversity of Internet users (and even tech?) in our meetings and mailing lists?
- (No, we definitely don't)
- So: **how can we remain relevant, effective and accountable as a community when we only make space for one kind of person?**

Other TF work

- The CoC is only one thing the Diversity TF has worked on
- We want to move forward to a better CoC, and then move on to keep working on all the other areas of Diversity that the community has asked for