



**RIPE NCC**

RIPE NETWORK COORDINATION CENTRE

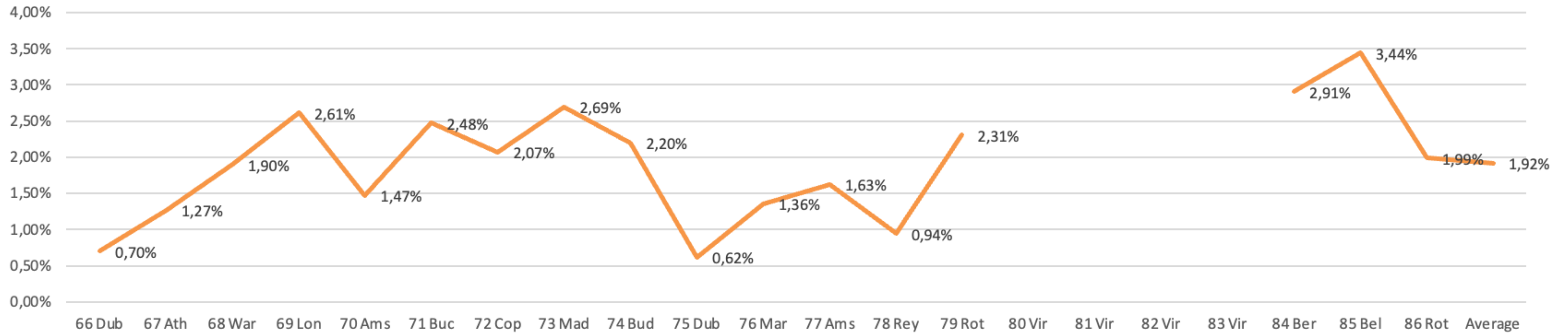
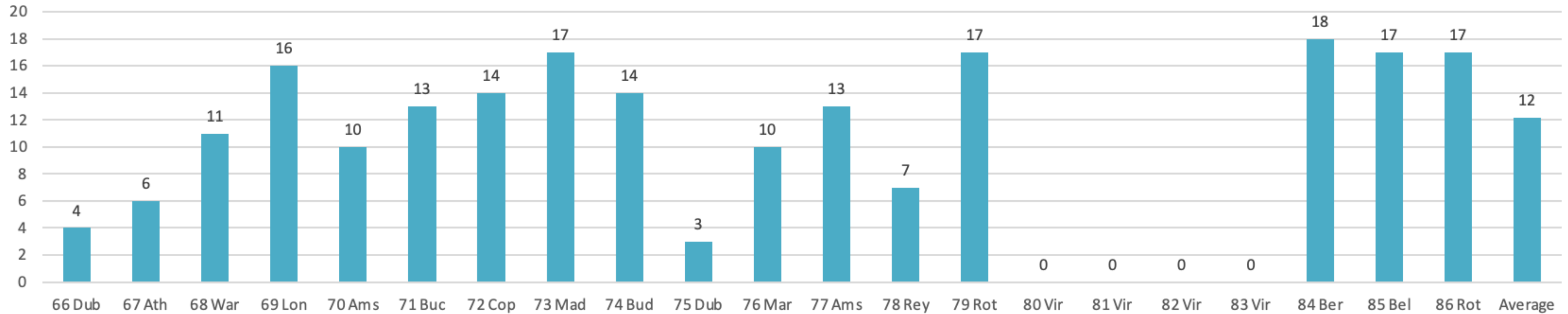
# Diversity at RIPE Meetings

Gergana Petrova | RIPE 87 | 30 November 2023



**Academia**

# Students

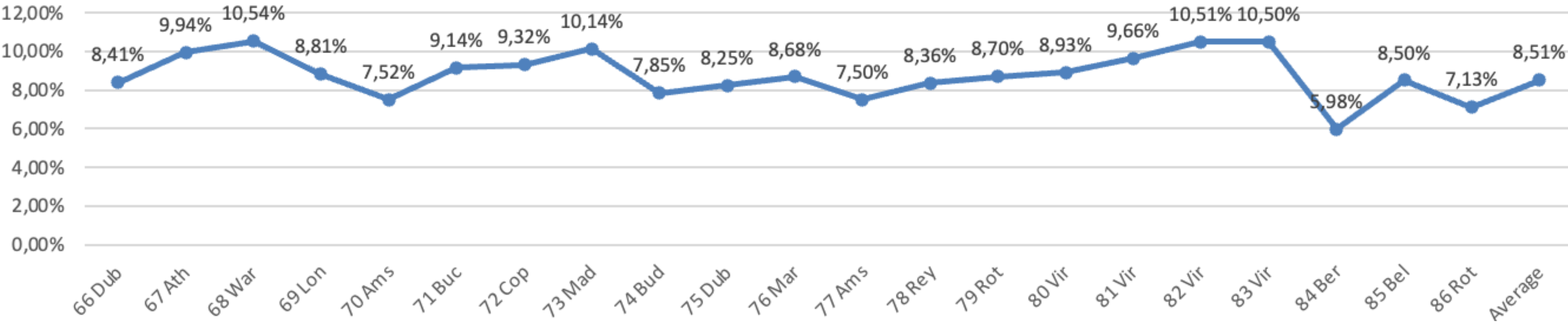
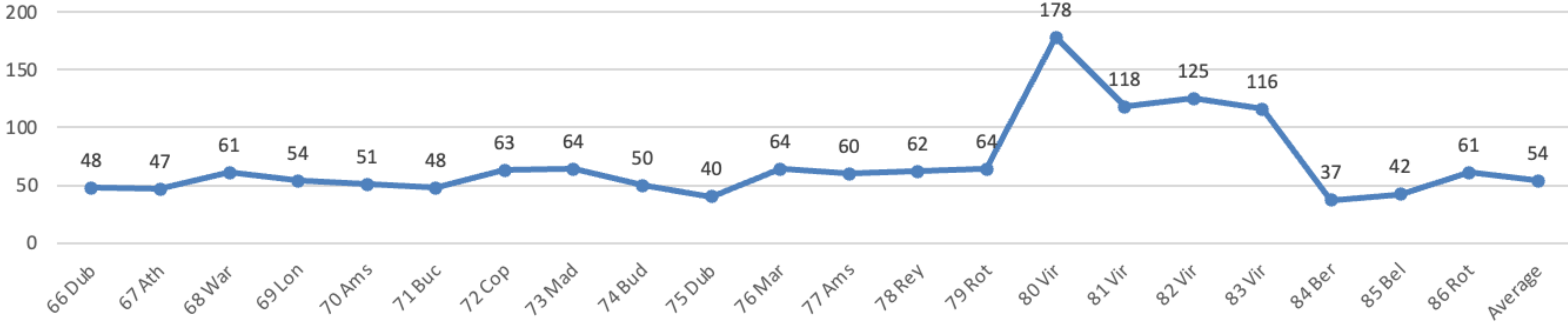


# What we do for students



- €50 tickets
- Outreach to local universities
- Online session
- Free tickets

# Academics



# What we do for academics

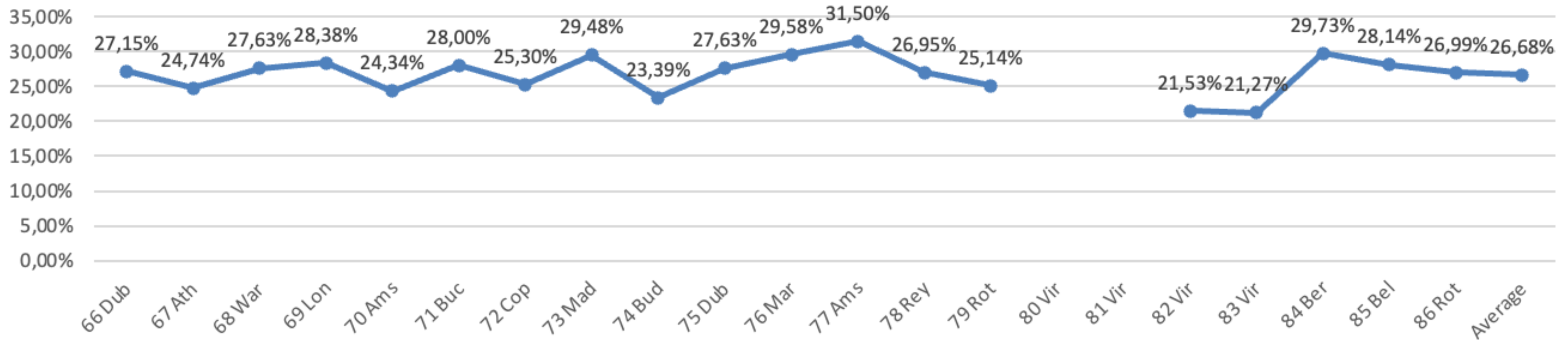
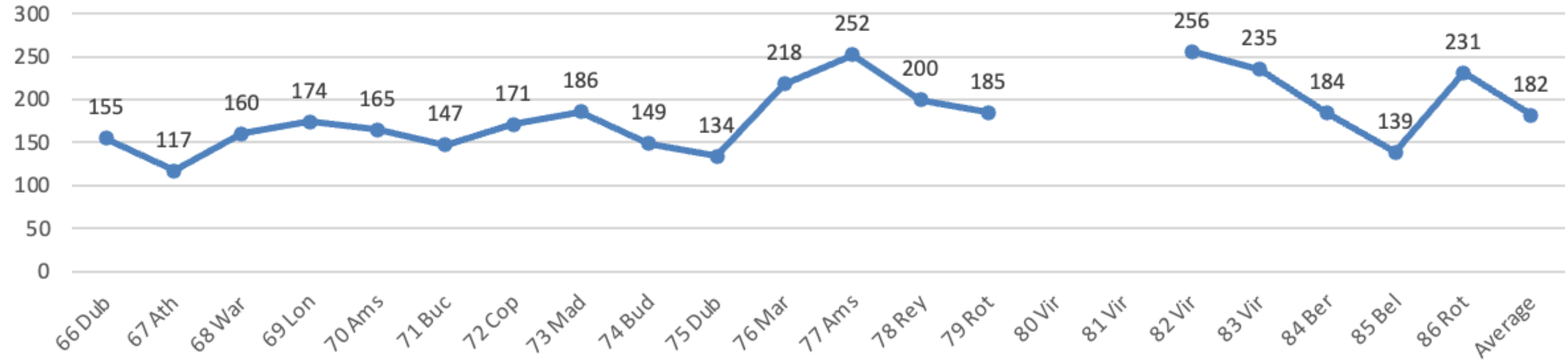


- RACI
- Academic and NREN session/reception
- Academic sessions at universities
- Sponsor and attend academic conferences



**Newcomers**

# Newcomers





# Newcomers

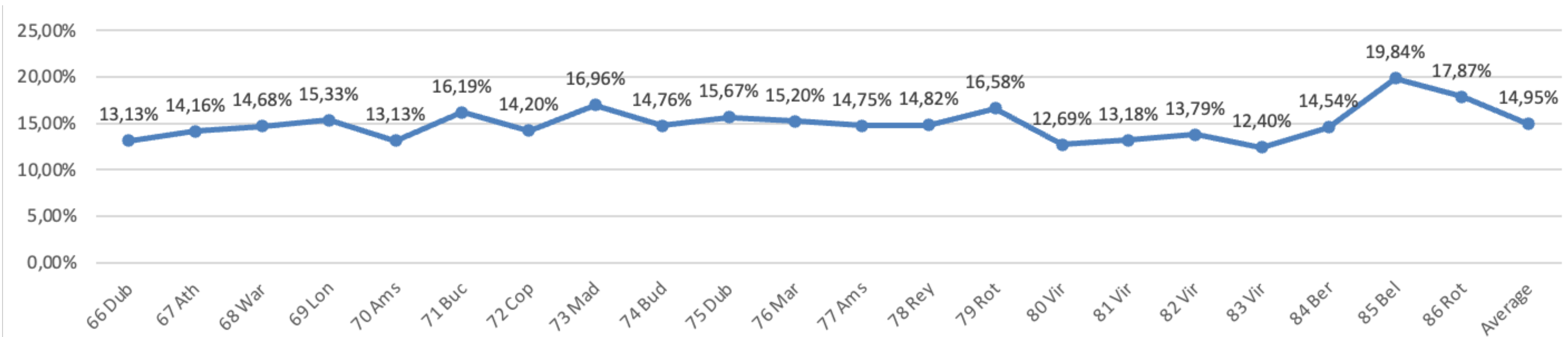
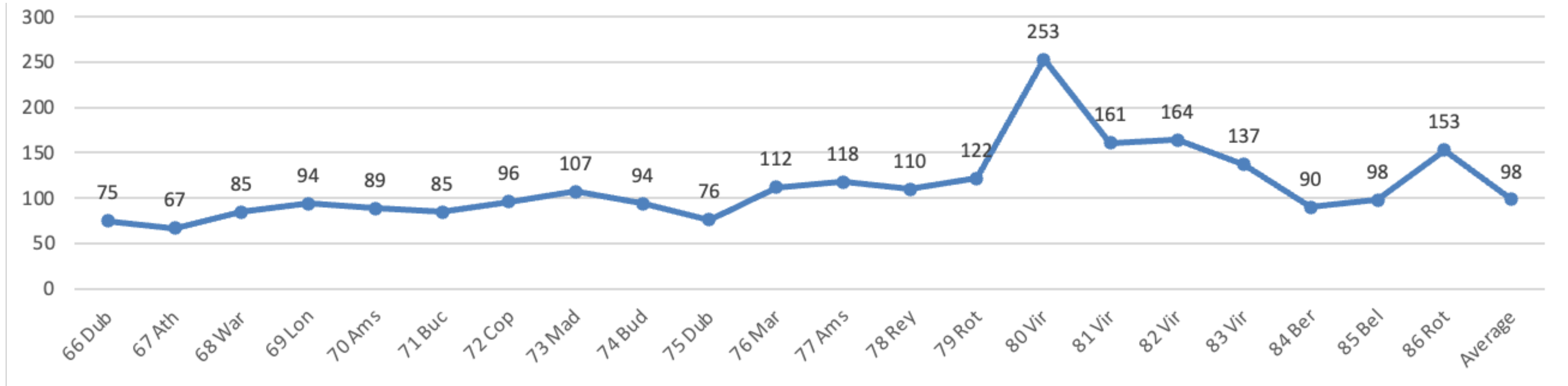


- Fully online meetings did not mean more newcomers
- What we do once they come
  - Mentor program
  - Meet & Greet lunches and desk
  - Two newcomer sessions
  - Newcomer reception
- How do we attract more newcomers to meetings?



**Women**

# Women



# Women



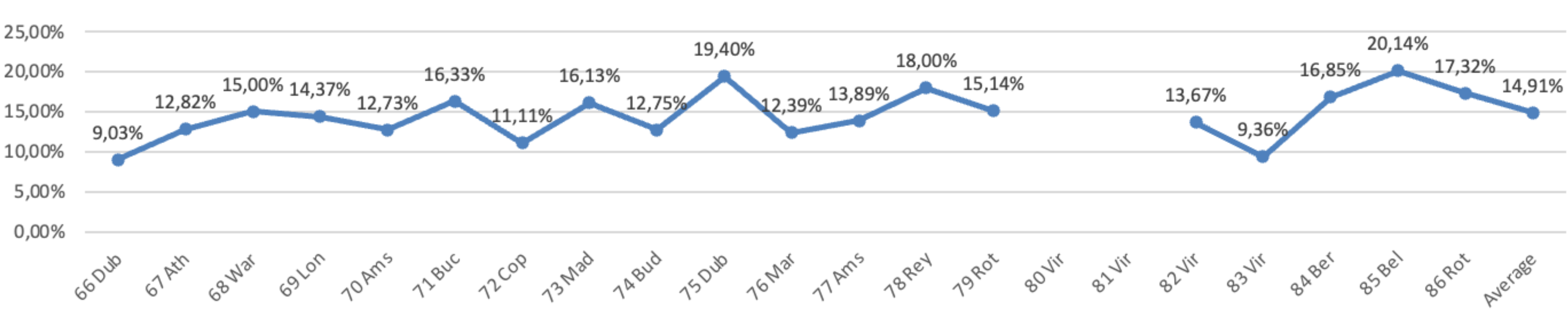
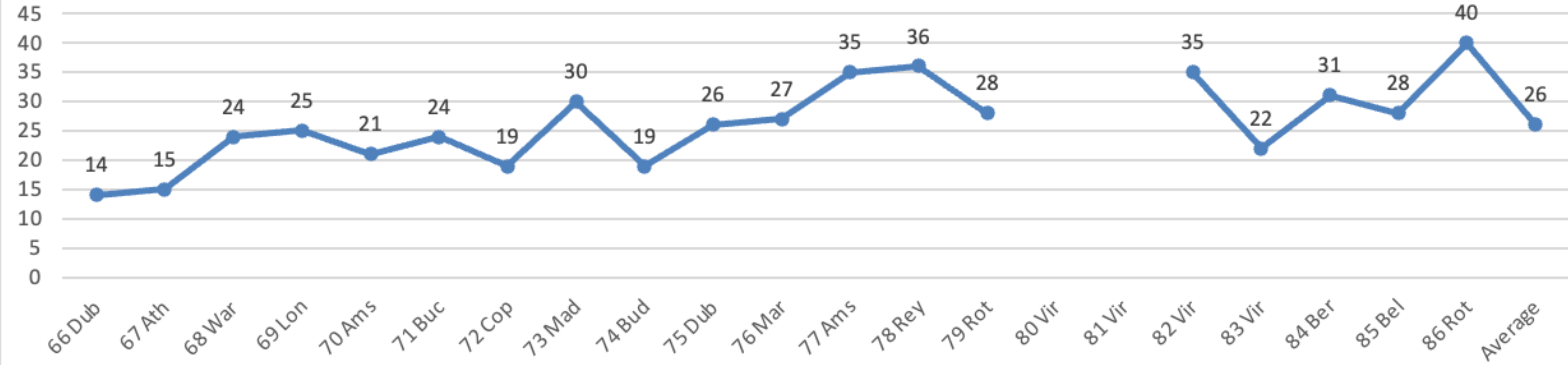
- Even though the absolute number of women increased online, it was below average as a %
- This fits with the general observation that the pandemic disproportionately affected working women
- What we do
  - Childcare
  - Fellowship

# Women in IT

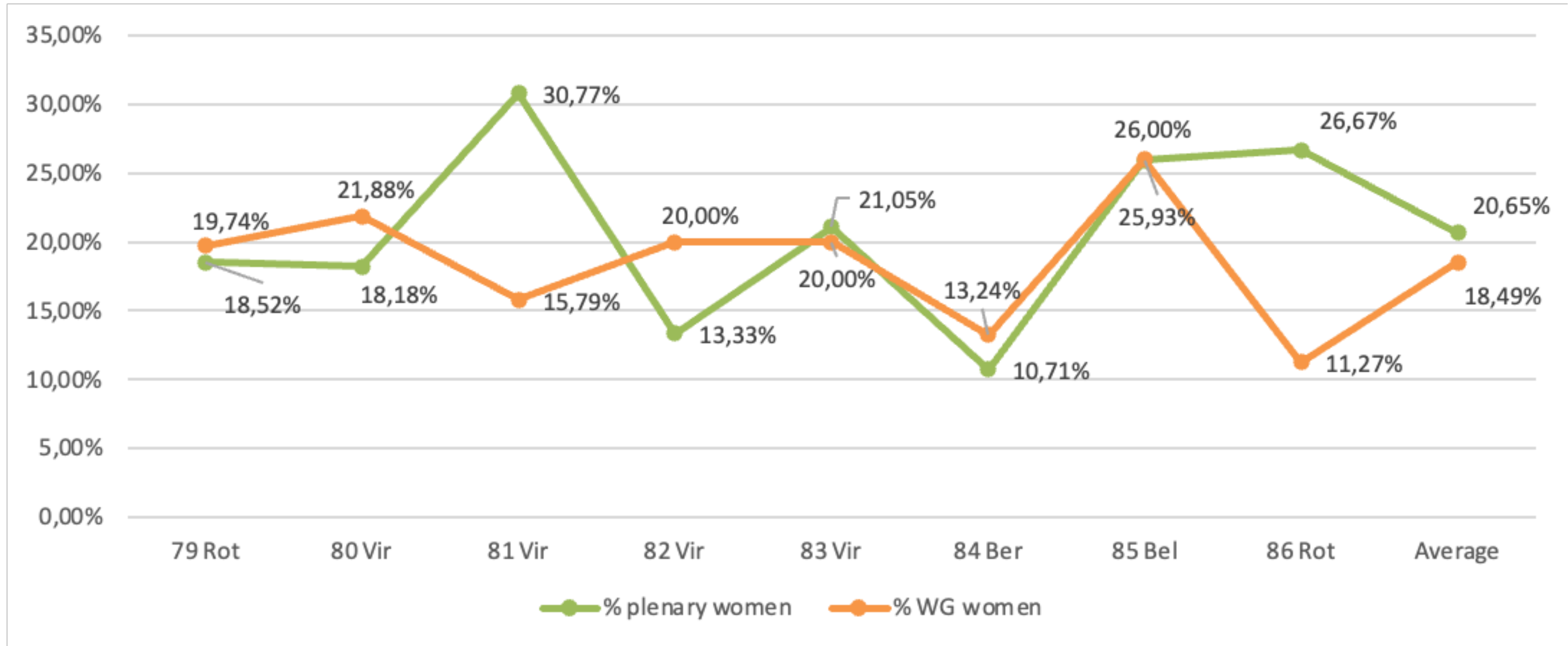


- Share of women employed as ICT specialists:
  - 15-25% in Western Europe
  - 25-35% in Eastern Europe
- Top tech
  - Apple: 33% of employees and 23% of technical team
  - Google: 32% of employees
  - Facebook: 37% of employees
- RIPE Meeting attendees: only 14,95%

# Women among Newcomers

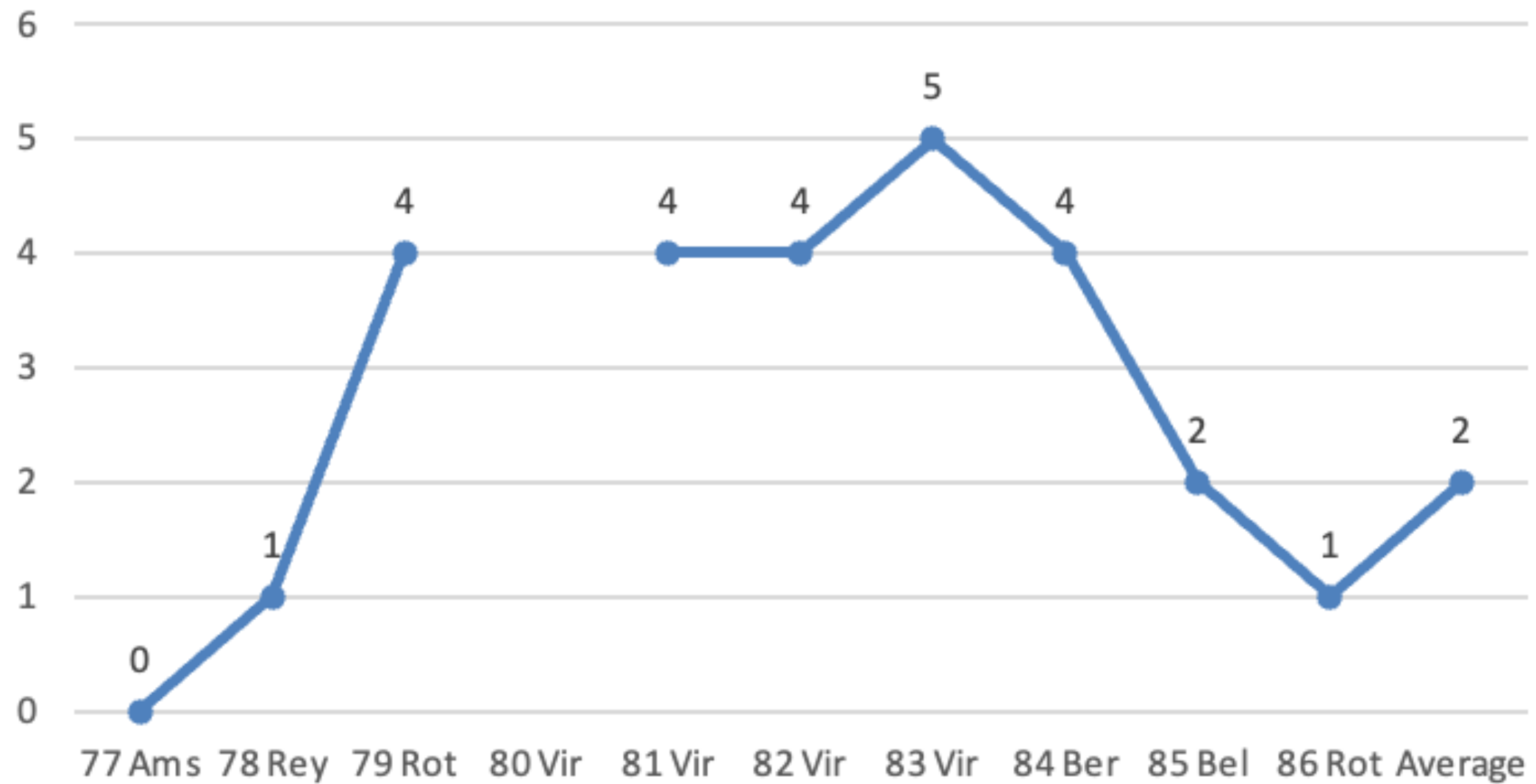


# Women Speakers



- Average of 18.7% of speakers while 14.95% of attendees - not bad

# Non-binary





# Conclusion



- Financial discounts help attract students
- There is an unexplained drop in academics post-COVID
- RIPE community does not have as much gender diversity as the industry at large
- RIPE community's future gender diversity is set to worsen
- Help us with ideas and outreach
  
- Coming next: geographic diversity



# Questions



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