Diversity Design Team

Initial Plan from Feedback
Suresh Krishnan
Kathleen Moriarty
Diversity:

Anything that makes you different from me

Goal: Inclusivity!
Why do we want to improve inclusivity?

• **Attract new work and talent**: People initiating new work are attracted to organizations that provide an open, diverse and inclusive environment.

• A diverse and inclusive organization is better at adapting to external changes.
  – If we do not resemble our customer base we will be less successful in predicting future trends

• **Diverse and inclusive teams can perform better** than non-diverse teams if the differences between the team members are properly harnessed.
Monocultural vs. Multicultural

Monocultural Teams

Leaders ignore or suppress cultural difference
Difference is an obstacle to performance

Multicultural Teams

Leaders acknowledge and support cultural differences
Difference is an asset to performance

Focus on program improvements through initiatives rather than on counting numbers
Issues that have been commonly raised in diversity related discussions

- **I* is not representative of the community**
  - IESG's gatekeeping function leading to self selection
  - Limits of human networks and cognitive bias
  - Lack of clarity about where bias enters into the selection process

- Difficulty in getting new people to come to the IETF
  - Aggressive culture drives some people away
  - Difficult to get them to stay

- **High cost** (in time and finance) of doing IETF work

- **Insufficient participation**: operator, academia and small companies

- Lack of clarity about whether diversity is really beneficial in the IETF context
Design Team Initiatives

Design Team Research Initiatives to Develop Recommendations

• Culture improvement options to explore
  – Educate community on value of diversity
    • Help people recognize engaging with diverse people (as in "different from me") is beneficial even when we unconsciously drift towards people who are similar to us
    • Engage directly with a range of IETF participants to obtain feedback
  – Reduce situations that are perceived as hostile by members of specific groups
  – Explore
    • A Code of Conduct,
    • Effective communication guidance materials,
    • Reduction of culture specific references, and
    • Use of an Ombudsperson
Initiatives Cont.

- **Improve tools** to foster collaboration
  - Update use of media as appropriate for discussion & information

- **Engage and attract newcomers**
  - Consistently use opportunities with BoFs and new WGs
  - Help newcomers become productive
  - Open training sessions for potential WG chairs

- **Expand IETF Community**
  - Incentivize IETF work among *under-represented* groups
  - Explore acceptance of RFCs as *peer-reviewed publications* for academic community
  - Connect IETF standards work with *Open Source* initiatives
  - Document realities that apply in *less well connected environments*
  - Explore usefulness of *language translation*  
    - TAO, Note Well, etc.
Initiatives Cont.

• Make effective participation in the IETF more accessible
  • Improvements for remote participation
  • Outreach programs with financial support similar to the ISOC fellowships
  • Reduce time commitment for I*
  • Encourage large companies participating in the IETF to fund research on topics that may be of interest to the IETF in the future and encourage recipients to participate

• Select more diverse document editors, directorate members and WG chairs
Other Positive Initiatives

• Individuals taking action – thank you!
  – Recruiting people for volunteer efforts – meeting minutes, WG chair roles, document shepherds, etc.

• ISOC Fellowships and Policy maker initiatives

• ISOC Videos
  – Top ten things to know when attending your first IETF

• IETF Mentorship program
  – Newcomer training video
  – May expand to remote attendees

• IAOC looking at options to increase regional diversity
  – Example: South America meeting
We would love to hear from you

• If you want to send input to the design team about issues and potential solutions:
  diversity-dt@ietf.org

• If you want to discuss diversity issues in general use the open diversity discussion list
  diversity@ietf.org
Thank you!
Language Accessibility: Note Well

• Language translations
  – If this proves useful, what else should be translated?
  – Existing TAO Translations by IETF have been well received

• Why the Note Well?
  – Increase basic understanding of IPR information, including where to look for information
  – Provides a name of someone to talk to in your language
  – Extends possible reach of newcomers in diverse regions

• Note Well translations
  – Chinese (Mandarin – formal and simple)
  – French
  – Hindi
  – Japanese
  – Persian
  – Portuguese
  – Spanish
  – Others welcome, a volunteer effort that may expand if successful