Diversity Design Team

Initial Plan from Feedback

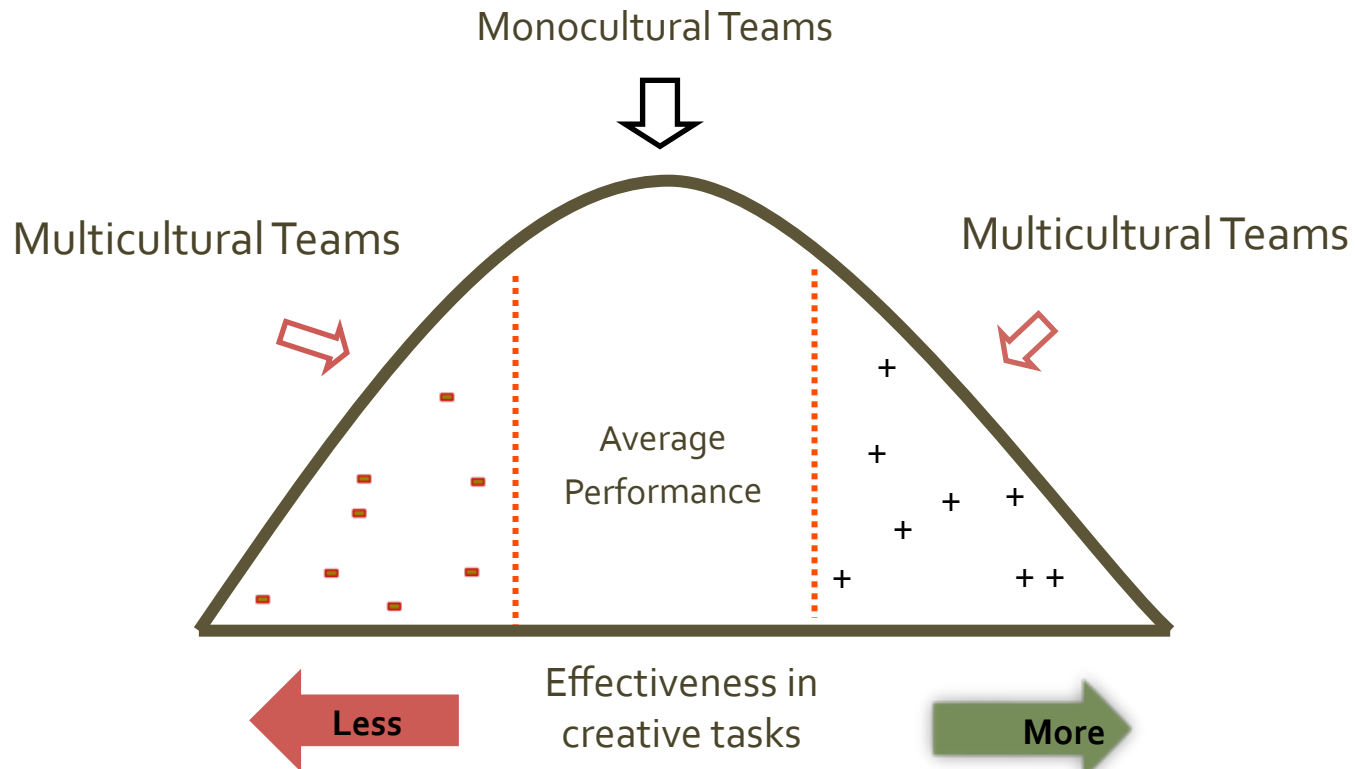Suresh Krishnan

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

Multicultural Teams

Multicultural Teams

Average Performance

Effectiveness in creative tasks

Less

More

- Leaders ignore or suppress cultural difference
- Difference Is an obstacle to performance

- Leaders acknowledge and support cultural differences
- Difference Is an asset to performance

Reference: Adler, N. J. International Dimensions of Organizational Behavior.

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 <u>Research Initiatives</u> 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
    - http://www.ietf.org/tao-translations.html
- 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