Diversity, Equity, Inclusion Discussion Forum

NANOG
SAN DIEGO
N89
2023
16–18 OCT

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Community Statistics

Organization Type
- IX Operator: 130
- Non-Profit: 84
- Service Provider: 357
- Vendor: 178
- Other: 80

Gender
- Male: 638
- Female: 104
- Other: 18
- Unanswered: 80

Profession
- Student: 8
- Working Student: 8
- Junior: 13
- Intermediate: 93
- Senior: 323
- Executive: 106

Countries: 31

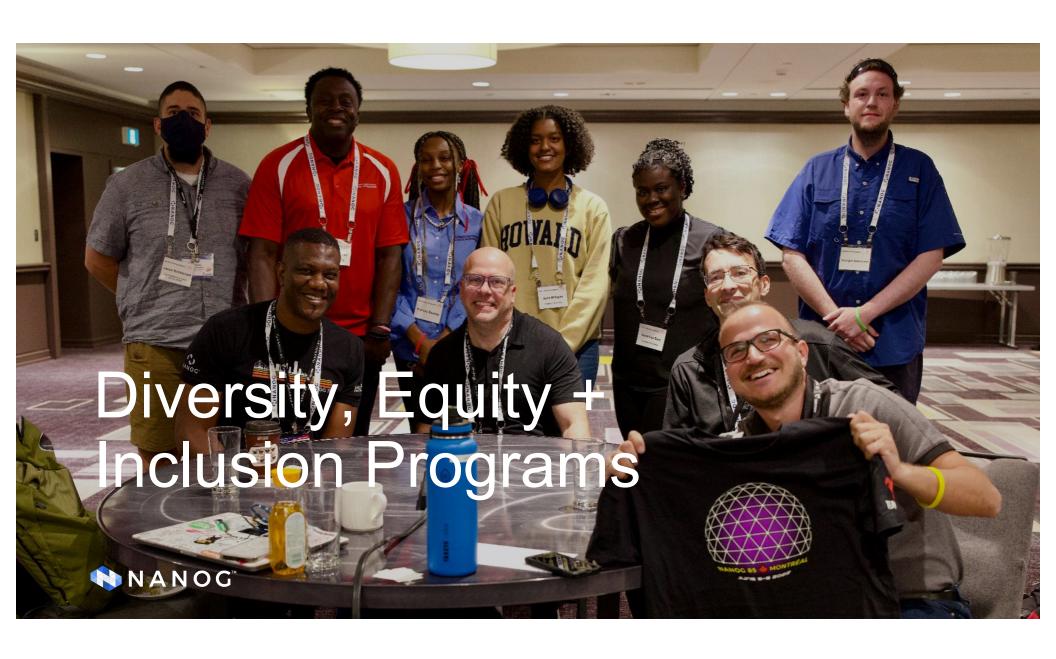First Time Attendees: 193

Total Attendees: 834

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DEI Committee Members

- Tina Morris (Chair)
- Evan Breznyik
- Kate Gerry
- Stephen Hartman
- Marcus Holt
- T.Marc Jones
- Louie Lee

- Marlin Martes
- Giulia Reading
- Charles Rumford
- Clara Wade
- Akeyla Wallace
- Les Williams

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Diversity, Equity + Inclusion Programs

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Inaugural Kick-off (June 2023)

Events

- Embracing Equity event for Women in Tech at the Amazon Spheres
- Seattle Scavenger Hunt
- Spheres Tours
- Networking Lunch Table Topics Fun and Professional
- Distinctive lanyards and pins for Committee Members + Supporters
- WIT Mixer
- DE&I Talk followed by lunch San Diego

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Pursuing a more inclusive Community

To support our efforts of diversity, equity and inclusion. NANOG has done the following:

- Partnered with a DEI consulting firm to provide independent Ombuds support to our community.
- Ombuds are onsite during events and can be reached via email at anytime. In addition they provide reports to board and community on our DEI progress.

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Our Definition of DEI

- **Diversity** - The practice and quality of including and involving different intersectional perspectives including different visible and nonvisible identities (such as culture,skin tone, heritage, gender, gender identity, sexual orientation, age/generation, socio-economic class, ability, religion, language, immigration status, and veteran status) to ensure multiple perspectives are represented.

- **Equity** - Recognizing past exclusion and working to achieve general inclusion for everyone by offering opportunities by ensuring policies, systems, processes, and practices so all feel validated and have opportunities to be successful.

- **Inclusion** - Intentional, ongoing effort to ensure every individual and all their identities feels, safe, welcomed, valued, so they can fully participate, are listened to and respected in all aspects of organizational work.

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DEI Activities at NANOG Meetings

To support our efforts of diversity, equity and inclusion, the NANOG DEI Committee has been working to both educate our community and bring attendees together to build community. Some examples include:

- Table Topics to promote networking at lunches (both fun and technical)
- Solicit DEI speakers, with follow-up discussion at a DEI lunch
- Organize Women in Tech Mixers
- Promote various affinity groups - https://community.nanog.org/

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Affinity Groups

- The community forum allow us to offer more diverse engagement for our community. In addition to our mailman mirror, there are several affinity groups designed to offer more opportunities for engagement.

- Topics include:
  - Network Automation
  - Women in Tech
  - LGBTQ+
  - Running
  - Coffee
  - Walking
  - Whiskey Connoisseurs
  - Diversity in Tech
  - …and more

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$\times$ Close

Welcome! The NANOG Community Forum is a digital space that inspires community building, fosters mentorship, and provides ongoing support for students and professionals in Internet technology. By joining the forum, you'll also have the opportunity to share your insights and provide feedback as we work together to build the Internet of tomorrow. By using this forum you are agreeing to abide by NANOG's Usage Guidelines, and Code of Conduct.

| all categories ▸ | all tags ▸ | **Categories** | Latest | New (3) | Unread (3) | Bookmarks | 🔧 ▾ | + New Topic |

Category	Topics	Latest	
Mailman List A public category this is a read only mirror of the NANOG Mailing list. It is currently read only, and serves as a modern, searchable archive.	54.4k 3 unread 2 new	**M** FCC proposes higher speed goals (100/20 Mbps) for USF providers ▪ Mailman List	65 4h
General Technical Discussions This community-moderated forum is open to all, and a great place to discuss topics related to network engineering. Ask questions,	7	**M** Comcast: "Reloading Statics" today ▪ ▪ Mailman List	0 6h
		AFRINIC vote buying	0

Going Forward

- What do we do next?
- What do we stop doing?

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Open Mic

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