Diversity, Equity, Inclusion Discussion Forum

NANOG
SAN DIEGO
N89
2023
16–18 OCT
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
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
Diversity, Equity + Inclusion Programs
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
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.
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.
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/
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
Going Forward

• What do we do next?
• What do we stop doing?
Open Mic