RIPE Meeting Gender Metrics

Chromosome Searches
  using Fuzzy Comparisons on Messy Data

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RIPE Diversity: Gender & Otherwise

- I hold these truths to be self-evident:
  - RIPE should be open & inclusive
  - RIPE should have a diverse set of participants
- RIPE PC has long wondered about this issue
- RIPE PC doesn't really know what to do
- This talk is *not* on behalf of the RIPE PC
  - But hopefully it may spark some useful discussions

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Questions about RIPE Meeting Genders

- What portion of RIPE Meeting Attendees are women?

- How has this changed over the years?

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Step 0: Get Lists of Meeting Attendees

- (Almost) all RIPE meeting attendee lists online
  - Lots of formats, URLs, and so on
- Wrote Python web-scraping tool
  - Grabs HTML, outputs CSV
- For each meeting we get a list of:
  - First names
  - Country of attendees (starting at RIPE 29)

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Step 1: Guess Gender of Each Attendee

- Lots of software to guess gender by name

- Always imperfect
  - For example, Shane can be a male or female

- Use **https://genderize.io**

  - Assigns a gender and a probability

  - Based on first name and country

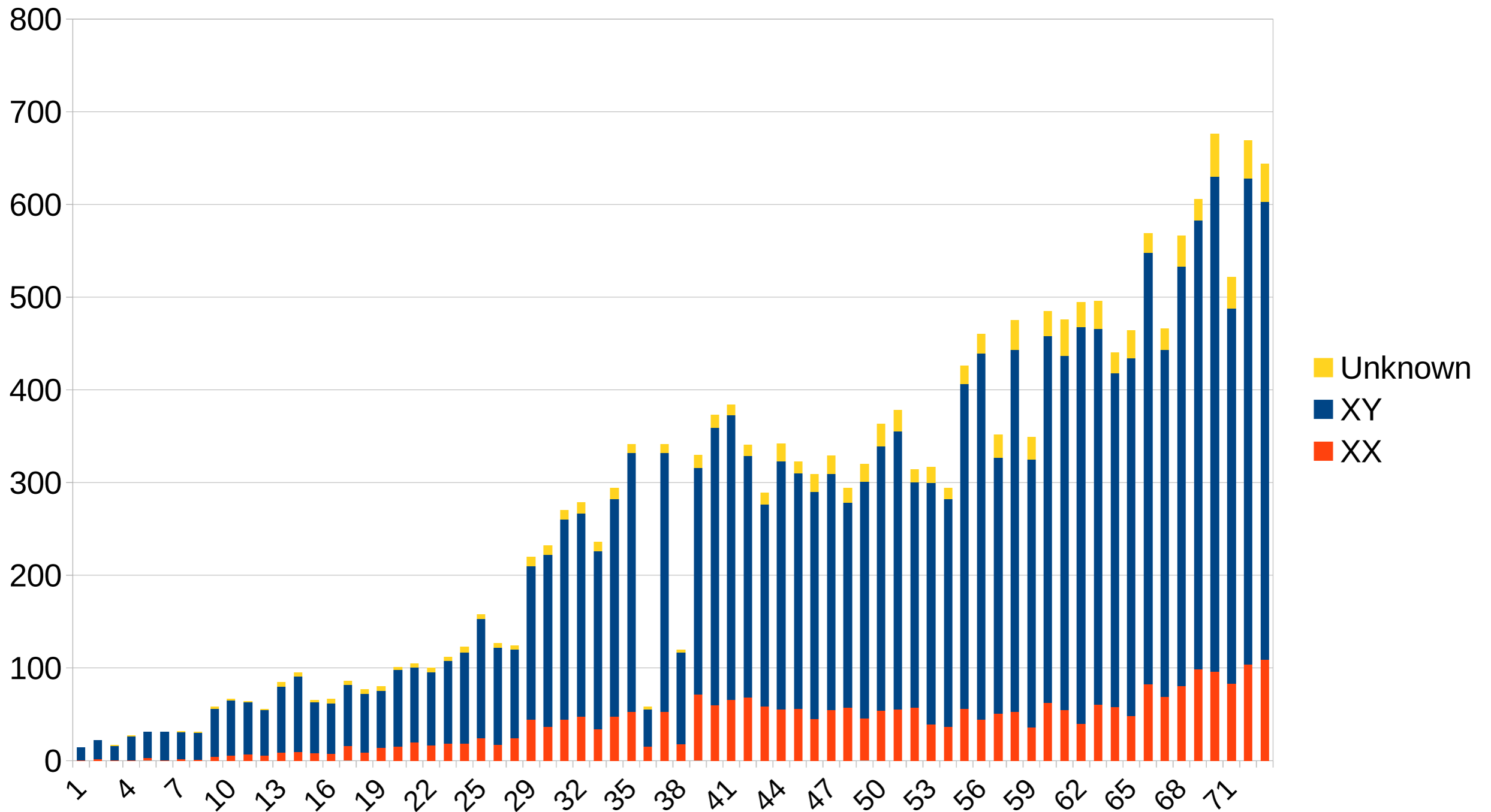 - Shane from the US is 85% likely to be a man
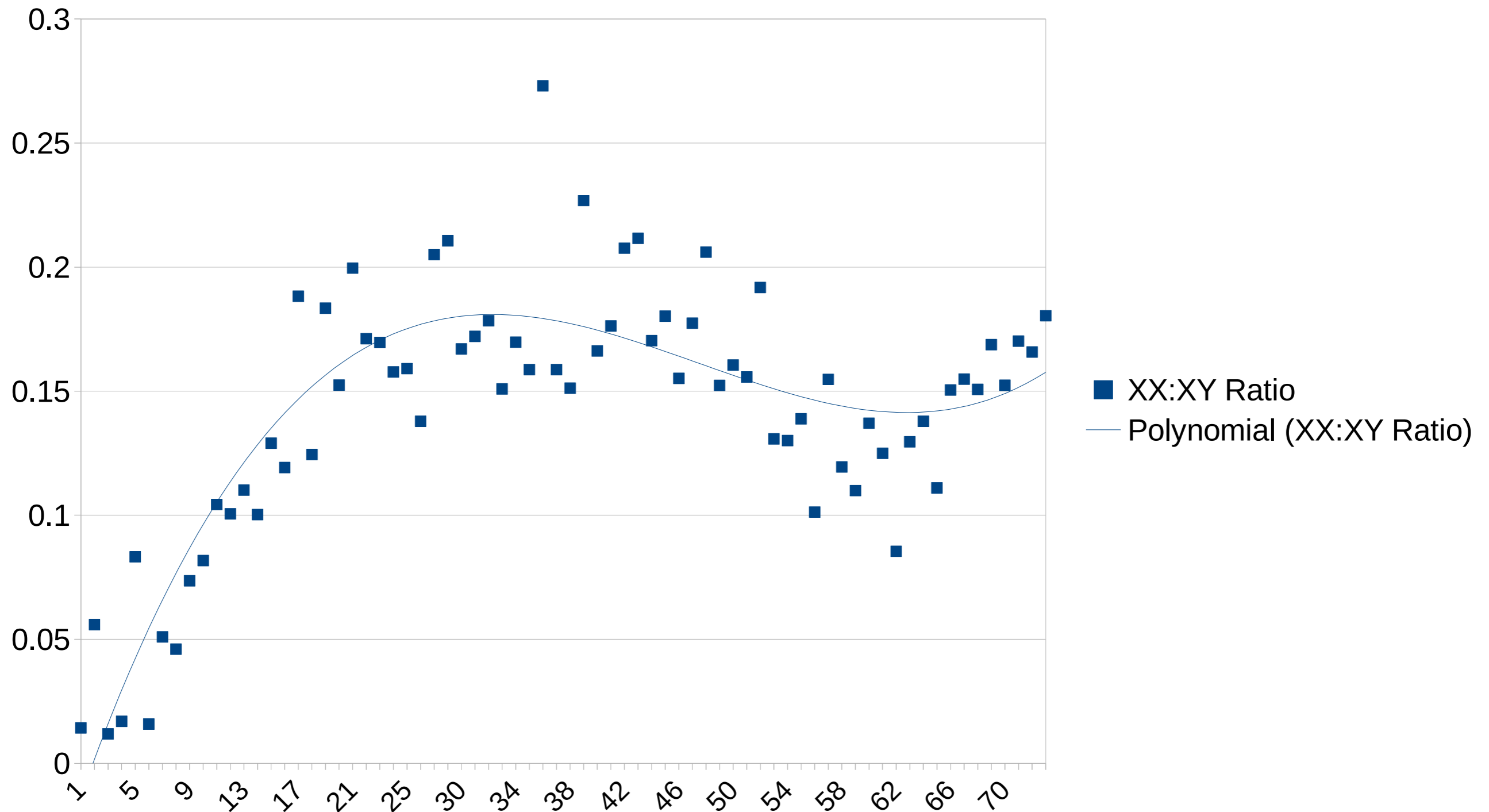
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Step 2: Collect and Visualize

- Add up gender ✕ probability

  - So Shane counts as 0.85 ♂ (male), 0.15 ♀ (female)

  - Alternate methods are of course possible

- Graph it

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RIPE Meeting Attendee Genders

Shane Kerr, 2016-10-24

RIPE Meeting Attendee Gender Ratios

Conclusions & Thoughts

- Data is very fuzzy, but that's okay

- No data about RIPE presenters or leadership

- RIPE meeting attendee genders match industry

  - Roughly reflect the Internet business

  - And also the wider technical world

- Meetings do not *have* to reflect industry

  - PyCon is an interesting example

https://github.com/shane-kerr/ripemtggender

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Questions?