

# nomcom-gender -representation

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# Abstract

This document extends the existing limit on nomcom representation by company in order to improve gender diversity by ensuring that not all voting members of the IETF Nominating Committee (nomcom) belong to the same gender.

Goal: There are no men-only nomcoms.

# Document overview

## 1. Introduction

- a. lack of gender diversity in hiring teams reinforce under representation of gender minorities in leadership positions
- b. lack of gender diversity in leadership perpetuates gender discrimination.

## 2. Gender Representation in the IETF Nomcom, changes in -01

- a. Nomcom questionnaire includes “diversity in the IETF”.
- b. Includes caveat that this change is the least we can do.
- c. This does not require the IETF to establish uniform gender tracking.

## 3. Suggested Remedy

- a. Update [RFC8713] to extend the skip rule for “two-per-organisation limit”.

# Privacy considerations

Serving on the nomcom is voluntary. Public disclosure of one's gender and pronouns in the IETF Datatracker should remain voluntary. Disclosure of one's gender during meeting registration for the purposes of tracking community diversity should remain voluntary and non-public.

The pronouns used for an eligible nomcom volunteer in conversation, mailing list discussion, recorded meeting videos and notes can be strong indicators of that volunteer's gender. However it is best practice to resolve any doubt by directly asking the volunteer whether they identify as a member of the dominant gender.

As part of nomcom processes that change as a result of this document's recommended remedy, the gender of eligible nomcom volunteers must not be publicly documented, and wherein this information is used to determine the pool, it must be kept private.