
Keeping WGs Fair,
Culturally Aware,
Inclusive, *and*
Productive

Culture is ...

the behaviors and beliefs characteristic of a particular social, ethnic, gender, age, or other group

Cultural Identity

- Ethnicity
- Race
- Country of Origin
- Gender/Gender Identity
- Age
- Socio-economic Status
- Primary Language
- Spirituality/Religion
- Education Level
- Geographic Location
- Sexual Orientation
- Political Climate
- Military Experience
- Marital Status
- Family
- Community

IETF Culture

In the origins of the IETF we were the diverse community that represented those that were part of the Internet.

Along the way that changed and we need to focus on how we can be so again.

Think About Biases- Everyone Has Them

Everyone makes cultural assumptions without ever thinking about them

What can you do to overcome biases and be more inclusive in your working groups?

- Recognize the barriers you and others within your working group have
- Be flexible and receptive to accommodating cultural and other differences

Working Group Chairs Should Take the Lead

Keep your WG Positive and Productive by:

- Creating an inclusive and welcoming environment, which appreciates and values the differences within your working group so technical expertise will not be lost
- Keeping communications open; being good listeners
- Being aware of participants interaction, allow for diversity of ideas/opinions
- Establishing a high standard for mutual respect and professionalism within your working group
- Not allowing disruptive behaviors

Do you know about

- BCP 25 (RFCs 2418 and 3934)?
IETF Working Group Guidelines and Procedures
- How about BCP 54 (RFC 7154 – was 3184)?
IETF Guidelines for Conduct
 - Both great sources of information
 - Always been applicable, but take on new meaning



Partner with The Ombudsteam

We are here to support the IETF community as it continues to create and maintain an environment which people of many different backgrounds are treated with dignity, decency and respect

- Division of labor: Disrupting work vs. Harassing
- Need advise, contact us
- Direct participants to speak with us if you see potential harassing behavior