



Berlin Buzzwords provides a space to discuss storing, processing, streaming and searching large amounts of digital data, with a focus on open source software projects. In 2022, the conference took place onsite in Berlin and online on June 12 - 14.

As the organizers of Berlin Buzzwords it is important to us to ensure that people taking part are valued, respected, accepted and encouraged to fully participate. Part of ensuring that a wide range of opinions can be shared at Berlin Buzzwords is ensuring that people from underrepresented groups within the BBUZZ community can attend and engage with the discussions.

This report is one part of our efforts to make Berlin Buzzwords a conference that is open, encouraging, and engaging. It aims to:

- Keep Berlin Buzzwords transparent and accountable to our commitments to diversity and inclusion
- Share the lessons we have learned from Berlin Buzzwords 2022
- Encourage feedback from the BBUZZ community

### **Diversity ticket fund**

In order to promote diversity at Berlin Buzzwords this year we initiated a diversity tickets program as well having reduced tickets available to pupils, students, trainees, people on social welfare, retirees and people with disabilities.

Diversity Tickets are fully sponsored (i.e. free) tickets that are available to people from underrepresented groups within the BBUZZ community. This includes, but is not limited to: women, people of color, LGBTQIA people, disabled people, and people facing economic or social hardships.

In total 16 Diversity tickets were available for Berlin Buzzwords 2022. Of these:

- four were funded by our community partner Adelean
- four were funded by our community partner Apple
- four were funded by our community partner Choco
- four were funded by our community partner Google

Of these, 14 were utilized, leaving two remaining. Funding for these two tickets will be used at future events to provide diversity tickets.

As we provided the option to purchase Online Only Tickets for Berlin Buzzwords for the first time in 2022, we also had Diversity Online Tickets available. This ticket is also fully sponsored (i.e. free) and provides access to our online event and is available to members of underrepresented groups within the Berlin Buzzwords community. We initially provided 20 Diversity Online Tickets for Berlin Buzzwords 2022. Of these, nine tickets are unused Diversity Tickets from Berlin Buzzwords 2021 (Note that there were five Diversity tickets left in 2021, but taking the price change from 50€ to 30€ into account, this translates to nine tickets, rounded up), and another 11 tickets were additionally provided by us.

Of those 20 Diversity Online Tickets, 13 were used, leaving seven tickets remaining. Funding for these two tickets will be used at future events to provide diversity tickets.

## **Demographic survey highlights and lessons learned**

Berlin Buzzwords 2022 had 462 participants in total. This includes speakers, attendees, both online and onsite, sponsors, and Helping Hands. The link to this survey was sent via email to all participants and also shared on social media (Twitter & LinkedIn) as well as in our Newsletter.

Of these 462 participants, 19 filled out this survey, which corresponds to 4.1% of all participants. Obviously, due to this low attendance, this survey can't be considered representative and we will thus forgo a detailed analysis of demographic data for Berlin Buzzwords this year.

We will look into options to increase attendance for this survey for the next edition of Berlin Buzzwords, for example by advertising it directly at the conference or providing options to fill out the survey already during the conference.

However, we still want to highlight relevant feedback provided in this survey to help us make Berlin Buzzwords better and include a welcoming experience for everyone.

Absent of representative demographic data, Berlin Buzzwords is still perceived as a predominantly white and male conference:

*„Obviously, both attendees and speakers skewed heavily towards white and male. I think it's clear that this is NOT intentional, but still a sad reflection on the current state of DEI in tech.“*

We are considering to reach out to underrepresented groups more directly in the future in order to attract a more diverse audience.

Participants of this survey also criticized the accessibility of the venue and the absence of disabled speakers:

*„choose a barrier-free location, invite disabled speakers“  
„the entire location is nice, however, not barrier-free“*

We have set up a dedicated page on our website that informs about accessible travel to Berlin Buzzwords as well as accessibility options at the venue. However, we are looking into expanding outreach about this and will be looking into improving accessibility at the venue.

One participant of this survey suggested having pronouns on the participants badges:

*„pronoun stickers for everyones name tags“*

This issue was also discussed within the team after this year's Berlin Buzzwords and, as a consequence, we will offer the option to specify pronouns for the participant badges next year.

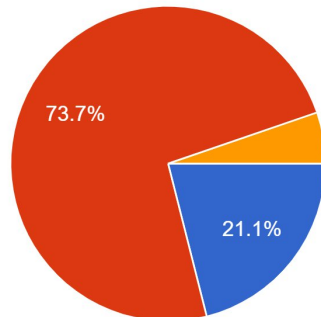
We want to thank everyone who participated in this survey. If you have any questions, further feedback or concerns, please don't hesitate to reach out to us at [feedback@berlinbuzzwords.de](mailto:feedback@berlinbuzzwords.de)

We are looking forward to hearing from you and to continue to make Berlin Buzzwords a welcoming experience for everyone.

## Full Form Responses (19 responses):

Are you a speaker or an attendee?

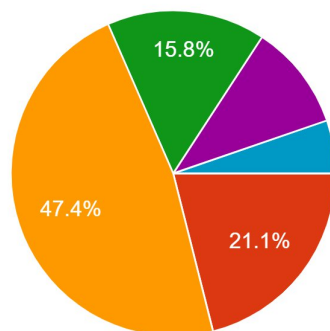
19 responses



- Speaker
- Attendee
- Prefer not to say

How old are you?

19 responses



- 0 - 19
- 20 - 29
- 30 - 39
- 40 - 49
- 50 - 59
- 60 - 69
- 70 - 79
- 80 +
- Prefer not to say

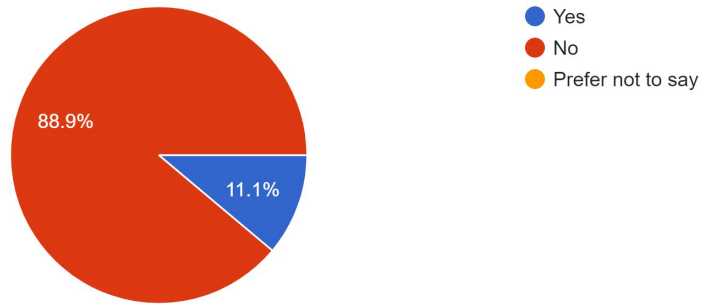
If you prefer to use another term to describe your gender identity, please provide it here

0 responses

No responses for this question.

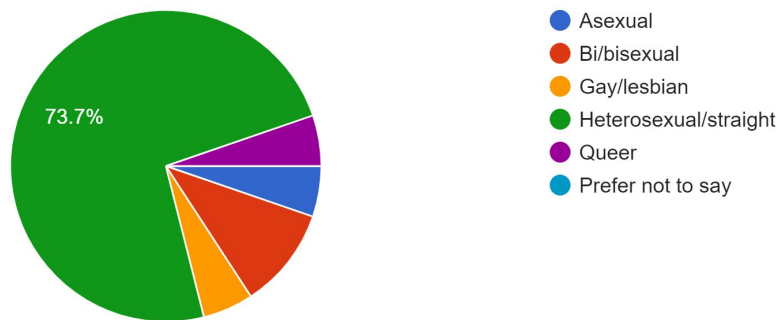
Do you consider yourself to be a trans person?

18 responses



Which of the following best describes your sexual orientation?

19 responses



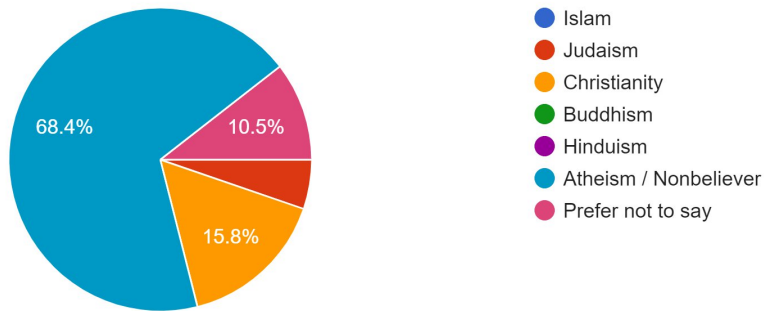
If you prefer to use another term to describe your sexual orientation, please provide this here

1 response

Pan/Pansexual

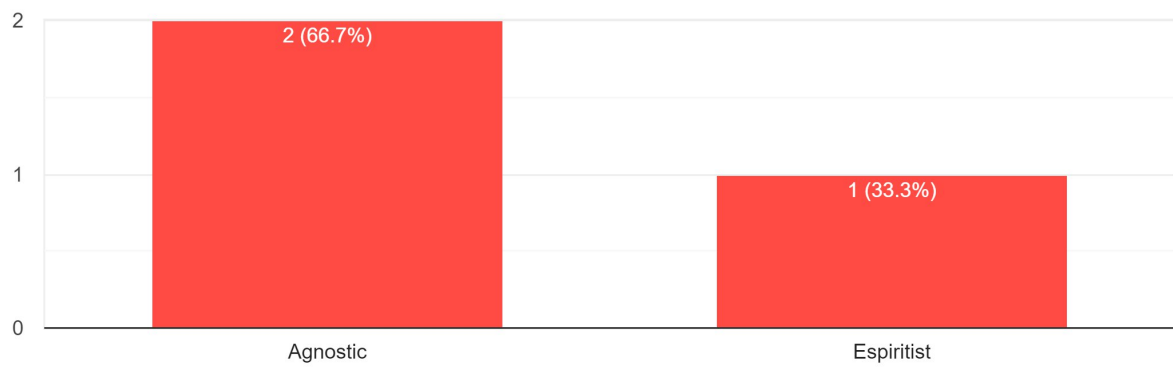
Which of the following best describes your religious affiliation?

19 responses



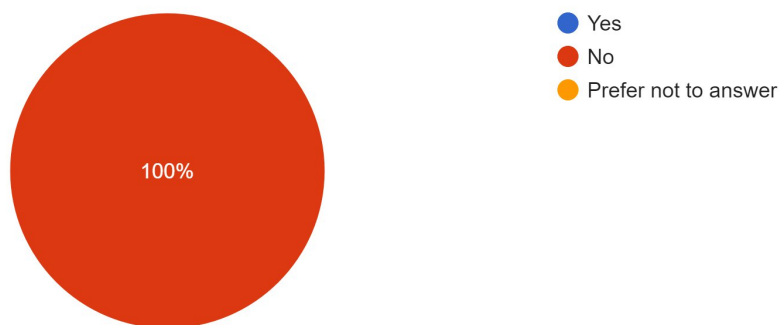
If you prefer to use another term to describe your religious affiliation, please provide this here

3 responses



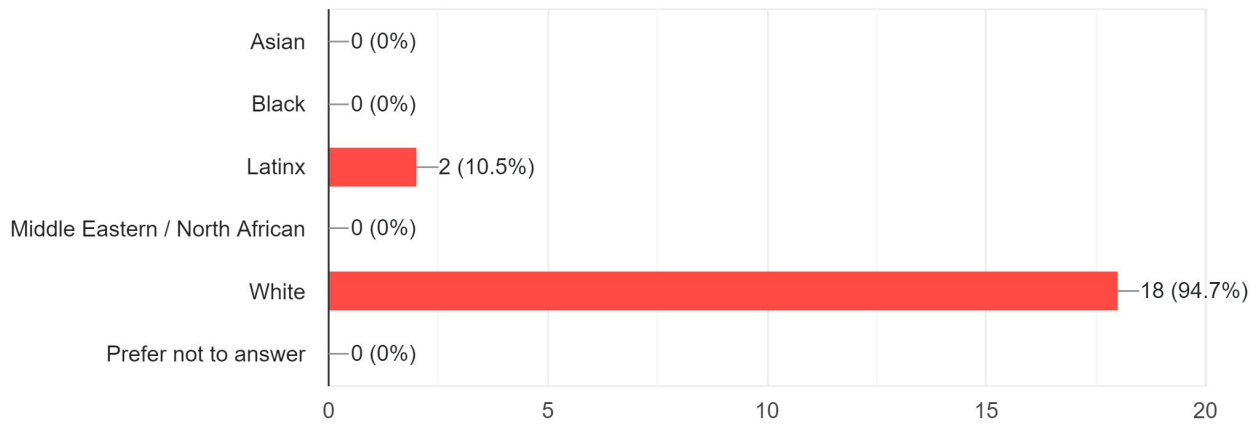
Do you identify as a person of color?

19 responses



With which ethnic background(s) do you identify? (check all that apply)

19 responses



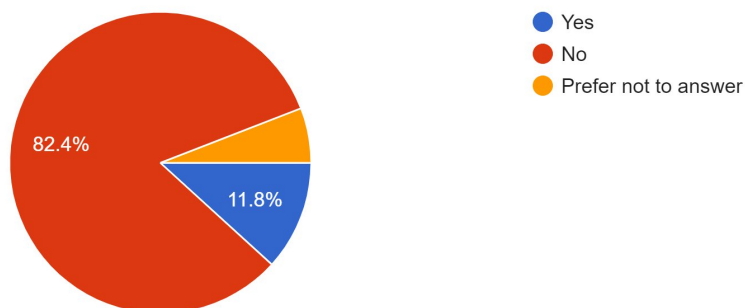
Please write any other ethnic backgrounds that you identify with here

0 responses

No responses for this question.

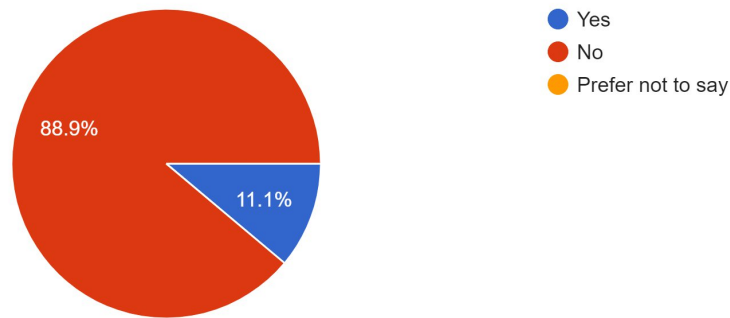
Would you be interested in having child care at future editions at Berlin Buzzwords?

17 responses



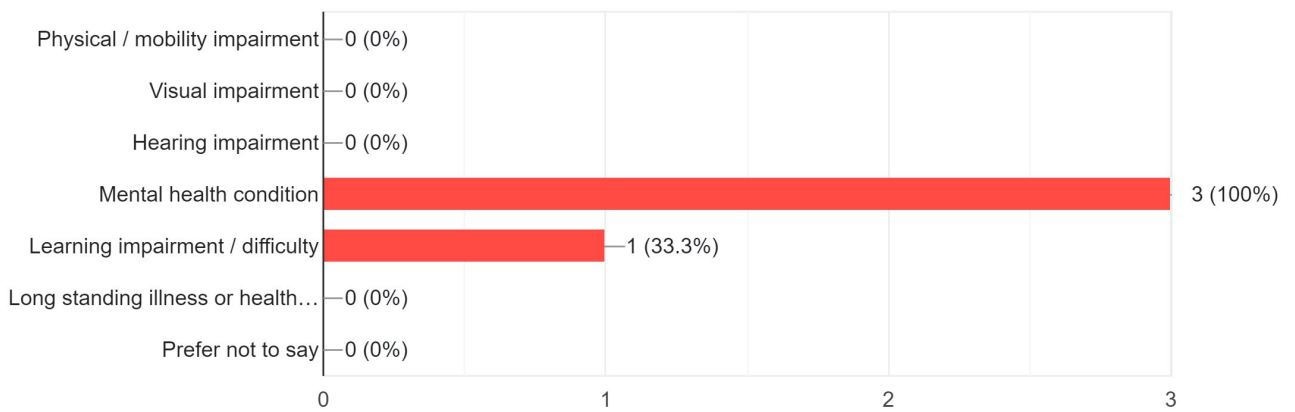
### Do you consider yourself to have a disability?

18 responses



### If you consider yourself to have a disability, please indicate the type(s) of impairment(s) that apply to you

3 responses



### If you consider yourself to have a different type of disability, please provide it here

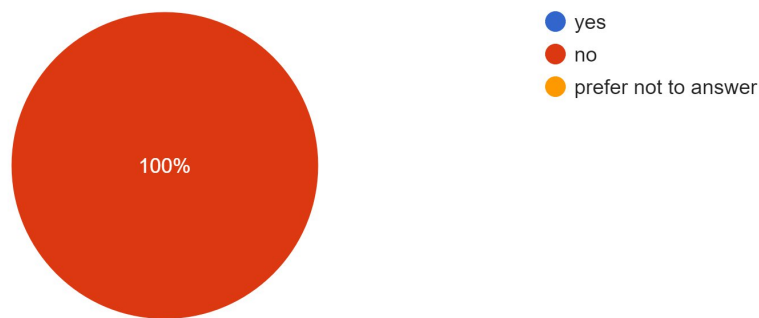
1 response

Issues with sensory overload



If you have a disability, did you have problems with accessibility either during the online or onsite event?

3 responses



If you had problems with accessibility, share your experience here, if you feel comfortable.

0 responses

No responses for this question.

What can the organizers do to improve the diversity and inclusion at this event?

7 responses

- More opportunities for sponsors to help sponsor inclusivity tickets/scholarships for under represented groups. My organization would be interested in this.
- Everything was great organised. I appreciated having the lunch and coffee breaks in the same time and being able to socialise with other attendees.
- I saw you had diversity tickets for underrepresented groups - huge thank you! It wasn't necessary for me, but I appreciate this encouragement. Maybe it would be possible to partner with an association or group to bring in more?
- choose a barrier-free location, invite disabled speakers
- Free entrance for underrepresented groups
- More geographic diversity would be nice. It would be nice to have attendees and speakers from Egypt, Turkey, Romania, Iran, etc. (I think there was one attendee from Africa (Nigeria).) I know that there were Romanians, Serbs, etc. at the conference, but if I'm not mistaken, they all worked in Germany, UK, etc.
- pronoun stickers for everyones name tags

What are some examples of how this event met, exceeded, or fell short of your diversity and inclusion expectations?

8 responses

Wonderful event! Loved the range of talks. I would love to see more of the bar camp-like activities throughout the conference.

Good speakers, good food, good atmosphere between the attendees and the organisation team.

Really liked seeing women presenting, as usual. We need always more, of course. Also, the automated subtitle generation, it's very simple (it seems to me) and very well thought!

Obviously, both attendees and speakers skewed heavily towards white and male. I think it's clear that this is NOT intentional, but still a sad reflection on the current state of DEI in tech.

the entire location is nice, however, not barrier-free

To be honest, did not pay much attention to diversity while attending, was all focused on content.

I thought it was good.

I was excited to have bumped into other women at the event who were also speakers.

Do you have any other comments, feedback or suggestions?

5 responses

I would love to see recommendations about what to do in Berlin for people who arrive early/leave late. I was internationally traveling and so would love to hear what to go see from local experts :)

Keep it this way

thanks!

The food was terrible. I understand the motivation to provide vegan or vegetarian alternatives, but that should not be an excuse for the quality to drop so low. Previous years had considerably better catering.

Some folks also mentioned to me that they notice and appreciate how berlin buzzwords consistently selects non-male keynote speakers