BERLIN
BUZZWORDS
Diversity report - 2021

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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 2021, the conference took place online on June 14 – 17.

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 2021
- 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. We initially provided 10 diversity tickets with additional tickets being provided through partners and diversity support tickets.

In total 33 Diversity tickets were available for Berlin Buzzwords 2021. Of these:

- 10 were funded by Berlin Buzzwords

- four were funded by our community partners Elastic
- four were funded by our community partners OpenSource-Connections
- four were funded by our community partners eBay
- 10 were funded by our Platinum partners Empathy
- one was funded by an attendee purchasing a diversity support ticket

Of these 28 were utilized leaving five remaining. Funding for these five tickets will be used at Berlin Buzzwords 2022 to provide the first five diversity tickets.

Demographic survey highlights and lessons learned

This is the first time that we have collected demographic data from speakers and attendees at Berlin Buzzwords. We hope to collect data in future years to show whether there are changes in these demographics.

One important thing to note at the beginning is the number of attendees and speakers who completed our demographic survey. 88 people completed our survey, 43 speakers and 45 attendees, this represents 23% of the total active participants we had at Berlin Buzzwords. We would love to increase this percentage in future years to make the survey more representative. This demographic survey was sent to participants after the event. In future events we plan on including the survey in the ticket confirmation before the event as well as giving a reminder after the event. We hope that this will give participants more opportunities to complete the survey.

Of the speakers who completed the survey 20.9% identify as female, 72.4% as male and 4.7% as non binary. Of the attendees 31.1% identify as female and 69.9% identify as male. This shows that there is an over-representation of men in both the speakers and attendees at Berlin Buzzwords, and that a larger proportion of our speakers are male compared to our audience. This result can be seen in light of research conducted by Statista [1] which shows that women make up between 23-25% of tech jobs in the major US tech companies. In the future this is an area we aim to work on to attract and invite more speakers who are not men to address this imbalance.

Of the speakers who completed the survey 79.1% identify as white, while 57.8% of the attendees identify as white. Recent diversity reports show that 51.1% of Google tech employees [2], 44% of Apple tech employees [3], and 45.8% of Microsoft tech employees [4] identify as white. This shows that Berlin Buzzwords is more white in terms of speakers and attendees than tech employees at leading US tech companies. Going forward, we as organizers have a lot of work to do to encourage and invite more non-white speakers to Berlin Buzzwords and to encourage more non-white people to attend Berlin Buzzwords. This can be done through diversity funds and working with tech community groups representing non-white community members.

Of the participants who completed the survey 6.8% considered themselves to have a disability. One positive result of the move from in person to online events is an

improvement in accessibility. Online events enable many people to attend who would otherwise be unable to for a variety of reasons. This is one area we must consider in the future when it is possible to host in person events. Options for this could involve hosting hybrid events, remaining largely online or increasing our focus on accessibility measures to enable people to physically attend our event.

Below are some comments from attendees about diversity and inclusivity at Berlin Buzzwords:

- Grants for attendees from developing countries
- Connect with diversity and inclusion organizations to encourage more people from underrepresented groups to attend and speak
- I feel the lack of more people of color

These are all ideas that we as the Berlin Buzzwords organizing team will be taking on board. We aim to integrate considerations of these topics when planning future Berlin Buzzwords events.

The over representation of men and white people at Berlin Buzzwords shows that we must increase our efforts to make the event a more diverse. This may be through an expansion of the diversity tickets fund, or through increased outreach and engagement with user groups helping us to reach people from underrepresented groups in the BBUZZ community. We hope the work we started this year can act as a foundation for this work.

References

[1] Women's Representation in Big Tech - https://www.statista.com/chart/4467/female-employees-at-tech-companies/

[2] https://static.googleusercontent.com/media/diversity.google/en//static/pdf/Google_diversity_annual_report_2019.pdf

[3] https://www.apple.com/diversity/

[4] https://query.prod.cms.rt.microsoft.com/cms/api/am/binary/RE4H2f8#page=5

Relevant Charts

Which one of the following best describes your gender?
88 responses

- ● Female
- ● Male
- ● Non Binary
- ● Prefer not to say

71.6%

26.1%
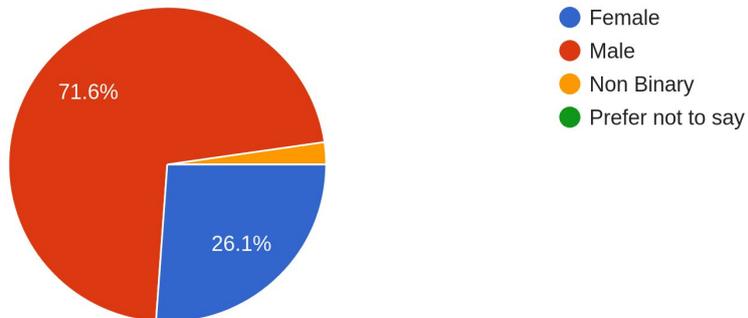
Do you identify as a person of colour?
86 responses

- ● Yes
- ● No

83.7%

16.3%
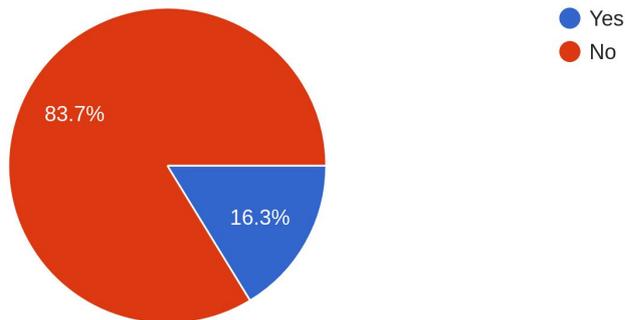
With which ethnic background(s) do you identify? (check all that apply)
88 responses

Ethnic Background	Count
Asian	9 (10.2%)
Black	3 (3.4%)
Latinx	11 (12.5%)
Middle Eastern / North African	3 (3.4%)
White	63 (71.6%)
Prefer not to answer	3 (3.4%)
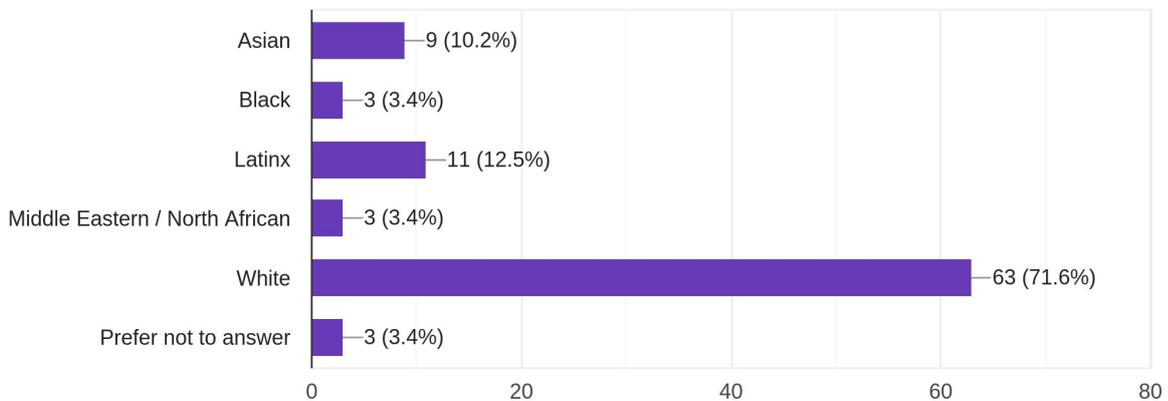
Do you consider yourself to have a disability?

88 responses

- Yes
- No
- Prefer not to say

90.9%
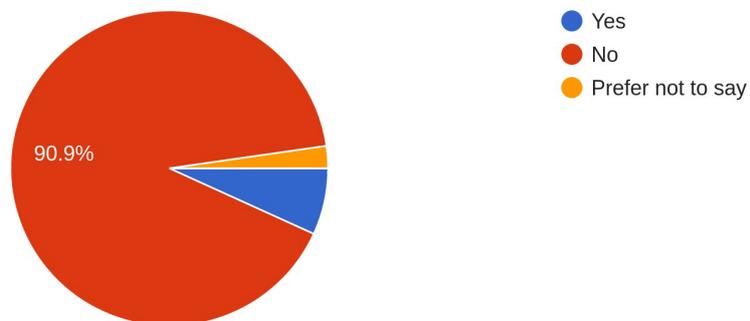
If you answered yes to the above, please indicate the type(s) of impairment(s) that apply to you

8 responses

Category	Value
Physical / mobility impairment	0 (0%)
Visual impairment	0 (0%)
Hearing impairment	0 (0%)
Mental health condition	2 (25%)
Learning impairment / difficulty	3 (37.5%)
Long standing illness or health…	3 (37.5%)
Prefer not to say	2 (25%)