



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 2023, the conference took place in Berlin and online on June 16 – 18.

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 2023
- 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, six Diversity tickets were available for Berlin Buzzwords 2022. Of these:

- four were funded by our community partner Adelean
- two were unused Diversity Tickets from Berlin Buzzwords 2022

Of these six tickets, one was utilized, leaving five remaining. Funding for these five tickets will be used at future events to provide diversity tickets.

As we provided the option to purchase Online Only Tickets for Berlin Buzzwords, 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.

In total, seven Diversity Online Tickets were available for Berlin Buzzwords 2023. All of these tickets were unused Diversity Online Tickets from Berlin Buzzwords 2022. Of those seven Diversity Online Tickets, four were used, leaving three tickets remaining. Funding for these tickets will be used at future events to provide diversity tickets.

### **Demographic survey highlights**

We tried to increase participation in the survey this year by attaching the demographic survey to the registration process. The demographic survey was hosted externally and not connected to our ticketing system to preserve participants privacy.

The only demographic item directly attached to the booking process was the question about participants preferred pronouns. This was printed on participants badges onsite, but answering this question was not compulsory.

After the conference, we send a feedback survey to every participant of Berlin Buzzwords 2023. We also provided an QR-Code at the venue which linked to the survey on the second day of the conference for participants. The survey was in two parts, with the first part collecting feedback about accessibility, diversity, and inclusivity; and the second one being about general feedback to the conference. The answers to the first part of the survey are attached to this report.

Berlin Buzzwords 2023 had 474 participants in total. This includes speakers, attendees, both online and onsite, sponsors, and Helping Hands. Of these 474 participants, 60 (12.6%) filled out the demographic survey and 31 (6,5%) filled out the diversity-part of the feedback survey.

In total, 42.8% of all participants of Berlin Buzzwords 2023 answered the question about preferred pronouns asked at registration. Using this question as a proxy for gender, 75.4% identified as male (i.e. used he/him pronouns), 21.7% identified as female (i.e. used she/her pronouns) and 1,5% identified as non-binary (i.e. used they/them, he/they, or she/they pronouns)

The demographic survey yielded the following results (percentages based on number of participants who answered each individual question):

- Of the speakers who completed the survey, 8,3 % identified as female, while 91.2% identified as male.
- Of the attendees who completed the survey, 15.6% identified as female, while 8,4% identified as male.
- Of all participants of the survey none identified as non-binary and none identified as trans.
- Of the speakers who completed the survey, 8.3% identified as a person of color.
- Of the attendees who completed the survey, 14.6% identified as a person of color.
- Of all participants of the survey, 7.0% considered themselves to have a disability
- Of the persons with disabilities who completed the survey, one person reported problems with accessibility during the online or onsite event. In the following question about which problems with accessibility were encountered, the following answer was provided:
  - The stages were not accessible. Someone who requires accessibility wouldn't be able to present on the stages.

Participants had various suggestions on how to improve diversity and inclusion at Berlin Buzzwords This is an excerpt of answers that participants gave; you can find the complete list in the survey responses below.

Participants criticized the accessibility of the stages.

„The stages were not accessible. Someone who requires accessibility wouldn't be able to present on the stages.“

„It was not clear how people with disabilities can access all stages“

The audience of Berlin Buzzwords is still perceived as predominately white and male:

„It seemed like, while there was a good mix of speakers, the attendees felt predominantly male.“

„I was happy that there were so many non-male speakers even though the attendees were very white and very male.“

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

## **Lessons learned**

Overall, the participation in our demographic and feedback surveys increased significantly from last year. However, measured against the total number of participants of Berlin Buzzwords, the numbers are still low and cannot be considered representative. We are looking at ways to further increase participation.

This year's edition of Berlin Buzzwords was also the first time that we included a (skipable) demographic question (i.e. asking about pronouns) during the registration process. This item was answered by a significant portion of the overall participants of the conference, which gives us higher confidence in the validity of the data gathered.

From this data, as well as from the demographic survey and our impression as organizers, it is clear that participants of Berlin Buzzwords are still mostly male. We are actively looking at ways to increase the diversity of speakers and audience.

Another point that was mentioned in the feedback survey was the accessibility of the venue and stages. We have already set up a dedicated page on our website on accessibility, and will debate ways to communicate accessibility features of Buzzwords better to participants, as well as how to further increase the accessibility of the conference.

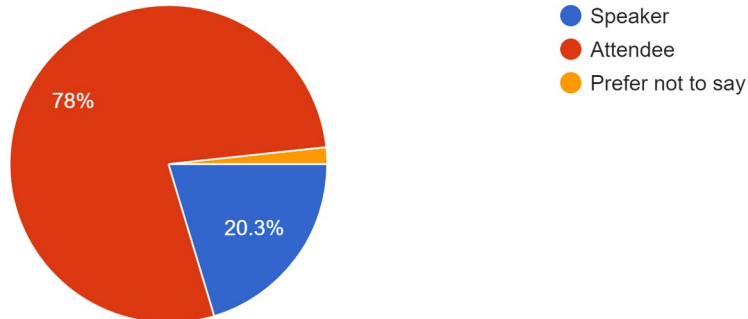
We want to thank everyone who participated in this survey. If you have any questions, further feedback or concerns, please don't hesitate to reach out to us at [feedback@berlinbuzzwords.de](mailto:feedback@berlinbuzzwords.de)

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

## Full Form Responses Demographic Survey (60 responses):

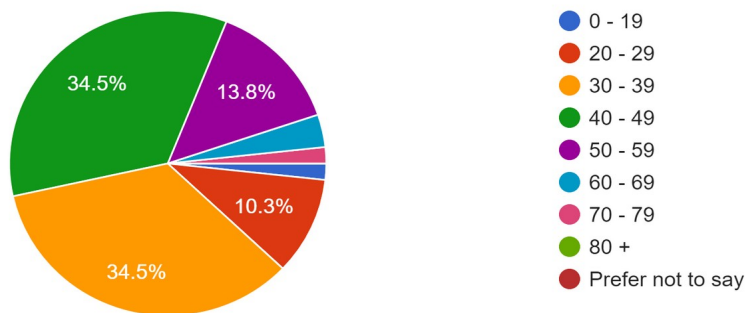
Are you a speaker or an attendee?

59 responses



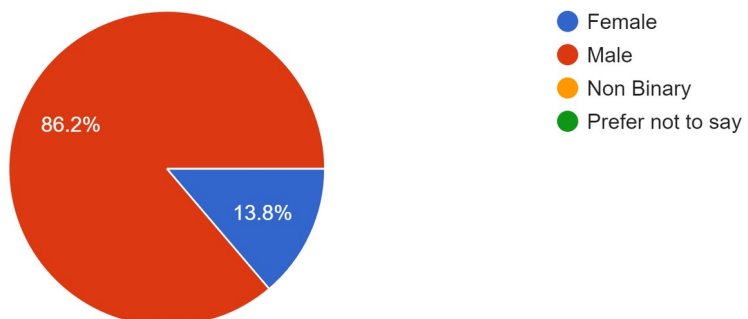
How old are you?

58 responses



Which one of the following best describes your gender?

58 responses

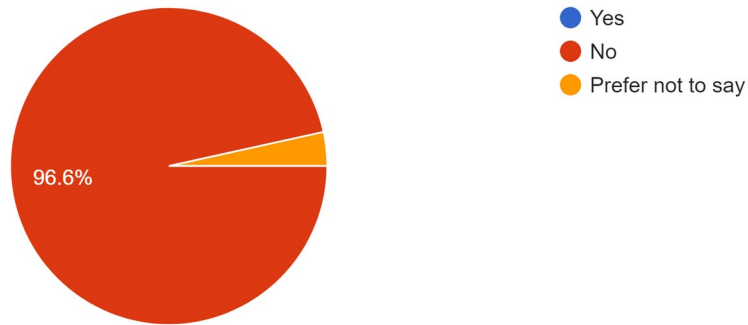


If you prefer to use another term to describe your gender identity, please provide it here<sup>1</sup> response

WTF with all the Q's below for a tech conference ....

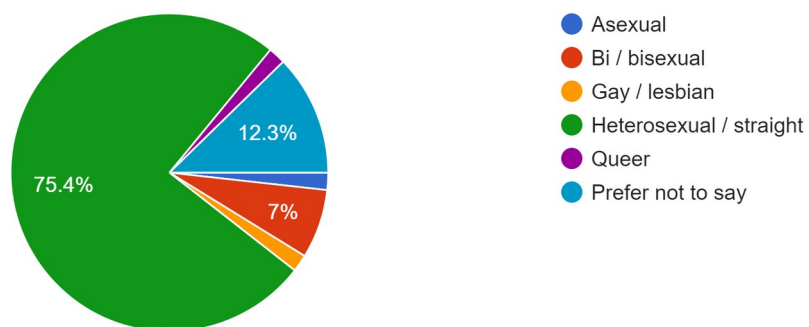
Do you consider yourself to be a trans person?

58 responses



Which of the following best describes your sexual orientation?

57 responses

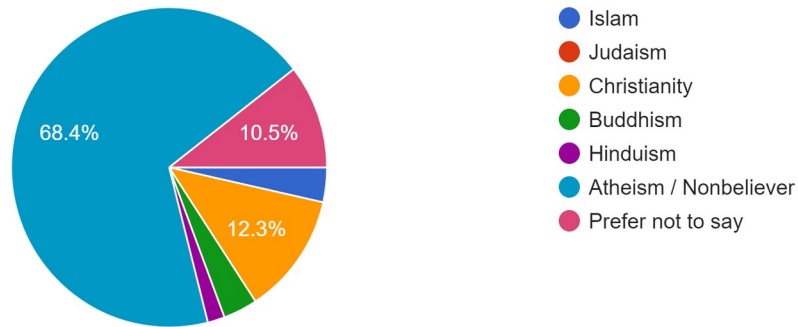


If you prefer to use another term to describe your sexual orientation, please provide this here<sup>0</sup> responses

No responses yet for this question.

Which of the following best describes your religious affiliation?

57 responses

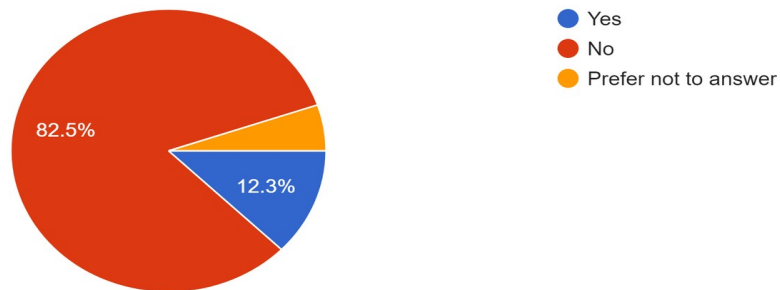


If you have a different religious affiliation or prefer to use another term to describe your religious affiliation, please provide it here

No responses yet for this question.

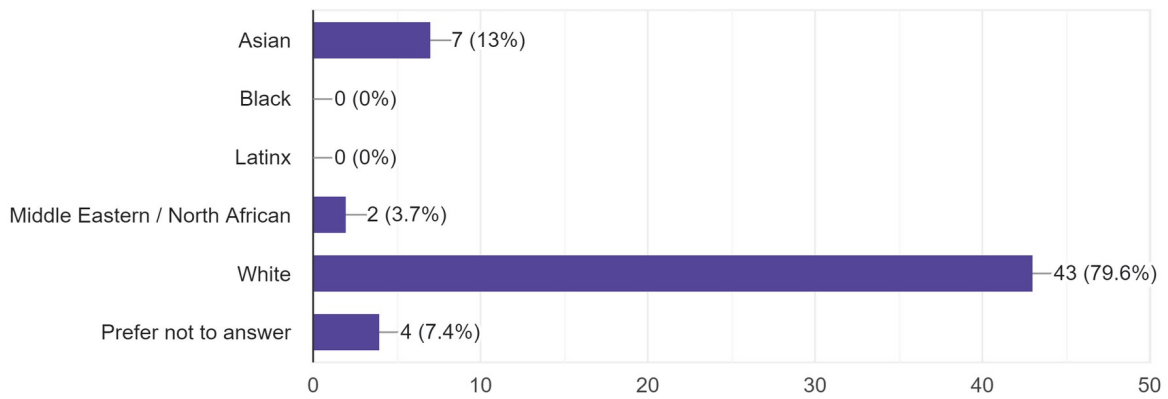
Do you identify as a person of color?

57 responses



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

54 responses



Please write any other ethnic backgrounds that you identify with here 3 responses

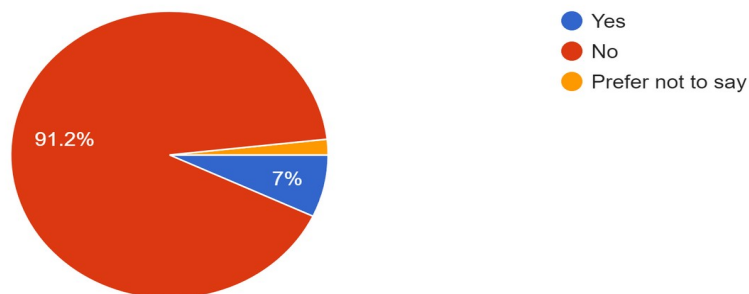
Greek

Wielkopolanka

Caucasian

Do you consider yourself to have a disability?

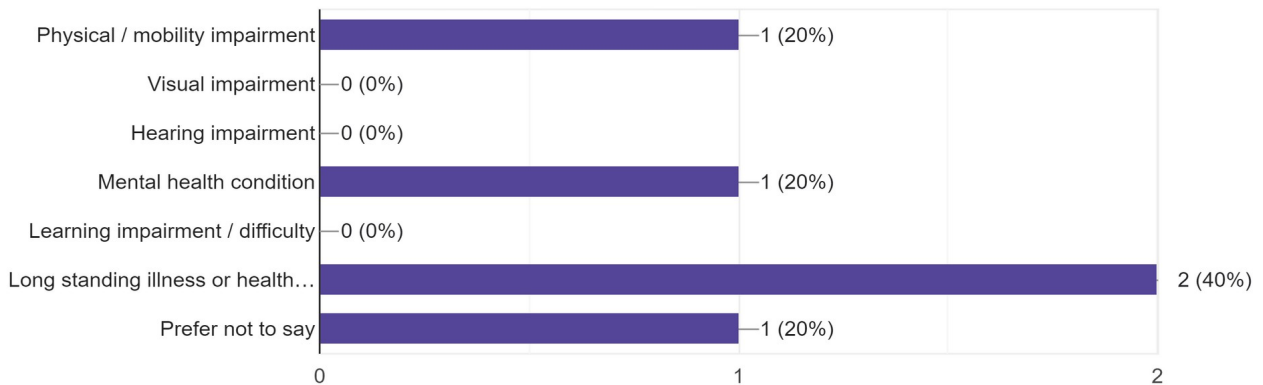
57 responses





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

5 responses



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

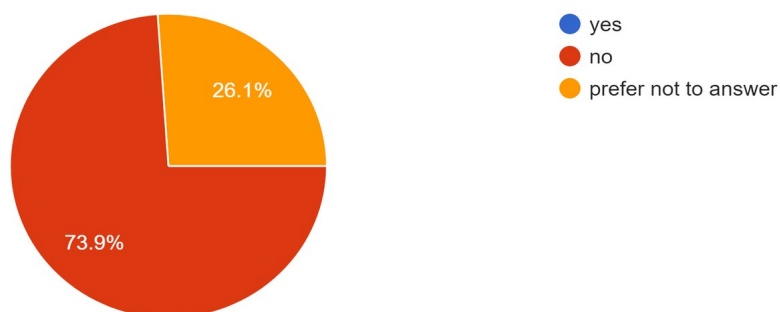
0 responses

No responses yet for this question.

### Full Form Responses Feedback Survey – Questions about Accessibility, Diversity, and Inclusivity (31 responses):

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

23 responses



If you had problems with accessibility, or suggestions how to improve accessibility at Berlin Buzzwords, please provide it here:

1 response

The stages were not accessible. Someone who requires accessibility wouldn't be able to present on the stages.

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

6 responses

Elevator to the stage at the top floor

My first thought is on unisex bathrooms.

I found there was a reasonable number female speakers, so this suggestion may be already in action. D&I could be used as an added consideration for selecting talks. To improve the diversity of attendees, perhaps providing a few spots to underrepresented folks where the conference will pay for the registration or the hotel could also help.

The 100% white male panel on search felt a little absurd. It would be nice to double check suggested panels and ensure that panelists come from a diverse background.

More talks by women or LGBTQ+

There were some session where no woman were represented (e.g. panel discussion). It is unfortunately.

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

11 responses

I offered to help a disabled person, but he declined, since he was already getting sufficient support from the conference staff. Great work!

It was not felt like a sausage party in the audience

The diversity of the speakers was great.

It was not clear how people with disabilities can access all stages

It was great especially because of the food options

I was happy that there were so many non-male speakers even though the attendees were very white and very male.

The speaker line up had a good mix of female & male speakers. I appreciated that the food options were also very considerate of various dietary limitations of folks.

It seemed like, while there was a good mix of speakers, the attendees felt predominantly male.

Tech conferences always tend to be less inclusive since the industry is man dominated

Generally, I see Buzzwords as a very inclusive event, but there's always some place to grow :) I would really love to see more sitting options in the main hall: it could be not only necessary for people with disabilities, but also for example for pregnant women, who would love having a longer (or just more) discussion with other participants during the breaks :)

vegetarian only food was cool if that counts