



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 2024, the conference took place in Berlin and online on June 9 - 11.

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 2024
- Encourage feedback from the BBuzz community

Diversity ticket fund

In order to promote diversity at Berlin Buzzwords 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, 13 Diversity tickets were available for Berlin Buzzwords 2024. Of these:

- 4 were funded by our community partner Apple
- 3 were funded by Diversity Fund Contributions
- 1 was funded by Plain Schwarz
- 5 were unused Diversity Tickets from Berlin Buzzwords 2023

Of these 13 tickets, 5 were utilized, leaving 8 remaining. Funding for these 8 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, 5 Diversity Online Tickets were available for Berlin Buzzwords 2024. All of these tickets were unused Diversity Online Tickets from Berlin Buzzwords 2023. Of those 5 Diversity Online Tickets, four were used, leaving 1 ticket remaining. Funding for this ticket will be used at future events to provide diversity tickets.

Demographic survey highlights

The demographic survey was hosted externally and not connected to our ticketing system to preserve participants privacy. A link to the demographic survey was provided to attendees after getting a ticket for Berlin Buzzwords in our ticket shop.

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 sent a feedback survey to every participant of Berlin Buzzwords 2024. 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 2024 had 454 participants in total. This includes speakers, attendees, both online and onsite, sponsors, and Helping Hands. Of these 454 participants, 96 (21,1%) filled out the demographic survey and 23 (5,1%) filled out the diversity-part of the feedback survey.

In total, 48.7% of all participants of Berlin Buzzwords 2024 answered the question about preferred pronouns asked at registration. Using this question as a proxy for gender, 74.7% identified as male (i.e. used he/him pronouns), 23.5% identified as female (i.e. used she/her pronouns) and 1.9% identified as non-binary (i.e. used they/them, he/they, or she/they pronouns). Of the speakers who answered the question, 20,4% identified as female, while 75,9% identified as male. 3,7% identified as non-binary.

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

- Of all participants of the survey none identified as non-binary and one identified as trans.
- Of the speakers who completed the survey, 23,5% identified as a person of color.
- Of the attendees who completed the survey, 23,4% identified as a person of color.
- Of all participants of the survey, 3.6% considered themselves to have a disability.
- Of the persons with disabilities who completed the survey, no person reported problems with accessibility during the online or onsite event.

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:

Bring more visibility of the event to the minority groups using social media channels

lightning talks at barcamp for everyone who defines as not white male; women empowerment workshop in the afternoon of day 2: how we can become blind to genders; how we can achieve equality; why women struggle to take more space at work and how men can show them how this works (not in a mansplaining way obvslly).

More female / diverse attendies.

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 panning future events.

Lessons learned

As last year, we were able to increase participation in our demographic survey. However, participation in our feedback survey fell slightly. Compared to the total number of participants in

Berlin Buzzwords, the number of participants is still low and cannot be considered representative. We are looking at ways to further increase participation.

Since last year's Berlin Buzzwords, we have included a (skipable) demographic question asking for preferred pronouns. From this data, as well as from the demographic survey and our impressions as organisers, it is clear that Berlin Buzzwords attendees are still predominantly male, although we are seeing an upward trend in the number of attendees who identify as female or non-binary. We continue to look for ways to increase the diversity of speakers and attendees. This year, for example, we have tried to address this issue by supporting initiatives such as Xata's Womens Speaker Breakfast, which took place on Monday 10 June and to which all the female speakers of Berlin Buzzwords were invited.

In terms of accessibility, none of the survey attendees reported to have experienced any problems. To ensure access to all areas of the venue, we created the role of an Accessibility Assistant for each day. This role was kindly filled by a helping hand. The role was to help mobility impaired attendees navigate around the venue. Over the two days of the conference we had no attendees who needed this service. We are still working to improve overall accessibility and will keep attendees informed via our dedicated page on our website.

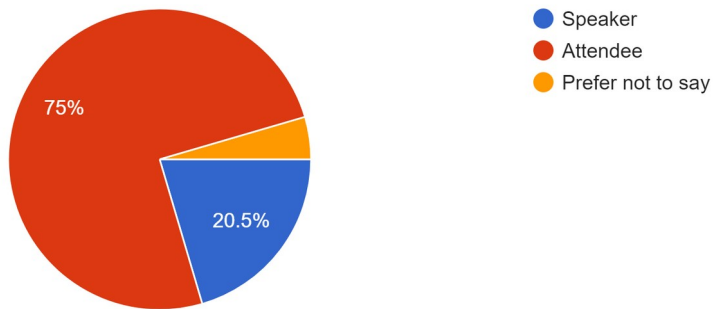
We would like to thank everyone who took part in this survey. If you have any questions, further feedback or concerns, please don't hesitate to contact us at feedback@berlinbuzzwords.de.

We look forward to hearing from you and continuing to make Berlin Buzzwords an experience for everyone.

Full Form Responses Demographic Survey (96 reponses):

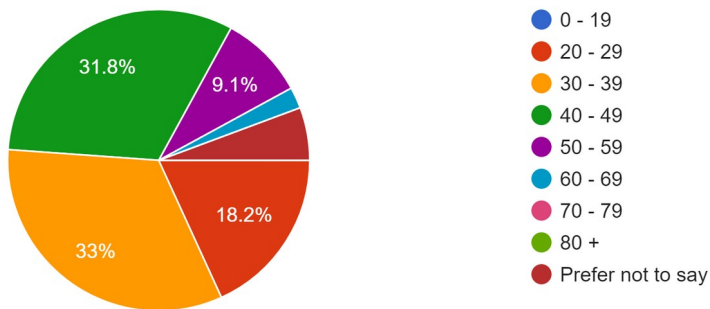
Are you a speaker or an attendee?

88 responses



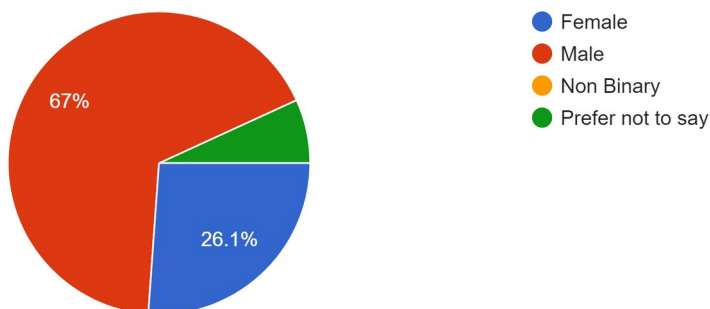
How old are you?

88 responses



Which one of the following best describes your gender?

88 responses



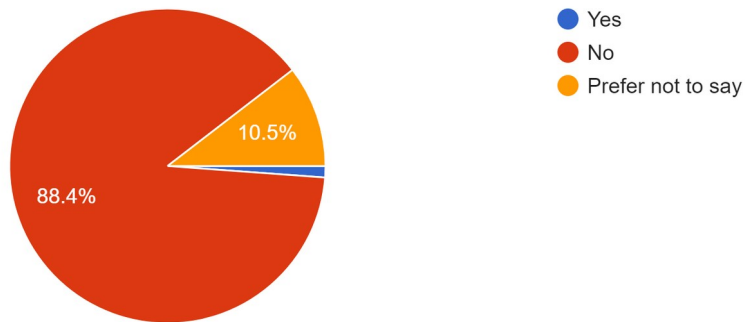
If you prefer to use another term to describe your gender identity, please provide it here

1 response

anti-woke

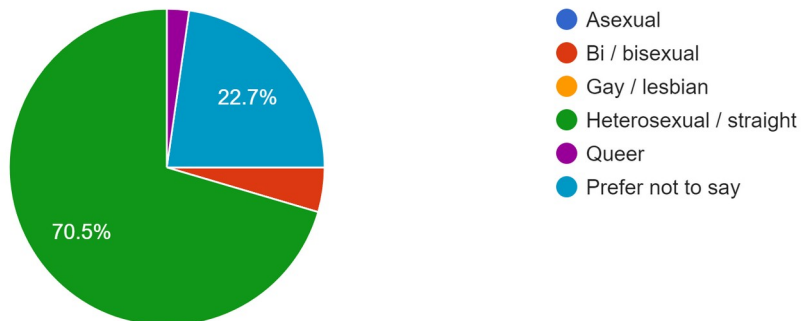
Do you consider yourself to be a trans person?

86 responses



Which of the following best describes your sexual orientation?

88 responses



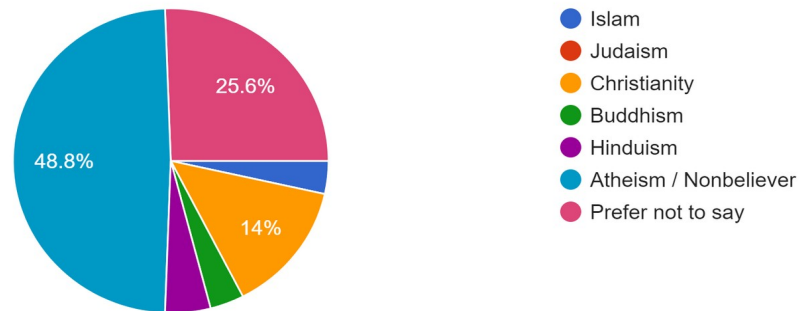
If you prefer to use another term to describe your sexual orientation, please provide this here

1 response

This is an IT conference, what has sexual orientation have to do about it?

Which of the following best describes your religious affiliation?

86 responses



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

8 responses

Jehovah's Witness (Christian)

This is an IT-conference, not a religious congregation!

Agnostic

Jainism

Consciousness practitioner

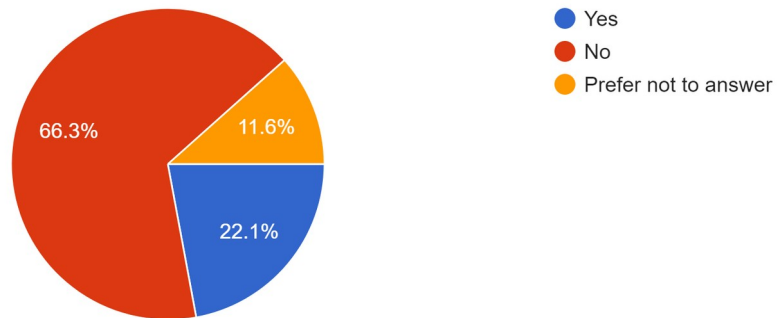
Consciousness Practitioner

Agnostic

Flying Spaghetti Monster

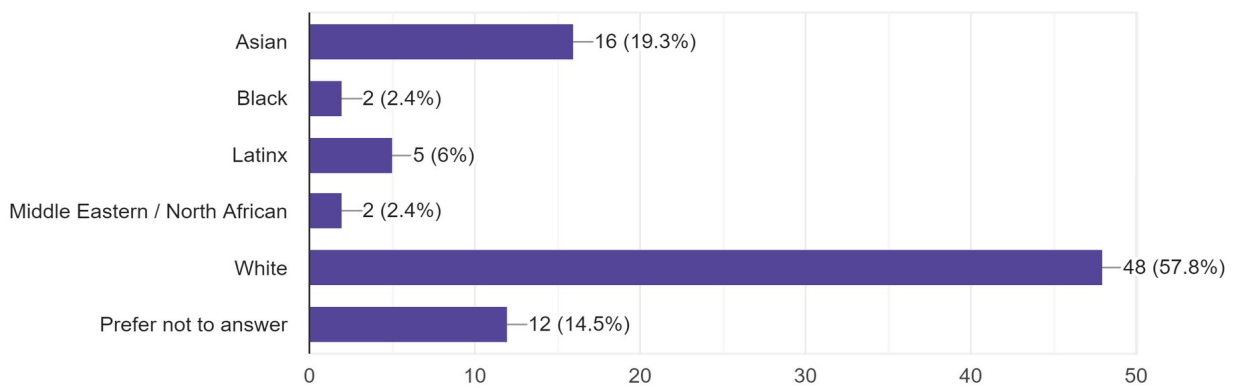
Do you identify as a person of color?

86 responses



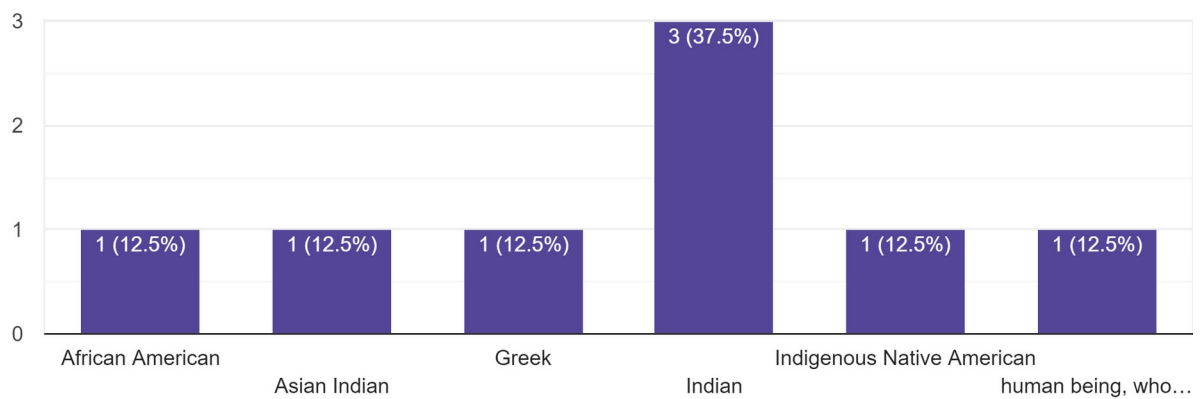
With which ethnic background(s) do you identify? (check all that apply)

83 responses



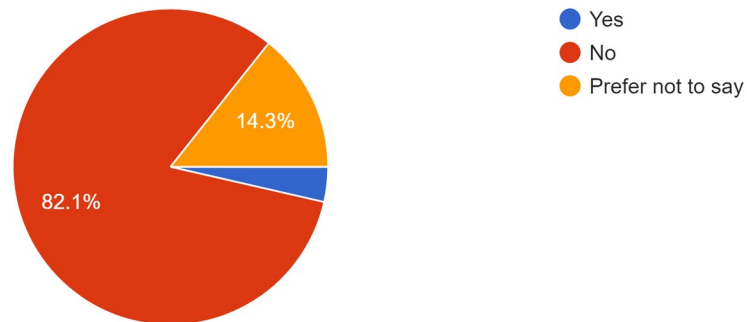
Please write any other ethnic backgrounds that you identify with here

8 responses



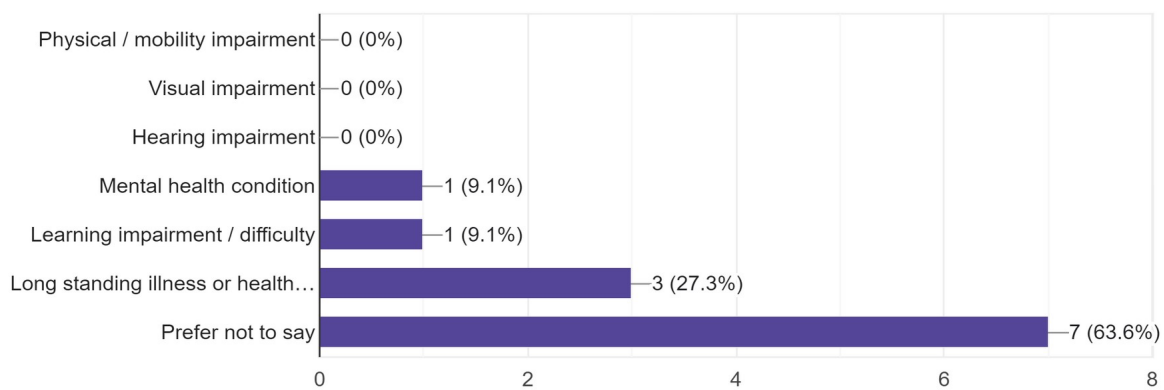
Do you consider yourself to have a disability?

84 responses



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

11 responses



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

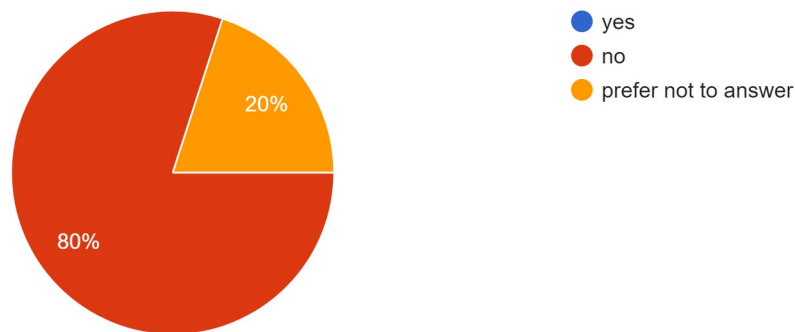
0 responses

No responses yet for this question.

Full Form Responses Feedback Survey – Questions about Accessibility, Diversity, and Inclusivity (23 responses):

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

15 responses



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

2 responses

NA

I believe not all rooms were accessible with wheelchair.

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

6 responses

Don't do exclusively vegan food. I felt discriminated

Bring more visibility of the event to the minority groups using social media channels

I did not see people disrespect LGBTQ+ throughout the whole event. Everyone is rather quite friendly.

The event attracted a highly diverse global audience. As an attendee, at all times, I felt included and welcomed.

lightning talks at barcamp for everyone who defines as not white male; women empowerment workshop in the afternoon of day 2: how we can become blind to genders; how we can achieve equality; why women struggle to take more space at work and how men can show them how this works (not in a mansplaining way obvslly).

More female / diverse attendies.

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

10 responses

Fell short with food options

I loved that you had real-time captions for all of the rooms! That was incredible.

It was interesting to see women speakers but there could be more of them. Vegan food was a great idea.

I loved that you had so much vegan food! I could easily get meat when I wanted to, it's harder the other way around 😊

The transcription setup in each room was a great example of inclusivity.

A significant share of female speakers. This year, I appreciated the presentations by female speakers more than the male speakers, i.e. you did great in attracting great female speakers from my point of view.

I do not have any disabilities, so I was easy to navigate the event area.

There was a lot of vegan options and I think the organisers can create some balance in the future.

Locating the hall for the different sessions was tough a little too. I think in the future, just before everything kicks off, an announcement on where to locate all the halls should be made. And maybe a map to each hall be sketched and uploaded on the schedule page on the website (if the team got enough time at hand for this).

compared to other years, this event was quite diverse with more women and POC people which is so important: different perspectives cater for more innovation and creativity. it is what we do not know that takes us further after all. regarding inclusivity, I think the ps team can lead by example and invite the women in the team to join the intro/outro sessions, also stressing the junior positions of some (hello, Anne! :)))

Accessibility -> Having subtitles for talks was quite positive
The crowd were quite diverse, there were people from different parts of the world