

Proposal: Code of Conduct Awareness

What to communicate:

- We have a CoC in place
- Acceptable vs unacceptable behaviour
- What people should do if they see unacceptable behaviour

1. At the RIPE Meeting

- *Opening Plenary:* A few minutes at the start of each RIPE Meeting should be used to explain that we expect people to behave respectfully and we have a code of conduct for when they don't. We can briefly touch on what people should do in these situations and point them to where they can find more information.
- *Individual Sessions:* Include a slide reiterating this into the opening of each Plenary/WG session. This wouldn't require a big speech - just a reference in the slide and a quick reminder that we expect discussions to be respectful.
- A session or BoF could be organised for a more interactive community discussion about what is appropriate behaviour. This could be a periodic thing every few RIPE Meetings, where the community has a general discussion on these sorts of topics with the CoC Team (this would largely depend on how much interest there is in the community).
- The RIPE NCC could share periodic reminders/references via social media during the meeting and in the intermission slides. This would probably be a few straightforward messages, probably in a graphical format: "*Someone out of line? Speak up!*", "*It's not the end of the world if a discussion gets heated - but an apology goes a long way!*" etc.

2. Other Resources

- *Infographic:* Something that acts as a reference - a basic version could list examples of unacceptable behaviour and explain what to do next (talk to the person directly, talk with a RIPE NCC staff member, or make a report to the CoC Team). We could make several of these focusing on different aspects (at the RIPE Meeting vs on the mailing lists) or scenarios (Someone is being inappropriate vs you've just offended someone else) depending on how detailed we want to be. This information could also be represented as a flow-chart.
- *Videos:* Same as above but in video format. This might start with a few words on how it's important that RIPE remains a welcoming/respectful community - and then go on

to provide more practical instructions on what to do if someone is behaving inappropriately. Again, depending on how detailed we want to be, we could break this up into several videos.

- *FAQs*: Could address some of the weird corner-case type issues - “Should I tell someone their behaviour is inappropriate on the MLs, or do I need to make a report to the CoC Team?” etc.