

20XX

DjangoCon Europe 20XX | Code of Conduct transparency report

👉 Copy this doc, and use it to write prepare drafts of the conference's transparency report and reporting to [Django's Code of Conduct committee](#). To simplify future reports, this document contains copies of relevant published posts and reporting emails over recent conferences. Reports have generally started with the outline of last year's report, and adjusted as needed.

Past reports

- [2025](#): Django CoC team email, and public transparency report.
- [2024](#): Django CoC team email, and public transparency report.
- [2023](#): Django CoC team email, and public transparency report.
- [2022](#): Django CoC team email, and public transparency report.
- [2021](#): Django CoC team email, and public transparency report.
- 2020: no report
- 2019: [2019-09-11 Code of Conduct team feedback](#)
- 2018: [2018-06-02 Code of Conduct transparency report](#)
- 2017: [2017 Code of Conduct transparency report](#)
- 2016: [DjangoCon Europe 2016 Code of Conduct Transparency Report](#)

Aims of the report

See the Django code of conduct team's [documentation on transparency](#). As code of conduct work is mostly behind the scenes, it's crucial for us to have public-facing records of our activities. This helps encourage reporters in the future, and share hard-earned wisdom with future volunteers. And it's also a great opportunity to further explain the importance of the code of conduct to conference participants.

How to write a report

We recommend starting with a draft outline ahead of the actual conference. After the conference, fill in the blanks in your private draft, being extremely mindful of what information is important to share for transparency, and what should be withheld to protect the privacy of individuals. Here is a sample outline, roughly chronological:

- The code of conduct and our team
- Before the conference
 - Preparing for the event
 - Reviewing presentations from speakers
- During the conference

- After the conference
 - Incident 1
 - Incident 2
 - Incident 3
 - Incident 4
 - Post-conference
- Our takeaways for future events
- About this report

Report to the Django CoC committee

This is part of following the committee's [recommendations for conference organizers](#). In the past we have shared reports using their own [record-keeping system](#), but we haven't always shared personal information about the reporters or named subjects due to [concerns with compliance with privacy laws](#).

Changelog

Note any important changes to this document here.

- 2025-06-19: Thibaud Colas – Add 2025 reporting to the doc
- 2024-12-12: Thibaud Colas – Add details about reporting to the Django CoC committee
- 2024-12-20: Thibaud Colas – Initial template based on DjangoCon Europe 2024 CoC docs

2025

2025

- [2025 email to DSF CoC committee](#)
- [2025 Code of Conduct transparency report](#)

2025 email to DSF CoC committee

Sent: 2025-05-20

Title: DjangoCon Europe 2025 code of conduct team report

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Hi DSF Code of Conduct Committee,
(cc DjangoCon Europe CoC team)

I'm Vicky, contacting you on behalf of the DjangoCon Europe 2025 code of conduct team. We're reaching out to provide you with our report from the conference, as per your [guidelines for conference organizers](#).

We didn't receive any reports during or after the event. Of our [team of three](#), two were there in person for the conference, one was active on the Slack workspace, and two only had very minimal participation in the team's activities. As far as we can tell this absence of report wasn't for a lack of visibility of the code of conduct, with announcements, posters, and reminders on Slack. Everyone was on their best behaviour and there wasn't anything reported by ourselves or others either online or in person.

We still thought this was worth formally sharing. For further details on our work before, during, and after the conference, please take a look at our [transparency report](#), published on our website.

Best regards,

Vicky

Vicky Twomey-Lee

DjangoCon Europe 2025 Code of Conduct team

2025 Code of Conduct transparency report

This report is meant to be a public-facing record of the team's operations / code of conduct matters throughout the conference. It shouldn't contain personal information of anyone.

Link: <https://2025.djangocon.eu/information/announcements/>

Published: 2025-05-20

The [code of conduct team](#) is happy to share that we received no reports of potential code of conduct issues at this year's DjangoCon Europe!

Publishing this report is a part of our [Code of Conduct process](#), which informs our work before, during, and after the conference. The report itself provides information about general team tasks, as well as incidents we handled.

The Code of Conduct and our Team

The DjangoCon Europe Code of Conduct (CoC) and the workings of the team are directly taken from past events. For this year, there were three active people on the team:

- Sunday Ajayi
- Thibaud Colas
- Vicky Twomey-Lee (Lead)

Before the conference

Our team had two major tasks before the conference.

Preparing for the event

This generally meant doing anything we could ahead of the actual conference so our team could work as well as possible during the event:

- Getting up to speed with general Code of Conduct team practices
- Making sure we are familiar with moderation features across the different online platforms.

- Confirming availability so we know we will have some presence throughout the whole conference, in person as well as online (Slack).

The way to report code of conduct issues for our teams was set up on our behalf by other organisers: our team email address.

Compared to past years, we didn't reach out to the DSF Code of Conduct Committee as part of their [support for event organizers](#). They advise sharing attendee and speaker details with the committee ahead of the event, but like in all past four djangoCon Europe events we decided against it as it seemed too problematic to do so while complying with personal data protection and privacy laws in Ireland. This long-standing issue is tracked in the Django code of conduct issues: [Compliance with privacy laws when working with conferences](#). As per last year, we would follow the [conference privacy policy](#) on how any personal data would be shared with the Django Software Foundation as part of any incident reports:

> For code of conduct incident reports handling, we may collect additional information about individuals mentioned in any reports. We may share this information with the [Django Software Foundation Code of Conduct Committee](#) as needed. View our [Code of Conduct response guidelines](#) for more information.

Reviewing presentations from speakers

With many scheduled presentations, this was a major task for us ahead of the event! All speakers were required to submit a draft version of their slides, ideally in the week before the conference, as complete as possible. In addition to the code of conduct review, this was also very helpful to live captioning providers as part of their preparations.

This year, the CoC team requested all lightning talks to be emailed to the Code of Conduct email address for review, and will be allocated a slot on either of the conference days if the lightning talk passes the screening. This marks the first year we were able to review all pre-scheduled and all lightning talks given at the conference!

Out of 35 talks and 27 lightning talks:

- We reviewed 32 talks and 27 lightning talks without making comments
- Two had small questionable references
 - One was a line referring to a controversial historical figure quoted from a published paper in a slide which the speaker amended quite quickly. While this could be compatible with our Code of Conduct, we and the speaker felt it would be simpler and equally suitable to use another reference.
 - The other was a question about a redacted swear word if that was a CoC problem. The Code of Conduct team will bear this in mind to keep swearing to a minimum. Note: This is not a CoC violation, though per the [code of conduct](#) excessive swearing isn't acceptable.
- 3 talks and 1 lightning talk were cancelled at various stages and therefore no longer relevant for review.

Our highlights from this process are:

- This review still feels very important even if there are no major issues to flag. It's also important for there to be multiple reviewers to give the best chances of spotting issues ahead of time, and so the responsibility of spotting issues is shared.
- All speakers that were present at the conference submitted their slides for review, some weeks ahead, some only at the last minute
- All lightning talks slides were submitted for review. The speakers were all very patient, understanding and supportive of the changes of this new process.
- Having all the lightning talks reviewed and confirmed each day before the session means that we had a list of talk titles and speakers for the captioner. They were really thankful for this information in advance of each lightning talk session.

As it was the first time this year for the Code of Conduct team to review lightning talk slides, it can be improved in the future to use a form to accept the lightning talks as it's already managed through spreadsheets. Things to note from this year's experience:

- Some of the emails that were sent to the google group email ended up in a spam folder, therefore the reviewer had to check google groups, email inbox and spam folders. Having a form will mitigate this.
- Replying via google groups is not ideal as it's either to the coc team email or speaker, but not both.
- Have an extra person help chasing down lightning talk speakers onsite. There were only two people onsite on Wednesday, and one person onsite on Friday (although there was support remotored in the latter case).

All in all we're elated to have been able to review all lightning talks for the first time ever, though this did significantly increase the code of conduct team's workload during the conference, for what is already a small team. In the future, we will need to increase the active team size at the conference or share the workload with the programme team to make this sustainable.

During the conference

Plain and simple, there were no incidents reported during the conference! Everyone involved played a part in fostering an excellent atmosphere throughout. The conference code of conduct was featured prominently, which helped set clear expectations for everyone.

We received two suggestions or points of feedback during the conference:

- One person flagging the “0 Code of Conduct incidents reported” statement at the end of the conference talks on Friday evening. This may create friction for people who might not want to feel like they burden the CoC team by providing the “first” report. This was followed up on discord:

“Quick reminder for everyone of the conference code of conduct! Our CoC team will be looking out for any reports over the coming days even after the conference is over. If there’s anything you would want to report please do go for it even if it’s been a few days”.

Future recommendations is to announce that no incidents were reported so far, and the CoC team will be checking for reports even after the conference is over. Or skip this type of announcement altogether, as there are many other good news to share at the end of the talks anyway.

- One person flagged how participants who do not wish for their picture to be taken might still appear in video footage of the questions and answers section of the talks. We followed up with other organizers to confirm what their plan was for this footage. They explained this was setup in accordance with the conference room being divided in separate zones to respect people’s privacy, with the video footage only covering the expected half of the room. They reminded attendees of this setup later in the day and on other days.

Everyone was equally excellent during the two-day sprint at the end of the conference and during the official social events, with the code of conduct still prominently featured on site and via reminders to attendees.

After the conference

With the conference over, with no incidents reported during the event, our team’s remit was to:

- Keep an eye out for any report sent to us after the conference.
- Draft a report to Django's own Code of Conduct Committee records.
- Publish this transparency report.

Our takeaways for future events

With no incidents to report (yay!), the best we can do is to share our main takeaways for future event organisers to learn from:

- **A good team makes hard work feel easy.** We had excellent team dynamics, and excellent support from organisers and other volunteers.
- **Compliance with data protection and privacy laws is no joke.** DjangoCon Europe handles personal details of hundreds of people, and we need to make sure we do so in a way that respects local law. This requires familiarity with said laws, and a bit of work to assess our processes.
- **Lightning talks reviews are worthwhile but take a lot of work.** We need to invest more into the process ahead of time for future years, so it's less reliant on time-consuming follow-ups.

About this report

Even without any incidents to report on, we still believe publishing this report is a good way to show why our CoC is important, and how it is enforced in practice, in line with the transparency guidelines from Django's CoC committee. We hope that by publishing this, we will encourage people to report incidents in the future, and that other conferences can learn from our mistakes and our successes.

We welcome any feedback, and we would like to thank the DjangoCon Europe community – attendees, speakers, sponsors, and organisers alike – for working with us.

We thank the organisers of DjangoCon Europe 2024 and 2023 for their transparency reports, which we followed as a template for this year's report.

The DjangoCon Europe 2025 Code of Conduct team,

Sunday Ajayi

Thibaud Colas

Vicky Twomey-Lee (Lead)

2024

2024

- [2024 email to DSF CoC committee](#)
- [2024 Code of Conduct transparency report](#)

2024 email to DSF CoC committee

Sent: 2024-11-12

Title: DjangoCon Europe 2024 Code of Conduct team report

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Hi DSF Code of Conduct Committee,
(cc DjangoCon Europe CoC team)

Please find below our incident report records from the conference. We received two after the conference, and in both cases decided as a group there were indeed violations of the conference's code of conduct. The reports start with a quick summary, and then follow the format of your [public record-keeping methodology](#), with a few blanks where it's not for the DjangoCon Europe CoC team to say.

For our team, the next step will be to publish the conference's Code of Conduct transparency report, which we are basing on the past years' reports. This will contain the same summaries, with additional information about the team's activities outside of the reports. It'll also cover our reflections on how to improve the code of conduct team's operations for future DjangoCon Europe events, based on feedback from participants to the conference, our discussions over email threads, and our own reflections.

Report #1

- **Date of 1st report:** 2024-06-11
- **Reporter, if official/public, CoC person if private.** CoC representatives: [redacted]
- **Named subjects.** Lightning talk speaker
- **Subject email address/URL.** N/A

- **Summary of report (for internal purposes).**
 - One lightning talk speaker [redacted]
 - An attendee reported this to the CoC team via email a few days later.
- **Action taken by us?**
- **Action taken by local rep?**
 - [redacted]
- **Summary of outcome to share if suitable.**
 - [redacted]
- **Banned or flagged.**
- **Date to expunge this record.**

Report #2

- **Date of 1st report:** 2024-06-25
- **Reporter, if official/public, CoC person if private.** CoC representatives: [redacted]
- **Named subjects.** None
- **Subject email address/URL.** N/A
- **Summary of report (for internal purposes).**
 - Published conference photos appear to include individuals wearing red lanyards (indicating no photo consent), suggesting a need to review and remove or blur such images in accordance with the event's photo policy.
- **Action taken by us?**
- **Action taken by local rep?**
 - 2024-07-05: start internal discussions about report, with uncertainty on how to handle this considering this has been reported first to the organizers (2024-06-19), next to the Code of Conduct team
 - 1 month gap with little to no action – none of the DjangoCon Europe CoC team's volunteers were available or able to take this any further from late June to early August.
 - 2024-07-08: ping from DjangoCon Europe organizers asking about our reply
 - 2024-07-18 - 2024-08-20: internal mentions of lack of availability
 - 2024-08-15 - 2024-08-26: internal review of all published pictures (730)
 - 2024-08-22: internal team decision problematic pictures need to be removed or blurred.
 - 2024-08-26: Request for Django Ops team to unpublish or edit 88 pictures
 - 2024-09-02: Internal photo publishing process investigation with DjangoCon Europe photographer

- 2024-09-30: We sent the following two recommendations for this year's event organizers to pass on to future organizers and Code of Conduct teams:
 - Have at least two people reviewing all pictures ahead of publishing.
 - Unpublish the whole album for further review as soon as one picture has been reported. This means changing the comms & CoC process so any investigation starts with this first step, and further reviews can happen after.
- **Summary of outcome to share if suitable.**
 - 2024-08-26: all 730 published pictures re-reviewed
 - 2024-09-06: all 88 reported pictures have been unpublished (+ 26 previously unpublished)
 - 2024-09-30: last email from CoC team to DjangoCon Europe organizers summarizing recommendations for future events.
- **Banned or flagged.**
- **Date to expunge this record.**

Best regards,

Thibaud Colas

Cheuk Ho

Joseph Anyetei Sowah

DjangoCon Europe 2024 Code of Conduct team

2024 Code of Conduct transparency report

This report is meant to be a public-facing record of the team's operations / code of conduct matters throughout the conference. It shouldn't contain personal information of anyone.

Link: <https://2024.djangocon.eu/information/announcements/index.html>

Published: 2024-12-20

With the conference well behind us, the [DjangoCon Europe 2024 Code of Conduct](#) team is now able to share our Code of Conduct transparency report.

Publishing this report is a part of our [Code of Conduct process](#), which informs our work before, during, and after the conference. The report itself provides information about general team tasks, as well as incidents we handled.

The code of conduct and our team

The DjangoCon Europe Code of Conduct (CoC) and the workings of the team are directly taken from past events. For this year, there were three people on the team:

- Thibaud Colas
- Cheuk Ho
- Joseph Anyetei Sowah

Our group handled everything CoC-related for the conference, with support from the organisers and other volunteers where needed. All CoC reports are handled solely by the team, with an important policy that all decisions are made as a group whenever possible. It's worth mentioning the team is fully separate from the Django Software Foundation (DSF) [Code of Conduct Committee](#), which handles violations according to the [Django Code of Conduct](#). This separate code of conduct applies to all DSF events, including DjangoCon Europe.

Before the conference

Our team had two major tasks before the conference: general preparations, and presentations reviews.

Preparing for the event

This generally meant doing anything we could ahead of the actual conference so our team could work as well as possible during the event:

- Getting up to speed with general Code of Conduct team practices
- Making sure we are familiar with our online tools for the event: Pretalx and Slack.
- Confirming availability so we know we will have some presence throughout the whole conference, in person as well as online.

Compared to past years, we didn't reach out to the DSF Code of Conduct Committee as part of their [support for event organizers](#). They advise sharing attendee and speaker details with the committee ahead of the event, but like in all past three djangoCon Europe events we decided against it as it seemed too problematic to do so while complying with personal data protection and privacy laws in Europe. This long-standing issue is tracked in the Django code of conduct issues: [Compliance with privacy laws when working with conferences](#). One improvement which we did manage to do this year is updating the [conference privacy policy](#) to be very clear about

how any personal data would be shared with the Django Software Foundation as part of any incident reports:

> For code of conduct incident reports handling, we may collect additional information about individuals mentioned in any reports. We may share this information with the [Django Software Foundation Code of Conduct Committee](#) as needed. View our [Code of Conduct response guidelines](#) for more information.

Reviewing presentations from speakers

With many scheduled presentations, this was a major task for us ahead of the event! All speakers were required to submit a draft version of their slides, ideally in the week before the conference, as far complete as possible. In addition to the code of conduct review, this was also very helpful to live captioning providers as part of their preparations.

The CoC team went through the slides during the last few days before the conference, with 32 out of 35 talks and workshops reviewed. Like [in 2023](#), we decided from the get-go to only have one CoC team member review each presentation. This is a very time-consuming task and in past years (across 120+ talks) we had no occurrence of disagreement between team members on presentation review.

We didn't review lightning talks; as similarly to past years we expected team capacity issues in trying to take on this very time-sensitive task.

Out of the 40 presentations we tracked,

- We reviewed 32 presentations without making any comments.
- We missed 3 reviews, all because we didn't hear back from the speakers to get their presentation material, and didn't manage to follow-up in time.
- Five presentations were cancelled at various stages and therefore no longer relevant for review.

To sum it up, we didn't manage to do this as well as in past years but got decent results nonetheless. A key to get 100% of presentations reviewed is to have availability to reach out with speakers on the day of their presentation, which we recommend leaving more room for in the future by having a bigger team.

During the conference

We didn't receive any incident reports during the conference. Everyone involved played a part in fostering an excellent atmosphere throughout. The conference code of conduct was featured in online communications and during in-person conference proceedings, which helped set clear expectations for everyone.

Thibaud and Cheuk were present in person at the conference and on Code of Conduct team duty, and Joseph also monitored online conversations. We didn't have a formal rota on an hourly basis but did make sure our small team would have at least one representative present every day.

Everyone was equally excellent during the two-day sprint at the end of the conference. Like in 2023, we were also present during the sprints, but didn't organise to bring a printed code of conduct reference to the separate venue.

After the conference

We did receive two incident reports after the conference. During that time, our team has to remain active to handle any possible code of conduct issues, review attendee feedback, and also write this transparency report. This was compromised by lack of availability on our part, which meant reports taking longer to handle than ideal, and this transparency report arriving quite late.

Here are anonymised summaries of the incidents we handled, to provide examples of what kind of incidents happen, and how we handle them.

Incident 1

A lightning talk speaker used language which was determined to violate the conference Code of Conduct. Due to availability issues from our team over the summer, our actions were delayed. In late August, the talk recording was taken down, and we contacted the speaker to make them aware of the issue. We also shared our recommendations to the DjangoCon Europe organizers, for them to pass on to future events: find a workable process to have CoC vetting of lightning talks; and defer publication of any talks under Code of Conduct team investigation.

Incident 2

Published conference photos included individuals wearing red lanyards, indicating no photo consent. Due to availability issues, action was delayed until late August, when an internal review led to all potentially problematic photos being unpublished. We also shared further

recommendations to pass on to future events: go from one to two people reviewing photos ahead of publication; and in the event of a report, temporarily unpublish all photos until they can be fully re-reviewed.

Post-conference

Aside from the incidents, we also reflected on how different aspects of the conference went, reviewed conference feedback from participants as relevant to the code of conduct – and wrote this transparency report. We also spent time converting our working documents to templates to support [DjangoCon Europe 2025](#) volunteers.

Our takeaways for future events

Aside from the above recommendations specific to the incidents we encountered this year, we drafted a few other possible improvements to take on at future events:

- Have more members for the group (5 minimum?). Lightning talk reviews in particular would be more approachable if there were more Code of Conduct volunteers present every day of the conference.
- Have a group Co-Champion / Co-Chair as well as a Champion / Chair. So there is less of a point of dependency on any one person.
- More code of conduct signage. This was a recurring feedback theme from attendees.
- More clearly share our code of conduct team members' gender representation. Attendees expressed it might help with reporting if they could tell whether their gender was represented on this team.

All of the above is based on our own reflections, and excellent feedback from participants via the conference's feedback form. We would also recommend reviewing the contents of the [Less Obvious Conference Checklist](#), as there are a lot of relevant details on there, including in other areas related to codes of conduct (inclusivity, accessibility, privacy, etc).

All of those possible improvements have been added to the template CoC team documents created for future events, available here: [Template: DjangoCon Europe 20XX CoC team \(team only\)](#).

About this report

This report is not meant to spread shame or blame. We're publishing it to show why our code of conduct is important, and how it is enforced in practice, in line with the [transparency and reporting guidelines](#) from Django's CoC committee. We hope that by publishing our reports, we

will encourage more people to report incidents in the future, and that other conferences can learn from our mistakes and our successes.

We welcome any feedback (via the [conference's feedback form](#) or otherwise), and we would like to thank the DjangoCon Europe community – attendees, speakers, and organisers alike – for working with us.

We thank the organisers of past DjangoCon Europe conferences for their transparency report, on which this report is inspired.

The DjangoCon Europe 2024 Code of Conduct team,

Thibaud Colas

Cheuk Ho

Joseph Anyetei Sowah

2023

2023

- [2023 email to DSF CoC committee](#)
- [2023 Code of Conduct transparency report](#)

2023 email to DSF CoC committee

Sent: 2023-09-13

Title: DjangoCon Europe 2023 code of conduct team report

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Hi DSF Code of Conduct Committee,

(cc the conference code of conduct team, and Becky representing organizers)

I'm Thibaud, contacting you on behalf of the DjangoCon Europe 2023 code of conduct team.

We're reaching out to provide you with our report from the conference, as per your [guidelines for conference organizers](#).

Like last year, we didn't receive any reports during or after the event. Our whole team of four was there in person for most of the conference as well as monitoring online channels, and we have a very active moderator group for Discord as well, so as far as we can tell this absence of report wasn't for a lack of visibility of the code of conduct. Everyone was on their best behavior and there wasn't anything picked up by ourselves or reported either online or in person.

We still thought this was worth formally sharing. For further details on our work before, during, and after the conference, please take a look at our [transparency report](#), published on our website.

Best regards,

Thibaud

Thibaud Colas

DjangoCon Europe 2023 Code of Conduct team

2023 Code of Conduct transparency report

This report is meant to be a public-facing record of the team's operations / code of conduct matters throughout the conference. It shouldn't contain personal information of anyone.

Link: <https://2023.djangocon.eu/news/code-of-conduct-transparency-report/>

Published: 2023-09-07

We're happy to share we received no reports of potential code of conduct issues at this year's DjangoCon Europe! It was a very uneventful conference for the [code of conduct team](#), but we're nonetheless sharing our usual transparency report.

Publishing this report is a part of our [Code of Conduct process](#), which informs our work before, during, and after the conference. The report itself provides information about general team tasks, as well as incidents we handled.

The code of conduct and our team

The DjangoCon Europe Code of Conduct (CoC) and the workings of the team are directly taken from past events. For this year, there were four people on the team:

- Sage Abdullah
- Sarah Abderemane
- Thibaud Colas
- Tom Carrick

Our group handled everything CoC-related for the conference, with support from the organisers and other volunteers where needed. All CoC reports are handled solely by the team, with an important policy that all decisions are made as a group whenever possible. We were all available in person at the conference though with slightly different schedules, and also monitored online conversations before and after the conference.

It's worth mentioning the team is fully separate from the [Django Software Foundation's Code of Conduct Committee](#), which handles violations with [Django's Code of Conduct](#). This separate code of conduct applies to all DSF events, including DjangoCon Europe.

Before the conference

Our team had two major tasks before the conference.

Preparing for the event

This generally meant doing anything we could ahead of the actual conference so our team could work as well as possible during the event:

- Getting up to speed with general Code of Conduct team practices
- Making sure we are familiar with moderation features across the different online platforms.
- Confirming availability so we know we will have some presence throughout the whole conference, in person as well as online (Discord).

The ways to report code of conduct issues for our teams were set up on our behalf by other organisers: our team email address, and a ticketing system for moderation and code of conduct issues in Discord.

We also reached out to the DSF Code of Conduct Committee as part of their [support for event organizers](#). They advise sharing attendee and speaker details with the committee ahead of the event, but we decided against it as it seemed too problematic to do so while complying with personal data protection and privacy laws in the UK.

Reviewing talks from speakers

All speakers were required to submit a draft version of their slides, ideally in the week before the conference, as far complete as possible. The CoC team went through the slides during the last few days before the conference, with all 34 talks and workshops reviewed. Compared to previous years, we decided from the get-go to only have one CoC team member review each set of slides. This is a very time-consuming task and in past years (across 80+ talks) we had no occurrence of disagreement between team members on slides review.

Of all 34 talks and workshops we reviewed, we didn't request any changes from speakers.

Our highlights from this process are:

- This review still feels very important even if there is nothing to flag.
- The question we get the most from speakers is whether swearing is ok – yes, you have a licence to swear, if you think you can do so in a way that remains professional, and kind and considerate to others.
- Meme review takes time. No joke – though it wasn't the case this year, it's a very common occurrence for speakers to use culturally-insensitive references without realising.

At the last minute, we also attempted to review lightning talks in addition to main talks and workshops, but only reviewed 4 out of a total of 34 lightning talks. This was due to a lack of

process on our side – 4 talks reviewed is still better than 0 from past years, but we will have to consider investing more time into this if we want to review all lightning talks in the future. A practical way in which this was harder than we thought is usage of Discord: a lot of our attendees signed up with pseudonymous accounts, while we needed real names to know who to reach out to for lightning talk reviews.

During the conference

Plain and simple, there were no incidents reported during the conference! Everyone involved played a part in fostering an excellent atmosphere throughout. The conference code of conduct was featured prominently, which helped set clear expectations for everyone.

Everyone was equally excellent during the two-day sprint at the end of the conference. We forgot to bring our printed code of conduct reference to the sprints – so there's at least that potential improvement for future events.

After the conference

With the conference over, with no incidents reported during the event, our team's remit was to:

- Keep an eye out for any report sent to us after the conference.
- Draft a report to Django's own Code of Conduct Committee records.
- Publish this transparency report.

One of our members additionally reached out to the Django CoC Committee again to raise the issue of [compliance with data protection and privacy laws](#) (the UK GDPR in particular).

Our takeaways for future events

With no incidents to report (yay!), the best we can do is to share our main takeaways for future event organisers to learn from:

- **A good team makes hard work feel easy.** We had excellent team dynamics, and excellent support from organisers and other volunteers.
- **Discord is great but we need people's names.** For future events, we'd recommend finding the best way to keep track of who is who, in a way that makes sense with Discord's use of the same account across community servers with varying expectations of anonymity. We hear [Server Profiles](#) are the way.
- **Compliance with data protection and privacy laws is no joke.** DjangoCon Europe handles personal details of hundreds of people, and we need to make sure we do so in a

way that respects local law. This requires familiarity with said laws, and a bit of work to assess our processes.

About this report

Even without any incidents to report on, we still believe publishing this report is a good way to show why our CoC is important, and how it is enforced in practice, in line with the transparency guidelines from Django's CoC committee. We hope that by publishing this, we will encourage people to report incidents in the future, and that other conferences can learn from our mistakes and our successes.

We welcome any feedback, and we would like to thank the DjangoCon Europe community – attendees, speakers, sponsors, and organisers alike – for working with us.

We thank the organisers of DjangoCon Europe 2021 and 2022 for their transparency reports, which we followed as a template for this year's report.

The DjangoCon Europe 2023 Code of Conduct team,

Sage Abdullah

Sarah Abderemane

Thibaud Colas

Tom Carrick

2022

2022

- [2022 email to DSF CoC committee](#)
- [2022 Code of Conduct transparency report](#)

2022 email to DSF CoC committee

Sent: 2022-11-16

Title: DjangoCon Europe 2022 code of conduct team report

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Hi DSF Code of Conduct Committee,

(cc the DjangoCon Europe 2022 CARE team, and Miguel representing organizers)

I'm Thibaud, contacting you on behalf of the DjangoCon Europe 2022 Code of Conduct Active Response Ensurers team. We're reaching out to provide you with our report from the conference, as per your [guidelines for conference organizers](#).

We didn't receive any incident reports during or after the event! Of our group of 5 volunteers, one was there in person for the full conference and sprints, with the rest available online. Everyone was on their best behavior and there wasn't anything picked up by ourselves or reported either online or in person.

We still thought this was worth formally sharing. For further details on our work before, during, and after the conference, please take a look at our [\(draft\) transparency report](#), to be published on the 2022 DjangoCon Europe site.

Best regards,

Thibaud

Thibaud Colas

DjangoCon Europe 2022 Code of Conduct Active Response Ensurers team

2022 Code of Conduct transparency report

Link:

<https://2022.djangocon.eu/information/announcements/#code-of-conduct-transparency-report>

Published: 2022-11-17

This year, the [DjangoCon Europe 2022 Code of Conduct Active Response Team](#) (CARE) had a very uneventful conference. We are nonetheless publishing a full Code of Conduct transparency report.

Publishing this report is a part of our [Code of Conduct process](#), which informs our work before, during, and after the conference. The report itself provides information about general team tasks, as well as incidents we handled.

The code of conduct and our team

The DjangoCon Europe [Code of Conduct](#) (CoC) and the workings of the CARE team are directly taken from past events. For this year, the team was set up by the event organisers and staffed with five volunteers:

- Eve Cardoso
- Mustapha Unubi Momoh
- Noah Alorwu
- Nuno Hespanhol
- Thibaud Colas

Our group handled everything CoC-related for the conference, with support from the organisers where needed, in particular Miguel Magalhães. All CoC reports are handled solely by the team, with an important policy that all decisions are made as a group whenever possible. Thibaud was available in person at the conference, while other team members were in attendance online.

It's worth mentioning the team is fully separate from the [Django Software Foundation's Code of Conduct Committee](#), which handles violations with [Django's Code of Conduct](#). This separate code of conduct also applies to all DSF events, including DjangoCon Europe.

Before the conference

Our team had two major tasks before the conference.

Preparing for the event

This generally meant doing anything we could ahead of the actual conference so our team could work as well as possible during the event.

- Getting up to speed with general Code of Conduct team practices.
- And learning and refining those of the CARE team in particular.
- Making sure we are familiar with moderation features across the different online platforms.
- Confirming availability so we know we will have some presence throughout the whole conference, in person as well as online (Slack).

Reviewing talks from speakers

All speakers were required to submit a draft version of their slides, ideally in the week before the conference, as far complete as possible. The CARE team went through the slides much later than ideal, with only 20 out of 45 talks reviewed in time. This was largely because our team started this process too late, with the additional problem that a majority of speakers hadn't provided their slides when prompted or had done so without ensuring the slides were publicly-accessible.

Due to the rushed turnaround, the majority of reviewed talks were only checked by one CARE team member, which is also not ideal. We didn't review lightning talks, as they were scheduled on the day of the event, often on very short notice, without the CARE team being involved in the process.

Of the 21 presentations we attempted to review,

- 20 were reviewed without comments.
- 1 wasn't submitted on time by the speaker despite reminders.

In addition, two speakers reached out to clarify the application of the code of conduct to specific aspects of their talks. We advised in both cases.

During the conference

Plain and simple, there were no incidents reported during the conference! Everyone involved played a part in fostering an excellent atmosphere throughout – with good Q&As after talks, and attendees supporting one-another in person and on Slack. The conference code of conduct was featured prominently, which helped set clear expectations for everyone.

Sprints

Our team also had a small representation during the sprints on Saturday and Sunday. This all went very well!

After the conference

With the conference over, with no incidents reported during the event, our team's remit was to:

- Keep an eye out for any report sent to us after the conference.
- Drafting a report to Django's own Code of Conduct Committee [records](#).
- Writing this transparency report.

About this report

Even without any incidents to report on, we still believe publishing this report is a good way to show why our CoC is important, and how it is enforced in practice, in line with the [transparency guidelines](#) from Django's CoC committee. We hope that by publishing this, we will encourage people to report incidents in the future, and that other conferences can learn from our mistakes and our successes.

We welcome any feedback, and we would like to thank the DjangoCon Europe community – attendees, speakers, and organisers alike – for working with us.

We thank the organisers of DjangoCon Europe 2021 for their transparency report, which we followed as a template for this year's report.

The DjangoCon Europe 2022 Code of Conduct Active Response Ensurers team,

- Eve Cardoso
- Mustapha Unubi Momoh
- Noah Alorwu
- Nuno Hespanhol
- Thibaud Colas

2021

2021

- [2021 email to DSF CoC committee](#)
- [2021 Code of Conduct transparency report](#)

2021 email to DSF CoC committee

Sent: 2021-07-01

Title: DjangoCon Europe 2021 code of conduct team report

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Hi DSF Code of Conduct Committee,
(cc the DjangoCon CARE team)

I'm Thibaud, contacting you on behalf of the DjangoCon Europe 2021 Code of Conduct Active Response Ensurers team. We're reaching out to provide you with our incident reports from the conference, which was held online in early June. Jeff Triplett suggested we could reach out for one specific incident, and more generally so what happens at DSF-endorsed events is recorded with your group. It wasn't clear to us this was part of our team's remit for the conference – so thank you Jeff for pointing this out!

We received two reports during the conference, and in both cases decided as a group there were indeed violations of the conference's code of conduct. In both cases we are satisfied with our handling of the issues, so are expecting to be providing details for record-keeping purposes only, but are also happy to be told and discuss further if your group would want to do their own investigations / actions.

Here are the details – following the format of your [public record-keeping methodology](#) where possible, with a few blanks where it's not for us to say.

Report #1

- **Date of 1st report:** 2021-06-04

- **Reporter, if official/public, CoC person if private.** CoC representative: [redacted]
- **Named subjects.** [redacted]
- **Subject email address/URL.** [redacted]
- **Summary of report (for internal purposes).**
 - One attendee, [redacted], has repeatedly made comments on Slack during presenters' talks with criticism of the talk material / opinions expressed
 - Another attendee reported this behavior to CoC representative [redacted]
- **Action taken by us?**
- **Action taken by local rep?**
 - We messaged [redacted] to ask them to use questions rather than comments, ideally at the end of talks, and generally leaving more room for the speakers' viewpoint
- **Summary of outcome to share if suitable.**
 - There was polite back-and-forth discussion with [redacted] on Slack DMs.
 - They stopped making comments of this nature.
- **Banned or flagged.**
- **Date to expunge this record.**

Report #2

- **Date of 1st report:** 2021-06-05
 - **Reporter, if official/public, CoC person if private.** CoC representatives: [redacted]
 - **Named subjects.** [redacted]
 - **Subject email address/URL.** DjangoCon Europe 2021 code of conduct team report
 - **Summary of report (for internal purposes).**
 - One lightning talk speaker, [redacted]
 - An attendee sent us a report on the code of conduct team's email address specifically calling out: [redacted]
 - Over Slack, other people expressed concerns that: [redacted]
 - Additionally [redacted]
 - **Action taken by us?**
 - **Action taken by local rep?**
- [redacted] (see transparency report)
- **Summary of outcome to share if suitable.**
 - [redacted]

- **Banned or flagged.**
- **Date to expunge this record.**

We hope all of this follows what you would be expecting at this stage. We're happy to provide further details for either of those two incidents, or anything else regarding the conference. For our team, the next step will be to publish the conference's Code of Conduct transparency report, which we are basing on the [2018 report](#). This will largely contain the same information as above, with any details identifying participants removed, and with the addition of general information about our team's other tasks.

Best regards,

Thibaud

Thibaud Colas

DjangoCon Europe 2021 Code of Conduct Active Response Ensurers team

2021 Code of Conduct transparency report

Link: <https://2021.djangocon.eu/information/announcements/index.html>

Published: 2021-09-02

With the conference behind us, the [DjangoCon Europe 2021 Code of Conduct Active Response Team](#) (CARE) is now able to share our Code of Conduct transparency report.

Publishing this report is a part of our [Code of Conduct process](#), which informs our work before, during, and after the conference. The report itself provides information about general team tasks, as well as incidents we handled.

The code of conduct and our team

The DjangoCon Europe [Code of Conduct](#) (CoC) and the workings of the CARE team are directly taken from past events. For this year, the team was set up by the event organisers and staffed with four volunteers:

- Andrew Kinyua
- Jesse Hunt (he/him)
- Rin (they/them)
- Thibaud Colas (he/him)

Our group of four handled everything CoC-related for the conference, with support from the organisers where needed. All CoC reports are handled solely by the team, with an important policy that all decisions are made as a group whenever possible.

It's worth mentioning the team is fully separate from the [Django Software Foundation's Code of Conduct Committee](#), which handles violations with [Django's Code of Conduct](#). This separate code of conduct also applies to all DSF events, including DjangoCon Europe.

Before the conference

Our team had two major tasks before the conference.

Preparing for the event

This generally meant doing anything we could ahead of the actual conference so our team could work as well as possible during the event.

- Getting up to speed with general Code of Conduct team practices.
- And learning and refining those of the CARE team in particular.
- Making sure we are familiar with moderation features across the different online platforms.
- Confirming availability so we know we will have some presence throughout the whole conference.

Reviewing talks from speakers

With 40 scheduled presentations, this was a major task for us ahead of the event! All speakers were required to submit a draft version of their slides, ideally in the week before the conference, as far complete as possible.

A minimum of two members of the CARE team reviewed each slide deck for Code of Conduct and inclusivity issues. This can not guarantee there will be no CoC issues when a talk is actually delivered, but it helps nonetheless. With the conference happening online, we also reviewed recordings on occasions where they felt more useful to review than slides, or if we had any doubts after looking at the slides only.

We didn't review lightning talks, as they were submitted as recordings on the day they were aired, often on very short notice, without the CARE team being involved in the process.

Out of the 40 presentations we reviewed,

- We reviewed 32 presentations without making any comments.
- There wasn't any materials for us to review for 5 presentations (primarily workshops).
- There were 2 cases where we thought minor parts of the presentations wouldn't comply with our code of conduct, and we asked for changes.
- There was 1 case where we didn't hear from the speaker with enough notice for us to review their material ahead of the talk.

To sum it up, the talks reviews went pretty well 😊. Thank you to the speakers for going through the review process with us!

During the conference

Everyone plays a part in fostering a positive event atmosphere, attendees, speakers, volunteers, organisers. Our team is there to set expectations, ensure everyone feels safe and included, and handle incident reports.

We felt the atmosphere during the event was overall excellent – with good Q&As after talks, and attendees supporting one-another on Slack. The conference code of conduct was featured prominently on Slack, Gather.town, and LoudSwarm, which helped set clear expectations for everyone.

Incidents

In total the CARE team handled two incidents at the conference, from two reports sent to us. We share anonymised summaries here to provide examples of what kind of incidents happen, and how we handle them.

Incident 1

One attendee repeatedly made comments during the talks either criticising the talks' materials or the opinions expressed. This was reported to us by another attendee.

We messaged the person to ask them to use questions rather than comments, ideally at the end of the talks, leaving more room for the speakers' viewpoint.

This incident is a good opportunity to remind all of the [“questions not comments” conference etiquette](#).

Incident 2

One lightning talk speaker presented controversial political opinions. We saw people expressing concern about this over Slack, and one attendee reported this talk to the CARE team, additionally reporting multiple issues in the way the talk was delivered they thought didn't fit with the code of conduct.

From those points, we only chose to retain one as a violation of the code of conduct – for which the speaker had already apologised to those expressing concern over Slack. They had also provided a version of their talk with the problematic statements edited out.

We contacted the speaker nonetheless to let them know this constituted a violation of the code of conduct, but there would be no further action considering they had already reacted to the issue without our involvement.

From this incident, we also chose to review the submission process for lightning talks, and made the following recommendations to organisers – primarily for consideration by future DjangoCon organisers:

- The contents of pre-recorded lightning talks should be reviewed by both the content and CARE teams, like other talks. The review can be done on the day of submission by both teams, or if that's not practical the talk can be delayed or left un-aired.
- We've received reports the talk's content wasn't in line with people's expectations for a DjangoCon. This isn't for the CARE team to decide, but we would recommend the content team considers whether they would have accepted this talk or not had they reviewed it – and consider updating their criteria if needed.

Sprints

Our team also had a small representation during the sprints on Saturday and Sunday. This all went very well!

After the conference

With the conference over, there were still a fair few things within our team's remit:

- Further responding to any incidents that we hadn't fully reviewed by the end of the conference.
- Continuing to periodically check interactions on Slack while the workspace stays open.
- Drafting a report of the CoC reports we had received, for Django's own Code of Conduct Committee [records](#).
- Writing this transparency report :)

About this report

This list is not meant to spread shame or blame. We're publishing it to show why our CoC is important, and how it is enforced in practice, in line with the [transparency guidelines](#) from Django's CoC committee. We hope that by publishing our reports, we will encourage people to report incidents in the future, and that other conferences can learn from our mistakes and our successes.

We welcome any feedback, and we would like to thank the DjangoCon Europe community – attendees, speakers, and organisers alike – for working with us.

We thank the organisers of DjangoCon Europe 2016, 2017, 2018 for their transparency report, on which this report is inspired.

The DjangoCon Europe 2021 Code of Conduct Active Response Ensurers team,

- Andrew Kinyua
- Jesse Hunt (he/him)
- Rin (they/them)
- Thibaud Colas (he/him)