



Welcome to

# Diversitet er et fælles anliggende for alle i tech

## Diversity in Tech & Science IDA

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Slides are available as PDF, kramse@Github  
diversity-ida.tex in the repo security-courses

<https://diversity-in-tech-science.ida.dk/>

# Kontaktinformation



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I er velkomne til at sende email

# Men jeg er også en rollemodel



## Call to Action

We need to be aware of the impact of our behaviour on others.

When a person discovers they have made a mistake, they should acknowledge this and apologise.

Kilde: <https://www.ripe.net/publications/docs/ripe-766>

Jeg er en rollemodel. Hvad enten jeg vil eller ej  
Mennesker er sociale væsener – efterligner hinanden

Jeg er ekstremt præstigepræget – og det betyder ansvar!  
Ændringer kommer ikke af sig selv, vi skal fokusere og gøre

# Hvad vil vi ha' – læring, sameksistens, friheden til at være



❤️ Billede fra RIPE NCC IPv6 hackathon på ITU November 2017: ❤️

<https://labs.ripe.net/author/becha/results-of-the-ripe-ncc-hackathon-version-6/>

# Mine rollemodeller



Når snakken falder på rollemodeller, vil jeg gerne fokusere på nogle rollemodeller jeg har  
Det er mennesker som jeg har lært fra igennem mange år og ser op til  
Derfor kommer nu en kort hyldest og lister over *Rollemodeller indenfor netværk og IT-sikkerhed*

# Radia Joy Perlman (born December 18, 1951)



Kilde: [https://en.wikipedia.org/wiki/Radia\\_Perlman](https://en.wikipedia.org/wiki/Radia_Perlman)

She is most famous for her invention of the spanning-tree protocol (STP), which is fundamental to the operation of network bridges, while working for DEC. She also made large contributions to many other areas of network design and standardization, such as link-state routing protocols.

Perlman was elected a member of the National Academy of Engineering in 2015 for contributions to Internet routing and bridging protocols.[1] ...

She holds more than 100 issued patents.[13] ... Perlman is the recipient of awards such as Lifetime Achievement awards from Usenix and the Association for Computing Machinery's Special Interest Group on Data Communication (SIGCOMM).[14]



Vores Internet bygger på hendes viden, hun er helt central for Internet

# Dorothy Elizabeth Denning, born August 12, 1945



Kilde: [https://en.wikipedia.org/wiki/Dorothy\\_E.\\_Denning](https://en.wikipedia.org/wiki/Dorothy_E._Denning)

Dorothy Elizabeth Denning, born August 12, 1945, is a US-American information security researcher known for lattice-based access control (LBAC), intrusion detection systems (IDS), and other cyber security innovations. She published four books and over 200 articles. Inducted into the National Cyber Security Hall of Fame in 2012, she is now Emeritus Distinguished Professor of Defense Analysis, Naval Postgraduate School. ... Detecting intruders is key to protecting computer systems. While at SRI International Dorothy Denning and Peter G. Neumann developed an intrusion detection system (IDS) model using statistics for anomaly detection that is still the basis for intrusion detection systems today.



Central indenfor netværkssikkerhed, herunder Intrusion Detection begrebet som vi dagligt bruger implementeret i diverse programmer.

# Shon Harris, Mange andre rollemodeller



- Shon Harris – forfatter på DEN CISSP sikkerhedsbog alle brugte, og bruger:  
*At the time of her death, over 1,000,000 copies of her books had been sold*  
[https://en.wikipedia.org/wiki/Shon\\_Harris](https://en.wikipedia.org/wiki/Shon_Harris)
- Elizabeth D. Zwicky - firewallbogen *Building Internet Firewalls*, O'Reilly
- Laura Chappell - Wireshark University siden 2006, mange bøger
- Tina Bird - som jeg lærte logging af på kursus for mange år siden  
<https://www.precision-guesswork.com/tbird-bio.html>
- **Twitter InfoSec** plus alle de "nye" som jeg følger, lytter til og køber bøger af nu, fra twitter osv. Violet Blue @violetblue, Amanda Berlin @InfoSystir, VM (Vicky) Brasseur @vmbrasseur ...

Internet har givet os adgang til rollemodeller over et bredt spektrum, hvilket er godt.

# Hvordan skaber vi gode miljøer



- BornHack, har skabt et virkelig godt miljø som nydes af alle fra børn/unge til gamle, og alle mennesker
- Da vi startede i 2016 vidste vi at vi ville lave et miljø – hvor alle skulle være velkomne.
- Vi valgte at genbruge store dele af Code of Conduct fra EMF, og lavede BornHack Code of Conduct  
<https://bornhack.dk/conduct/>
- Det har været en stor success og I er allesammen velkomne til sommer, Aug 3. til 10. 2022

# RIPE NCC Code of Conduct



RIPE Code of Conduct Publication date: 05 Oct 2021

Rationale Our goals in having this Code of Conduct are:

- **To help everyone feel safe and included.** Many people will be new to our community. Some may have had negative experiences in other communities. We want to set a clear expectation that harassment and related behaviours are not tolerated here. If people do have an unpleasant experience, they will know that this is neither the norm nor acceptable to us as a community.
- **To make everyone aware of expected behaviour.** We are a diverse community; a CoC sets clear expectations in terms of how people should behave.

Kilde: <https://www.ripe.net/publications/docs/ripe-766>

Se også mentorprogrammet fra RIPE NCC

<https://www.ripe.net/participate/meetings/ripe-meetings/mentoring-programme>

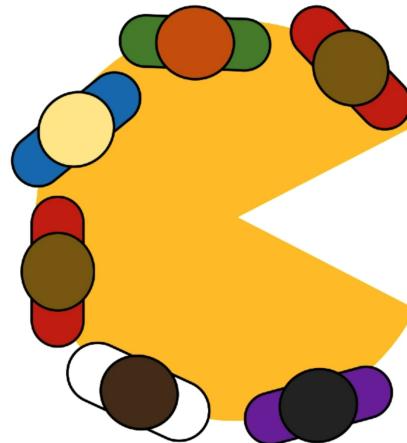
## "Pac-Man"rule



The rule is:

**When standing as a group of people, always leave room for 1 person to join your group.**

More memorably, stand like Pac-Man!



The new person, who has been given permission to join your group, will gather up the courage, and join you!  
Another important point, the group should now readjust to leave another space for a new person.  
<https://ericholscher.com/blog/2017/aug/2/pacman-rule-conferences/>

# Erkend, undskyld og iværksat ændringer



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Min anbefaling er at sætte fokus på krænkelser

- Nultolerance overfor krænkende adfærd
- Tydeliggør støtte og klageinstanser
- Undervis i håndtering af krænkende adfærd

Tak.