

# RIPE NCC Staff Participation in the RIPE Community

**Authors:** Hans Petter Holen, Mirjam Kühne, Niall O'Reilly

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## Introduction

In its [final report](#), the 2020 RIPE Nominating Committee recommended “to document a consensus on the relationship between RIPE and the RIPE NCC and, in particular, how RIPE NCC staff can participate in RIPE.”

In this document, we focus on the second part of this recommendation: how RIPE NCC staff can and should participate in the RIPE community and how the RIPE community welcomes participation by RIPE NCC staff. In addition to that, the RIPE NCC may have more detailed internal guidelines for staff participation in the RIPE community and other community work.

## Principles

There are a number of underlying principles that apply to all RIPE community members, such as openness, inclusion, collaboration and transparency. In addition to that, the RIPE Code of Conduct applies to all participants.

RIPE is open to anyone who contributes constructively, including RIPE NCC staff. Moreover, RIPE NCC staff are in a position to contribute expertise which is valuable to and appreciated by the RIPE community.

Providing guidance to the RIPE NCC is an important part of RIPE activities. RIPE NCC staff play a special role in these activities: on the one hand, they are important experts with excellent knowledge; on the other hand, they are ultimately the ones receiving guidance from RIPE. In these situations, RIPE NCC staff need to act sensibly in order to avoid the perception of unduly giving guidance to themselves.

Therefore, we recommend the following principles as a basis for RIPE NCC staff participation in RIPE activities:

1. RIPE NCC staff are part of the community and may participate in RIPE activities on the same terms as anyone else.
2. In settings that provide guidance to the RIPE NCC, RIPE NCC staff shall take care both to disclose their position and to avoid giving direction.

## References

[ripe-762](#): Final report of the RIPE Nominating Committee 2020, Daniel Karrenberg, July 2021

[Initial draft](#): RIPE NCC Staff Participation in the RIPE Community, Hans Petter Holen, Mirjam Kühne, Niall O'Reilly, May 2023

[Revised draft \(v2\)](#): RIPE NCC Staff Participation in the RIPE Community - Draft v2, Hans Petter Holen, Mirjam Kühne, Niall O'Reilly, July 2023

## Document History

Date	By	Detail
7 Jul 2021	Daniel Karrenberg	<a href="#">Final report</a> of 2020 RIPE NomCom includes recommendation partly addressed in this document
4 May 2023	Mirjam Kühne	<a href="#">Initial draft document</a> presented <a href="#">on RIPE Discussion List</a>
9 Jun 2023	Mirjam Kühne	<a href="#">Last call on initial</a> draft open until 10 July
7 Jul 2023	Denis Walker	<a href="#">Intervention</a> by Denis Walker
14 Jul 2023	Niall O'Reilly	<a href="#">Commitment to revise</a>
21 Jul 2023	Niall O'Reilly	<a href="#">Last call opened</a> on <a href="#">revised draft (v2)</a> until 4 September
2 Aug 2023	Andy Davidson	<a href="#">Intervention</a> by Andy Davidson
4 Oct 2023	Niall O'Reilly	<a href="#">Consensus announced</a>
4 Oct 2023	Hans Petter Holen	<a href="#">Response from the RIPE NCC MD and CEO</a>
3 Nov 2023	RIPE NCC	Published as RIPE-810

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