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RAFIK DAMMAK: Okay. Thanks, Brenda, for starting the recording. Can you please start with the first [item] and the roll call as well?

BRENDA BREWER: Hi, this is Brenda, and we will take roll call generally from the parties who have joined via Adobe Connect. We do have one person listed with a phone number and unavailable. If you could identify your names, I would update that information on the Adobe. I'll send it back over to you, Rafik.

RAFIK DAMMAK: Okay, thank you. Thanks, Brenda. Thanks everyone for joining the call today. We had to do this kickoff, and I know maybe the timeslot is not convenient for everyone. So we [inaudible] proposed agenda that you can see in the notes, and the basic idea is really to start – make a [inaudible] call for the subgroup, and start maybe asking some questions and outline what we should do in the coming weeks. So any comment about the agenda? Okay, I don't see any. We'll start first with –

UNIDENTIFIED FEMALE: The host has left the meeting to speak with meeting support, and will rejoin soon.

RAFIK DAMMAK: Can you still hear me?

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*Note: The following is the output resulting from transcribing an audio file into a word/text document. Although the transcription is largely accurate, in some cases may be incomplete or inaccurate due to inaudible passages and grammatical corrections. It is posted as an aid to the original audio file, but should not be treated as an authoritative record.*

UNIDENTIFIED FEMALE: I can hear you.

SÉBASTIEN BACHOLLET: Yes, we can hear you.

RAFIK DAMMAK: Thanks, Sébastien. I would say starting with opening remarks just to kind of set the scene for this call and also the subgroup. Maybe we could start first with Fiona, if you want to say something. Fiona, can you hear me?

FIONA ASONGA: Yes, I can hear you, though my sound is a bit delayed. But I hope everyone else can hear me.

RAFIK DAMMAK: Yes, we can hear you [inaudible].

FIONA ASONGA: My [inaudible]. Thank you.

UNIDENTIFIED MALE: Yes, we can hear you.

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FIONA ASONGA: Thank you very much. My opening remarks for Work Stream 2 on diversity are really for us to be able to come up with – looking at ways of coming up with recommendations that would enable us to build on accountability [inaudible] with regard to diversity as stipulated in the Work Stream 1 proposal, and report recommendations that [inaudible] so as we move to our discussion, I think we should always come back to what our mandate is therein as per Work Stream 1 recommendation, and see how to work together. But I'm happy that we're able to get attendance for the [inaudible] and we really need to get this call started. So thank you everyone for just being present for this call.

RAFIK DAMMAK: Okay, thanks, Fiona. So yes, actually, I can add something here. We are trying here to continue the work from Work Stream 1. I think as we saw in Helsinki –

SÉBASTIEN BACHOLLET: We can't hear you anymore, Rafik.

UNIDENTIFIED MALE: Similarly here, I think we've lost audio on Rafik. Rafik, if you can –

FIONA ASONGA: Rafik has just texted me, he's dropped off the call, he's trying to get back on, and so he's asked that we continue the call and he shall be able to join in.

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On the opening remark, I think we should move on from there to agenda item number three, which is a discussion of our mandate [remit] proposals outlined in Work Stream 1. What we've done with Rafik is we have basically gone and put together a couple of slides, and so I'll be asking – thank you very much, Brenda, for helping us on this call with the slides.

After Work Stream 1, we had identified issues to be discussed in Work Stream 2, and diversity is one of the issues that we had identified as – that needed more attention, accountability mechanisms that needed more attention, and therefore fell within Work Stream 2. The others are [SSAC] accountability stuff – accountability, transparency, human rights, jurisdiction, the ICANN ombudsman, interim Bylaws, the review of [PDP] and community guidelines for conduct review. What we will focus on are additional topics that have been added to these so that we can then be able to develop appropriate mechanisms to support these areas for ICANN to achieve its global mission as – now currently stipulated in the new Bylaws.

We can move on, next slide. When we started off, we had the leaders call, and we just want – Rafik and I want to be transparent on what our role is, so that with support of the group, we can effectively perform our function and enable and achieve our objectives, and our role as rapporteurs in this whole discussion is going to be pretty much to coordinate the work of the subgroup, to ensure that the subgroup stays within its mandate. We will be providing reports to the full CCWG, and therefore, the CCWG full group is the one that will make decisions on our proposals once we have agreed internally as a subgroup.

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One of the other things that we will be doing is [liaising] the co-Chairs of CCWG as required, and also we will be ensuring that the requests from our diversity group for legal advice are adequately documented and communicated to legal support through the co-Chairs of course. So if there is anything that may be out of this [inaudible] personally, I'll appreciate the feedback, but I hope that we will be able to work well within these guidelines to ensure that we are able to deliver on the document.

Next slide.

Basically, the structure of the document or report that we're supposed to provide is basically in the format of a format that has already been agreed upon by the co-Chairs and all the rapporteurs, and so as we are thinking of how our work is going to look like, this is basically the skeleton of what our work should look like, with an executive summary, description of the issue, current steps of [inaudible] and then a supplemental report, and then we shall provide recommendations. And for each recommendation, we should provide rationale for the recommendation, and thereafter, we'll then assess the recommendations to see that they're in line with the NTIA criteria that's initially been provided, and they're also in line with the Work Stream 1 recommendations.

So that sort of provides us the scope and confines us into what space we shall be then operating in, and gives us an idea of what kind of documents are going to be [inaudible] at the output of our work, working together on identifying more recommendations on the diversity area.

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Next slide.

So basically, the way we are expected to engage in work moving forward, in terms of Work Stream 2 diversity, the diversity subgroup basically will be having teleconference calls, one hour a week. We need to agree on a weekly schedule, and I think we're going to discuss that in detail when we're working on the work plan, but it's important that those who are on the call – if you can look at your schedules and see whether this time will suit us, or we'll recommend a different time, or we'll do a poll. It is something that we'll come to and discuss, but we need to have at least one weekly meeting to be able to touch base and agree on several deliverables.

We do have staff for supporting us, though they have been very clear that they're a bit – we're short on tasks, so they did provide us with possible time frames for when we can consider having calls.

Next slide.

So as we do the weekly calls, we will once a month be reporting to the main CCWG group. We also need to bear in mind that as we begin our work, by the time we get to Hyderabad, we need to have a report of the progress made to report at the Hyderabad meeting, and therefore, as we think of the next step in the work plan, we need to – and also to have the discussion on the issues that we need to cover, because that is coming in the next session as Rafik will be online [inaudible]. How we will develop our work and move forward so that we are able to effectively contribute towards activities that need to be done.

Next slide.

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So the work groups are expected to document their views and anything that we shall have for the largest CCWG group has to be presented as a letter to the larger group within 24 hours. So that means then that we'll need to be preparing – having our documents prepared much earlier. In addition, we will need to have written updates for each meeting, and therefore as rapporteurs, we shall be sitting together and with staff and consolidating our views and positions taken during our meetings, for sharing with the larger group, and if we do need legal advice, then this will – we'll need to prepare formal requests. [inaudible] questions need to be answered, and while legal advice is being requested, and once this is approved by the legal committee, then the co-Chairs will be able to request for the support that we need.

Next slide.

Because the CCWG Accountability as a whole is the current group that we need to be reporting to, we did agree on how we shall approve any of the subgroup's recommendations, so we'll discuss our recommendations as a subgroup in a meeting or two meetings, and agree, then move those on to the main CCWG discussion and here, they will check the two [readings] rule that we used previously when we're working on the final report. Then once they are agreed on at that level, then we go for a 40-day public consultation period on each of the topics. And only when the subgroup recommendations are approved by the CCWG Accountability will they be then posted for public consultation.

So that's going to be the process that we're going to use and it's important that we understand this process so that then we know how

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much time we really have to get our work together. Because with the different spaces and stages of getting the recommendations agreed upon, it means then with much less time to work and agree on our recommendation, so that then we get the whole process started. And I believe even as we move along, we will probably have opportunities to go back and look at some of the recommendations and build on them.

When we get to looking at the work plan, we realize that the time isn't so much and the scope of what we need to discuss then will have a significant impact on how we agree in terms of the timeframe moving forward.

Next slide.

Okay, so then at this point in time, I hand it over to Rafik, who's going to guide us through the actual discussion on diversity. Rafik?

RAFIK DAMMAK:

Thanks, Fiona, going to see if there's any question. Okay, I don't see any hands raised. I guess we can move to the next item.

Basically, here we are trying to raise similar question and to think what as a subgroup we should do. We have in the Work Stream 1 report, in I think Recommendation 12, the part regarding diversity, which is giving us some scope of what we should do, and in the Helsinki meeting, we have three presentations. I think the first one from Cheryl, then Mathieu and Dalila, raising several aspects and what we should discuss and debate about.



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And here, we try to set some questions that may give us some guidance, but it's just kind of really to kick off the discussion here, and it's to get the input of you as members and participants of these subgroups. So one question that we may ask: how we can define diversity in ICANN context? I guess many people talk about diversity, but do we share the same understanding how we can try to work on something that – and with the common ground here?

On the other hand, what area should we focus on? I guess maybe we tend to suggest and recommend solutions quickly. But at least I think in the beginning, we may need to think what area we have to work on, what we should solve.

The third question is really to think about input. We have this subgroup, but before that, we've got public comments. We are supposed to get the background paper like other subgroups, we are waiting for that, while also having the lightning talks. But then we also have the comment from the advisor and so on. So we may need here to think about all possible input that can help us to steer the discussion and to see the different elements that we may need to think about.

As the fourth question, we may tend, in ICANN, to live in our bubble here, but we may have to kind of think out of the box and to see what other experience we can learn from. What we can get as a study or best practices and so on, from – I know other sittings, groups, organizations and so on that they tried to solve the diversity as not a – I won't call it an issue, but to really work on that matter. So we have a loose kind of question really to try to get more comments from you as a participant of the subgroup. We are supposed to get the background paper I think

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to summarize the different elements like the comments and so on. For now, we have the notes from the Helsinki meeting with several public points about the lightning talks here, but also we may use a kind of [inaudible] made by Leon at the time, and he tried to summarize four questions – or three I think, yes.

So again, he said "What do you mean by diversity?" I think that's, again, about the definition. What is possible to implement, what's the most challenging? The second question was do we want diversity for diversity's sake? And that was quite controversial, but we may need to discuss about. Does this go along with lowering standards? Again, this was quite – I think – controversial at the time, but we have to respond to those concerns and to explain why diversity matters. And at the end, the question was why diversity is important to ICANN.

So this is our element for discussion, and we are looking as a co-rapporteur here to discuss with you today on those matters. Today is just the start. I hope we are not to have quite a silent call today, and looking forward to hear comments and questions.

FIONA ASONGA:

I think this is a call for feedback on the questions that are on the screen right now for those who are on Adobe. For those who are not, we're basically asking how shall we define diversity in the ICANN context? What areas shall we focus on? What can we use as input in addition to the public comments, the background paper, the lightning talks and all that have already been gathered? And what other experiences can we learn from? Really this is open for discussion now.

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[inaudible] is asking, “We do have a rough background paper?” No, we do not, as staff are not able to put one together, and we already missed the call last week, and we thought it was important to just get started, if that is okay. And yes, there is a hand up from Sébastien. I probably should give you the chance to share your view. Sébastien?

SÉBASTIEN BACHOLLET:

Thank you, Fiona. Yes, I think in addition to all those documents, we have documents done by [inaudible] not just the lightning talk, but also documents [inaudible]. And I was wondering if we can get more data about diversity. One part was done by AFNIC and some of us, but it seems that there may be other data in other places within ICANN, staff maybe. It will be useful to get them, and if not, maybe one of our tasks could be how we can build some data to learn a little more about where we are regarding diversity now, but also maybe to have some historical background if it's possible.

Thank you.

UNIDENTIFIED MALE:

[inaudible].

FIONA ASONGA:

Thank you, Sébastien, I think that feedback is quite helpful. Julie Hammer.

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JULIE HAMMER:

Yes, thank you. Just picking up on a point that Sébastien was talking about, which in relation to collecting data, I think it would be useful to actually have discussion about how do we define or describe diversity first, because that will then inform the sort of data you're seeking to collect. If we haven't defined or even just described the definition of the very specific word, perhaps describe is the best way to put it into our context. If we haven't described the sort of features of diversity that we want to look at, then we won't be confident of the sort of data that we want to collect.

I guess another comment that I'd like to make in relation to diversity is that different aspects of diversity may be relevant to ICANN as a whole, and parts of ICANN that represent the whole organization such as the Board or the NomCom.

And there could be different aspects of diversity that are relevant to different stakeholder groups within the organization that may, in fact, in some instances not be relevant to other groups. Take for example SSAC, one of the communities that I'm involved in. In that context, technical diversity is probably one of the most important aspects of diversity for that group. It may be completely irrelevant for other groups, or it may not, but I think something that would be useful to keep in mind is that different aspects of diversity may be more or less important to different groups, and perhaps that should be addressed within those stakeholder groups.

Thank you.

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FIONA ASONGA: Thank you, Julie. Tijani?

TIJANI BEN JEMAA: Thank you, Fiona. One – I read the two documents provided. I mean the AFNIC document and the background paper. I find a big difference in the figures given, so I think that a little bit of [inaudible] would be important, because there are different documents that will be sourced for us, of information that will be useful for our work.

Second point, I know that there are a lot of types, sorts of diversity, but I don't think that they are all equal. I think that there are some major aspects of diversity that need to be there, and other aspects should be there but not at the same level, because we are not sure – we cannot have 100% diversity on all aspects. So I think that there are some who are key, and others who are necessary, but perhaps not as important as the others.

Thank you.

FIONA ASONGA: Thanks, Tijani. Neils?

NIELS TEN OVERER: Hello, thanks for this opportunity. I'm very happy we're discussing this topic, but at ICANN, we sometimes tend to have the fallacy that we think that we need to reinvent the wheel because ICANN is so special. But luckily, a lot of people have already been thinking about issues of

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diversity, and even come up with successful and less successful approaches.

I think it would be really good if we could do a mapping of academic governance and policy literature and practices to see what frames have been working and what frames have been less effective, and then we could compare that to ICANN and we could understand the objectives that we try to achieve ourselves and what is needed. So are we looking simply for participation of the ICANN community and ICANN staff on the mailing list, or are we looking specifically towards also filling leadership positions, or having large scale contributions on all levels with a lot of different kinds of diversity?

If we understand our problem there, then it will also be much easier to devise solutions. So I think that will be a great way forward to start scoping what we're actually exactly are trying to do.

FIONA ASONGA:

Thank you so much, Neils. I think that just, for me, really brings to the full [inaudible] it is important for us to start by defining or describing what diversity we're talking about, because that then enables us as we are describing it to then know exactly what is the problem that we're trying to address, and how should we best go about it.

We will look at the feedback that you had provided, we'll work with staff and look at these reports, the discrepancies in the two reports and highlight them, and ask if they're able to help us fill in the missing gaps, or if there are explanations to the discrepancies in the data, and then we will be able to move forward.

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However, most importantly, I think what is important is for us to then be able to identify the different diversities that we're looking at, because if each AC or SO has different requirements for diversity, then what are those requirements and how do those requirements fit into the big picture of achieving ICANN's overall diversity needs? So at one point, we're going to have to list what diversity areas we're looking at, if it is technical diversity, if it is gender diversity, if it is – what else – experience and expertise diversity, different ways of thinking, geographical diversity.

So I think at one point we may need to just start to define, out of those, what would be priority for ICANN to focus on, and which one are not so important, which then answers the question Tijani was raising, or supports his comment that some areas of diversity may be more important than others. Which are these important areas of diversity for ICANN? I think that's going to be the next thing that we're going to need to look into.

Any other comments on the questions that we have posed, and the issue of diversity in ICANN?

So we'll move this on to the list, and we shall begin then a discussion on the list on identifying the areas of diversity that we need to be looking at and see how we are then able to move with that. And thanks, Niels, for giving us a heads up on the indicators on the charts. We will, yes, try and have a discussion around that to know which ones are the ones that we need to pay more attention to. And maybe Rafik has some closing remarks.

RAFIK DAMMAK:

Thanks, Fiona. I think we are making a good start here and all those remarks will help us to work on the issue. I guess we will continue later on in the mailing list and hopefully outline maybe not just my question but all those comments, the areas that we should start working on. But I also want to highlight the remarks that we should collect more data. And before that, we might have to agree on what kind of information with are looking for, so taking note the comments from these, but asking outright, maybe asking academics and so on. So I would think this is kind of [inaudible] for now, that I think those aligned and try to outline them. It will help us to move forward in terms of research and scoping first.

Saying that, I guess maybe we can move to the next agenda item, which will be about the working plan, and this will be presented by Fiona. Fiona, over to you.

FIONA ASONGA:

Thanks, Rafik. If we can move to the next slide. Yes, thank you.

This is the proposed work plan, the time frame for Work Stream 2. There is an effort to cover on topics so that they are considered lighter or simpler topics or they are more complex or need much more time. However, regardless of the complexity of the topic, I think it is important that we have a clear timeframe of how we are moving.

I'm making this presentation – I'm not saying that the topic is light or simple, but because I think that the column on your left is much easier

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for us to begin with, since we do not know how complex the topic is. And then if we move along and find that we are, for example, able to identify and define or describe our topic, I believe that will mean that our topic is rather complex. But it is my hope – being guided by the recommendations we've given the proposal for Work Stream 1, we will be able to by this month, the end of this month, we could have defined our topic area. That means that if we have to do any data collection and work on data collection, we are going to look at data to correct the different reports we have in the next week or so. So that by our next call, we should have circulated our report on the data gaps and what the data is or why they are different.

That being said and done, that means then we should be able, during that call, to agree on the definition of diversity, because we'll also – parallel discussions – have started a discussion of what areas of diversity will cover, so the scope will then be defined and will be able to be used to describe what diversity will mean within ICANN. If that can be done, we'll have a whole month, because our CCWG call is tomorrow and the next one is next month, so we have a whole month to work in-between, and just to put together our proposal that highlights on the agreed definition of diversity and will be able to have supporting rationale for that. We should be able to present that to the larger CCWG, so that even as we come in and start working on the recommendation, it is clear what the definition of diversity that is being used is. If that is done in September, we will have our first discussion – as opposed to August – we'll have our first discussion in the first meeting of September for CCWG on work that we'll have done.

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In September, there are two planned calls for CCWG, and so we should at least be able to have time to then do a fast discussion and then move – possibly we could report twice, if it's possible. But by the time we are getting to October, I think we should target to have a report, an update for a community. I am not so sure whether we will have a document ready for public input, but I know that we can target towards having a report for the community on where we shall be acting as far as the recommendations on diversity are.

I don't know whether that works for everybody else, but I'm open for feedback on additions on what we can do to set us off, and to be able to have clear targets in terms of the deadlines and the key milestones that we need to accomplish.

Thank you. Any comments?

RAFIK DAMMAK:

Thanks, Fiona. I would really encourage here the attendees of the call to leave some comments with regard to the working plan. I think one of our first tasks is to agree if we think our topic is complex or simple, and we have to share that with the CCWG as a whole.

If I may comment myself here, hearing previous feedback with regard to that we need to research the [inaudible] and so on, and I think that all these efforts will take some time, and I guess at least that we can understand well what we're trying to achieve, and to have a common understanding of the topic we're trying to solve. I may think that it's more complex – if I can describe it as more complex topics, but that's

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just a personal opinion here, and I'm looking for a comment and input from you guys.

Yes, Cheryl, it's maybe time consuming and this has to be adjusted with the timeline. So regardless if it's time consuming, shall we go with the long term? Yes, I think so. Thanks, Cheryl. [inaudible] it's a long term. Any support for this? Can you use the Adobe Connect to express support? I guess we can take this as agreement for now that we are going with the long-term timeline. If there is no further comment here, we may go to Any Other Business. The good news is that maybe we will finish our call earlier than planned.

So if we can move to the next agenda item, it's basically more about –

UNIDENTIFIED FEMALE: [inaudible] the next meeting.

RAFIK DAMMAK: Yes, actually, that's part of Any Other Business. So our next meeting, I was going to suggest that for today, we had just this closed call as a kickoff, but in terms – if I can describe that as sharing the pain, maybe we need some rotation. But also, on the other hand, because we have a limitation in terms of the time slot available to all subgroups, and as you can see in the slides we have three times unavailable: 6:00 UTC, 12:00 UTC and 19:00 UTC. Okay, thanks, Bernie, for the correction. So it's 5:00 UTC. Just here to check, I don't think we can know what's the best or convenient time slot for everyone, but I guess we can do a quick Doodle poll this week.

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I guess it's better to have a fixed day, so you can plan for the subgroup and also to avoid hopefully that – to have many calls for the CCWG on the same day and then also select what's the best or convenient timeslot for you. Yes, so I guess we can fix that, and I will suggest to go with a Doodle poll if there is no objection or any comment here. So it's really about logistics, and also trying to be fair to everyone. I say, like Cheryl, we are on – let's say – the extreme edge in Asia Pacific, so some times are not necessarily good for us, but probably we have to accommodate as many people as possible.

Okay, I think that's it. We will have a Doodle poll within this week to select the day, to have a fixed day within the week, and I guess for the time being a fixed time slot. Or we can have two, and then we can alternate. Okay, no comments here. Fiona, do you want to add something before we adjourn the call for today?

FIONA ASONGA:

Yes, Rafik, an addition: emphasis on Bernard's last message, the document on Google Docs indicates the meeting time slots that are already taken. And therefore if we can have our Doodle poll cover a longer period, it will help us significantly in having everyone's time organized at least between now and, say, October, November, thereabouts. If it's okay with everyone, just try and fill in your Doodle time slots, and [inaudible] will be provided for longer. I think that's it, thanks everyone for your time, the meeting this week is adjourned.

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RAFIK DAMMAK: Thanks, Fiona. And thanks, everyone. We will follow up through the mailing list. Have a nice day. Bye.

FIONA ASONGA: Thanks.

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