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RAFIK DAMMAK: Thanks everyone for joining today's call. It was one that we had our first call and try to kick off the discussion, and it was more kind of on hold waiting for the staff ground paper. And we are resuming the discussion now with this second call for the diversity subgroup.

And we've got short time before Hyderabad. So, for today, we have this current agenda. And what we are trying to achieve is go to some question we put, to get some feedback from you and try to go more deeper in diversity issues, the area and aspect we need to focus on.

And also to maybe get some input about other experience that we can learn. I think we are not, there are people who work with the issue, on other contacts, on other domain, and so we can humbly learn from them. And also to review [inaudible] if you have any comment or anything that, if there is anything missing that we should look for.

Also, start with [inaudible] for Hyderabad, and so on. So, I assume that everyone is fine with the agenda. If there are any comments, please say so.

Okay. So, then we can move to the main item on the agenda, which is these discussion topics. I hope that you had an opportunity to go through the question that was sent a few days ago. And I think one of the main things here, is to define diversity in the ICANN context, and I

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guess maybe given, like the comments from George is to maybe just start to think about that within the new bylaws.

So, we can maybe, and if there is any comment here and questions or feedback?

Okay. So maybe to illicit more comment here, how do you think we should do for the definition of diversity? Should we look for some existing definition and trying to see if it fits ICANN context? Should we think about our own definition and try to draft something like the resources we have, I mean, the references we have?

What should be the best approach in that matter?

Okay, just want to be sure. Are you hearing me or not? I am feeling a little bit alone here.

SEBASTIEN BACHOLLET:

Yes, Rafik, we can hear you. That's not the problem that we can't hear you, and you are alone in the room. It just that, I guess that we hear something to add to. I can tell you that the loneliness of the rapporteur in the working groups. Sorry for that, it's the same in the working group I am rapporteur.

But go ahead, Rafik, we trust you.

RAFIK DAMMAK:

Okay. Thank you, Sebastien. Thanks for the vote of confidence and for us. Okay. I guess we can put both way and see what's the best. I'm not

a proponent for [inaudible], and also while working definition is important, I think that should be done within a reasonable timeframe, because we have more things to do.

So I guess we can assume that maybe we can start to look for some definition, as a starter, and try to grasp something within the ICANN context, within the boundaries of what, for example, the new bylaws say, like [inaudible] growth, informative participation, reflecting the function and geographic and [inaudible] to be on the internet, like all evidence of policy development and decision making.

Ensure that the Board [inaudible] multistakeholder policy development process is [inaudible] something, global public interest, and that this process is accountable and transparent. I think this is the text of [inaudible] maybe some indication of what is expected. Also, maybe we have to think what are, what we are trying to cover for targeting in terms of diversity.

Do we think it's just about, I mean, [inaudible] videos, groups, or it's also about staff, [inaudible], Board, the different SO and ACs, and so on? So I think maybe at some level we need to go through more details and granularity. I guess maybe it's a task for the rapporteur to maybe propose something a little bit more concrete for discussion, and to illicit more feedback here.

Any comments? Any suggestion? Yes, Sebastien, please go ahead.

SEBASTIEN BACHOLLET: Yes, Rafik, thank you very much. There is some echo. I don't know if it's me, I don't think. It's, to be sure, that there are already some, at least, [inaudible] definition...

[ECHO]

Still an echo, or is it okay now?

RAFIK DAMMAK: It's okay now. Please go ahead.

SEBASTIEN BACHOLLET: It's better now, yes. And I for example, in my inner document, I put the false premise on, I guess, the first document [inaudible] minority statement, or comment, I don't remember which one, but I write a list of items possible.

I know that [inaudible] write also something about that. And if it's not from the document we received, but if you go to the work stream one, work party three subgroup materials, in those links you have links to the documents published, and I don't want to say that I have the answer, but at least you can start from this list that ICANN sends as the list.

I would try to find out where it is. Maybe it's not to [inaudible] the will at least to start by what was written at that time, and we had a work party through a lot of discussion on those issues, and it's important that we came at the same level of information.

RAFIK DAMMAK: Thanks Sebastien. That's really helpful. If you can share the link in Adobe Connect, and after, on the mailing list, it will be really helpful. And definitely we are kind of continuing through what was started before in work stream one. And I guess we need to get a better understanding of what were the concern of that time, and what was reached during that discussion.

Sebastien, I see your hand is still up. You want to add something or is that an old hand?

SEBASTIEN BACHOLLET: I'm sorry. That's okay. I will try to put a link representing of the work streams, of the work party three, I will try to put the link to the right documents in the chat. Thank you.

RAFIK DAMMAK: Thanks. Okay. So.

Would like also really to hear from others, if they have anything they want to add, or also if they have any questions. Not just about the input here, but any questions or clarification you would like to get. So I think at the beginning, we need to be able to what to answer and to have the same understanding.

Okay. Anyway, so having, thanks again Sebastien, for the link you sent, and we will wait for others. I see that good kind of, it's maybe good reading for us. I think also that, for example, volunteers that was listed, [inaudible] their advice, or maybe we may think about inviting him for the next time and hear from him.

So, at least maybe for the next call, and before, advise everyone to go through the background paper and other reading materials to have, you know, kind of understanding of what was discussed and what were the concern at that time.

So, let's maybe go to the other two questions. So, while you are trying to all come to a definition of diversity, I think the other question is somehow linked to that, because from the definition, what other area or aspect that we have to focus on. So what we need, so what kind of gap do we need to fill here?

And what we need to work on, to understand and to assess [inaudible] their thinking on what kind of [inaudible] and solution we need to imagine.

Okay.

Any comments, questions?

Okay.

So, then it's not too much, also make much comment here. What they guess is maybe for the next time, for next call, ask who, I say, for the rapporteur we can, it's true, maybe trying to give a kind of proposal or suggestion or discussion, a kind of strawman that maybe will help to steer the discussion, and to illicit more feedback.

I can understand that maybe it's abstract, or it's not easy to comprehend, but I guess we will work more on trying to put some suggestion that can be, give you some [inaudible].

The other question is the input and experience that we can learn from here, can be, really need you, learning from your experience. If you have in mind, any other organization, or different pace that, where they had to work, or they are still working on diversity, and if you have anything, you can share with them, and then we can list them.

It will be also can help us to see how they thought about the diversity issues, and even can give us some kind of difference, or source to work in like for the definition, and the area, and aspect of diversity. So it can be kind of feedback loop for other questions.

So, if you, please, if you want to make comments, either you can type it in the chat or you can raise your hand in Adobe Connect. We will have to hear from...

Yes, [inaudible], yes, I think it's considerate, and at least in the [inaudible] background paper. I think because it gives, what the good thing in that paper gives number, and there are some resources that, I think, it's helpful for us in terms of, to make analysis.

So I mean, the thing is, I guess, people should really go through and maybe to highlight what they think important in that document. So, Carolina, what do you think that maybe we can, what you think that was quite important that paper, that maybe we can start discussing about it now? And not just waiting for maybe everyone to read it.

CAROLINA AGUERRE:

Hi Rafik. If I may? Can you hear me?

RAFIK DAMMAK: Yes.

CAROLINA AGUERRE: Yes, thank you. I think that, I mean, I personally delivered the study presenter, a very sotto, I have notice of where we stand. In terms of [inaudible] that, I'm sorry, I think are crucial for our working group. During the last call we had, over a month ago, other dimensions were raised regarding, I don't know, gender orientation, etc., but or sexual orientation.

I think, personally I believe the right, I mean or the dimension that I think are really, really crucial to start working as a group from now, in that document. And then just saying that I wouldn't look at innovating, maybe so much, and just working and addressing those variables, or that I mention that the report is proposing.

That's a suggestion I'm making. Thank you.

RAFIK DAMMAK: Thanks Carolina. I think that's the point, is choose what we have already, and to work on that. So what I'm thinking here, maybe, to move forward is maybe to create, we got like this stuff background paper, but for us to start maybe with the strawman kind of digesting all of those documents, and trying to put them in that strawman, trying to respond like with questions, just by suggestion.

I mean to start writing down things, and then to help us to do, to start with it, to go more deeper in the issue. So yeah, we will start with that, and probably, depending on how the discussion will go on, I guess we

will discover that either maybe we are missing something, or maybe we need to go deeper on something else.

I think that... Yes, Sebastien, please go ahead.

SEBASTIEN BACHOLLET:

Yes, thank you Rafik. Yeah, this exercise was quite interesting. I was part of the exercise with Mathieu Veil and some others, to gather data. And it brings one question, it's how we can those that are [inaudible], and those that are providing feedback when it's useful. And to raise the question [inaudible] but we can give another name, of the diversity. It's not to gather data, not just once like it was done by AfriNIC, but along the life of ICANN, and that's one point.

The second is that, there is also the question, or here we have a snapshot, but we don't have the film. Of course, it's always a little bit difficult to go back on our story, but I am sure that there are part of the information that ICANN may have somewhere, and it could be a useful.

Just, for example, I am trying to gather data about Board since inception of the Board, and I think it could be useful to do that for all of the bodies, the organization. But it must not be something done by one or the other. It's really must be, putting the task of ICANN as an organization. Thank you.

RAFIK DAMMAK:

Thanks Sebastien. So regarding the data and the statistics, I guess in the document, there are some mention, some statistics, like for the AOC, or a view, or maybe some presentation before. But, do you think we

should ask for more information from ICANN staff? If they can reach the different group?

So if we, maybe we list some... What kind of data, I guess, we are asking, I mean, we are looking for, and to maybe to start to think about that and asking ICANN staff to share with us those data?

Sebastien, go ahead.

SEBASTIEN BACHOLLET:

Rafik, thank you. It's... I guess the discussion we will have, what are the main issues about diversity? What are the...? Do we talk about gender diversity, cultural diversity, regional diversity, language, first language diversity, whatever? We can have a long list.

If we decide which one we want, it could be a good idea to ask for those type of information, and as we would start at the end of [Hyderabad?] with new set of people in each of the bodies, because it's the end of the General Assembly, it may be a good starting point to have data gathered for all of the members of all of the bodies, Board, ISOC, ALAC, RALOs, whatever, and working groups.

And maybe to ask a way to have this information gather easily, given to each participant, for example. But something to be done, and the AGM is a good starting point, from my point of view. And we could lead with a discussion, we had previously, and you want to [inaudible] with your strawman about what are the list of topics we want to be, to take care of when we talk about diversity. Thank you.

RAFIK DAMMAK: Okay. Thanks Sebastien. I think Fiona wants to make a comment?

FIONA ASONGA: Thanks Rafik. I think when it comes to defining diversity, I would like to suggest that we also look at new bylaws that [inaudible] ...of accountability work stream one. And in that, I think, [inaudible]... but in the new bylaws, we talk about diversity as [inaudible]... participation reflecting the functional for [inaudible] functional, geographic, and [inaudible]... internet [inaudible]... of policy development, and ensure making to ensure that bottom up stakeholder policy development process is used to ascertain the global public interest.

And that those processes are accountable and transparent. So [inaudible] we are going to look at diversity, I think that is becoming one of the issues that [inaudible] becoming this [inaudible] diversity, we have to look at, even though we might want to look at others, but the priority then becomes looking at diversity within the structures of ICANN that exist.

And none of those structures is the bylaws. So if, in the bylaws, we have already noticed that we want to look at diversity in terms of functional, geographic, and cultural diversity, then that is sort of like used as the best line or works. Diversity in ICANN is really going to be about [inaudible], the question is, what do we mean by functional?

And functional to what extent? So that becomes where we need clear attention, and this is just my thinking, and then looking at it from the geographic, there have been certain years back on [inaudible] in ICANN.

So then looking at that, the outcome of that, and what's happened today, working group, the recommendations of that working group, as well as diversity in the different review processes [inaudible] to what are the recommendations that [inaudible] diversity will be in that.

Then looking down to cultural diversity, now that becomes quite broaden, that is more challenging to address because the definition of culture needs to be [inaudible] can be so broad. And I think a lot of things that have been listed in the previous discussion, and issues of gender, issues of language, all of those fall sort of under cultural diversity.

So I think we need to be careful how we define diversity. So that there are several areas [inaudible] become areas that are, have, are un-measurable. They can be [inaudible]. We can be able to get concrete actions of, and you can also very much identify if there is any financial implication what that will be.

I think that's what I would have to say [inaudible] definition of diversity.
Thanks Rafik.

RAFIK DAMMAK:

Thanks Fiona. Okay. And I also see that Carolina also made some comment in the chat. [Inaudible] related to region participation from [inaudible] sector. And there was some, I mean, there was already some [inaudible] made by ICANN, I think, in [inaudible] region, and LAC region.

So, yeah. I think... And we have to list all these areas. Maybe not just about the policy development, and see the participation from all of the different groups. Okay.

So, seeing the different comments I'm hearing here on the call-in, the chat, I think that some ideas that we can put in the strawman, and thanks for that. It's really helpful to, for [inaudible].

Okay, so hearing that, maybe now thinking how to move forward for this. So I suggest that there are [inaudible], as the rapporteur, we work on the strawman, getting your suggestions in here, and what we are hearing. And the proposal, hopefully if we can get that for the, before the next call, it can be changing, but let's [inaudible] for something end of that [inaudible]...

And we really need your help. So, whatever, I mean, suggestion or comment you have, you can... Yes, who is speaking?

DELILAH: Delilah from France.

RAFIK DAMMAK: Yes, Delilah, please go ahead.

DELILAH: Yes, thank you. Thank you Rafik. I would like to, just to see the next bit. If the function of the [inaudible] to work on first the [inaudible] collection, then the definition of diversity, or it is to the subgroup, and

to the co-rapporteur to propose a first strategy for that data collection, and for the finishing of diversity.

RAFIK DAMMAK: If you just, I mean, if you can clarify, I heard the word...

DELILAH: Yes, I would just like to know if it is to the subgroup to work on data collection and the finishing of diversity? Or, in the first step, it is the function of the, the future of [inaudible] to work on that, two questions.

RAFIK DAMMAK: Okay, thanks. So I think as a subgroup, what we are trying to do is to make a recommendation. So I mean, it depends what we think should be suggested. At least, in term of data collection, that maybe not a subgroup to do so. That what we can do is to outline this, the kind of data of information we are looking for.

And I think the related party, which I think can be maybe ICANN staff, or supporting organization and advisory committee, and whatever other structure we are thinking, and asking them for help there. The idea is to start working on definition, I think, is to give us, but we need some framework, basic on what we did on work stream one, to give us, how to say, mission update.

So where we, within we have to work. And yeah. So a subgroup, we, now at this phase, we are thinking what we should do to make our recommendation evidence and fact based. So what I'm suggesting is

that as rapporteur we work on the strawman, in order to get input and comment from the subgroups.

I mean, as the rapporteur, we are not suggesting solution, or we are writing down the definition, but starting somewhere to make it more easier and, how to say, more easier, I think, and I cannot find the words. To kind of to move forward, and to [inaudible] that we can, like kind of get, yeah. I can't find the right word in English.

But the basic idea is trying to move forward and to see how to do so. Did I make it clear or I did bad?

DELILAH: Yeah, very clear. Thank you.

RAFIK DAMMAK: Thanks. So, yeah.

So, I guess we spent some time in this discussion, trying to see what we can do, and maybe where we should start, and how we should proceed. I hope that you have better idea. Hopefully, after getting the minutes, we can also resume the discussion in the mailing list, and we use that more to include everyone in the discussion.

It was [inaudible], maybe we can move the next item, if there are no further comments or question on this agenda item.

Okay. So, with regard to Hyderabad, so [inaudible] if Karen is here in the call. Karen, can give you some insight here about how the CCWG,

what the plan for the CCWG for Hyderabad is? So [inaudible] subgroup to see how we can fit within that schedule.

Okay. So, not sure if someone has an idea. I think...

[Inaudible] previously. An idea of what are the plans for Hyderabad. Do we have like...? Is the CCWG planning to have like a full day? Yes. So like a full day meeting? And if they planned to have... Yes.

SEBASTIEN BACHOLLET:

Yeah, maybe Karen or the co-chair can answer your question, but from my understanding, we have, for the members of the CCWG on accountability and it's open, a full day meeting on the 2nd of November, the day before the starting official of the ICANN meeting. And we will have a possibility to have people online.

There is a request for topics to be planned to the co-chair, and staff to see whether the topics we want to discuss. I guess what will be useful, at least to have a short report to say where each of the subgroup or drafting team, where we are.

There are groups like this one, [inaudible] ICANN, I guess, meeting. In some other, they are already a few more, just for example. It's not to say it's better or... But the ombudsman group, I am rapporteur of, we have already had nine meetings, and we have a first draft of a document.

And yeah, we're not ready to have a more discussion really with the outside of the working group. And the 2nd of November, they are asking for topics we want to raise. If we are, I guess you may have success to

have at least 10 minutes to give feedback on where we are in diversity, by Hyderabad we will have made some progress. Then you will have full of information for your turn of 15 minutes.

But that's just a suggestion of what's happening. There is nothing planned, to my knowledge, during the Hyderabad ICANN meeting itself. It was a thing that I was struggling with, but there is nothing specific, even meeting of the subgroups, because all of the participants are not, maybe not be there in Hyderabad, and I guess it's one of the reasons why nothing is setup.

But the 2nd of November will be a full day for the CCWG on accountability, and we will talk about work stream two and all of the subgroups. I hope this was helpful. Thank you.

RAFIK DAMMAK:

Thanks Sebastien, that's really helpful. I guess the challenge for us, what we can deliver by Hyderabad, but at least, to give update about what we are discussing and maybe what are the issues we are rising for now.

So, it's also possible, maybe we can ask [inaudible] to add further comments, and so on. So I guess, maybe what we can target, is to [inaudible] to make some progress, and to prepare, if somebody [inaudible] to share for Hyderabad, it's not necessarily that we may ask for, say a long [inaudible], at least if we can ask by then for some input regarding some questions that we need the wider community to give feedback in.

So thanks Karen, for co-chairing the plan.

Okay, I see that, yeah, there is an update from subgroups. I guess we can all come, work within that?

SEBASTIEN BACHOLLET:

If I may, Sebastien. This screen was useful. You have to take into account that 21st of October, it's the last day if you want to add the specific topic. I guess what we are saying is that we will make a report on this diversity subgroup. And just to be sure, the page we are talking about the ICANN 57 Hyderabad meeting, but in fact, we are talking about the meeting of the CCWG on accountability, the second, which is just the day before the ICANN meeting.

That's the two dates that we have to remember and take into account. And I guess if we had any document to submit, it must be assigned to the group prior to the, I don't remember, 27th or 28th of October. Thank you.

RAFIK DAMMAK:

Thanks Sebastien. I think having the dates in mind, to push us to make some progress before, but at least aiming, have to make some report and give update to the whole group, I guess.

Okay. So, any further comment or question about this?

Okay. So, just maybe to be sure that we have an action item for this, so we will work to prepare some update before Hyderabad. And I think we

need to see if we can have, we can propose our topic for discussion.
Okay.

If there is no further comment on this, maybe we can move to the any other business?

Okay. So if you have any other business?

SEBASTIEN BACHOLLET:

Yes, Sebastien. I'm sorry to play ping-pong with you or tennis, whatever you prefer. I just wanted to ask if, yeah, you write that the next meeting will be [inaudible]... you pick a day, and we rotate three timeslots, that means the three slots fits 5 AM, 1 PM, 7 PM UTC, and we rotate those three.

I guess it's an easier, from my point of view, then to ask each time which timeslots we will have. Like that allows us to have an idea, to know when will be the next meeting, and also to allow sharing of the pain of the different timeslots. Just a suggestion. Mr. and Mrs. Rapporteur.
Thanks.

RAFIK DAMMAK:

Thanks Sebastien. I think, yeah, it's possible, and probably the easiest way to do so. So we can pick out a day. We will have to check the [inaudible] schedule and to see what the best day. I mean, [inaudible] my [inaudible] is to try to share the pain into the rotation, being myself now, almost 11 PM, I will be happen for others to share the pain with me for next time.

Yes, [inaudible], go ahead.

FIONA ASONGA:

I think I like the idea of rotating the slot, because that we are able to ensure that everyone in the group from the different time zones is able to participate, and that is important. If we can agree on the day, I think that will be important, and we can have our meetings on [inaudible] day.

I don't know how everybody is [inaudible] on the Friday. So that is then easier for us to plan [inaudible], but I think that would help us significantly. I'm open for [inaudible].

Secondly, my second [inaudible] is apologies, I [inaudible] because I had a problem with my ISP, but thanks to staff, [inaudible] I've been able to follow the 50 minutes plus, but I was able to follow from Durban. And so, can I go in the next meeting, and it will be easier to pick the next timeslot [inaudible] 19 hours UTC. Thank you.

RAFIK DAMMAK:

Okay. Thanks Fiona. We can check the schedule, and let's see the comments [inaudible] about the issues, so we try to see what these people, for everyone in terms of it. Yeah, I mean, in some countries Friday, and Saturday, Friday is the day off. So we will try to kind of juggle a bit with all of those constraints and find something that we maybe we can be happy with.

Okay. So, I think that... Any further comments or something to add? Otherwise we can adjourn the call. So waiting for your objection or comment. Okay, hearing none, oh [CROSSTALK]...

SEBASTIEN BACHOLLET:

No, no, you will get the last word. I just wanted to thank you, that staff again, this is good. And don't feel upset with the way that it was going and that you were almost alone to talk. It seems like it's the way of those subgroups now on, and it's not just your group, but it will be better than, just keep doing your right work, and we will try to help you, I am sure, in the future.

Thank you for the co-rapporteur to start the work of this group. It is a very important one that I look forward to work with you. Thank you.

RAFIK DAMMAK:

Thanks Sebastien, also thanks for your comments. And thanks for everyone, I think, [inaudible], it's okay, I think. Hopefully we will have more discussion coming [inaudible] the mailing room. Okay, saying that, and yes, I have the last word. Thanks everyone for joining the subgroup call today.

And let's follow-up in the mailing group. Have a nice weekend.

[END OF TRANSCRIPTION]