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FIONA ASONGA: Welcome, everybody, to Work Stream 2 Diversity, Meeting 6. We have the agenda in front of us today. Roll call, welcome remarks, and second review of version 2 of the Strawman, and any other business that we need to address before we close the meeting. For purposes of confirming the roll call, I think Staff, you've got all the details that you have. Please confirm that you're able to get the names of everybody on the call right now.

Then we'll move to Agenda Item 2: a quick summary of what we discussed in our last meeting. The first reading of the call, a number of issues came up. First of all, on the elements of diversity, on issues of gender. There was a request for us to place more emphasis on gender identity as opposed to the sexual orientation, and so that we took note of. Another issue that came up was adding "skills" as a separate element, and so moving forward, our next version of the document shall have "skill set" as a separate element of diversity. And then there was the issue of, as opposed to having a questionnaire that we send out to all the groups, if we can simply ask the different AC/SOs, taking into account to consider issues of diversity [inaudible] able to accomplish, and shall [inaudible] elements of diversity that they consider important, because this will vary from group to group, and it will be different for the different AC/SOs and again vary for the Board and vary for Staff. So, that we took note of, and it's something we're going to see, probably as we wind up on the second reading, we can appropriately pose the

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question that we want to send out to each of the different stakeholders of ICANN.

On the issue of language, we did discuss and agree that we should consider a meeting with the Meetings Team to discuss the use of different languages in different sessions of the meeting, so that then we are not just [inaudible] on English, but we have meetings that run in French or in one of the other languages that are used. And that is a meeting [inaudible] Meetings Team for that discussion. But we took note of it.

Then, on public data on age, it was reported that this is difficult to access. And so, we will be again working with the Meetings Team to see how possible it is to get the data on age that is given voluntarily to ICANN as part of the registration process. And we did agree that we would then focus on prioritization of the different elements by the different stakeholders, as opposed to just trying to categorize them and do it holistically. So, in summary, that is what we discussed. That is what came through from our discussion last week. And just so that we are clear, we are going through our second reading of Strawman. If there are any issues that you have had a read-through again and you would like to table, I'd like to open up the floor for discussion of the Strawman. [inaudible] you can put that up.

Okay. Any comments? Any thoughts on the Strawman, version 2?

I do have some questions. We have not yet discussed this, but I think it may be able to help us think through as we move forward on how to proceed. Some of the things that Work Stream 1 had set as

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expectations of the outcomes of this discussion on diversity and recommendations agreed to here is a possible review of AC/SOs – diversity review of AC/SOs, and I think important to this is being able to identify within the AC/SOs what elements of diversity are important. So then, the question for [inaudible] to ask different [inaudible] of the AC/SOs within the Work Stream 2 of CCWG is to go back to their groups and probably come back to us with what mechanisms they have within their respective AC/SOs that enhance diversity. And I think that one of the questions that helps us begin to get feedback from the AC/SOs – because when we look at what we have, we will first of all be able to update our current document in the sections of diversity in the different [inaudible] that we shall then be able to get updates and initial feedback.

The other thing is – how will we be able to determine the concerns of the wider community on issues of diversity? If we opt not to [inaudible] last meeting [inaudible] a questionnaire [inaudible] AC/SOs. But if everybody who comes in for ICANN in a particular AC/SO, [inaudible] newcomers still floating somewhere [inaudible] get their feedback. Because I still think we need to develop a questionnaire and send it out for public comment.

And the one question that we've still not been able to talk on is what possible structures should we have in place to promote and support the strengthening of diversity within ICANN? I can see, Sebastien, you have your hand up. Please proceed.

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SEBASTIEN BACHOLLET: Yes, thank you very much [inaudible] open my microphone. Sebastien Bachollet speaking. Thank you for that. About your first point – maybe we can ask a second question to SO/ACs where they stand regarding diversity, whether they are including already in their bylaws, [inaudible] procedures, whatever – and then maybe what could be the next step, or the next steps they think that they can take regarding diversity. If they have any sort of that, just not to let this group only to think about what could be the way to improve diversity. I may have [inaudible] we are telling to do that, or we would like to do that, and that could be very interesting input.

Regarding your third point, I guess, about the questionnaire – it will be difficult to – it's real hard work to do a questionnaire and to be sure that you have balanced answers and all that. But if we can organize that, it would be very interesting to have input and maybe the idea could be to do that, say, during the next ICANN meeting [inaudible] to ask questions to the people. Maybe it could be in the questionnaire that we fulfill each time we register for an ICANN meeting. That's just some thought on those two issues. Thank you very much.

FIONA ASONGA: Thanks, Sebastien. Any other thoughts or views on this? [inaudible]

So, who would be willing, then, to put together that questionnaire? I need volunteers. We could probably do add a few questions – I suggest that we could add a few questions to what is in the meeting registration. Now that I think of it, [inaudible] probably been overtaken by [inaudible]. We need to figure out how we will have that

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questionnaire distributed and – yeah. But I think that initially, we need to develop the questionnaire. I’m open to have volunteers come in and help put that together.

Okay. While everyone is still thinking – and we will leave that pending and see whether by the end of the meeting, we can have volunteers, or by our next meeting [inaudible] to our members and see if there are any volunteers to help put together a suitable questionnaire.

[inaudible] let me see. Another issue that I think we need to – there was to pay attention to is [inaudible] in the Strawman, Section 3.7. That’s a collection. And also it’s [inaudible] self-declaration, and so we will – we are going to need that data [inaudible] two ways. We will need [inaudible] during the meetings [inaudible] around the meeting [inaudible] on what’s happening in ICANN and what’s going on [inaudible] able to get [inaudible] data presented then. I’m not so sure we will need to [inaudible] extensive research, because from our discussion, most of the information is there, or should be there. It’s just how it’s been probably put together in studies that will be a challenge.

Do we have any other issues we want to raise on the Strawman? Yes, Sebastien?

SEBASTIEN BACHOLLET:

Thank you for that. I guess there are different ways to gather information. Yes, we can hopefully use some of the data that we fulfill when we register for an ICANN meeting. But maybe we can also add some places within the SOI, for example. Not to be shown publicly, but to be used in a private manner, could be another way. And there is also

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some – in the ICANN website now, you have a profile. It could also be a place to get the information that we need about diversity to be asked, and privately used or anonymously use. But I guess for that, we will need some trust between the community and the people who take care of the data, and that’s a point we need to add somewhere – who will be in charge. And maybe it could be the – I don’t know what we call that in the Strawman – but whatever, the name of the “Office of Diversity,” or “Committee of Diversity,” or whatever. It could be the one task for them, to ensure that the data is taken with care.

FIONA ASONGA:

Thanks, Sebastien. I think we will be initially guided by Staff on who [inaudible] handles that data. The Meetings Team [inaudible] different team of Staff who handles that data, and see how to best proceed on accessing it and how to use it. I think that there is quite a lot of information that we’ll get from the ICANN website.

Any other views, comments? Yes, Cheryl?

CHERYL LANGDON-ORR:

I’m sorry, were you calling on me, Fiona? Cheryl?

FIONA ASONGA:

Yes. I’m assuming Sebastien, that’s an old hand.

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SEBASTIEN BACHOLLET: No, it's a new, but let Cheryl go ahead. I've already spoken three times. But come back to me, please. Thank you.

FIONA ASONGA: Okay. Thanks.

CHERYL LANGDON-ORR: Thank you, Fiona. Cheryl Langdon-Orr, for the record. Yeah, I think the data capture [inaudible] is a worthy one, but it's always going to be limited – not only by trust, but by the need for people to actually put their material or the material information that we, from a diversity point of view, would be interested in, into the system. For example, we for some time now at meetings have asked when one registers for an ICANN public meeting, have asked for, "Is there special assistance in terms of accessibility required?" Even though the nature of how we ask those questions, you get biases in the validity or the completeness of the answer. So there is something to be said for using existing data sources, and I think that's part of the pattern we should be looking at. But there's also something to be said for more orchestrated analysis, which may involve even asking third-party professional surveys to be done, or assessments to be done. So I don't think it's going to be a one-size-fits-all on the data capture.

One thing, if I can take it back to – I think it's page 2; yeah, page 2 – where we outline the elements that have been identified in a particular order, I still think that I'd like to see these very clearly stating that these are significant elements, but not necessarily the only elements that ICANN may be interested in looking at in terms of diversity. And I guess

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the only other thing is, I've yet to find a way in this document – or, for that matter, in any other out of ICANN, to satisfy my concerns on how one maximizes diversity. There are limitations, for example, when you have a limited number of – let's use the example of leadership positions. X number of leadership positions may not allow for all of these [inaudible] elements, as we listed in the Strawman, to be effectively reflected. And we are constantly challenged with the issue of, other than where there are mandates, such as in some parts of ICANN we do have requirements for balancing in geographical and regional representation, etcetera – we always have the issue – and it often comes up in gender, which of course sticks in my craw – where appointments can only be made from the people who've applied. And if 99% of the applications happen to be of a particular gender – all too often, male – then that sort of becomes a self-limiting set of circumstances to try and get better gender balance. So I like where we're heading, but I've still got a number of “more work to be done” parts. Age, for example, is another one where, for example, while we focus on a particular age band, we can often end up with an isolationist exercise, where we have streams – I've seen this in other organizations – where you end up with the youth arm, and the middle-aged arm, and the geriatric arm. It really is a three-armed monster at that point, because none of the [inaudible] actually work together very effectively. So there's diversity for diversity's sake, and there's diversity for the endgame of greater, broader, more diverse input into ICANN's work. And with that, I'll stop, because I could prattle on for hours. Thank you.



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FIONA ASONGA:

Thanks, Cheryl. I think that is very key for us to take note of, because if we don't, then we run the risk of not having a clear guideline that ICANN can use to ensure that diversity is not just for diversity's sake, but actually bringing in the different views and the different perceptions that could help improve the organization. And so, it's something I'll actually make a note of. I think, if we are going to get into a discussion on reviewing diversity, those are some of the questions that we need to have at the back of our mind, so then we are ensuring that the diversity that we accomplish through whichever mechanisms we shall identify is relevant to the organization and adds value, and is not just there to ensure diversity just because [inaudible] of diversity. It should be relevant and a value addition to the processes [inaudible] the organization. Sebastien, back to you.

SEBASTIEN BACHOLLET:

Thank you very much, Fiona. I want first to support completely what Cheryl was suggesting. It's an important point to take into account in our work. I wanted to suggest that in one of our next meetings, we may ask some Staff to come to discuss with us the issue of data collection – what is done currently, what could be done. And if I can suggest two types of people. One, of course, is in the Meetings Team who is taking care of registration data; but also with the name of Chris Gift could be of good input, because he is taking care of the website, and particularly the new profile system we are including in the website, and it could be good input. Thank you very much.

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FIONA ASONGA: Thanks. I've made a note to ask if they can join us in our next call so that then, [inaudible] goes to discuss with them on how they handle the data. I'm seeing quite a bit of feedback from Rafik, who's not [inaudible] to be on audio, on the need for us to pay attention to ensure that the data we handle is protected. And so, learning how ICANN collects and manages that is very important [inaudible].

Any other comments on the Strawman? I think, considering that [inaudible] in our last call and our current call, [inaudible] during that, I will make a note and reach out to the relevant Staff within ICANN, asking them to join us on our next call to discuss about how they handle data. And if there is no other comment – ?

SEBASTIEN BACHOLLET: Just a short comment from Sebastien Bachollet. Just to say that maybe also if we are talking about data and privacy, we may ask somebody from IT who is more on the technical side of data protection, who could also be useful to come. Thank you.

FIONA ASONGA: Thanks, Sebastien. I've made a note of that.

Okay. Any other comments?

Okay. I have a question for Rafik, if he can just take it to the Development and Policy Responsibility Group. Sorry, Public Responsibility Group. Is there anyone in particular whom you would like to reach out to? If you could give us the names, I think it'll be

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helpful. Perhaps we could invite them to join this discussion. Okay, thanks.

Okay. So, agreed for moving forward? [inaudible] move forward, we've agreed to have Staff and members of the Development – or a member representative of the Development and Public Responsibility Group to join us; and Meetings Team, who is responsible for registration; Chris, who is responsible for the website, and someone from IT data protection, to discuss on how data is handled and managed by ICANN. Then I asked for volunteers to help us put together a questionnaire for [inaudible]. None are forthcoming. I will, in the meantime, just put together the questions that we have for the AC/SOs. Let's see [inaudible] during our last meeting and the current meeting, [inaudible] on the group mailing list so that we can [inaudible] them up and [inaudible] them up correctly. English is not my first language, so I hope that I will get assistance in writing the questions correctly, that we achieve what we'd like to achieve. And so, I'll put together those questions for the different stakeholders, as well, and then we can [inaudible] and during our next call, we will then go through the questions, go through discussions with ICANN Staff on how data is handled. And if there are any issues that are still pending with Strawman that need to be addressed, then we will do that.

And I think that covers what you wanted to covered today, and I'd like to open the floor to any other business. Is there anything? Yes, Sebastien?

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SEBASTIEN BACHOLLET: Yes. I just wanted to ask you if you will give feedback on the Plenary that's supposed to be, I guess, tomorrow – on where we are on our work.

FIONA ASONGA: Yes, we will give feedback. We will give a report to the main Plenary on where we have reached in our work.

Any other issues? Any other business?

Okay. So then, that's [inaudible] twenty-five minutes of the hour we had booked for the discussion. And if there's no other business, then I think I'd like to thank those who have been able to attend the call. Thank you for your feedback; thank you for your input. And I hope to see more engagement on the mailing list as you develop the questions, and look forward to [inaudible]. Thank you so much for being available for this meeting. [inaudible]. Bye.

CHERYL LANGDON-ORR: Thanks, Fiona. Thanks, everyone. Bye.

MULTIPLE VOICES: [CROSSTALK]

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