RAFIK DAMMAK: Thanks. I'm not sure that… I can't hear you guys, but okay. Thanks for joining today's call. As you can see, our agenda for today is a continuation of previous call, and we'll start first by the usual review of action items.

The first one, which is related to the interpretation service. I think you can see we are already having the interpretation, and hopefully working. I thought that also we are supposed to have captioning. Maybe if possible, Bernie, can you clarify about that, if we will have captioning or not, or that it will be available later on?

BERNARD TURCOTTE: Rafik, I typed it in the chat. Captioning is not yet available. When it will be available, it will only be in English, as discussed in the proposal. Thank you.

RAFIK DAMMAK: Thanks for the clarification. But at least for now, we have what we looked for, the interpretation into French and Spanish. And thanks for the support. Let's use this [full] service as a group for diversity.

The second action item was in relation to the GAC and the [inaudible] working group. I think I see Pua here on the call, so I'll be looking forward to get an update from the GAC Working Group and for any comment or feedback about the questionnaire.

Seeing that, I think that for the third agenda item, which [inaudible] we don't need really to go further on that part since we are getting already the service. And we are looking for more participation since we have the interpretation, and hopefully, we can publicize that to encourage those who may not have participated before because of language barrier. So, having the interpretation service will encourage them to join us and participate in the drafting of the report.

I think we can move to the first main agenda item, which is about the draft report. Last week, we presented a new version of the draft report with changing outline and try getting in consideration previous comment and feedback that we received.

I think our focus for the coming weeks is really to work on the recommendation. We kind of wrote the recommendation into the new format, but that's kind of maybe still as strawman to kind of to initiate or the start the discussion about the recommendation, and we still need to work on that area.

I think maybe one item that we can start to talk about is the idea of a Diversity Office. We had discussion before that maybe we should not kind of state or describe specific recommendation, but we should instead describe what is expected as the role or mission of the Diversity Office. So, maybe this is one thing that we should work on. Here, asking the group and participants on the call what kind of requirement regarding the role of the Diversity Office we should describe as recommendation. This is kind of to initiate the discussion from that aspect.

I see that Dalila is in the queue. Yes, please, go ahead. Dalila, can you speak?

DALILA RAHMOUNDI: Hello. Thank you, Rafik, for all of this introduction. Thank you, Julie also, because you involved time and energy to consolidate the entire report. It is much clearer now.

As far as the Diversity Office, currently in the report it is under the data selection item, and when we proposed the creation of this office in Helsinki, the idea was for this office to be one of the structures that collects data. But that is not the only thing. It is in the long term a structure that will put forward proposal. It will be the means to get to a long-term diversity strategy.

So as far as the structure of the report, I would like to propose to move that recommendation, to put it in the item that has to do with supporting diversity. That is the first point.

The second point, the current draft seems to indicate that this Diversity Office will only be set up if there are the financing means, the funds, and that it will be attached to a certain structure.

So, what I would like to propose is that the way that we formulate it should be [center]. I think that the administrative questions should not be in this report.

I think that as Rafik said, we need to not talk about budget but to really focus on the mission, the goal. I think there are three things within this mission.

First of all, collect reliable and complete data that are linked to the community, that are linked to the ICANN structures. Second, analyze [everything] so that we know what the status is. And third, to propose a long-term strategy with certain means, certain concrete action items to get to diversity. Thank you very much. That's all I have to say.

RAFIK DAMMAK: Thanks, Dalila. I guess Julie maybe want to respond to that and comment. Yes, Julie, please go ahead.

JULIE HAMMER: Thanks, Rafik. And I guess my thinking on the issue of the office of Diversity is that my personal view is we perhaps should focus more on the functions that need to be undertaken, not the structure that might be implemented to support those functions.

So, I'm not necessarily a supporter of a structure called an office of Diversity. I think what is important is that the various things, the functions we're talking about like collecting data, storing it, analyzing it, coordinating it is supporting the promotion of diversity.

Those things are important to be undertaken. What staff resources may be made or may be able to be made available to do that really is within the province of the CEO and to some extent, should funding need to be approved to make that available, that would be within the province of the Board.

But I guess I'm not sure that our report proposing such a specific entity as an office of Diversity. So, it might be that I'm the only person who

thinks that way. And if that's the case, then obviously the majority of the group's view will prevail. But my thinking is we should focus on the functions and take the emphasis away from this office proposal. Thank you.

RAFIK DAMMAK: Thanks, Julie. I guess the purpose of the goal here is to describe the different functions or goals that maybe we want to achieve, but not necessarily say assuming this fixed structure may be the difference.

Our role can be spread between different offices or steps, not necessarily just unique entities to handle all about diversity. And [inaudible] in the – as you can see, in the document, we are starting maybe to define the different area between the defining diversity, measuring diversity, and supporting and promoting diversity.

So, we are kind of maybe developing under [inaudible]. So we still have to elaborate more the recommendation, but I guess also there should be maybe sometimes some dependency between the recommendation that we may propose here.

Also, I am wondering if [there on the phone] we are trying to elaborate if we need to kind of also be more specific, and like set some numerical targets.

I guess we should not just [inaudible] sometimes to be just kind of set some inspirational goals, but to set something kind of more specific. I know that can be kind of questionable what are the numbers we can

track, but maybe to be more specific here as to not just kind of be a little bit in the abstract.

So, this is just a set of ideas really to discuss and see how we can move forward, and with regard to the condition. I'm not sure. I see that Dalila is in the queue, but I'm not sure if it's an old or a new hand.

DALILA RAHMOUNDI: I do wish to speak again.

RAFIK DAMMAK: Okay. Go ahead.

DALILA RAHMOUNDI: Thank you, Rafik. Thank you, Julie, and I completely agree that what is important is the function. What is the point of a diversity policy, and how do we implement it?

And I agree with Julie, we need to make sure – I don't know if I understand correctly, but I think that it's something that goes across the different – the idea of this office is not necessarily to centralize the diversity policy issue, but rather to focus it on a specific target.

What we need is to have a point of view that applies to all of the community, all of the ICANN structures. So, my personal idea – and that is the opinion of others who are not necessarily present – is for this office to really have a cross-community policy, to establish that. That is very important. Before we detail organizational questions, the question

to ask is, what is the precise function, and how can we implement it across the different communities?

If there are different structures that take care of it and they don't communicate, I don't think it helps move forward with diversity. I think that it will be an obstacle to the future of diversity because it will be divided amongst the different instances, and that's not something that we want. That's what we have today.

RAFIK DAMMAK: Okay. Thanks, Dalila. Bernie wants to speak here. Yes, Bernard, please go ahead.

BERNARD TURCOTTE: Sorry, coming off mute. Thank you, Rafik. I'm getting some really bad echo. Someone should go on mute. Hello? Oh, much better. Thank you.

As I listened to your conversation, just a few points from other groups that may help you along. Definitely, people draw a very specific line between implementation, recommendations and actually making recommendations as to what should be done. We've seen that very clearly in the Human Rights Group.

In some other groups, they really want to clearly not only identify functions, but if there are any issues related to these, and then consider what recommendations could be put in or requirements should be put in for ICANN to consider implementing the recommendations.

I also will note simply just from an impact and process for getting these things approved, that if you are going to go down the road of making very specific implementation requirements, that you should be ready to document these to a great deal, because I am certain that some people will see this as being quite a bit down the line, and we'll want to understand quite in detail why such a recommendation was made and what impacts such recommendations made.

In summary, I'm not advocating one way or another. I'm trying to provide you with some background and thoughts from other groups, and possibilities going forward. Thank you.

RAFIK DAMMAK: Thanks, Bernard, for sharing the experience of other groups. I think it's good to see also what kind of issues they already faced. I think at this level, what you are trying to do is to think what we want. That's important, the what. And also, we need to explain the why we need, what is the rationale behind this recommendation, what we want to achieve. The how, which means the implementation, I think is a little bit beyond our remit.

What we can do, maybe not necessarily go deep in the implementation, but maybe we can give some kind of hints or suggestions. So, not necessarily to go into details, but we can say those different functions and so on can maybe under Diversity Office, also any other way we think that it's relevant or responding to our requirements.

So, the first thing, we really need to elaborate the requirements, the what and why, and try also to give maybe some kind of goals we want

to achieve behind that. We can maybe discuss later about the how. Not necessarily to go into details of the implementation, but maybe just to make some suggestions. So here, I'm trying to see if we can find a kind of middle way to respond to this.

So, just to see if you have any comments or feedback about this. Again, I see that Dalila is in the queue. I'm not sure if it's an old or a new hand, but yes, Dalila? Okay.

DALILA RAHMOUNDI: I forgot to lower my hand. Sorry about that.

RAFIK DAMMAK: No problem. Okay, seeing no reaction or comment about this, I assume that we may go with this for now, and just focus on the requirement, which is just about the mission [inaudible] under a possible Diversity Office. But we still have to work on other recommendation.

So, again, we right now to necessarily trying to get kind of structured recommendation for now. While we started to have kind of some areas, but if you have some suggestion or ideas, you can submit them now and we can work around that.

So, we need just to try to see kind of – I won't say brainstorming, but just to try to collect all ideas and then try to see how we can structure them and develop them. I don't see anyone in the queue. Okay.

So, we will get back then to the Drafting Team and to respond to some comment we have now already, but I really advise everyone to go

through the document and to review it and put any comment or suggestion. And we will focus on the recommendation.

So, what we can do for now in terms of the time constraint, we will try to send reminder before the call to ask you to go through the document. I think that this reminder can be helpful and I am wondering if also for those who will have the long Easter weekend if you can spend some time on the draft and try to see if you can add some idea there. So, we'll try to send a reminder, and also to resume the work within the Drafting Team to focus on the recommendation, but also other areas of the report.

[inaudible] So, we also may need to work on kind of work plan, why we are targeting here and to deliver a report by June. We're trying to have kind of clear work plan basically in that goal.

Fiona, do you want to add anything here? Oh, I see that Pua first is in the queue. We will go with Pua and then to Fiona. Yes, Pua. Please, go ahead.

FIONA ASONGA: Hello, Rafik. I think I have something on the conversation about the office of Diversity, but I think [inaudible].

RAFIK DAMMAK: Thanks, Fiona. Maybe you can [come back] later. I had a hard time to hear you. But let's go with Pua first. She's in the queue. Pua, can you speak up?

PUA HUNTER: Thank you, Rafik. I just want to give a group update on our work on the Underserved Working Group. We requested assistance from [inaudible] of the DRDP team to assist us with our survey, and this was to inform our agenda for the upcoming capacity development workshop for GAC members in the Pacific.

The workshop will be held on the 28th and the 29th of April, of this month, in Fiji, and we wanted to have a survey that asked the right questions to allow us to better understand how GAC members from the Pacific region can be supported to ensure increased and meaningful participation both at the GAC and also within the various groups of ICANN.

The survey at this stage is intended for GAC members, but we plan also to extend this to the wider ICANN community. The survey link was shared to the GAC members on the 6th of this month and will remain open until the 14th, which is my tomorrow, and maybe for some of you, your 14th today.

So, the DRDP team will then analyze the responses and provide a report to us by next week, and we would like to share this with you, both the survey and the report once completed. Thank you.

RAFIK DAMMAK: Thanks, Pua. I think we are looking for the result of this survey to see how we may use it for our work and to include the result.

Back to Fiona. Fiona, do you want to comment? Because previously, personally I had issues to hear you well. So, if you maybe want to comment again or to elaborate, please.

FIONA ASONGA: Sorry, Rafik. I didn't get you.

RAFIK DAMMAK: Yes. I was saying that when you spoke previously, I had problems to hear you well. I'm not sure for others. So, if you wanted to comment or add anything.

FIONA ASONGA: No.

RAFIK DAMMAK: Okay. Thanks, Fiona. If we don't have any comments or questions with regards to the report for now, what we again try to do, so we will send a reminder in the coming days to ask people to go through the document, and in particular, the recommendation section.

We try to compile kind of issues so we can discuss them on the next call, and we will resume the work within the Draft Team to try to resolve the comment, but also to work on the different [sections.]

Saying that, we move on to the next agenda item, which is Any Other Business, if you have any comment or anything you want to raise or discuss.

Okay, so I see that we may have to end the call early today. I want to thank you for joining for today's call. And for those who are celebrating Easter, happy holidays and enjoy your holiday. Thanks, everyone. I'll see you before [inaudible].

[END OF TRANSCRIPTION]