
RAFIK DAMMAK:

Hello everyone, I think it's time to start the call while waiting for others to join us. So, let's start the recording. Okay. So, thanks for attending today's call. Just as a reminder, we have also the interpretation to Spanish and the French and so for those who want to use those services, please do so. And for today's agenda, we will try to work in the draft report and previous call, we also have agenda items with regard to the gender diversity survey. It was shared yesterday for the sub group's review. And hopefully, Ergys, will join us to present the survey, what's the purpose and also how we can use it for our work.

So, starting first with the review of action items, so basically the follow up from the last week's call was supposed to send a reminder to the group for the report and for the comments. So we resume the discussion with the drafting team to input more comments there, and to try to work on the recommendations, that's still under discussion. In particular, base it on what we talked in the last week's call with regard to how we can outline the proposal with regard to the diversity office and focusing mostly on the requirements first without going on the details, or the implementation, or being kind to that solution per se.

Okay. So, the current state and for those who are on the call, if anyone wants to join the drafting team and to help with the report, please tell me, I think we need all help now to move forward on the drafting and in particular into the recommendations. Okay, so I'm trying to see if we can move to the next, if we can move to the next agenda item? I hope you had a chance to go through the survey. I shared the first the earlier version, but we have also now in Google docs, so it's more convenient

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to put the comments there. And to ask any questions and any other way there is need for a clarification.

Is Ergys in the call, or not yet?

ERGYS RAMAJ: Hi, Rafik, this is Ergys, I'm on the call, can you hear me?

RAFIK DAMMAK: Yes, we can hear you.

ERGYS RAMAJ: Excellent, thank you.

RAFIK DAMMAK: So we move to the agenda item with regard to that gender diversity and survey. So if you can really give a briefing to explain the purpose and the goals behind this survey, and if we can quickly through the survey and different areas just to explain what you are trying to get with those questions, so we can give maybe feedback?

ERGYS RAMAJ: Thank you, Rafik. Happy to do so. Just a little bit of context, first. We've been following very closely the diversity discussions across the community for quite some time now, even predating work stream 2, there have been a lot of calls for more data related to gender diversity in particular. So, without the data an understanding of the state of

affairs is a bit difficult to draw any substantive conclusions. So, members group work stream 2 began to take a much closer look at what's happening across the community, on all diversity matters. But with a focus on SOs and ACs and closer looking at the policies and procedures that are currently in place.

The survey is meant to compliment those efforts. It's much broader and it's about perceptions. So, what are the perceived barriers to participation and what role does gender play in that? It's also not a decisional survey and I think this is an important point to make. In the sense that the ICANN organization or the community itself is expected to implement the recommendations. It's simply meant to inform discussions, so all the findings are meant to be an input to ongoing discussions across the community. Now, if the community wishes to pursue any of those recommendations, then that's up to the community.

So, the survey itself looks at several dimensions or concepts of gender perception, the things like equality, leadership, inclusiveness and so on. We've already seen a lot of feedback coming in from this group and have begun addressing some of them, and we look forward to additional input. I would be interested to hear any observations from those who have had a chance to take a look at the survey and ideally, address any questions or concerns that people may have on this call.

RAFIK DAMMAK:

Thanks, Ergys, that was quick. Just first question, maybe to clarify, your team or department has the plan to conduct a similar survey from now

on, starting with diversity? And to just understand the goal, just to collect here, data or to understand maybe the perception but this one element of diversity? Or you are also planning to kind of work on some recommendations? Just really to clarify, I think, 'cause I think it's also important for us, as our group to work on delivering recommendations. We want to see here, how we can coordinate our efforts and avoid a kind of overlap or duplication and so on. And see how we can align our efforts.

ERGYS RAMAJ:

Yeah, very good question, thank you, Rafik. I think it's important to have additional clarifying comments on that. So, our department is following the lead of the community, we have been following the discussions that I mentioned earlier for at least a year and a half now, in particular since Dublin, where a lot of different asked that they have additional data on gender diversity, in particular. So, that's one of the elements that this sub group has identified since it began its work. But the community has been calling for this for quite a while.

So, what is the data telling us, so that we can then make informed decisions and or have informed discussions. So, our department is we're the public responsibility department, is charged with an ICANN organization with matters relating to diversity. And so, following these discussions, and then of course, work stream 2 sub group on diversity we felt that getting the data on gender diversity in particular would add a lot of value to the ongoing discussions. And again, this is just addressing the concerns of the community.

Now, this sub group has identified other elements of diversity, and one of the things that could potentially come out of this, this gender survey could potentially be used as a pilot, then we can replicate that if the community wishes us to do so, for other elements of diversity.

But I think it's important not to conflate the different elements, because there are particular questions, for example, say care giving responsibilities section of the survey that is not relevant or may or may not be relevant to other diversity elements. And so, again, the purpose of this is just to collect the data and provide that data to the community, so that they can be better informed and continue their discussions on the topic of gender diversity, in particular, as it relates to the survey.

But we are of course, happy and open to take this on in the forthcoming months, and replicate this for other elements of diversity, as well.

RAFIK DAMMAK: Okay, thanks Ergys. I don't want to monopolize this discussion here. And I see that Julie is in the queue and raised her hand. Yes, Julie, please go ahead.

UNKNOWN SPEAKER: Julie, if you're speaking, we can't hear.

RAFIK DAMMAK: Okay, it seems that Julie may have some problems. If you are joining through Adobe Connect or through the dial in or dial out. Okay, we still

cannot hear Julie. But in the meantime I see that Avri is in the queue, so let's go to Avri and we go back to Julie when she is able to speak up. Yes, Avri, go ahead.

AVRI DORIA:

Hi, this is Avri speaking, hopefully I can be heard. Yeah, one question I had one the questionnaire was that the various questions dealing with leadership. And one I think that leadership at the volunteer community is sort of a fuzzy subject. But then again, there's all levels of it and I was kind of curious as it seemed to sort of say as soon as one got a first leadership type of post, be it Chair of a sub group in a cross-community working group, or Co-Chair of something, or editor of something, that they therefore had unimpeded and that there were no gender issues, diversity issues in terms of getting beyond a so-called entry level leadership position.

So, I was wondering about that particular emphasis that it seemed to only be getting into the leadership, but not moving ahead within that leadership. Thank you.

ERGYS RAMAJ:

Thank you, Avri. Very, very good question and I believe I already addressed it in the document itself. But for those who may not have seen the response and just to add a little more to it as well. I think the perception of leadership it's of course very subjective and what we're trying to measure here, is just at the perception, so if someone feels that they have achieved a certain level of leadership within ICANN

volunteer community, then again, we're trying to measure for that perception.

Now, that doesn't exclude the fact that others may feel that just like you do, that if you have, for example, if you have been the co-Chair of a group, or whatever the case may be that you're not necessarily, you've achieved everything you've needed to achieve. And that you're not aspiring for more, I don't think it excludes that, but in the document itself, we are going to remove that statement, that sends or that at least touches on that notion, that could potentially exclude that particular clarification.

RAFIK DAMMAK: Okay, thanks Ergys. Avri, do you want to comment? Okay, so I think that Julie can speak now, Julie?

JULIE HAMMER: Thank you, Rafik, can you hear me now?

RAFIK DAMMAK: Yes, I can hear you.

JULIE HAMMER: Great, thank you and sorry for that my Adobe had frozen and I couldn't un mute. Just something I wanted to mention to Ergys. I think this survey could be quite confusing to people who aren't necessarily following the work of our sub group closely or the work of the CCWG

closely, because I think they could think it's a survey from us. And even though we're very interested in it, we haven't generated it, and it may potentially get confused with the other questionnaire that we have on the street. So, my suggestion would be to make it really, really clear in the introduction that this is a survey that generated by ICANN staff, to support the work of the community, and even though you do have some words like that in the introduction, it doesn't actually explicitly state anywhere that this is ICANN staff doing this.

You can sort of deduce it, but if people don't think about it and look at it very carefully, they might be confused, so I just suggest that that be made very, very clear, that that it's the outcome will be shared with the Diversity subgroup. Thanks very much.

ERGYS RAMAJ: Thank you, Julie. Very good to hear from you. Absolutely noted, we will make sure that the language is as crisp and as clear as it possibly can be. Thank you.

RAFIK DAMMAK: Thank you, and thanks Ergys. My understand is that we're not going to ask questions in Spanish. So, let me tell you, are you able to do so, or suggest we word our question that you wrote in the Adobe Connect.

UNKNOWN SPEAKER: Hello, can you hear me? I'm staying on the Spanish channel.

RAFIK DAMMAK: Yeah, we can hear you, okay, please go ahead.

UNKNOWN SPEAKER: Thank you.

RAFIK DAMMAK: Sorry are you going to speak? Okay, in the meantime I see that [inaudible]. Yes, Sebastien.

SEBASTIEN BACHOLLET: Hello. Yes, thank you very much, Sebastien Bachollet speaking. Yeah, I am a little confused in saying that I know that we are in the diversity sub group, but I have the impression that we are not any more putting gender into a question on the question of diversity, but more on the question of equality. I know that we are introducing that more than two equality elements, but I really think that it's something I learned in the discussion of this sub group that gender was not anymore a point of diversity but of equality. Thank you.

RAFIK DAMMAK: Okay, thanks, Sebastien. Maybe just asking, can you clarify what you mean by equality versus diversity, just to avoid any confusion, for the meaning.

SEBASTIEN BACHOLLET: Thank you, Rafik, Sebastien Bachollet speaking. It seems to me that when you want to achieve diversity you need to add all the points we put in our document. When are coming, and it's for to have a part of

the group that we want to achieve diversity within has become I don't know. We take care of age, we need to have different levels of age to get some diversity, when it's not just one where we're talking about region, we are talking about five regions within ICANN organization, no structure. And so on and so forth. When we are looking for gender, I think what we need to achieve it's equality that's one man and one woman or ten men and ten women, in any type of group. And it's not the case today. Thank you.

ERGYS RAMAJ: Rafik, this is Ergys. If I may make an observation please?

RAFIK DAMMAK: Yes, Ergys, please go ahead.

ERGYS RAMAJ: Thank you, Rafik. Sebastien, thank you for that question. I believe when we were in Copenhagen you made a similar comment and unfortunately I wasn't able to address that at the session. So, just from my perspective and the way that I see it, just as input into this group. Sometimes the discussions on gender point to things like balance and equality. But this can be seen as excluding genders that are neither male nor female and they could potentially be calling for quotas.

So, we've chosen the term gender diversity deliberately to include both binary genders, male and female, as well as any gender, such as intersex or transgender that does not conform to this binary. So, just an observation. And input to this conversation.

RAFIK DAMMAK: Yeah, Thanks, Ergys. I think the hand at the discussion also before, and I recall that you mentioned the KPOW, the kind of category used by Facebook and much we can go into the, I mean, not to say the details, but it can be kind of long list. So, I guess we are using diversity kind of makes sense here, but still does Sebastien want to comment? Yes, Sebastien.

SEBASTIEN BACHOLLET: Yeah, I just read the comment of Avri and I think, yeah, that's really what I think. When you want to embrace too much you don't achieve anything, therefore, we are not yet in equality and we want to go somewhere else and but we don't taken the first steps. And I am sorry, but I would like that our goal first goal, I am not saying that it's the end of the day and the end of the trip and everything will be solved by that. But let's start by having equality between men and women and it will be a very important step here, the discussion that we have it seems to be for the next step, the next hurdle. Not the first one. But maybe Avri will explain that better than me, or explain something else. Thank you.

RAFIK DAMMAK: Thanks, Sebastien. Yes, Avri?

AVRI DORIA: Thank you, Avri speaking again. Yeah, I wanted to perhaps explain my remark, 'cause I definitely had a different meeting than the one that Sebastien saw. I think it's actually perfectly reasonable for us to start

dealing with transgender populations in our midst, and to be aware of them and sensitive of them, and to ask questions pertaining to whether a transgender would ever even consider coming out in an environment such as we have.

But that wasn't my point. My point was while it is good that we are doing this, to use that as a reason for why we're not going for parity, and we're talking about rough parity, no one's saying that we'll be equal numbers of both of the predominant genders in anything we do. We know that the transgender population is in the 5% would be high number. So, that is not really a factor when you consider gender parity.

And I think that once we start to see an environment where we do have many of the third way people and the non gendered people openly participating in ICANN, that we yeah, we may have to adjust our notions of parity. But I don't want to see us leave them behind, at this point, simply because they are few and invisible. But I also don't want to use that as a reason for why we're not trying to understand the lack of parity. Thanks.

RAFIK DAMMAK:

Okay, thanks, Avri. Maybe just here, trying to understand the meanings, because I hear equality and parity if you can kind of clarify for your understanding the difference, because I think that using the terminology matters in terms of the intent and the meaning, so just to be really clear on what you mean exactly when you are emphasizing the parity here.

AVRI DORIA: Who's that a question to?

RAFIK DAMMAK: To you, Avri, if you want?

AVRI DORIA: To me? Not necessarily that I want it. The parity is equality it gets to be a confusing word. I mean we use it in many ways, and to say we want equality in the social sense, we all kind of understand it means all people are treated equally, for whatever definition you're using there. But it doesn't mean that we have a ten person Board, therefore we must have five and five. And we're going for quotas. What it means is that over time, if you look at a Board over ten years, you'll find that yeah, about half have been male, about half have been female. And if we're lucky, there've been a couple of third way people.

And so on, so but the definitions are not strict, I tend to look perhaps parity is a more statistical notion, and equality is more a snapshot, A equals B notion, but it's fuzzy terminology, I'll agree.

RAFIK DAMMAK: Thanks, Avri. Okay. So, I think that [inaudible] had some problems, so if we can check a question here. So, to yeah, read it. So Renata, can you speak and then through the interpretation? Or we are unable to read your question from the Adobe Connect. So, I mean, you are in saying you can use the interpretation service. Please go ahead. Yes, Renata? Yes, please go ahead, we are waiting for you.

RENATA AQUINO RIBEIRO: Hi, Renata, yes I was wondering about the age perspective? So there is a lot of work done about young women and participation in internet governance. So, I suggest that there should be a question on participants of youth engagement programs or young participants in the community, if they feel that align age with gender diversity is important? And also, trying to gather experience they had and women participating in the community? I think this is very important because there is a strong line between the programs, the youth engagement programs and the programs on leadership training, that perhaps impacts, gender directly. So, I wonder if this can be covered as a question on the surveys? Thank you.

ERGYS RAMAJ: Thank you, Renata. Just to clarify, are we saying that we should include a question about age? Apologies, I'm not in the chat and I do not see if Renata's responded to the question. I was just trying to get some clarity as to whether or not?

RAFIK DAMMAK: Yes, please go ahead, if you can explain more? Renata, can you speak?

RENATA AQUINO RIBEIRO: Yes, I was trying to explain it in more detail. So there, yes, you listen to me, better now?

RAFIK DAMMAK: Yes, we can hear you, yeah.

RENATA AQUINO RIBEIRO: Okay, great. So, I will try to explain this in detail. There are many youth engagement programs, such as Next Gen, there are fellowship for young attendants, but there isn't any gender perspective in these programs. And it's very important for young women in the community to have an indication that gender does not impact their participation. So, I would like to ask for a question, are you a participant of youth engagement programs? Do you feel that gender impacts your participation as a young woman participating in the community?

Is it easier to participate or there are more barriers to participation? This is very important there are two gender coalitions of young participants, both in ICANN and IJAF, there are working groups on this. So, I would really the survey to include a question on this. The phrasing of the question, we can discuss, but would definitely indicate how many young participants, and how many have an insight towards gender diversity in youth programs and their path to leadership. Thank you.

ERGYS RAMAJ: Thank you, Renata. Very good question. A couple of things that come to mind, the first one is that if we were, first of all we'd have to define what youth means. Is it up to 20, is it up to 30, whatever that means, right? We have to define that, but once we do that, then we're going into the territory of having another element of diversity included in this survey, which is particularly just about gender, not about age, which is a separate element of diversity, even within this sub group.

The other point is that in the exit survey, there is a question there as to whether or not people have participated in programs such as the Next Gen at ICANN program, or the fellowship program. So, I think to an extent, we do cover that. And the third part is that the survey is not just for women, this is about everyone and so I think we may want to be a little careful about conflating the issues of age and gender and also in terms of trying to then coming up with qualifying what we mean by youth.

RAFIK DAMMAK:

Okay, I think maybe Renata wants to comment here. Yes, please.

RENATA AQUINO RIBEIRO:

Thank you Rafik, yeah, just adding an extra comment, I completely understand that age can be a different criteria, but I think specifically identifying young women participating in the community and their barriers is very important. I do think that there is a single question, because it is very important to understand that there's a huge difference between young men participating in the community and these women that do not already come from technological industry.

So, leaving that as as part of the general statistics with the question in the end, you would lose quite an important perspective. And also, there is a way to align these young women's participation and power structures. It's very important that this comes through the report and it does deserve its own question, I believe. But then, again, I think the group should also probably weigh in on this, because I do not see this as coming through this report. And if it doesn't come through the report,

it will end up coming through any other sort of coalition or group as it already for me. So, why does this group exist? Aren't we going to identify the reasons? Thank you.

ERGYS RAMAJ:

Thank you, Renata. This is Ergys again. I would also defer to the group and would be interested in hearing more observations from them. The only question again, as I mentioned earlier is do we think that we need to capture that in this survey, or is this something that we could potentially capture in a subsequent survey when we are particularly focusing on the elements of age?

And another thing is if you look now, at questions 5 and 6 we have made an addendum, where we have actually included as part of the options questions an option related to age, so a young woman could say that she faces both gender and age related barriers. But again, the larger question here is do we feel like it is more appropriate to do this in a separate survey or including a question on a different element of diversity within this survey is something that's appropriate, because it would add more value to it?

RAFIK DAMMAK:

Thanks, Ergys, yes. I want to comment, to respond to Renata. Because I was confused by what you said, because this has nothing really to do, this discussion has nothing to do with the report itself, or the work of sub group here, discussing this survey made the public responsibility division. So we are trying to give feedback, I'm not what you see that

we are making or taking some position, or we just to be honest, I was really confused by the last comments.

Okay, so just question, Ergys, so I think in the beginning you are really asking so if I understand the target population is not just I mean, women, but it's the whole ICANN community and I think in the beginning you're really asking about the perception what the people perceive, which is always something subjective, anyway. But at least I think it gives a sense of what people see as an issue, or they think it's of concerns for them. So, I think that's what you are trying to do in the beginning. But do you think that's maybe enough, or kind of maybe I'd say, I'm not sure that can be helpful, 'cause a perception is something I think personal and can be subjective. But still interesting to understand how people see those kinds of issues.

ERGYS RAMAJ:

Rafik, this is Ergys, if I may? Again, I apologize, I'm not in a chat, so I don't want to monopolize the conversation. If there's someone else, please let me know.

RAFIK DAMMAK:

Yeah, nobody is in the queue, Do you mean someone other from your team wants to speak?

ERGYS RAMAJ:

No, I mean from the sub group. The only point I was to agree with you, that yes, we're looking at perceptions of gender and participation with ICANN. That's that. And on the related question about age, I pose the

question back to the group and I said, if the sub group feels that it is appropriate for us to include a question on age, in this survey, then we would be more than happy to consider it and have a conversation offline about the merits of it, but again, I put the question back to the sub group if you feel that is something that we should incorporate into this version of the survey then we would, again, be happy to consider it and have a discussion about it.

RAFIK DAMMAK: Okay, thanks Ergys. So we can do a quick poll here, if people on the call think that we should add the question about age or not. I think Renata wants to make a comment, yes, Renata.

RENATA AQUINO RIBEIRO: This is Renata. Can I make a comment, please?

RAFIK DAMMAK: Yes, please go ahead. Yes, Renata, you can speak, I think you want to go through the translator, but yeah, we are waiting for you.

RENATA AQUINO RIBEIRO: This is Renata, thank you. I think that there are issues here, in the gender diversity and participation survey, that need to be properly identified. That is why a question that is targeted to the participants of youth engagement programs is very important, because it identifies the issues of alliances or alignments between age and gender. As young participants of the community, they have gendered issues which are

different from those that are of an older age or in leadership positions, and that must be made clear in the survey. Because it is different for the genders inclusion issue for professionals or for young participants, people who are only now starting in the community. And, I would also make it clear that this does not mean that we're opening a landscape full of very many different choices.

This is an issue in the community, it is very positive that the community is bringing or engaging youth, because many young people are not able to get leadership positions, either because they don't have the perspective or they cannot see it, or because they are not yet professionals with opportunities.

Well, if I may, I will now refer to something else, a different point, which is the issue of identification as a minority group. That is different, there is a section in the survey which refers to identification as a minority group. There, they may be also some elements of diversity that have not been identified, if you identify an element that has not been listed, and you also find barriers there, also aligned to gender, because this is a gender diversity perspective, well, this was the comment I wanted to make, thank you.

RAFIK DAMMAK:

Thanks. Yes, Avri, please go ahead.

AVRI DORIA:

Thanks, this is Avri speaking. I can actually and this is to answer the question of should we include some of these discriminators in the

survey and I really do see two ways to do it. And probably ways to do it fairly easily. Certainly on the clearance questions, you can certainly add a both an age related are you youth? Are you seasoned professional? Or however you want to put it. To match what was just said, as opposed to the strict age bracketing that most polls do. Most questionnaires do.

But because I believe that you will be able to do certain amount of correlation look of people that will now responded this way, people that were female, people that were male and youth people that were female and so assuming that you'll be able to do that. And including one about other form of diversity just to see if the views are indeed the same across the more complex barriers.

And then I think also where you do have the question, I think was mentioned earlier, about which did you find contributed to barriers, or however you put it. You can include more issues like no, my age, you know, was age a barrier? Was race a barrier? Etcetera. And get those included into that particular question.

So, I think putting this in here, adds to the information collected, it looks more at the gender issue more in the complex its situated, as opposed to just in terms of age, and it gives you more discriminants to sort on and do combinatorial passes of your data with. So, it would seem like a good idea and not all that hard to do, you've got the age stuff, so I mean, you know, so you can do the correlations, it's all there, it's just doing the correlations and just adding those few questions. Thanks.

RAFIK DAMMAK:

Thanks, Avri. I think this kind of maybe way to move forward. I guess we spend quite some time on that, this survey. Just want to remember it's still possible for people to go through Google doc and put their questions and suggestions there. And probably we are able to work later on with Ergys and his team on maybe doing some adjustments. And to follow up on that. Okay. So, maybe Ergys, just if you can give a quick by when you need to finalize and then publish this survey, so we can just set a deadline for us, when you should finish giving input and say yes.

ERGYS RAMAJ:

Thank you Rafik, and then just very quickly, Avri that was very constructive and I believe we will move forward with implementing those recommendations, because they just make good sense. We would be very appreciative if this sub group could submit their comments and their observations no later by end of next week. That way, we could get into an implementation mode and capture all of those incorporated into the newer draft and then the plan for it, is to socialize this survey with the SOs and ACs before it actually goes public.

Again, we're trying to capture all the different youth within the community, so that we have a survey that not only enjoys buy in broadly but one that will capture the information that we're actually looking for. So that the discussions can be better informed. So next week, ideally, by the end of next week from the sub group and then we will incorporate the changes and share that broadly with the SOs and ACs before it goes live. We want to have a report ideally sometime late

this fiscal year, so by the end of June or very early in FY18, so in early July we want to have a full report published.

RAFIK DAMMAK:

Thanks Ergys, so we will send a reminder to the mailing list to help people to tell them that they should leave make their comments by the end of next week, so Friday 28th, okay? Thanks, again, Ergys for taking time to present this and also for sharing we are looking forward to see the result and see how we can through that in our reports. Thanks, again.

Well, we have been kind of talking about surveys. But this time about our own questionnaire, and I think Bernard can give us some updates about the status and the progress on that side. Bernie, can you hear me?

BERNARD TURCOTTE:

Yes, I can. Just to let you know, so the co-Chairs have well, let's back up a bit. With the holidays and a few unforeseen events, we've been a little slow on this one. We've picked up on it again this week, co-Chairs have approved the text, we're getting the email address and it should be distributed before the end of this week. So, apologies for the group, we thought we could get this out more quickly, but a combination of factors have slowed us down a bit. But we've definitely got it in our teeth right now, and are very hopeful that we'll get it out by Friday. Thank you.

RAFIK DAMMAK:

Thanks, Bernie. Okay, and let's go to only eight minutes left on the call and I don't think we can really go through the draft report, anyway. So, we're going to have some few comments there and questions? But we are trying to work that drafting team, in the recommendation area, so just I think here if anyone wants to join and to participate, please do so. And hopefully by next week we can discuss during the call the draft report.

Okay, so maybe moving quickly to any other business, if you have anything you want to raise, or to discuss, please do so. Okay, so it doesn't seem any comments here. So, okay, so I think we can adjourn the call for today. Thanks everyone for joining and participating. And we'll continue the discussion in the mailing list. See you soon. Bye.

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