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(ICANN)
DIVERSITY SUBGROUP MEETING
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>> BRENDA BREWER: Please stand by, everyone, for the
conference to begin. We are doing a few sound checks. Thank
you.

>>Fiona Asonga: Sorry, my Internet was down earlier in the
day. But we are good to go. We can put back agenda from the
chat. Share it out? We can begin our meeting. Sorry that we
are starting late. Anyone who is on the conference call and you
have a number you need to confirm who you are, please do so now.
Otherwise you will check the attendance of those present in the
room as confirmation of the roll call.

Okay. Then go to the review of action items from our last
meeting. And from our last meeting, the open action item, we
had a standing one to review the Draft Report and putting our
comments. We had a second one to send a reminder, a reminder to
the respective ACs and SOs on the diversity questionnaire.

I would like to know from staff, has this reminder gone out?

>> BERNIE TURCOTTE: Hi, Fiona. This is Bernie. The
reminder about the diversity questionnaire due June 1?

>> FIONA ASONGA: Yes, please.

>> BERNIE TURCOTTE: I did not get that action item from the last meeting. We will get that done this week. Sorry.

>> FIONA ASONGA: That's okay, that's okay. Let's just have it done this week, that you can have responses come in.

Those are the two action items that we had from the last meeting, from my last conversation. We will reach out to the respective ACs and SOs this week and remind them to provide their input for their diversity questionnaire so that the drafting team can begin to input that into their report.

And then remind that you have a pretty tight schedule. We shall hope to look at the report after the meeting of the (indiscernible), the meeting of the (indiscernible).

We now go to the Draft Report. I haven't seen much discussion on the mailing list. And issues in the report. However, there was a proposal for, I think we already had a discussion of the report in the (indiscernible) language.

And so I open up the discussion on any comments? Any feedback on the Draft Report?

>> Hello. Can I speak?

>> FIONA ASONGA: Yes, please. Please give your name for the purposes of recording.

>> MARIE NOEMIE MARQUES: My name is Marie. Hello?
(Audio breaking up.)

>> FIONA ASONGA: Yes, Marie?

>> MARIE NOEMIE MARQUES: Yes, I would like to propose some elements and perhaps to put one question. What is the (indiscernible) to be included in the Draft Report is that we ought to reference to the report that the highest level of ICANN in terms of diversity. I believe that this is not included in the Draft Report now. What I mean is that I believe that such a move is very important for ICANN. I believe that this should be supported at the highest level of the organisation.

Therefore, I think that we should propose something in that direction so that the objectives of diversity are taken on board at the highest level of the ICANN. This is one point.

The other point is I think that maybe we could think about introducing somewhere in the Draft Report something to explain why, to justify why diversity is so important for the ICANN because we talk about in the -- let me explain, please. In the -- we refer to the buy owes where there is some relation to diversity, but I don't think that we explain the reason why diversity is so important.

(Audio cut out.)

>> MARIE NOEMIE MARQUES: For ICANN. Therefore, I think that we could check and read the document with this objective in mind. I mean to add something explaining or supporting the fact that diversity is an important, is important, well, for the

taking into account, et cetera, something like that. I have not prepared or wrote something, but I wanted just to share this with you to see if you agree with this proposal.

And a third point is that I think, I wonder if it would be interesting to create to an extent diversity network of persons to promote acquaintance, to promote to develop relations between people, to develop the idea of diversity. This is one-third thing.

And my fourth point which is a question is to ask if it would be useful or interesting or relevant to have some specific objectives of diversity in this approach. Maybe this would be for later time when we have already drawn this first phase, this first -- well, maybe this may be more of the work for the office to put in place. I just wonder if we have to think about it but I understand that it will be much more difficult thing to do.

Well, that's it. I have finished.

>> FIONA ASONGA: Thank you, Marie. Now, I want to get back to your first point. You say that we need to capture in the report ...

(No audio.)

>> FIONA ASONGA: Hello, my call dropped. But if you can hear me I will continue.

>> BERNIE: We can hear you fine, Fiona.

>> FIONA ASONGA: Thank you. Marie, I would like you to clarify your first point where you said that you want to clearly suggest diversity to the highest level of ICANN and capture that in the report. I would just like you to explain that a bit more so I am clear on what you are proposing we need to do.

>> MARIE NOEMIE MARQUES: Well, what I propose is to write something and to propose it to the group. But, for example, I am not sure that is the best way. For example, in Recommendation 7 where we have supporting and promoting diversity, we could add after the ICANN Committee should engage in a (indiscernible) process to develop a long term strategy for promoting diversity leadership, to be supported at the highest level of ICANN.

I'm not sure that is the best way to say it, but what I mean by that, it would be good that the office or this diversity approach is supported and taken into account at the highest level of ICANN. I should put that maybe one of you will be able to develop something better in terms of drafting. But at least I can start with this and maybe afterwards we will see how we can improve the idea. Are you agreeing with my proposal to just try a draft and send it to all?

>> FIONA ASONGA: Okay, what I suggest you do, Marie, is actually just that. That is agreeable. You draft something and circulate it and let's have everyone have a read-through and

discuss it in email. Then we can be able to make a decision on how that fits in.

And possibly my other suggestion is you could consider, may not put it as a recommendation but consider capturing it somewhere in the introduction there. Of main reports, the importance of why we should, the highest possible office that ICANN should be keen on issues of diversity. So then it's a paragraph, but the rest of the report, so you are making that clear.

>> MARIE NOEMIE MARQUES: Okay, I will propose you something, okay?

>> FIONA ASONGA: And then the other issue is as you explain that, that should capture why diversity is important. Then it will bring it out and it will be possible for us to have that as well addressed in the same paragraph.

>> MARIE NOEMIE MARQUES: Okay.

>> FIONA ASONGA: Then on your third proposal on diversity networks, you will also possibly need to draft a paragraph so we are clear what you are trying to say on diversity networks. And the need for promoting -- you said --

>> MARIE NOEMIE MARQUES: Well, promoting relationship between -- think that if you want inside the organisation, if you want to promote diversity, you have to want to create a substantial event (audio difficulty.)

>> FIONA ASONGA: If it fits in the recommendation, fine. If it doesn't, you add it in and we then shall be able to discuss it and see how it best fits in. I've got Dalila?

>> MARIE NOEMIE MARQUES: If I do something, draft something like that, to promote diversity. I understood your meaning. Then I am going to draft a paragraph and explain and see where it could be included. So that we can all discuss about it.

>> FIONA ASONGA: Thank you, Marie. Dalila?

>> MARIE NOEMIE MARQUES: Thank you very much.

>> FIONA ASONGA: Dalila, your hand is up but we can't hear you. At least I can't hear you.

(There is no response.)

>> FIONA ASONGA: Okay, fine. No sound from Dalila. While she is trying to get her sound back on, any other comments on the Draft Report? None?

Dalila, are you able to talk now?

Let's give a few minutes. She's typing something into the chat.

>> FIONA ASONGA: Okay. As we wait for her to type, any other comments on the report? Did you get a chance to review the language Julie had proposed during the last meeting?

On Section 6.2?

>> RENATA AQUINO RIBEIRO: Fiona, this is Renata. May I ask a comment?

>> FIONA ASONGA: Yes, Renata, please.

>> RENATA AQUINO RIBEIRO: This is Renata speaking. I would like to make a comment. This has to do with the comments made by Julie Hammer. I think that she had something important to say and to add to the list. This also has to do with what Marie has said. This has to do with the comment on the recommendation. Let me check. I think it was Recommendation Number 5. So this recommendation reads the following: There are elements for each group. So this is a proposal that might not be relevant to some people or to some groups, but this is also paving the way for some other things. And I believe that this needs to be taken into account. And perhaps an idea that we might consider is to have a part in the report talking about this and perhaps defining something like non-privileged group or a specific group.

>> FIONA ASONGA: Renata, I am --
(Overlapping speakers.)

>> RENATA AQUINO RIBEIRO: -- and identification as a group. We need to take this into account.

Yes, Fiona?

>> FIONA: I'm a bit lost on which recommendation you are referring to. And you can put a bit more background to that conversation that we are all on the same page? I'm looking at -

>> RENATA AQUINO RIBEIRO: This is Renata speaking. May I continue? On Recommendation Number 5.

>> FIONA ASONGA: Yes, you are, fine.
Proceed.

>> RENATA AQUINO RIBEIRO: Okay, sorry. I was reading Recommendation Number 4 in fact. So Recommendation Number 4 reads that each group should provide diversity elements to measure and to compare these elements.

So I think it would be good for us to identify how we would like to see these elements translated into this. Perhaps we may have elements that are really relevant to us. In this sense, I think that when we speak about relevance, we pave the way for having some other elements that might be included and that might be also relevant for us. So we might have a draft for some other wording for this part, but this would be useful for us and we may have also a discussion about the relevance of these elements. So we need to take into account each diversity element and also we need to compare this, and we need to take into account that perhaps there is, there might be a group that might say that an element, a diversity element is not that relevant for them as it might be for others.

So apart from the Recommendation Number 4, I also propose that some other item that we need to take into account the stakeholder groups and I propose the self identification of groups so that the group may be part of a diverse group that might be identified in the future and that might participate in future debates and discussions, as a way of identifying this group.

I am going to post on the chat some information, but I think this has to do with what Marie was telling us not long ago. We need to take into account all this when we speak about diversity, we need to take into account diversity for ICANN and for other groups outside and interact with the community. Thank you.

>> FIONA ASONGA: Thank you, Renata. Now, a quick one. We can look at Recommendation Number 4. And remember there is up there recommendation 2 which is each SO or SC or group within ICANN should identify the elements of diversity that are relevant to their role and record this in their documentation or operating procedures. Then when it comes to 4, my understanding is each SO, AC or group within ICANN should identify how each element of diversity is measured within their group. That means the elements of diversity that they have identified as relevant to their role. But I stand to be corrected. Probably the language that is not bringing it out clearly, but I think when we ask them to identify elements of diversity that are important to their role, and then we come back and ask them to identify, to measure and monitor this within their groups, we are opening and allowing them to monitor those elements of diversity that are relevant, and not just the ones that we as the subgroup had identified. But probably I stand to be corrected. I thought that is clear. Or do you see those as being two very separate and independent actions.

Julie? Julie Hammer, your hand is up.

Dalila, can you go first? You can now be heard. Give it another shot.

Okay. Julie? I can see your text in the chat. You agree with my interpretation where I said that we are asking them to identify elements of diversity that are relevant to their roles and record this in their documentation or operating procedures. So that when they come to recommendation 4, each SO and AC group within the group can be decide how it is -- does anyone see it differently? Even Renata, is it sounding different or are we on the same page?

>> RENATA AQUINO RIBEIRO: This is Renata speaking. May I speak?

>> FIONA ASONGA: Yes, please.

>> RENATA AQUINO RIBEIRO: Well, it is possible that the group may have more diversity elements and that this might be translated into the report. But perhaps we might need to have a wording, a different wording because we also need to say that each of the ACs and SOs should have identified a diversity element. We also need to take into account other elements that might be identified. We also need to decide how these elements should be measured and the criteria for that identification.

So perhaps we can improve the wording of the text, but I think that the key issue here is to take into account important things. That is why we need to pay attention or focus on identification. There might be some elements that are not relevant for their roles. Thank you.

>> BERNIE: Fiona, if you're speaking, we are not hearing you.

>> FIONA ASONGA: No, I was waiting for Renata to speak. Can you hear me now? Yeah? I can see the captions.

I was waiting for Renata to speak, on speaking to the stakeholder group or constituency that is 6.7 on page 5. She was adding in the issue of self identification of groups. I just wanted, looking at the text, wanted to be sure that is what she is talking about, so to clarify on what she means by self identification of groups. As far as the diversity of stakeholder groups is concerned.

Okay. Renata, are you able to talk?

>> RENATA AQUINO RIBEIRO: Yes.

>> FIONA ASONGA: Please proceed.

>> RENATA AQUINO RIBEIRO: Thank you. When I said self identification, I mean this is section number 9. I'm going to show you that on the document. But I think that we also need to read recommendation 12.4. Let me check. Let me check the text.

We also need to connect section number 9. I think it is here. Let me see.

It's section number 9. Sorry for taking so long. I'm on the wrong page.

For recommendation 4, I think we should consider this.

Talks about self declaration. So I'm trying to include that.

>> FIONA ASONGA: A lot of background noise, Renata. I think you are referring to section 8 on data collection.

There is a third paragraph there at the bottom, the first bullet on self declaration as a methodology of data collection.

>> RENATA AQUINO RIBEIRO: I think that it is 8. We are not talking about collection. But why is self declaration important? How it will be used. And I think it just talks about relevance. For recommendation 4, I think that we should agree on a consensus.

>> FIONA ASONGA: Okay. Thank you, Renata. I think if you want additional wording put in there, I would suggest that you type it out. Let us read through it. And discuss, because once it is into the document we are able to get the full picture of what you are trying to achieve. I have seen some hands up. Dalila and Julie? They are down again.

So closing on this, Renata, you will be able to draft something on self declaration for us and put it into the document?

>> RENATA AQUINO RIBEIRO: Yes, I already included the suggestion there.

>> FIONA ASONGA: Okay, thank you.

Any other comments on the Draft Report?

I am seeing comments on the chat that I think it is important that we all capture, are aware of.

Cheryl says that I believe that diversity matters approach an organisation or entity is a focus on inclusiveness. And then there is a continuation for that. Andrea and Cheryl, says they believe that diversity and inclusiveness go hand in hand. And Lousiwies, when we have an inclusive culture, it will lead to more diversity.

So we have a lot of discussion about inclusiveness leading to greater diversity. When we go to the drafting team, we can see how well we have brought that out.

So that we don't lose on that. Because yes, I tend to agree, an inclusive culture will lead to more diversity.

We have about 13 minutes to the end of the hour. And we can still have a bit more discussion on the report. Any other comments on the report?

>> RENATA AQUINO RIBEIRO: May I say something?

>> FIONA ASONGA: Yes, Renata, please proceed.

>> RENATA AQUINO RIBEIRO: Thank you. I would just like to say that perhaps we may check -- we may ask everybody to check recommendations 4.

For inclusiveness, we have to ask first what is the importance of the work in diversity. So we still reach a discussion within a given context. That's it.

>> FIONA ASONGA: Thank you, Renata. I will take a note of that and I think we will need to work with the drafting team so that we can have the correct wording.

Any other comments on the Draft Report?

Okay. Any other issues that we need to discuss? I have one. We will not be able to have our next call. So next week you will be free. The call has been canceled since Rafik and many of us seem to be caught up. And I am hosting the African ICANN Summit over the next two weeks. Since I'm the local host who will be busy at the venue, the first week with the trainees

and the second week for the African policy discussions, and Rafik seems to be held up. With your permission we are proposing to cancel that call for next week.

Is there anyone who objects to that?

(There is no response.)

>> FIONA ASONGA: Okay. Being that there is no objection, then staff, please take notes. We will not have a diversity call next week. The next call will be the 1st of June. We hope that by then we will have received input from the respective SOs and ACs on our diversity questionnaire.

The time for the call is 1300 UTC and the staff will send out a reminder to that effect.

If there is nothing else to discuss, I would like to say thank you for your time, for your input. Let us look at the comments that are going to come from those who have given proposals during this meeting. You can draft them immediately after this call and circulate them, that would be great. So we can have this finalized on the next meeting on the 1st of June.

Good morning, good afternoon, good night! For those who are up late to participate in this call. We really appreciate your time and efforts.

>> BERNIE TURCOTTE: Julie has her hand up.

>> JULIE HAMMER: May I speak? Can you hear me, Bernie?

>> BERNIE TURCOTTE: Julie, we can hear you.

>> FIONA ASONGA: Yes, Julie.

>> JULIE HAMMER: Sorry. I was just going to say under any other business, Fiona, just to mention -- can you hear me?

>> FIONA ASONGA: Yes, I can.

>> JULIE HAMMER: Thank you. I was going to mention to the group that the SSAC submitted its response to the questionnaire a couple of days ago. I was going to ask staff whether the response --

>> FIONA ASONGA: Yes, I can hear you.

>> JULIE HAMMER: -- if they were going to be posted in a central area where Members of the group could look at them. I just wondered what the plan was for making the questionnaire responses available to the rest of the group. Thank you.

>> FIONA ASONGA: Thank you, Julie. Bernie, are you able to quickly respond to that?

>> BERNIE TURCOTTE: Yes. I typed a response in the chat. We will get a space in the wiki carved out for responses to the questions. Similarly to what we did for the jurisdictional questions. We'll get that going either by the end of the week or early next week.

>> FIONA ASONGA: Okay, thank you for your response. As soon as you put them in, send an email so you can read them from there.

>> JULIE HAMMER: Thank you, Bernie.
>> FIONA ASONGA: Thanks again, and bye.
(The meeting concluded at 1355 UTC.)
(CART provider signing off.)

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