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THURSDAY, 1 JUNE 2017  
1300 UTC  
ICANN  
DIVERSITY SUBGROUP MEETING

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>> RAFIK DAMMAK: Okay, let's start the call. Hi, everyone. Thanks for joining today's call. So we are this week, we have kind of a lot of work hopefully to get the report for the Plenary. So for that we are waiting for the rest of the questionnaires and we will cover that later on.

Before that, I think we can review the action item from the previous call. The first one is to make arrangements to cancel last week's call. That was done, of course.

The second one is to send a reminder to SOACs about responding to the diversity questionnaire. We will check. Was the reminder sent last week?

>> BERNARD TURCOTTE: Yes, we did send a reminder. And we only have one official response so far, but people have until 2359 UTC today.

I have been told that the board and ICANN org are working on submissions in response to the questionnaire and should have them out either later this week or early next week.

And the questionnaire wiki page link is noted in the notes pod. So that's where staff will be putting in all the responses that we get. Thank you.

>> RAFIK DAMMAK: Okay, thanks, Bernie, for the update. I think we can wait for the SOACs to respond, if you like. There were several public comments lately. That is from the different

groups. My own home group is working on a response and will not make it by, hopefully by this weekend if not before. I expect hopefully to get more responses in the coming days anyway. We can start with those we have already received and try to review them and see if we can start analyzing them and waiting for other comments coming from the different groups.

For those on the call, I already told that ...

(Audio cutting out.)

>> RAFIK DAMMAK: We could talk to ...

(Apologies, we do not have good audio.)

>> BERNARD TURCOTTE: Rafik, your audio is cutting out quite badly.

>> RAFIK DAMMAK: Hi. Can you hear me?

>> BERNARD TURCOTTE: Ahh, much better.

>> RAFIK DAMMAK: Okay, thanks. I was kind of echoing. So okay.

So I was saying for those on the call if they can share with us any update from their groups, if they are planning as well to send the responses early so that already stated that (indiscernible) could send their update today, which is good news. If you have any update, please share.

(There is no response.)

>> RAFIK DAMMAK: So that is the response status. Hopefully we can get more response on that next week.

Moving to the report, there was a discussion in the last call. We covered some friction in the report. I think ...

(No audio.)

>> RAFIK DAMMAK: Okay.

Then Marie Nomie suggested some warning and she shared it in the mailing list. I will try to find the text and share it if it's possible to share it, that will be correct.

(There is no response.)

>> RAFIK DAMMAK: Okay. So the first part I think it is about, if I recall, it only is four points. The first is about the importance of diversity. So the text saying that diversity in ICANN is an important issue for comprehensive representation of the Global Internet Group, interest groups and staff, assuring that ICANN can have a range of key voices and experience.

I guess we can elaborate more to explain the purpose of the work on diversity. I mean, so it's good to give the context and highlight why it is important.

And the other point is to support diversity by CEO and the staff. From last time, the support from the highest level. I am not sure that we have any kind of ready consensus. I think we talked about the Diversity Office was premature for some people. We suggested to work more on the requirement or

function that can be covered by Diversity Office and not necessarily suggesting that the Diversity Office is the solution.

So I think it is important that we have these discussions and we need to work on the requirement, but we want to have that include, for example, data collection and so on.

But I understand from the suggestion here that it is really about getting support within the ICANN organisation, and in particular this year maybe the board. But this is a question to say at the highest level if it is really the right wording here. And also maybe raise a question about the community and understand the recommendation was that ICANN community should engage in an important process to develop a long-term strategy for the promotion of diversity.

Maybe here I guess we need to clarify about the role of the community and the staff and so on. So I think maybe this needs more elaboration to expand the interpretation from each part in promoting the diversity.

Any comment on this? I am trying here to kind of continue the discussion from the last previous call. Maybe we need some clarification. I understand kind of the point raised.

Maybe if you want to kind of develop or elaborate more about your proposal that you sent to the mailing list.

Can you speak?

(There is no response.)

>> RAFIK DAMMAK: Okay. Can you hear me? The audio is lost?

(There is no response.)

>> BERNARD TURCOTTE: I can hear you quite well, Rafik.

>> RAFIK DAMMAK: Thanks, Bernie. I also see the transcript. I guess there is no problem.

Okay. So Marie Noemie cannot talk? She can? Yes, go ahead.

I see your hand is raised, but you cannot talk. I am not sure here. Can you speak?

Maybe Brenda can help you. I am not sure if you can speak through the Adobe Connect, if you are already there, or if you want to dial out.

(There is no response.)

>> RAFIK DAMMAK: Okay. So any other comment from others? I mean on groups, those kind of discussions we had last time?

The other I think point was about to set specific targets for diversity. And that should be in the Recommendation Number 9 so that each SOAC group within ICANN can identify goals for improving and expanding diversity and participation in leadership.

In addition, specific targets should be recommended where appropriate.

So I think this is kind of coming back to a prior discussion where we had the kind of objective that we wanted to reach, maybe some objective that can be useful to give guidance within ICANN for the SOACs to create their own target.

Renata, I don't think there is any kind of diversity target. Maybe we arrive at some KPI or other indicators, but I don't think as an organisation ICANN can set specific numbers to reach. I mean, I am not aware about it, but we can ask.

However, I think for our group we need to think if we want to go on that path and how we define such target. I mean, it is always an expression tend, but I think we need to ensure that what needs to be done to assure that we are inclusive in the first place. I think this maybe is something we kind of need to elaborate in our report, what are the conditions to ensure that. I think the objective is kind of what we want to achieve. But we need to think what needs to be done before to enable that.

So also the recommendation is the way how we can improve to reach these goals. I think that is kind of a different point we can include. But back to the question on diversity targets, I guess we can ask and we can maybe put that as an action item to ask about if ICANN as an organisation set some diversity target. I think we can ask the Department for Public Responsibility if they are working on that.

I am not sure if someone from the department is on the call or not. She can respond to that. But we can follow up later.

Is Marie Noemie able to speak or not?

(There is no response.)

>> RENATA AQUINO RIBIERO: This is Renata speaking. I have no comments for the time being.

>> RAFIK DAMMAK: Thanks, Renata.

While waiting for Marie Noemie to speak, hopefully, so we are kind of, I think, working on this items. I think we are counting on the response that we are going to get and I guess by next week's call we can cover them and see where we have to make changes or adjustments to our report.

Also we want to take the opportunity maybe to respond to the question asked by Andreea in the mailing list about the first reading. It may be to clarify here. I think when we are not at that stage yet. Our planning was to really kind of wait for the responses to the questionnaire and see what kind of input we get and then what changes we should do. And then try to have the first and second reading before the deadline by when we have to submit for the Plenary there.

So just to say that we are not at that stage yet.

Yes, Bernie.

>> BERNARD TURCOTTE: Thanks, Rafik. The face-to-face will be on Sunday, the 25th of June. So if we want to have documents presented at the face-to-face, they should be sent by 2359 18 June, which is the previous Sunday. And just to shore up what you were talking about earlier, I do know a number of groups are preparing a response to your questionnaire. So I would ask people not to lose faith. It has been a very intensive public comment and questionnaire period leading up to the ICANN 59 meeting in Johannesburg. So people have been faced with literally a dozen public comments and replies, and they are trying desperately, I think most groups, to meet the requirements. And I know for a fact that many groups are interested in responding to the questionnaire. Thank you.

>> RAFIK DAMMAK: Thanks, Bernie. I concur with you about that. I think the comment from (indiscernible) we get really busy weeks lately to respond to several public comments. So I know we are thinking we can wait for other groups to send even after the deadline. I think that any input is welcome. So maybe we can, I think if it's possible can we pass that information? Or just to ensure that they can continue working on their comments and that their response will be welcomed by the Working Group, or subgroup.

>> BERNARD TURCOTTE: It is standard procedure in these things, especially if it is not a formal public comment, that responses will be taken up to and including at least a week later. Basically, until the subgroup says we are not accepting any more responses, responses are welcome.

>> RAFIK DAMMAK: Yes, sure. Thanks.

(Pause.)

>> BERNARD TURCOTTE: Rafik, I don't know if you are speaking, but we are not hearing you at this point.

>> RAFIK DAMMAK: Okay. Oh, sorry.

So, okay. So I was saying that yes, we can discuss about the Recommendation Number 5, the data collection or data processing. And I think there was some concern regarding in fact how much data would be collected and it will be done by ICANN or not. And that is why there is a question regarding the privacy policy and if it should be done by ICANN or by a third party. But it is not professional necessarily in terms of how we anonymize this data.

So I think what rises from there is maybe we have to cover that first issues related to data collection. We have kind of maybe to balance between how much data, what data we should collect and how we should process them and for what purpose. I think maybe we need more discussion on those matters. I am not sure if we even need some kind of legal advice here. But this

is something we should have in mind. Is that what you wanted to highlight, Renata?

(There is no response.)

>> RAFIK DAMMAK: Yes, Bernie, you wanted to speak? I see your hand is up.

>> BERNARD TURCOTTE: Yes, I heard the comment about legal advice. The group is, of course, free to request that from the Legal Committee, and the Legal Committee will look at any such requests. I will note, however, for those who have not been following it, the CCWG Accountability Workstream 2 has requested to be extended for fiscal year 18. What does that mean? That means extended from July 2017 to the end of June 2018.

Of course, to do that we what we requested is that we fit into the original budget envelope that was allocated to the transition project which also included Workstream 2. So just a note that the co-chairs will, of course, have to exercise quite a bit of, I would say prudent management of our resources so that we can take ourselves to the end of fiscal year 2018. Thank you.

>> RENATA AQUINO MARQUES: This is Renata speaking. May I make a comment, please?

>> RAFIK DAMMAK: Okay, go ahead.

>> RENATA AQUINO RIBIERO: I just wanted to say that I apologize for all my connectivity issues, but I just wanted to say then that with respect to the treatment of the data, this is an issue that is interesting to think about. We will need to have to treat that with some kind of connection to specific metrics because it has already been established that all the data will be collected to -- actually, for diversity purposes. Who is going to have those data and how are those data going to be treated?

I think the instructions are clear. If we need to have some more clarification in the paragraph, this is the time to think about it. Thank you very much.

>> RAFIK DAMMAK: Thanks, Renata. So first, yes, just kind of put this legal advice but maybe it is premature at this level.

What I was trying to say is that if we are going to ask for the data collection and because we are waiting on several of our recommendations and then maybe the idea of metrics, objectives, targets and so on. We also have to have advice that any data collection and processing of those data, we have to be our own kind of ... say what can happen from there. We need to assess that and see if there is any thing we have to comply with with regard to the data protection. And then that's why, I guess, we need maybe some more guidance and advice what are the best practices here and what we should do. So I think for our

subgroup we need to define the purpose, why we need this data. And then we can check with those with more experience in data protection and what we can do, what we cannot. See how that can be implemented effectively.

At least maybe to have those elements in our report to highlight them. So when the time happens for implementation.

Okay. So coming back to Marie Noemie, I hope you can speak now.

Can you? Still having some connection problem?

(There is no response.)

>> MARIE NOEMIE MARQUES: Hi, everybody. I just wanted to explain my proposal and why I'm supporting and promoting diversity. I think that diversity to be able to work, we have to have a sustained approach at all the levels of the organisation or it is supported by the CEO or it can be also supported by the board. So I think it can be a solution and we are asking about the future of diversity. This is a question. If we have the intention, if we want diversity to be implemented, it is a long-term action that must be implemented progressively.

Here we are presenting recommendations and I don't know what will happen with those recommendations. Are they going to be adopted, all of them? Our report is going to be adopted as a whole or only some recommendations are going to be adopted and taken in by ICANN? I don't know, but at the end of this process if there is really a creation of a Diversity Office, then I think it should be useful that the Diversity Office would be Chaired by the CEO or by the ICANN's board.

The action implemented by this Diversity Office will be truly implemented at the end of the day. And I also think that we should be more ambitious also and hope that this Diversity Office would have some more activities, more than a measure of the activity. And so the office, the Diversity Office should play a role, should appear in the chapter about supporting and promoting diversity.

This is the proposal that I wanted to do and I have sent you a proposal. You will see those ideas of mine in this proposal I sent you. Thank you.

>> RAFIK DAMMAK: Thanks, Marie Noemie. Okay. So with regard to the support by the ICANN and the board, maybe we need to clarify here what we mean by the support because at the end what we are trying to say is that we need more diversity within ICANN. So we think the supporting community, the stakeholder groups and so on, with several of our comments we are saying that each group may be defined, what are the priorities for them, what are the most important elements for diversity, and so on.

So when we are talking here about the support from the board and CEO, how that will fit with the role or what different group we try to do. So I think maybe we need to be clear here what we are saying here, what we are expecting. Are the CEO and the board kind of giving us guidance what we should do, something like that? Are we talking here about the community? So yeah, or is it just that we give support in terms of, I don't know, of resources and so on?

Just maybe we need to clarify that. So I guess maybe it is a little bit premature somehow in terms of asking for support. But I think anyway, it is open for discussion. I see that Bernie has raised his hand. Yes, Bernie?

>> BERNARD TURCOTTE: Thank you. If you feel it's appropriate, we have been working on the process for completing Workstream 2. A document has been presented to the Plenary. Maybe I can just recap that for a second, as it might help people understand the process to complete this work?

(There is no response.)

>> BERNARD TURCOTTE: Hearing no objection, I'll just go ahead.

In the process the Workstream 2 has elaborated, we will ask each group to complete their recommendations, go through public consultation as required. Once that is done and completed, the final recommendations for each subgroup will be circulated to the board. At least that's the proposal, and the chartering organisation so they can be aware of the final recommendations. But they cannot really be asked to vote on anything or accept anything until they have the complete picture.

Once all the subgroups have finished their work they will be brought together into a single coherent document. And any issues of interdependence or conflicts between recommendations will be resolved in that final document. And that final section which addresses interdependencies and conflicts between the recommendations of various subgroups, the final report which will be put up for public consultation will propose solutions for all of those.

One final note. As we have been discussing with the co-chairs how to get the groups to finish their work, and I believe I made the comment in this group earlier. Please, please, please, I've seen the comments come back on other consultations for Workstream 2 and ICANN org is being very practical about this in looking at details of implementation.

So if you are making recommendations, be very clear on what your requirements are. Probably I would recommend as much as possible staying out of detailed implementation. This is the job of ICANN. If you are being too specific, you may be requesting a specific implementation which may conflict with



other priorities for the company and may make it very difficult. So please do consider that when you are making your recommendations. Thank you.

>> RAFIK DAMMAK: Thanks, Bernie. Yes, I think that's what we kind of discussed several times on this idea of Diversity Office. We understand the intent, the purpose. But what we said at that time, we should focus more on the requirement, the function, what it should cover and so on. That's what we started to do with several recommendations.

Because it may be those recommendations can be implemented in different ways. We may suggest some ideas, but at the end of the day it is not our role, we should focus really on what we want to achieve. We need to focus on the what, not the how. Because I really see a risk that if we focus on one solution we will try to build all our recommendations around that solution. We may need some other many things. So again we should focus on the requirement.

Regarding the conflicts, we listed from other groups, I guess, that also we should have in mind there were several subgroups that already issued their initial reports. We may have an idea as to what they are suggesting, just to be kind of maybe know that we want to avoid any kind of conflicts or redundancy or sometimes a kind of to be totally -- yeah, just to avoid that situation.

Saying that, I see there was kind of a question or maybe clarification from Lousewies, a clarification about the role of the board. So maybe that is something we can work on. If we go with that recommendation, it is not that we are expecting here exactly from the board and the CEO and also the staff because I think support can mean many things. And we should be maybe more specific on the expectation.

So I guess we can elaborate around what Marie Noemie proposes, giving an account of the, where we are today in the discussion. I hope to hear more from the call if they have any comment, concerns or suggestions. So we can regard more on that, okay?

Marie Noemie, do you want to add something, or comment here?  
(There is no response.)

>> RAFIK DAMMAK: Okay. We can continue this on the mailing list if we have more interaction there. I think we are all hoping that the responses we get in the coming days can kind of speed up our work. We have the deadline, we have a short window of time to draft an initial report. That is to set the expectation here.

Are there any comments or questions or clarifications, inquiry or whatever?

(There is no response.)

>> RAFIK DAMMAK: This has been a quieter call than usual, but that is acceptable. I guess maybe I should not keep you more longer for today unless you have anything that you want to rise or to discuss.

(There is no response.)

>> RAFIK DAMMAK: Okay. Seeing none, I guess we can conclude the call for today. We are finishing 12 minutes earlier, but that's okay.

Thanks, everyone. And bye, and see you soon. Next week, hopefully. Goodbye.

(The meeting concluded at 1348 UTC.)

(CART provider signing off.)

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