

FINISHED FILE
ICANN
JANUARY 13, 2017
1:00 P.M. CST

Services Provided By:

Caption First, Inc.
P.O Box 3066
Monument, CO 80132
1-877-825-5234
+001-719-481-9835
Www.Captionfirst.com

This is being provided in a rough-draft format. Communication Access Realtime Translation (CART) is provided in order to facilitate communication accessibility and may not be a totally verbatim record of the proceedings.

(Beep.)
(Beep.)
(Beep.)

>> Rafik: Hello everyone. This is Rafik speaking. Thanks again for joining today's call.

So since we started the recording we can start the call. So for today we have the agenda that you can see in the Adobe Connect. And just maybe as a reminder we have today the captioning kind of for testing. So you can see in the right where you can view the captioning realtime. And thanks again for the at-large for giving us this opportunity to test this service, which I think it is quite good for a subgroup like us talking about diversity.

So any comments on this or -- everyone is fine with this service and have it for our call?

Okay. So it seems okay. So we can move to the next agenda item which is about reviewing the action items. So can you please move to the next item? And we are going to have the list of items. Okay. So yep, we still have as in progress the resolving remaining issue strawman document. We are still working on the draft questionnaire on the agenda for today's call and you should have received it this week, a clean version.

But we already, for example, invited the staff to discuss data collection. And we have this with us in the call. And we started with -- to talk on the questionnaire. So this is the status for action items.

Any comments on this? Okay.

So I guess we can move to the next agenda item which is about the data collection regarding diversity. And we have Ergys today, Ergys Ramaj from the Department for Public Responsibility. And Ergys, can you hear us?

>> ERGYS RAMAJ: Yes. Can you hear me?

>> Rafik: Yes, I can hear you well. Thanks again for accepting to join us and sharing previously the document. So maybe can you just maybe start first to tell us how your department has collected the data and so on?

>> ERGYS RAMAJ: Okay. Great. First of all, thank you for the opportunity to participate in the discussion. For those on the call who do not know me my name is Ergys Ramaj. (Echoing) I wanted to start by saying that the work of this subgroup is of particular interest and importance to the department as issues related to diversity are really central to the work that we do. I do want to take a couple of minutes to outline from my perspective and that from the department what type of data is collected across different teams at ICANN and for what purposes. I do want to preface this by saying there really is no central designated place that coordinates or collates information on diversity across ICANN. So a lot of the data collection happens across the organization and different teams collect information relevant to their function.

So, for example, the meetings team collects information on meeting participants, Human Rights -- human resources on staff and policy on Working Groups and so on. And the data is used for different purposes. In the case of our department one of the ways in which we use the data is to understand what the gaps in participation are and based on that then we'll determine, of course, with input from the community how or if those gaps can be addressed. Other data and other teams collect data for informational purposes only and not necessarily to address any shortcomings.

Of course, some teams collect detailed information. If you were to look at a report from the meetings team you would find a lot, a lot of information, maybe a lot more so than any other team at ICANN. Whereas other teams have less detailed reports. The slides that Rafik mentioned at the top of the call that we shared with the subgroup before the winter break are a good example of the different groups across ICANN that collect data. We had collected information on gender and geographic diversity from places like the ICANN board, ICANN staff meetings, online programs as well as Working Groups.

Just very quickly the reason we chose those two markers or elements of diversity were simply due to the fact that they are the two most commonly

gathered elements across the board. So that information was readily available. And our job was really just to collate all of that. I think what's important in the context of this discussion is to really talk a little bit about some of the challenges that we face and that information may be relevant to you in your work.

The first one was on regions. The ICANN regions, for example, are not always adhered to. And different groups use different definitions and sometimes even combining one or more regions. We also faced an issue with the notion of citizenship versus region. And I know that you guys have had several conversations on this on some of your calls. But sometimes it is not clear which is being used to determine region. One group, for example, uses citizenship and other uses place of work. Another issue or challenge that we face as we were looking at this information and trying to make some sense of it is that on gender, and this is more of an observation than anything else, but the binary male versus female is often used and collected. And one interesting piece of information here just by way of example really is that Facebook has 50 or so gender categories. As the group is thinking about baselines there is quite a bit of information out there to borrow from and see whether or not that meets the needs of what the ICANN community wants to do and what you want to do. And my team and I would be very happy to do some more digging to look at specific examples that you guys may want us to look at.

But the bottom line is that and very likely that once you add additional elements, and you guys actually do have quite a few elements, you will probably end up putting on your list you are likely to find that new information on how the data is collected or used, you will find more challenges and you will have to make more sense of more information. And so trying to be proactive about that I think will be quite useful, at least this is our experience.

So just to conclude, there are a couple of things that I would like to throw in the mix as the group is thinking about how to address some of these issues. And the first thing is as you look at the data or -- is it always clear what the data is being used for? For example, is it just for informational purposes? Or is it being used to say -- to do the gap analysis or to understand what the state of diversity is in order to address issues in participation or maybe even both. Basically what is the purpose of collecting data and, of course, that will inform what kind of data is collected by whom and how. So the more defined that is the better.

Another key thing is probably to have clarity on what parts of the ICANN ecosystem the data needs to be collected from. So things like the board staff meetings, Working Groups, et cetera. Once the parameters are clear then any comparisons over time we believe would be much more helpful to draw good conclusions from in terms of identifying the type that by whom but infrequency and also any reporting responsibility.

Also I'll take any questions, but as I mentioned earlier I do want to stress that we are at your disposal, support that you may need to either gather new information or analyze ones or try to come up with potential baselines, things of that nature. Rafik, back to you.

>> Rafik: The former, the templates, how the teams I mean -- how they collate probably through surveys or registration and so on. So I think that having this -- what the gap but also to understand the purpose, for which purpose they are collecting this data. And I think it is what we -- one item for discussion for us within the team if we should suggest standardizing the way that the data are collected. And also having in mind how much is visible or switchable, because we need to balance between the flexibility but also to ensure that we have some common parts. Yeah. So maybe you can respond to this first.

>> ERGYS RAMAJ: Absolutely it is. We would be more than happy to supply you with a report to address all those things that you listed. On the issue of standardization, it may be useful to think about it at least from the subgroup perspective that if there are sort of criteria that, for example, could potentially be required across the board, then each individual team or group can continue to gather whatever other information in addition to that they need for their own purposes. But as long as there is a set of criteria that is required across the board that will make everything a lot smoother moving forward, but yes, to your particular question we can absolutely work and provide the subgroup with the report on how each one of the different teams that we had listed information, collected information and we will have that to you as soon as possible. I can give you an estimate of the next couple of days on when we can deliver that report.

>> Rafik: Wonderful. Thanks. I think the idea is not really to kind of restrict, to impose, you know, one size fits all way I mean as a form. But is -- I guess this is also discussion for -- for the sake of subgroup is to review what kind of set of data that should be collected on the terms to kind of have relevant information I think.

Okay. So on the other hand, I -- for example, you talked about the gender and like how different categories are. So I think there are some of that in the report, what kind of elements you are using. But did you have kind of a discussion about what set of elements of diversity that you should collect? And also did you do some kind of research from other space what they are collecting and to which extent they are quite detailed? I think you talked, for example, around the gender and how Facebook, like over 50 categories for that. Did you -- did you collect some of those information that can be really useful for us to see what's happening in other areas? And really to ensure that we are not necessarily exhaustive but also I think enough details on this area regarding the elements of diversity?

>> ERGYS RAMAJ: Yes, Rafik, we did actually. And that's how our research initially began and also continued as we were looking at all

information that was available across the ICANN ecosystem. One thing to keep in mind is that ICANN is a hybrid. There is really no place like ICANN out there that has many groups of people within its ecosystem. One example I can give, and everyone can take a look at this, is the Google dashboard. If you were going to go to the Google dashboard and look at the diversity it is pretty high level. It talks about staff. It has different categories underneath. We have gender and also geographic distribution, but it is quite high level. And it is a lot more, in fact, say restricted in what the ICANN situation would be because we have way too many subgroups participating within ICANN. So we -- there is definitely useful information that we could potentially draw from all of these different organizations out there and companies. But in the ICANN instance I think it is important to also look at it from the purposes that that would serve ICANN or if it would serve any purposes.

On the issue of gender, for example, at ICANN it is primarily the binary male versus female whereas the Facebook example whereas Google they go above that, which is different from many other places within ICANN. But again making sure that there is some sort of baseline across the board will go a long way.

>> Rafik: Okay. Thanks, Ergys. It is really good to share what you did and beginning of your research, so we should not reinvent the wheel there. Okay. So I don't want really to be the only person here in the call asking questions and really I encourage everyone to do so.

But in the meantime if -- I forget my question. But just trying to remember that. In the meantime if you -- okay, Avri.

>> AVRI DORIA: Thank you. This is Avri speaking. I felt so bad that nobody was responding. I do have a question though on the geographical. And not only the how many regions, how fine do we differentiate in that which seems problematic sometimes with how few categories we may have. But also is there any plan to try and figure out how to deal with this duality of and put some guideline or something on the where I was born versus where I'm a citizen versus where I vote versus where I live and work kind of distinction? Because I do think it is confusing when sometimes someone is, you know, most definitely from one of the African countries but they have been, you know, going to school for a short while somewhere else and all of a sudden they are from that somewhere else and we kind of lose that awareness. So I'm wondering how we do resolve that. Do we ask more than one question or something? And so I just wanted to throw that in to the pot. Thanks.

>> ERGYS RAMAJ: Rafik, would you like me to comment on that?

>> Rafik: Yes, please go ahead.

>> ERGYS RAMAJ: Okay. Great. Thanks, Avri. I am not aware of any particular process that's currently under way to try to make some sense of all the different categories that are out there or how we could potentially

be used in order to streamline some of the data gathering moving forward. I do think though that the subgroup has the opportunity to raise that issue to the forefront. And, of course, would then -- and from the community to try to determine what is the best way forward. But what we did find was that the way that that information was being used was not consistent and that's not necessarily news to anyone on the call. It is just simply stating the obvious. But that is the status quo. So no, I'm not aware of any particular process that's currently under way. But I do think that this group does have an opportunity to raise that issue.

>> Rafik: Thanks, Ergys. And there was -- I mean a question also about from Pam regarding if in terms of geography are you currently using citizenship or residency. Also related to what Avri asked. So I guess it is also the same -- relates to the first question that we ask, just maybe to ensure how the different teams and groups are collecting that information and what kind of definition they are using. I think like GSO are using a different option than at large. I'm not sure. So I guess maybe that's one area for us to do -- to ask maybe the difference. But also to see from outside how the teams are doing for that particular case.

And okay. Any other questions from the subgroup to -- on the call to Ergys? Yes, Cheryl.

>> CHERYL LANGDON-ORR: This is Cheryl Langdon-Orr for the record. Thanks to your team for doing the important groundwork and more importantly seized the opportunity that many of us see in the subgroup for carefully guided encouragement and change for better outcomes or at least more predictable ones. I want to not so much ask this question but just raise with our group at this particular point in time, and I'm obviously supportive of things like recommendations for harmonization, et cetera, but we do need to be forward thinking with some of the possibilities of recommendations. This is a topic that as you all know by me trying to keep rather more quiet than usual in these meetings that I can get totally and absolutely carried away and get dominating. And that's my usual silence in sticking to text intros. But we need to continue more than diligent activity in raising diversity as just a foundation of the DNA of our organization. It just happens to be there.

But we also need to be a little bit future thinking as well. And therefore remember that flexibility is important. If you were working diversity a decade ago it was a very different kettle of fish than now. And we need to future proof in the way that we think. It doesn't mean future proof in a restrictive way. It means future proof in not only an accountable way but one that allows good organizational and entity flexibility.

Just on the question of geo and where the one uses domicile, citizenship, dual citizenship, whatever, I will say all of those are used differently as many of you have. We also want to make sure that we are not, for example, in the last time I checked we were an Internet focused

organization, limiting mobility that so many people have in the work and in the work life environment. So tying too tightly to domicile, (inaudible) for diversity. That we are going to have to run some hypotheticals. And I'm going to regret saying these words, we may even have to run some stress tests. Just want us to note that. Thank you.

>> Rafik: Okay. Thanks, Cheryl. And Cheryl, this is maybe more a question than us here in the call and I guess for now and related to the topic we need to see how to which extent we collect the data and for which purpose regarding as geographical element. We cannot be restrictive I guess anyway. We have to be flexible somehow, but I guess for now it is more really about testing the data. And to be honest, I'm not sure to understand the last part. Maybe if you clarify more that, if that's possible.

>> CHERYL LANGDON-ORR: It is Cheryl Langdon-Orr for the record again. I was very specific in saying that this was not a question for Ergys but something that I wanted to bring onboard for the group and thanks for recognizing that. I don't think at this point it is appropriate that we drill down in to what I was meaning. Suffice to say there is bear traps out there. And I would like us not to step in them.

>> Rafik: Okay. Thanks. Any other question? I see several discussions on Adobe Connect. So let me try to check if some of them are for Ergys and I think one from Pam regarding is there a plan to collect diversity data through the statement of interest when one joins a Working Group. And I have also a question from Renata. We discussed about gender identification and region. Has the issue of self-identification come up at any point? For instance, in regions that can create an optimization. Have you had respondents who self-identified their region? Have you had requests to put other in gender multiple choice, et cetera?

>> ERGYS RAMAJ: Thank you, Rafik. I will address both questions in brief. So the first one that Pam asked, the answer to that is and I cannot speak with full authority on this, but I believe that that already happens. And so when you have information in the SOI a lot of the information that's pulled to produce a report on diversity or whatever element of diversity is pulled from the statement of interest.

The second question, and I'm not sure if I understand it correctly, but please do correct me, it is asking whether or not we have received requests from individuals to have more than one choice on gender and the answer to that is yes. We have heard from several individuals or members of the community who would like that to be expanded to more than just the male versus female one. And the same goes with geography. The data that we had reported on has all self-identified and self-reporting. We did not go in to trying to make up any sort of information for anyone. So yes, it is all self-identification and self-reporting. But I may be misunderstanding the question.

>> Rafik: Okay. Thanks, Ergys. Please go ahead.

>> FIONA ASONGA: Just a quick one. To Ergys' response, when you talk about requests for other geographical regions, geographical -- participants wanting to have more regions than what Ergys is presenting, is it a request on the way ICANN presents the regions, the five regions that ICANN covers, or is it a request for it to be specifically geographic representation in terms of Africa, Asia, Europe, then Latin America? In specific countries? I'm interested to understand what the geographic requests have been like.

>> ERGYS RAMAJ: Thank you, Fiona. The comments we have received point to the notion that ICANN regions are too limiting. For example, we have heard from a couple of individuals in particular who would prefer if other baselines were used. For example, the United Nations regions or any other Intergovernmental organization or other entities out there have broader categories of geography. In terms of specifics I'm not in the position to tell you anything because I -- I'm not aware of any specific information or suggestions that were made, other than the notion that ICANN regions are too limiting but this is a much broader conversation for the community to have, whether or not that's accurate or not or whatever the case may be.

>> Rafik: I see that (inaudible) is raising her hand. Okay. So it was the wrong hand.

>> ERGYS RAMAJ: And Rafik, if I may add, as we think about the regions and, of course, depending on how the community wishes to change those and over time the regions could potentially change. It could take some new shape or form or whatever the case may be. But one thing is to actually collect information on the country. And so if the regions were to change, you could still very easily adapt to those new regions because you already have a set of data by country and easily adapt it instead of going by region.

>> Rafik: Thanks. Can you just please elaborate on the last part regarding how you adapt for new regions? What do you mean exactly? Is it talking about some technical solution or something like that?

>> ERGYS RAMAJ: No, no. So what I am referring to it is more of a suggestion. Again as we were looking at our data, we found that it was very difficult when someone said, for example, I'm from X region. We didn't necessarily have visibility over the primary source of the data which was well, which country is it. If the community, for example, say over the course of the next five years were to decide that the ICANN regions are different from the ones that they are today, if information were to be collected on regions, were based -- the primary source of that was the country, then whatever the new regions would be, whether they would cover a certain country or not, we could use that source, that data source to then adapt to whatever the new regions would be. And then over time it would be a lot easier to have a comparative report and it would make -- it would

make a lot more sense. So basically be comparing apples to apples.

>> Rafik: Thanks. It makes sense. New country appears, it is -- note some -- but it happens, too. Okay.

I see that there is some discussion about for the report regarding the geographical -- geographical issue. It is more about the status of that -- okay. So to move forward, thanks again, Ergys, for those explanations and sharing the experience for that. And I think that it would be really good to liaise and work more closely to your team since you are already doing and collecting information and so on. We are looking for the report regarding the forms and what kind of data is collected by the different teams.

So can we expect that you can join us in other calls and just attend and so we can liaise with you guys and get more information about how well did it work and share with us on, you know, reference and so on? It would be really helpful from your side.

>> ERGYS RAMAJ: Yes, absolutely. I'm at your disposal. And thanks again for the opportunity to participate and the discussion.

>> Rafik: Thanks. So we will -- (cutting out). Okay. Before moving to the next item, is there any other question or comment you want to add? I'm asking the participants in the call. I see discussion going on in Adobe Connect. If someone wanted to ask something, you may comment. Okay. I see that Abi has put a comment in French and we don't have French I mean language interpretation for the call. This may be kind of a request you can make but we have to check with the co-Chairs of CCWG and the Secretariat if it is possible to get that. We don't have French. So we will try to translate on the fly. So he is asking -- okay. It is about the language and saying regards seven official regions of ICANN and I think he is making the case of the announcement yesterday regarding federation position and that the quality clarification is about (inaudible) English requirement for position. So he is wishing for now that fluency in one single language should be sufficient for candidates. Yes, that's the kind of discussion for us. I guess this is -- this is one item for discussion for us later. Okay. Thanks again. And let's follow up after the call. And we wait for you -- for the report next week hopefully.

>> ERGYS RAMAJ: Great. Thank you, Rafik.

>> Rafik: Let's move on to the next agenda item which is about the questionnaire. And I'm asking if Fiona wants to take over for this part. (Echoing).

>> Hi. Are you talking about the captioning evaluation?

>> FIONA ASONGA: No, we are moving on to the next agenda item which is the questionnaire. And that was echoing. So give me time to -- the participants to mute their lines. The draft questionnaire still have the questions initially prepared. The drafting teams have not yet listed the questions to reduce them. We may have to give them time to finalize on

that. I had -- working with them I had given some suggestions of positive changes on the questionnaire and reducing the questions to about ten questions. I was hoping that we would have completed with the drafting -- drafting team and shared this. I think in the meantime it is -- it is possible for Rafik to bring up the questions. Thanks, Rafik.

There is questions -- the questions are still as we had given to the drafting team that consists of (inaudible) Juliet, Julia and Renata and they have not -- they have not had discussion amongst them. However for anyone who would like to assist and throwing compliments on the questions, let's try and see if we can help them with these questions. Hmm, not seeing any comments on the questions. So I take it that this goes back to the drafting team and we give them a few more days to clean up the questions.

Any comments? No comments? So we -- the drafting team are going to work on this. Somehow -- (cutting out) compiling the -- going out, we are supposed to get some feedback but some part of -- some part of our quest which is setting the scene on where we are in the ICANN community on diversity. So I think the sooner we are able to finalize on the questions and to get them out, the better it will be for us.

And also going back to all the previous documents that have been shared and commented on the list and that gathering that information to the report and different parts of the report and we hope to be able to get it out to the persons within the group in due time and be able to get that out in to the schedule. I think with that we shall conclude that the questionnaire, the questions -- the questionnaire goes back to the question drafting team.

Next agenda item is the schedule check. On the schedule check we go down to the schedule, scroll down.

>> Rafik: Hi Fiona.

>> FIONA ASONGA: Yes.

>> Rafik: I think for -- so for the schedule for us a subgroup to -- to indicate our revised schedule, in addition to our work and the question is when I mean we can have a draft of our recommendation maybe for the Plenary. So this is for us. We have to push ours and deadlines and, for example, we get the questionnaire, we are spending some time now and also on when we can prepare a draft report that -- when we can share that with the -- for the Plenary.

So...

>> FIONA ASONGA: Sorry, Rafik, I lost you a bit there.

>> Rafik: It is kind of a question for us and also for the subgroup regarding by when we can -- we think that we can submit a new draft report for consultation for the CCWG Plenary. So it is for us to -- we need to agree on some deadlines by when we should get our first draft. So to kind of -- to move it forward and -- because we have to indicate the revised schedule for the subgroup.

>> FIONA ASONGA: Any comment on the schedule? Rafik?

>> Rafik: Thanks, Fiona. So maybe -- let's -- I mean as co-Rapporteur we'll comment on that and share the proposal with the subgroup later on next week. So to help with the plan.

Okay. Are you still there?

>> FIONA ASONGA: Yes, I am. But I'm not sharing anything. I asked for comments and there is nothing.

>> Rafik: Okay. If there is nothing maybe we can move to the next item and we are to the end of our call. The last agenda item is about any other business and I think the evaluation poll. So I guess this is maybe about the captioning, if I'm not mistaken.

>> TERRI AGNEW: Hi Rafik. It is Terri from staff. You are correct. Thank you again for allowing us to put together this at-large captioning pilot program in to your diversity call. We really appreciate it. And we do have several evaluation questions. They now appear in the bottom right-hand screen and the poll is open.

The first question, this evaluation feature of the Adobe Connect room is part of a pilot program. Please select one.

Moving on to evaluation question 2, one moment, I will put it back in the pod. Please self-identify all categories that describes who you are.

>> CHERYL LANGDON-ORR: I can do more than (sorry, hard to understand her). Let's begin with a question.

>> TERRI AGNEW: Thank you, Cheryl. I will go ahead and note that for future as well. We have other spots where you can free- form type as well.

Question 3, what benefits did you get from accessing the captioning stream? Choose as many answers as possible.

And just a quick follow-up to the previous question, here is a free form where you can type in if it didn't appear for you on the previous question, where you can type in what benefits did you get from accessing the captioning stream. I will give you a few moments as it takes a little time to type in your thoughts here.

Three more questions to go after this. Okay. Moving on to question 4, where else do you think captioning should be required? And -- oh, I apologize, I keep grabbing the wrong ones today. First of all, where else do you think captioning should be required? Pick as many options as possible. And when we finish up this one I will put up the free form where you can type in additional if needed if they did not appear here.

Okay. Moving on now you can type in. If options do not appear where you thought captioning should be required on the previous questions, these free form and you can type additional responses in.

And finally, moving on to our last evaluation question, any final comments. That was our final question. We thank you for allowing us to be a part of your diversity call. Rafik, any final questions or comments to

you?

>> Rafik: Okay. Thanks, Terri. No, I don't have any questions, but I would like to thank again the at-large for giving us this opportunity to test and try this -- the captioning and to see how it works. It is really helpful because it also helps us to sometimes catch where there was some mistakes or, you know, it happened. Just wondering if there is any way to correct that afterwards just to avoid any confusion. And yeah, I think it was a very great experience for us. And I see, I think that people are looking forward if we can reiterate this. But I understand this is a pilot project. So anyway, I think we -- we are looking forward to have this again, if possible. Okay.

And thanks again. Any further comments or questions? Hearing none, I guess we can adjourn the call for today. Thanks again for joining and helping. And see you soon. Thanks again. Bye.

>> Bye.

>> Bye everyone. Thank you.

(Call concluded at 2:04 p.m. CST)

This is being provided in rough-draft format. Communication Access Realtime Translation (CART) is provided in order to facilitate communication accessibility and may not be a totally verbatim record of the proceedings.
