
CCWG-DIVERSITY SUBGROUP

Friday, July 28, 2017 - 13:00 to 14:00

>> BRENDA BREWER: Hi, Cheryl. Hi, Bernie.

>> Hello, everyone. Good morning, good evening, good afternoon, depending on where you are. We are now at the top of the hour and I think it is time for us to start the call. I would like to ask [indiscernible] to begin the recording.

[This meeting is now being recorded]

>> FIONA ASONGA: Thank you. And I would like to start confirm roll call. Is there anyone we need to confirm on the roll call? Any numbers? None?

>> BRENDA BREWER: No, we're good today, Fiona.

>> FIONA ASONGA: Thank you, Brenda. So we'll move to ICANN Action 2 reviews, there were none from the last call. I thought [indiscernible] was to share the guidelines for recommendations or something like that. And I haven't seen anything circulated that would provide any form of guidance on drafting a recommendation. Or did I get it wrong? If I'm wrong, I'm sorry, I apologize for that.

>> BERNARD TURCOTTE: Fiona?

>> FIONA ASONGA: Yes?

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>> BERNARD TURCOTTE: Okay, what I mentioned was that I was working on getting that draft approved. It hasn't been approved yet. I believe I could actually share the draft with you if you want, but it hasn't been approved.

>> FIONA ASONGA: Okay. Thank you very much, Bernard. Once it is approved we can have a look at it, however, in the meantime, I think [audio breaking up] to have [audio breaking up].

Okay, Agenda Item Number 3 is a review of the current draft. Currently the draft still has track changes, it's not exactly a clean draft. It has got the draft changes from previous input to this version of the document. And some have been written so there are additional comments. I would like to suggest that we can have a discussion on that proposed amendment to the document. I think you can see the recommendations because that seems to be where we need to come to an agreement and achieve and whether they are achievable. Yes, thank you for that. So looking at the recommendation, there's nothing [audio breaking up] each SO/AC/group within ICANN should identify those elements of diversity that are mandated by the ICANN bylaws of those [indiscernible] adopted by the AC/SO group and cleared them in the [audio breaking up] procedures.

Rafik, Rafik, I can see your hand is up. Please proceed.

>> RAFIK DAMMAK: Hello, this is Rafik speaking. Just maybe kind of caution here, we have the recommendation in two sections, in the executive summary and in the main part of the report. And I think what happened is people either commented in one of them. So I think it would be more advisable to go to the other section, the main one, and then reflect the latest version later on in the executive summary. I mean, the executive summary, as it says, it just kind of summarizes what we agreed at the end. So I'm kind of concerned that we have a different

comment than what I mean, two versions of the recommendations and two different sets of comments. I would suggestion we move to the main section and work on that and then reflect the latest version in the executive summary, but still also taking into consideration the comments that were made there anyway.

>> FIONA ASONGA: Thanks for that, Rafik. I think we should look at them at the same time, the reason being, even now there is Recommendation 2, which is very different from the other Recommend 2, it seems like those were made in the first one, the executive summary and it was not repeated in the main document so that you can agree on which one works. Because if this one in the main documents says that each SO/AC in each group helps measure [Reading] is relevant to the role and record this in the charter, bylaws and document then in the operating procedures. Which is not the same thing with the part in the executive summary, which talks of elements of diversity that are mandated by ICANN bylaws. And I think we have gone through the bylaws. My thinking is that we go through the bylaws and the reason we need this exercise because the bylaws capture the elements of diversity we identified as a group and so far have been identified [audio breaking up]. So in that case, I guess whoever proposed this what the thinking is with reference to the bylaws, I think that is good and then we are able to see how to best go about it. And I can see that there is a hand up from Bernard.

>> BERNARD TURCOTTE: Thank you, Fiona.

>> FIONA ASONGA: Bernard, do you have a comment?

>> BERNARD TURCOTTE: Thank you. I'll go back to Recommendation 1 with the eventual release of best practices for recommendations. What we have on the screen is based on the

responses to the diversity questionnaire the ICANN community should agree a definition of diversity by a number of elements by which it is comprised.

I have a couple of issues here with that recommendation if it goes forward and such, and I'll preface this with the comments I made last week. I'm not trying to change your recommendations. I'm not trying to dictate recommendations. I'm trying to point out issue that is staff will have as this thing makes it all the way through with these recommendations. And by pointing these out, I also mean that other people along the process of approval chain may see the same problems.

Now in Recommendation 1, the ICANN community, that can mean a lot of different things to a lot of different people. And should agree to a definition of diversity, what does that mean? I understand the concept, but as a recommendation from a subgroup that is to be implemented, as I mentioned a few times already, these kinds of statements, if they're left so open, staff will do what they can to implement these, but the reality is that the people who drafted them may be very disappointed in what is considered an implementation an acceptable implementation of this. And so "should agree" "the community should agree." Okay, we're going to have an ICANN meeting, there's going to be, you know, a Plenary session, and if no one argue, then that's what it is. And who is going to define those terms? So I'm just trying to point out that I understand the spirit of the recommendation and my job here is to help you make sure that you get what you want out of it.

Now if you're really certain that this is the way you want to frame this, that's fine. That's your decision. I'm simply pointing out that the way Recommendation 1 is written right now is

unclear what community means, it's unclear who will define the terms, and what process will be used to agree. Thank you.

>> FIONA ASONGA: Thank you so much, Rafik sorry, Bernard. Thank you very much for that information. I appreciate your [indiscernible] because it is actually raised as an interesting question as you explained. So [indiscernible] for this recommendation. I think it is also important that we don't get carried away with excitement of trying to [indiscernible] diversity [indiscernible] that our recommendations are not practical. I think it's important, very important, but I think we need to take a step back and to look at the practicality of what we recommend, what do we mean? And when I read that recommendation, I think we it raises quite a number of how we go about this [audio breaking up] as [indiscernible] community and [indiscernible] are we going to look at the [indiscernible] in the public forum, it's very big. That's one recommendation that [indiscernible]. On the previous earlier versions of the diversity report, you probably were interested in getting the community to identify elements of diversity that are important to ICANN as an organization in view of the new role that ICANN has to play forming the transition, which is the result for work stream 2 is that. We have work stream 2. While we're going through, we need to go back and reflect on why we're going through all these additional accountability and [indiscernible]. It probably helps us to reflect on the new position that ICANN has a [indiscernible] body and why then diversity becomes an important aspect for ICANN. In that regard, we should be looking at what is practical. What do we need to pay attention to?

So I do agree that that's part of the Recommendation that needs [indiscernible] because we say, okay, [indiscernible] we should agree to [indiscernible] should agree [indiscernible] of a number of these elements. [Indiscernible] is compromised. And I think the main issue was that

you have a set of elements that can be implemented and measured by different ACs or SOs and when different ACs and SOs have [indiscernible] and have [indiscernible] with them being able to get what is relevant.

I see many hands up, I'll start with Bernard.

>> BERNARD TURCOTTE: Thank you, Fiona.

>> FIONA ASONGA: Bernard, is your hand up?

>> BERNARD TURCOTTE: Yes, it is. Two things. Thank you for that, I think your intervention was excellent. The second thing, as I offered last week, obviously if you feel comfortable I as staff can go through your recommendations and produce an annotated version with some of the issues I see and I can submit that to you. But that is simply an offer. It's up to you decide if you think that's worthwhile. Thank you.

>> FIONA ASONGA: Thank you so much, Bernard, for the offer. We probably want to finish this conversation and go through the group interventions and what they think and feel. After the conversation [indiscernible] come to you and your offer to go through the recommendations and give us advisory on understanding and interpretation.

And next we can go to Julie. Julie Hammer.

>> JULIE HAMMER: Thanks, Fiona. Can you hear me?

>> FIONA ASONGA: Yes, we hear you perfectly.

>> JULIE HAMMER: Thank you. No, I think Fiona has made some good points and I guess I drafted all of these original recommendations quite a few months ago now and what I was trying to do in this first recommendation, we were at the time trying to actually come up with a definition of diversity and we were really struggling. And I don't think that struggle has actually resolved at all because it really is hard to define. So what I was trying to achieve here was a mechanism by which we could agree what it is we're talking about in terms of the elements of diversity and in that way get around this trying to define this specific term.

But I do see the wisdom in what Bernie is saying and I think if we can reword this recommendation to achieve what it was trying to achieve, like I said, should agree, because to me to develop a definition, you know, I could have said should develop a definition, but there's no point in that unless everybody signs up to it. So if there's a better way we can express this instead of saying we should agree, a better way of just getting acceptance of our elements of diversity that we believe should be considered in any discussion of diversity, recognizing that they may or may not be elements that are relevant in different parts of the community. Sorry, long winded way of saying that's a bit of background. I agree with Bernie's point. And I for one think it would be incredibly valuable if Bernie were in a position to offer some alternative wording for this and any other of the recommendations. Thanks very much.

>> FIONA ASONGA: Thank you, Julie. I see Amal agrees with Bernie helping with the wording of the recommendation.

And there was another hand from Sebastien.

>> SEBASTIEN: Yes, thank you for that. Can you hear me okay?

>> FIONA ASONGA: Okay, hand is down or he has dropped off.

>> SEBASTIEN: Can you hear me?

>> FIONA ASONGA: Okay, that is Recommendation 1. Recommendation 2, we have two [indiscernible] for Recommendation 2. Could we possibly agree on what are we trying to say in this recommendation? And then also with reference to ICANN [indiscernible] because this has been [indiscernible] and then we still want to make a change to the ICANN bylaws because the ICANN bylaws so [indiscernible] what you collected and [indiscernible] on the original diversity.

So how do we want to address that whole issue?

Yes, Julie, I can see your hand is up.

>> JULIE HAMMER: Thanks, Fiona. I think at this point in our diversity, to try to recommend that the bylaws be changed in the near future to incorporate any specific any additional specific requirements for SOs and ACs I think is a little premature. I'm quite comfortable with any that are currently mandated in the bylaws being included in the recommendation or in recommending that they be documented in operating procedures. I'd be somewhat reluctant in this stage of our deliberations to be recommending bylaw changes as one of the recommendations out of this group. Thanks.

>> FIONA ASONGA: [Indiscernible] and Bernard? Yes, Bernard, you have the floor.

>> BERNARD TURCOTTE: Following up on that. Thank you. Following up on Julie's comment, just a statement that changing SO, the parts of the bylaws which define the operating

procedures of the SOs. I drafted some of those things year and years ago, require the approval of the SO and AC and as such making these types of recommendations would probably be looked at as presumptuous from this group, not having worked directly with the SOs and ACs. So this is actually exactly one of the examples I'm working in the best practices for recommendations document, that if you try and make recommendations which are going to impose something on SOs, that's usually a really bad idea unless the SOs have asked you. Thank you.

>> FIONA ASONGA: Thank you, Bernard. And just for the purpose of clarity, we do have in the new bylaws commitments to diversity as our core value, sections 1 and 2B actually, [indiscernible] participation [indiscernible] functional, geographic and cultural diversity in [indiscernible] in development and decision making [indiscernible] bottom up decision making [indiscernible] public interest and diverse [indiscernible] are accountable and transparent. I think that gives us enough to work with as far as the bylaws are concerned. That's my personal view. I believe that Recommendation 2 should, therefore, be better worded to encourage, to encourage the different SOs and groups within ICANN to identify [indiscernible] the diversity that is relevant to [indiscernible] and the respective AC and SO document. And [indiscernible] room for them to have to choose which documents they want that in, whether to be in the operating procedures or in the charters. I don't know, but I know that the spirit of that recommendation was to begin a process where groups that are key on addressing issues of diversity have a scope that is relevant to them, relevant to ICANN and [indiscernible] encourage meetings and kept track of.

Julie, your hand is up.

>> JULIE HAMMER: Thank you, Fiona. Just to add to what you said. Can I suggestion that we revert to the additional wording of the recommendation and I'll read it from the original draft. Each SO/AC/group within ICANN shall identify those elements of diversity that are relevant to their role and record these in their documentational operating procedures.

>> FIONA ASONGA: Thanks, Julie. That provides much clarity and is much easier recommendation to work with. It's simple, it's very clear, and you are really encouraging [indiscernible] in ICANN to identify the element that [indiscernible] role. Because this is the beginning of the process. Probably at a different time [indiscernible] we had a recommendation [indiscernible] the bylaws [indiscernible] it will make sense. But [indiscernible] point you are encouraging them to keep track of these [indiscernible] because so far from the communication and the responses to the questionnaire, it's one area that has a few challenges.

I can see Renata has her hand up. Renata, please, go ahead.

>> RENATA: Thank you, Fiona. Thanks, Julie. I agree. I apologize, I had I was at a meeting and I just got now. But I agree we are going around in circles here because this was commented before and the original wording was changed exactly because when you use the word "relevant" it means to pick and choose diversity for each AC/SO group so they can say gender is not a relevant diversity element. So I would definitely not go back to the original wording. I think that the way that it's now worded as an adopted [indiscernible] because we could have a situation where an SO/AC/group decides not to define gender in that relevant element of diversity. Thanks.

>> FIONA ASONGA: Thanks, Renata. However, on this I choose to take a different opinion. I'm of a different opinion that [indiscernible] response to our question, this question where we asked, what other elements of diversity are important to your SO/AC? I don't think when I look at all of them, I don't think it's possible for each AC or SO to have all of the diverse elements as relevant to them. And if we really want to make some headway in as far as making diversity relevant within the ICANN community's [indiscernible], I think there is going to have to be a middle ground somewhere where we can have a starting point. It's about having an ideal starting point. It may not be perfect, but it allows us to get started. And for us to get started, we need to be a bit, say gentler, for lack of a better word, with what we are recommending because [indiscernible] becomes relevant. And somewhere in this process, because we suggested somewhere in one of the recommendations that there will be review, because there has to be continuous review. We are striving for continuous improvement, but where do we start? We can't start with a full saying, these are the elements of diversity, there are just too much. And if we read through the actual responses, not the summary sheet that was documented, but the actual responses from the ACs and SOs, you will realize some elements are more important than they are to others, which is acceptable. Especially if it is in view of the role of the ACs and SOs that could eventually translate into the global role of ICANN. The first transition of ICANN has a very different role from the ICANN before the transition. Bearing that in mind, how do we agree issues of diversity? We need to find a middle ground where we can begin to get the SOs and ACs to begin to incorporate into their [indiscernible], eventually it gets into the bylaws. I think it becomes very difficult to put it directly into the bylaws when from where we are sitting we can observe, at least from the responses, that not all elements of diversity are important to all groups of a similar role and in equal measure, so

we need to accommodate a level of flexibility. And that is where the old wording [indiscernible] we have received responses from ACs and SOs. We have to look at our recommendations, vis a vis, the actual responses we have. What can we recommend?

I can see Bernard and Rafik have their hand up. I'll give the floor to Bernard and then Rafik.

>> BERNARD TURCOTTE: Thank you. Thank you for that, Fiona. I tend to think that's very clear thinking on your part relative to this thing. I originally put up my hand simply when Julie was reading the original recommendation of asking each SO and AC to basically make a diversity statement and see how diversity applies in each of them. And I was just trying to point out that, yeah, I think that's a very clear recommendation as I typed in the chat. But secondly, from a staff implementation point of view, and this is a difference I want to make here for everyone, yes, we're making a recommendation that the SOs and ACs each make a statement, but who is going to be responsible for watching that this gets done? It's still staff, okay? So when you make these recommendations, even if they're not addressing ICANN's directly or very directly the responsibility of staff, staff is still charged to make sure that the various SOs and ACs, if they have accepted this, will actually carry it out because you have to remember that this diversity group will not be there once the recommendations are approved. And because the corporation, you know, if it approves these things, I have to tell you, they take these things very seriously. So in this case, this Recommendation 2, if the SOs and ACs need to make a diversity statement, then staff would pursue them and I don't mean that in a negative fashion. The policy department would work with all of the ACs and SOs to make sure a statement is produced. It's doable and it's something the staff would take on to make sure it gets done.

A final statement as someone who started an SO, I will note in support of Fiona's statement, it depends on what your charter allows you as members. It's not a question you want to pick and choice. In the case of the NOCCSO, the rules are very clear, it's only CCTLDs which can be members of the NOCCSO and it's the relevant CCTLDs and [indiscernible] and that's enshrined in there for very good reasons, it was fought very hard to make that very clear. So the level of flexibility for diversity within that specific SO is very limited because it's the responsibility of each of the individual CCTLDs to do that. Now this being said, having sat around the council table there for years and having watched the discussions, I can tell you that gender and geographical well, geographical diversity is built in, but gender diversity is always a consideration around the table. Thank you.

>> FIONA ASONGA: Thanks very much, Bernard. Rafik? Rafik?

>> RAFIK DAMMAK: Yes, yes, I'm [indiscernible]. Thanks. So I guess I can support what was said before with regard that the recommendation cannot be one size fits all. So we are giving here flexibility for the SO/AC/group to set what they see as elements of diversity relevant to them.

But I understand also the concerns from Renata and trying to see here how we can maybe put some [indiscernible] to the situation. I mean, let's be kind of the devil's advocate here, is that we need to encourage the SOs and ACs to set maybe more ambitious targets for diversity. And so thinking in the way of how we can ensure that they will do that. And hearing all the comments related to who will do, I mean, for our recommendation, how it will be implemented and how it will be evaluated, so I guess we need to think maybe in a holistic way, what kind of process, let's say here the ICANN community, which means the SOs, ACs, and the groups, how they can set the process in the space, I have no idea yet, that can work on those

recommendations. I don't think we can expect the staff to do all of them. But we can expect the staff and the ICANN organization to support those. And we need to think what can be the process, the mechanism, process, or whatever, that can satisfy the recommendation we are working on. So just put some ideas here, but I think it's still an area for work for us.

>> FIONA ASONGA: Thank you very much, Rafik, for that very important recommendation. And, yes, we do need to pay attention to the focus and the implementation and that you are [indiscernible] something came into my head that I need to think and see whether we have captured the issue of [indiscernible] review, actually the [indiscernible] review of the type of diversity within ICANN and how this is addressed. It's something I need to check with [indiscernible] to see how which one would most be appropriate to address issues of diversity and to accommodate a diversity review and see if that can be added in there so that then or have it that there's a separate review committee that also brings together members of the community, just like the other reviews, and then they are able to review within each SO and AC the measures, the documentation, the procedures, the measures, the tracking of elements of diversity within the activities of the respective SOs, ACs, and groups within ICANN. We have [indiscernible] recommendation, Julie mentioned about measuring and supporting the [indiscernible], I think to be able to keep track and progress, it helps if we can have incorporated in the recommendation a review and staff is able to report on [indiscernible] something of that sort that could help us as not to get into the document. Just kind of the people just as Rafik was talking. Because I think that is one we are able to balance and the need for diversity to be taken [indiscernible] but how do we do it and still be accommodative to the community so that everybody feels part of and willing to participate? And Recommendation

2, there again, [indiscernible]. Go back to each AC and SO group within ICANN to identify the elements of diversity that are relevant and [indiscernible] or operating procedure.

I can see a hand from Sebastien.

>> SEBASTIEN: This time you can hear me?

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

>> SEBASTIEN: First I need to apologize because I was not able to participate on each and every call of this group, sorry for that. I wanted to know where is the problem made by the French representative to the [indiscernible] about the Office of Diversity? Is it outside of the discussion today or is it still somewhere in the document? I was not able to find it. Thank you.

>> FIONA ASONGA: Sebastien, I think that comes into one of the [indiscernible] recommendations. Because what we have done, we will not capture it as specific to have an Office of Diversity, but one of the subsequent recommendations we do capture the need for ICANN to have mechanisms in place to monitor and evaluate the implementation of diversity. We're not going to have an office, we're not going to have a staff, we're going to leave it for ICANN to choice between having an office and having a staff, which would be more suitable because based on, I think [indiscernible] the recommendation was [indiscernible] a need for measuring, for example Recommendation 4, that each AC/SO group within ICANN can measure [indiscernible] within their group. And we're going to say [audio feedback].

>> SEBASTIEN: Sorry, I [indiscernible] [audio feedback]. There are points to get some [audio feedback] I really think we need as a group to think about an Office of Diversity, where ever is this office, but I don't think, I don't think that we must leave that in the end of the so called

ICANN organization. I want to lead them into the ICANN organization that [indiscernible] the whole system, not just staff.

And my second point is that we can't leave this discussion only at the level of each SO/AC/groups. We need also to have a broader discussion on what can be implemented as diversity as soon as possible, and for some, it will take more time. But we can't be so this group is to deliver a document saying, yes, do your best. Why the point to do all this work? I think we need to find the agreement of, what are the more important part of what we discussed in the list of diversity items? And to try to see how it could be implemented in, of course, each and every SO. I am sorry, but you can't just say it's their job. It's also a question of global image of ICANN and this global image we need to be all accountable for that, not just a part of the organization, but the whole sorry, each part of ICANN global system, but not just each part. And we need to fine tune for that. And I think it's one of our responsibilities, we can't leave that back to each and every [indiscernible], we can't leave that to the community, whatever the definition of community, because we are the group who has spent more time on discussing this issue. Now it's really time to find a way to have a real proposal to make changes in the situation of diversity in ICANN. Thank you. I'm sorry to be a little bit long.

>> FIONA ASONGA: Thank you for that. No problem. Appreciated. However, I would like to call upon you to look at all of the recommendations [indiscernible] to figure out where we're at, where do you want to get to? If we can review, we have assessed and reviewed where we are at now, now where you want to get to, a place to have that vision, to have that Office of Diversity, but whether that is going to be something that can be accepted by ICANN as an organization, the Board, budgetary [indiscernible] and all, we still don't know.

We need to evaluate that, which we haven't done. And so we have and that is where we have not specifically captured that there has to be an Office of Diversity, but we have implied that there is a need to pay extra attention by the Board and organization on issues of diversity, which then should be able to [indiscernible] ICANN staff should be should be made available to support the collection recording, analysis, [indiscernible] and the information related to ICANN organization, ICANN Board, ICANN staff, ICANN community. If we proceed that way, then it's really open because then it still covers, and we have not emphasized this enough. What I would be cautious about doing is being very prescriptive and then being told, oh, it can't be done now because we are still awaiting budget approval. And next year's budget has already been approved, so this cannot be accommodated in the next 12 months. We don't have the opportunity as a community to pressure ICANN on beginning to take action regarding measures that would be, like, having one staff responsible for making sure that all of the [indiscernible] of the ACs and SOs have [indiscernible] measuring and capturing all the data we want and keeping track of diversity. That's a good stepping point. It is prescriptive, but it ends up being [indiscernible] even though it is a good recommendation, it cannot be implemented. That does not give us an appropriate position. So we end up wasting another 12 months before anything is done. How do we best capture it? [Indiscernible] our report is completed, which is possible, so everybody within ICANN, the community, the staff, everybody, can begin to play their role in as far as diversity is concerned. Because if we can do that, then we have a better chance of seeing our overall vision of diversity achieved, then it will become prescriptive and we will end up with an excuse of why something cannot can implemented.

Sebastien, you still have your hand up?

>> SEBASTIEN: Yes, please. [Audio breaking up]. Thank you, Fiona. First of all, I don't think that it's our role to take into account the budgetary implementation of every recommendation we make. When the CEO made the Office of Complaint, it was not in the budget, it was not discussed by any one of us in the community, and not in work stream 1 or work stream 2, it was done. But what we are doing, it's a report to the CEO and that's to try to give some feedback on what's being [indiscernible] in the chat. We are not writing a document to the CEO, we are writing a report for work stream 2 and for ICANN as a whole. And we will see if it's the role of the staff to do things or if the roles of other parts of the organization. And if I recall well, the proposal about the Office of Diversity was to have something independent from staff, therefore, yes, there will be some budgetary implications and that's something we can cope with, but it is not a proposal to have the staff doing it. It's something we need to think about to have it outside. And there's some discussion in the IM about do we need to have this function about watching about diversity within the organization if it's done by the [indiscernible] office, for example, or another office. But if we I think that the document we are writing, it's not for the staff, it's not for the CO, it's for the whole organization. Thank you. And I hope that I am not micro managing. And if I do so, I'm sorry, Finn, but I don't think I am doing micro management here. Thank you.

>> FIONA ASONGA: Thank you. We are reaching the end of the hour, so [indiscernible] quick [indiscernible]. I see Bernard's hand went up and then Julie Hammer. Bernard, you have the floor.

>> BERNARD TURCOTTE: Thank you. In response to Sebastien, I mean, very good presentation of one angle of the thing. I will simply remind this group of two things that I have said. The first is regardless if the Plenary approves this, the chartering organizations have to approve this.

And after the chartering organizations approve it, the Board has to approve it. So I think practical considerations have been noted in the public comments, so it's not private or secret comments. The Board and the organization in their comments to some of the recommendations, and I will draw your attention to the SO/AC/group to their recommendations to the transparency group. And what is said in there, black and white, is, you know, requiring specific allocation of resources will require the community, even if these things get approved, will require the community to make budget decisions. So I think that is a real concern. Thank you.

>> FIONA ASONGA: Thank you, Bernard. Julie Hammer.

>> JULIE HAMMER: Yes, thanks, Fiona. Look, I support what you said about wanting to leave the issue of whether an Office of Diversity is implemented. It's an operational manner. I didn't think we should be specifying it and I don't really agree with what Sebastien said here. And I was a bit taken by surprise when Sebastien said that he saw it as not a staff issue, but rather a community entity because in my view, the function as opposed to have it might be done, is one of, you know, assisting to collect and hold and analyze data. And certainly any suggestion that it might be the community trying to, I guess, oversee implementation of diversity within other parts of the community, I don't think that would be well received. Certainly what's happened with the accountability subgroup is that they've recommended that implementation of their recommendations might be looked at as part of an SO/AC organizational review. But, yeah, I agree with you, Fiona, I think this needs to take into account the resources very carefully. And I see this recommendation as very much a support function related to collection and analysis and storage of information. Thanks.

>> FIONA ASONGA: Thank you very much, Julie, for putting that through. And I see we are coming to the end of the call. We need to go back and possibly discuss the recommendation, making sure that we are giving really a top level guidance to what we think needs to be done with regard to diversity and allowing the organization to make the operational decisions and yet [indiscernible] an Office of Diversity. However, we can [indiscernible] give a recommendation that allows for that to be done and allows [indiscernible] the organization to review and see how to in the meantime see how other recommendations have been presented. We need to go back and look at Recommendation 1 to entertain and look at the recommendations within the main document as well as the executive summary. [Indiscernible] I think it's [indiscernible] and accurate and we know exactly what we mean. And if we can agree on this, I would really like to move to the next level and have it go to the Plenary session, probably, I think, I suggest Rafik and I and the drafting team clean up the document and add in comments that have been given so far and send out a clean document for our next call so that we can then [indiscernible] and then go through it and be able to discuss and review the document and if we can agree on that, on the document [indiscernible] we can agree to [indiscernible] Plenary.

And, yes, I think it would be very helpful to us if you can answer the annotated recommendations so we can see where the language is not clear and what can be improved on.

So if Bernard could possibly in the next two or three days [indiscernible] drafting team can incorporate the draft into the new document that we will distribute to everybody before the next call, that would be extremely helpful. How long do you think it will take you, Bernard?

>> BERNARD TURCOTTE: From the time I get your cleaned up version, I should be able to turn that around in about 24 48 hours.

>> FIONA ASONGA: Thank you very much. That is much appreciated. So we will plan on getting that to you within the next [indiscernible].

So with that, I think we have come to the end of our call. Thank you so much, everybody, for your time. Thank you for being able to participate. Thank you for the chats and for those that were able to speak. And I look forward to our call. And maybe in between we will have a document, cleaned up document that we can agree that should be able to provide much more clarity and our position.

Bye for now.

>> Thanks, Fiona. Bye.