

**Diversity Meeting #10 (25 January @ 13:00 UTC)**

# Attendees:

**Sub-group Members:** Avri Doria, Cheryl Langdon-Orr, Finn Petersen, Fiona Asonga, Herb Wayne, Jorge Cancio, Julie Hammer, Lito Ibarra, Lousewies van der Laan, Rafik Dammak, Sebastien Bachollet (11)

**Staff:** Brenda Brewer, Nathalie Vergnolle, Laena Rahim, Yvette Guigneaux, Meghan Healy, Ergys Ramaj, Chris Gift (7)

**Apologies:** Dalila Rahmouni

*\*\* If your name is missing from attendance or apology, please send note to [acct-staff@icann.org](mailto:acct-staff@icann.org) \*\**

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## Transcript

- Word Doc \*Apologies for the delay
- PDF \*Apologies for the delay

## Recording

- [Adobe Connect Replay](#)
- [mp3 Replay](#)

## Agenda

[Diversity Subgroup call 25Jan17 agenda-action items.pdf](#)

## Notes

1. Roll Call
2. Review of Actions items
  - Report on what data is being collected was distributed to the mailing list. Asking the group to review.
  - Questionnaire was worked on, will be discussed later in today's call.
3. Participation Data Collection - *Discussion with Chris Gift (CG)*
  - CG: we do collect data across the organization, but it is difficult to do anything with all the data because it is collected in different systems, and the data is not identified (for example, if 3000 people attend a meeting, and another 3000 next meeting, we don't know if it is the same people or different people)
  - Having a Global Account would allow participants to access the different systems with single sign-on.
  - Also enables to identify participants and analyze group participation.
  - Rafik: How can you ensure that the data will be populated? and will it include diversity data?
  - CG: The current [ICANN.org](https://www.icann.org) profile/sign-up doesn't give you a lot, but there are other activities where signing in is mandatory (eg meetings, work groups...). The idea would be that you need to create a global account before you can sign-up for a working group, or register for a meeting.
  - CG: we want to get guidance from the community in terms of which data to collect, and from this group in particular. Also would be interested in hearing thoughts on data privacy.
  - We'll ensure data consistency, and have a reporting tool to analyze the data that will be collected.
  - Rafik: we have discussed elements of diversity that we'd like to collect.
  - CG: we'd like to be able to report on each participant's activity within ICANN
  - Sebastien: will the system help track data on leadership? Also, today, community members have to enter similar information multiple times, in particular multiple SOIs - how will this work?
  - CG: the global account will capture leadership information.
  - CG: for SOI, we are working on something else called Global Enrollment. We are prototyping right now, and will present the concept in Copenhagen.
  - **Lousewies van der Laan:** I think people will be willing to volunteer more personal information if there is a strong privacy guarantee and they know aggregate data will be anonymised.
  - **Chris Gift:** Agreed. We have to be clear about privacy and about opt-in / opt-out
  - Rafik: people may be active in other ways than signing-up for meetings or work groups, you should list use cases to make sure you have in mind all the different types of involvement and how to capture these.
  - **Lousewies van der Laan:** I think on languages it would be good to give people various options : languages I can easily engage in, ones I can follow but will feel limited when in meeting etc.
  - CG: The Global Account is more than just Single Sign-on, it is a way to capture data and be able to report on it. The Global Enrollment project focuses on joining work groups

**ACTION** (subgroup): get more input from the subgroup and provide more feedback for the Global Account project.

**ACTION** (Chris Gift): send documentation to the subgroup about Global Enrollment

4. Review of Draft questionnaire
  - Some work was done to the questionnaire.
  - Julie Hammer: first 2 questions were crossed out, I think there are fundamental to the questionnaire
  - Rafik: there was a concern to limit the number of questions.

- **FIONA ASONGA 2:** I think Questions 1 and 2 are important
- Questions 7, 9, 10, 11 will be deleted, and questions 1 and 2 will be brought back in.
- Add to question 6: which level of details

**ACTION** (questionnaire drafting team): update questionnaire with inputs received

5. *AOB - ICANN Ombudsman Office & Diversity office proposal (Sebastien Bachollet)*

- **Sebastien (ALAC):** The Diversity-DT is currently working and discussing on a "Proposal to create an office of diversity within ICANN, to collect data and make proposals to improve diversity." In the discussion of the IOO-DT we have suggested to include this in the ICANN Ombuds Office as the « Ombuds should promote diversity, ethical behaviour, human rights, and fairness" and because the IOO is an (the only for the moment) independent body within ICANN. Can both the Diversity-DT and the IOO-DT consider this proposal?
- Rafik: the subgroup hasn't yet followed-up on the proposal of creating an office of diversity. One concern I see with have the IOO take that role is that it diverts it from its original role of Ombudsman.
- Sebastien: the question is whether it is a duty for the community, for staff, or for an independant party, such as the Ombuds office. If there is more work falling under the Ombuds Office, it may require more than 1 or 2 persons.

**ACTION** (subgroup): continue the discussion about office of diversity on the mailing list

• **FIONA ASONGA 2:** I think we shall need to review what diversity roles the office will play before we can firm up

## Documents Presented

[Vision-GlobalAccount-v1.pdf](#)

[CCWG-AWS2DraftQuestionsonDiversity.pdf](#)

## Chat Transcript

Yvette Guigneaux: (1/24/2017 16:38) Welcome all to the Diversity Subgroup Meeting #10 | 25 January @ 13:00 UTC!

Yvette Guigneaux: (16:38) To mute & unmute phone, please press \*6

Rafik: (1/25/2017 04:54) hi all

Brenda Brewer: (04:55) Good day!

Brenda Brewer: (05:00) Unable to reach Fiona with dialout numbers provided. I will continue to try to reach her by phone.

Rafik: (05:00) we can start in 1 or 2 minutes just to get more attendees

Lousewies van der Laan: (05:23) I think people will be willing to volunteer more personal information if there is a strong privacy guarantee and they know aggregate data will be anonymised.

Chris Gift: (05:28) @sebastien I'll send you a vision document for Global Enrollment

Chris Gift: (05:29) @lousewies Agreed. We have to be clear about privacy and about opt-in / opt-out

Sebastien (ALAC): (05:29) @Thanks Chris

Lousewies van der Laan: (05:31) I think on languages it would be good to give people various options : languages I can easily engage in, ones I can follow but will feel limited when in meeting etc.

Lousewies van der Laan: (05:33) Will there be an easy option (for people who dont care about privacy :-)) like a quick link to your Facebook account?

Chris Gift: (05:34) @lousewies Those are ideas we should explore. Right now you can link your [icann.org](http://icann.org) profile to your LinkedIn profile.

Lousewies van der Laan: (05:34) @Chris - I just learned something :-)

Sebastien (ALAC): (05:35) @Lousewies, it will be the reverse the ICANN account will be use for Facebook and other social media ;)

Lousewies van der Laan: (05:38) :-)

Yvette Guigneaux: (05:39) hi Fiona - can you hear us? unmuted your line on this end - feel free to speak

FIONA ASONGA 2: (05:39) I am slightly challenged

Chris Gift: (05:39) I'll drop off the call. Thank you everyone for your time and interest in this project. I look forward to hearing from you and for your guidance.

FIONA ASONGA 2: (05:39) Please proceed Rafik.

Yvette Guigneaux: (05:39) thank you Chris

Yvette Guigneaux: (05:40) Fiona, we had some background echo on the line - if you need to speak press \*6 (star 6)

Sebastien (ALAC): (05:40) Can you give us access to the document (to allow us to move it)?

Yvette Guigneaux: (05:40) if there's anything i can do on this end, let me know know

Cheryl Langdon-Orr (CLO): (05:41) problem is at least for my profile link to Linked In the ICANN site only shows the original capture not any of the ensuing LinkedIn updates that I have made since... and there has been lots!

Yvette Guigneaux: (05:41) hi everyone - if you are speaking, please mute your computer speakers to avoid echo if possible, thank you

Yvette Guigneaux: (05:42) scrolling now available if need be

Sebastien (ALAC): (05:42) Thanks Yvette

FIONA ASONGA 2: (05:43) I think Questions 1 and 2 are important

Yvette Guigneaux: (05:44) yw

FIONA ASONGA 2: (05:46) I'm in support of deleting q%

FIONA ASONGA 2: (05:46) Sorry Q5

FIONA ASONGA 2: (05:46) or previous Q7

FIONA ASONGA 2: (05:47) +1 Sebastien

Sebastien (ALAC): (05:50) The Diversity-DT is currently working and discussing on a "Proposal to create an office of diversity within ICANN, to collect data and make proposals to improve diversity." In the discussion of the IOO-DT we have suggested to include this in the ICANN Ombuds Office as the « Ombuds should promote diversity, ethical behaviour, human rights, and fairness" and because the IOO is an (the only for the moment) independent body within ICANN. Can both the Diversity-DT and the IOO-DT consider this proposal?

Herb Waye Ombuds: (05:57) SOrry folks... timing was off this morning... I will read the transcript to catch up

Yvette Guigneaux: (05:58) hi Herb, good day, the Adobe Replay will be available right after the call in case you want to listen in to the recording - a little faster then transcripts

Herb Waye Ombuds: (05:59) Thanks Yvette

FIONA ASONGA 2: (05:59) I think we shall need to review what diversity roles the office will play before we can firm up

avri doria: (06:01) bye

Lito Ibarra: (06:01) Bye

FIONA ASONGA 2: (06:01) bye thanks

Cheryl Langdon-Orr (CLO): (06:01) bye