

# Diversity Meeting #33 (08 February 2018 @ 13:00 UTC)

## Attendees:

**Sub-group Members:** Amal Al-saqqaf, Avri Doria, Cheryl Langdon-Orr, Dalila Rahmouni, Fiona Asonga, Herb Waye, Judith Hellerstein, Julie Hammer, Lito Ibarra, Marie-Noemie Marques, Olga Cavalli, Rafik Dammak, Renata Aquino Ribeiro

**Observers/Guests:** /

**ICANN Organization:** Bernard Turcotte, Brenda Brewer, Meghan Healy, Sabrina Mosquera, Sara Caplis

**Apologies:** /

**Interpretation Stats:**

- FR = 1
- ES = 0

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

---

## Transcript:

- [Word Doc](#)
- [PDF](#)

## Recording:

- [Adobe Connect Replay](#)
- mp3 Replay | [EN](#) | [ES](#) | [FR](#) |

## Agenda:

1. Welcome
2. Discuss Public Comments
3. AOB
4. Next meeting: 15 February @ 13:00 UTC

## Raw Captioning Notes

Disclaimer: This rough edit transcript, which may contain missing, misspelled or paraphrased words, is only provided for your immediate review and is not certified as verbatim and is not to be cited in any way.

- [Word Doc](#)
- [PDF](#)

## Decisions:

- Recommendation 3 – no changes based on comments
- Recommendation 4 – no changes based on comments
- Recommendation 5 – recommend following edits based on comment 5.03
  - Each SO/AC/group, supported by ICANN staff, should undertake a regular update, **ideally annually but at least every 3 years**, of their diversity assessment against their Diversity Criteria and objectives at all levels including leadership. They should publish the results on their official website and use this information to review and update their objectives, strategies and timelines.
- Recommendation 6 - no changes based on comments.
- Recommendation 7 – recommend following edits based on comment 7.03
  - ICANN staff **should support the SO/AC/Groups** in developing and publishing a process for dealing with diversity related complaints and issues.
- Recommendation 8 – recommend following edits based on comment 8,02
  - ICANN staff should support the capture, analysis and communication of diversity information, **seeking external expertise if needed**, in the following ways:
    - Include discussion of remaining comments sections 9, 10 and 11 at next meeting.

## Action Items:

- **FA,RD – Distribute reflection document on External Oversight / Office of Diversity to the sub-group list.**
- **Staff – Provide red-line and clean copy of accepted draft changes to the recommendations.**

## Requests:

- Sub-group read remaining comments prior to the next meeting and be prepared to discuss these.

## Next Meeting:

- Thursday 15 February 2018 13:00 UTC

## Documents Presented:

- [Diversity-Public Comments-January2018-Summary](#)

## Chat Transcript:

Brenda Brewer: (2/8/2018 06:29) Good day all! Welcome to Diversity Subgroup Call #33 on 8 February 2018 @ 13:00 UTC.

Brenda Brewer: (06:29) When not speaking, please mute your phone by pressing \*6 (star 6). To unmute, \*7. This call is recorded.

Brenda Brewer: (06:30) Reminder to all, for captioning and transcription, please state your name before speaking and speak slowly. Thank you!

Bernard Turcotte - ICANN: (06:56) HELLO ALL

Olga Cavalli: (06:59) hello

Fiona Asonga: (06:59) Hallo everyone

Renata Aquino Ribeiro: (07:00) hello

Herb Waye Ombuds: (07:01) Greetings everyone

Bernard Turcotte - ICANN: (07:03) let me check on that

Bernard Turcotte - ICANN: (07:04) will get the numbered version up shortly

Bernard Turcotte - ICANN: (07:05) coming up

Renata Aquino Ribeiro 2: (07:05) should there be any document on the screen?

Bernard Turcotte - ICANN: (07:06) there we go

Renata Aquino Ribeiro 2: (07:06) see it now, thanks

Rafik: (07:06) recommendation #3

Julie Hammer (SSAC): (07:09) Suggest that we note these points.

Rafik: (07:09) in particular privacy matter

Julie Hammer (SSAC): (07:09) There is no need to change our recommendation.

Rafik: (07:10) we are no covering diveristy of staff for example, yes

Rafik: (07:11) for NCSg comment, I think we can leave that as note for implementation regarding common toolkit

Bernard Turcotte - ICANN: (07:11) @Rafik - correct

Bernard Turcotte - ICANN: (07:13) Same comment as previous from Board

Rafik: (07:13) yes, seems the case

Julie Hammer (SSAC): (07:13) As before, we note the comments of the Board but do not need to change the recommendation.

Brenda Brewer: (07:13) Please stand by, we are reconnecting Fiona's audio.

Rafik: (07:13) we need to track those notes and compile them

Bernard Turcotte - ICANN: (07:16) so no changes to rec 4

Julie Hammer (SSAC): (07:17) Each SO/AC/group, supported by ICANN staff, should undertake a regular update, ideally annually, of their diversity assessment against their Diversity Criteria and ...

Bernard Turcotte - ICANN: (07:18) matches the tone of the other recommendations

Bernard Turcotte - ICANN: (07:19) and does not really change the spirit of the rec

Cheryl Langdon-Orr (CLO): (07:19) I can agree to that softening from annual

Bernard Turcotte - ICANN: (07:19) noted

Bernard Turcotte - ICANN: (07:20) So only change to rec 5 is suggested text by JH

Rafik: (07:20) maybe adding a range? ideally annually but not later than 3 years?

Bernard Turcotte - ICANN: (07:21) I can merge these two suggestions into the text

Julie Hammer (SSAC): (07:21) Good suggestion, Rafik.

Rafik: (07:24) board raising concerns about privacy matter

Rafik: (07:24) I think we agree to leave a note here about privacy to be considered during implementation

Bernard Turcotte - ICANN: (07:25) suggested wording for rec 5 - Each SO/AC/group, supported by ICANN staff, should undertake a regular update, ideally annually but at least every 3 years, of their diversity assessment against their Diversity Criteria and objectives at all levels including leadership. They should publish the results on their official website and use this information to review and update their objectives, strategies and timelines.

Bernard Turcotte - ICANN: (07:25) My hand on this

Fiona Asonga: (07:26) Thanks Bernard

Herb Wayne Ombuds: (07:26) need to run folks, attending mediation training this week class starts in 5. All the best

Bernard Turcotte - ICANN: (07:30) rec 6 no changes

Bernard Turcotte - ICANN: (07:30) time check - 30 minutes left in call

Rafik: (07:31) thanks for explanation Bernie, so an implementation oversight will handle that later on

Bernard Turcotte - ICANN: (07:31) that is what is proposed

Bernard Turcotte - ICANN: (07:32) 7.03 seems a very friendly amendment

Julie Hammer (SSAC): (07:32) ICANN staff should support the SO/AC/Groups in developing and publishing a process for dealing with diversity related complaints and issues.

Rafik: (07:33) what is the current wording?

Bernard Turcotte - ICANN: (07:33) Recommendation 7: ICANN staff should develop and publish a process for dealing with diversity related complaints and issues.

Bernard Turcotte - ICANN: (07:34) 7.03 amendment accepted

Bernard Turcotte - ICANN: (07:36) seems like an implementation concern

Julie Hammer (SSAC): (07:36) Something to be noted.

Rafik: (07:36) Gov of India suggestion can be considered during implementation, cultural sensitivity awareness and training, related to relevant recommendations

Rafik: (07:36) yes to be added to notes

Bernard Turcotte - ICANN: (07:37) essentially same comment as previous

Bernard Turcotte - ICANN: (07:37) So only change to rec 7 as per 7.03

Julie Hammer (SSAC): (07:40) Issues from India and Board same as earlier

Julie Hammer (SSAC): (07:40) To be noted

Bernard Turcotte - ICANN: (07:40) rafik hands

Bernard Turcotte - ICANN: (07:40) hand

Bernard Turcotte - ICANN: (07:41) Julie - hand

Bernard Turcotte - ICANN: (07:41) Bernard hand

Bernard Turcotte - ICANN: (07:43) fiona?

Bernard Turcotte - ICANN: (07:43) no sound

Renata Aquino Ribeiro 2: (07:44) Apologies I'll need to drop but will catch up and contribute via list

Bernard Turcotte - ICANN: (07:46) bernard hand

Bernard Turcotte - ICANN: (07:47) Rec 8 amend per 8.02 text to come

Rafik: (07:48) gov of india comment it is the same comment like for previous rec

Rafik: (07:50) for BC comments, they can be compiled in notes for implementation

Rafik: (07:50) since they are going into specifics about what should be collected

Bernard Turcotte - ICANN: (07:51) suggested text for rec 8 - Recommendation 8: ICANN staff should support the capture, analysis and communication of diversity information, seeking external expertise if needed, in the following ways:

Rafik: (07:51) thanks Bernard, fine with this wording

Bernard Turcotte - ICANN: (07:51) 8.06 is implementation related

Julie Hammer (SSAC): (07:52) Wording sounds good. Thanks, Bernanrd.

Bernard Turcotte - ICANN: (07:53) will do

Rafik: (07:53) also the notes :)

Bernard Turcotte - ICANN: (07:54) @Rafik - the notes will be the public comments which will be considered in implementation.

judith hellerstein: (07:54) Should we reserve this for another session

Rafik: (07:55) that is the intent

Bernard Turcotte - ICANN: (07:55) Dalila hand

Bernard Turcotte - ICANN: (07:56) no sound

Rafik: (07:56) maybe through interpreter?

Dalila RAHMOUNI: (07:56) do you hear me?

Brenda Brewer: (07:56) Dalila is on FR channel

Brenda Brewer: (07:56) stand by please

Dalila RAHMOUNI: (07:56) ok

Dalila RAHMOUNI: (07:57) Next week; will this point in the agenda?

Dalila RAHMOUNI: (07:57) Ok, thank you very much

Bernard Turcotte - ICANN: (07:57) nest meeting 15 Feb 1300 UTC

Bernard Turcotte - ICANN: (07:57) NEXT

judith hellerstein: (07:58) @bernard, I am sending my apologies for this cnext call as I will be away

Bernard Turcotte - ICANN: (07:58) bye all

Rafik: (07:59) bye all

Dalila RAHMOUNI: (07:59) by

Fiona Asonga: (07:59) Bye All

Lito Ibarra: (07:59) Bye all

avri doria: (08:00) bye