

# Diversity

## Active Participants:

1. **Fiona Asonga - Co-Rapporteur**
2. **Rafik Dammak - Co-Rapporteur**
3. Aarti Bhavana
4. Abdeldjalil Bachar Bong
5. Adebunmi Akinbo
6. Agustina Callegari
7. Alain Bidron
8. Alice Munyua
9. Amal Al-saqqaf aka Amal Ramzi
10. Antonella Perini
11. Andreea Brambilla
12. Athina Fragkouli
13. Avri Doria
14. Beran Gillen
15. Carolina Aguerre
16. Cheryl Langdon-Orr
17. Chris LaHatte
18. Corinne Cath
19. Dalila Rahmouni
20. Daniel Nanghaka
21. Erica Varlese
22. Finn Petersen
23. Gangesh Varma
24. Ghislain de Salins
25. Gunela Astbrink
26. Guru Acharya
27. Herb Wayne
28. Jorge Cancio
29. Judith Hellerstein
30. Julie Hammer
31. Jyoti Panday
32. Kimberly Anastácio
33. Malcolm Huty
34. Marie-Noémie Marques
35. Mona Al Achkar
36. Niels ten Oever
37. Olévié Kouami
38. Olivier Muron
39. Olga Cavalli
40. Pam Little
41. Pär Brumark
42. Paul Twomey
43. Pua Hunter
44. Rachel Pollack
45. Rafael Perez Galindo
46. Renata Aquino Ribeiro
47. Rinalia Abdul Rahim
48. Samantha Eisner
49. Sebastien Bachollet
50. Seun Ojedeji
51. Snehashish Ghosh
52. Sonigitu Ekpe
53. Tijani Ben Jemaa
54. Tracy Hackshaw

## Observers:

1. Akinremi Peter Taiwo
2. Alan Greenberg
3. Amrita Choudhury
4. Anivar Aravind
5. Arlene Tungali
6. Bukola Fawole
7. Christopher Hemmerlein
8. Diego Acosta Bastidas
9. Elizabeth Bacon
10. Emile Milandou
11. Etienne Tshishimbi
12. Farah Bhatti
13. Farzaneh Badii
14. Francis Olivier Cubahiro
15. Haifa Mezher Arango
16. Iftikhar Shah
17. Igor Sant'Anna Resende
18. Isaac Maposa
19. Isaquie Manteiga Joaquim
20. Jan Scholte
21. Jimson Olufuye
22. Johan Helsingius
23. John Curran
24. Jordan Carter
25. Julia Charvolen
26. Livia Walpen
27. Luisa Paez
28. Manal Ismail
29. Marine C. Gossa
30. Miguel Ignacio Estrado
31. Monica Soliño
32. Osvaldo Novoa
33. Pascal Bekono
34. Pablo Andrés Mazurier
35. Philip Corwin
36. Renu Sirothiya
37. Rita Houkayem
38. Robin Gross
39. Sarah Kiden
40. Satish Babu
41. Shreedeep Rayamajhi
42. Taylor RW Bentley
43. Tom Dale
44. Vidushi Marda
45. Vinay Kesari

## Board Liaisons:

1. Lousewies van der Laan
2. Lito Ibarra (backup)

## Mailing List address:

[ws2-diversity@icann.org](mailto:ws2-diversity@icann.org)

## List Archives:

<http://mm.icann.org/pipermail/ws2-diversity/>

**Active Participants** engage in the day-to-day discussions of the particular topic. Each active participant is expected to spend at least 3-5 hours per week on sub-group work and will have posting rights to the mailing list.

**Observers** follow the topic discussion but not actively participate at the sub-group level. Observers are not expected to spend time on sub-group work and will not have posting rights to the mailing list.

## Documents:

For Google Doc assistance - please see tutorial: [https://www.youtube.com/watch?v=CeFJvXhFJd8\[youtube.com\]](https://www.youtube.com/watch?v=CeFJvXhFJd8[youtube.com])

| Date        | DOC                                                | PDF |
|-------------|----------------------------------------------------|-----|
| 18 Sep 2016 | <a href="#">Draft Staff Paper (doc)</a>            | N/A |
| 17 Oct 2016 | <a href="#">Diversity 'Strawman V1' Google Doc</a> | N/A |
| 01 Dec 2016 | <a href="#">Diversity Strawman V2' Google Doc</a>  | N/A |

|             |                                                                                                                          |                                                                                                                                                                                                                |
|-------------|--------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 16 Dec 2016 | Diversity SO/AC Questionnaire Google Doc                                                                                 | <a href="#">pdf version as of 19 Dec 16</a>                                                                                                                                                                    |
| 05 Jan 2017 | <a href="#">Questionnaire</a>                                                                                            | <a href="#">Questionnaire</a>                                                                                                                                                                                  |
| 05 Jan 2017 | <a href="#">Strawman Document</a>                                                                                        | <a href="#">Strawman Document</a>                                                                                                                                                                              |
| 24 Jan 2017 | NA                                                                                                                       | <a href="#">Diversity Stats Slides</a>                                                                                                                                                                         |
| 24 Jan 2017 | <a href="#">Diversity Data: Sources, Challenges &amp; Opportunities</a>                                                  | NA                                                                                                                                                                                                             |
| 24 Jan 2017 | N/A                                                                                                                      | <a href="#">Vision: ICANN Global Account</a>                                                                                                                                                                   |
| 13 Feb 2017 | N/A                                                                                                                      | <a href="#">Diversity Report - draft 1</a>                                                                                                                                                                     |
| 22 Feb 2017 | N/A                                                                                                                      | <a href="#">ICANN paper on Global Enrollment from Chris Gift</a>                                                                                                                                               |
| 23 Mar 2017 | N/A                                                                                                                      | <a href="#">Plenary Meeting-20170316-Diversity-Questionnaire</a>                                                                                                                                               |
| 29 Mar 2017 | NA                                                                                                                       | <a href="#">Diversity-Questionnaire V1.0 to 1.1 red line</a>                                                                                                                                                   |
| 19 Apr 2017 | N/A                                                                                                                      | <a href="#">Gender Participation Survey Draft</a>                                                                                                                                                              |
| 26 Apr 2017 | N/A                                                                                                                      | <a href="#">WS2 DIVERSITY REPORT – Draft V2</a>                                                                                                                                                                |
| 26 Apr 2017 | N/A                                                                                                                      | <a href="#">GAC Underserved Regions Survey_Fiji</a>                                                                                                                                                            |
| 21 Jul 2017 | <a href="#">Consolidated Comments (Google Doc)</a>                                                                       | N/A                                                                                                                                                                                                            |
| 15 Aug 2017 | <a href="#">WS2 Diversity Report - Draft v5 (Google Doc)</a>                                                             | <a href="#">WS2 Diversity Report - Draft v5</a>                                                                                                                                                                |
| 22 Aug 2017 | N/A                                                                                                                      | <a href="#">WS2 Diversity Report - V6 clean</a>                                                                                                                                                                |
| 26 Oct 2017 | <a href="#">ICANN Announcement of CCWG-Accountability Work Stream 2 (WS2) draft recommendations to Improve Diversity</a> | <a href="#">CCWG-ACCT WS2 - Recs-Diversity-26 oct 17</a>                                                                                                                                                       |
| 18 Jan 2018 | N/A                                                                                                                      | <ul style="list-style-type: none"> <li><a href="#">Diversity - Public Comments-Jan 2018-Summary</a></li> <li><a href="#">CCWG Accountability WS2 - Diversity-PublicComments-January2018-Summary</a></li> </ul> |
| 29 Jan 2018 | N/A                                                                                                                      | <a href="#">Diversity - Public Comments of the French Government</a>                                                                                                                                           |
| 08 Feb 2018 | N/A                                                                                                                      | <a href="#">CCWG-Accountability-WS2-Diversity-DraftRecommendationsV1.4-PublicCommentsedits-RedLine.pdf</a>                                                                                                     |
| 18 Feb 2018 | N/A                                                                                                                      | <a href="#">CCWG-Accountability-WS2-Diversity-FinalRecommendations-RedLine.pdf</a>                                                                                                                             |
| 18 Feb 2018 | N/A                                                                                                                      | <a href="#">CCWG-Accountability-WS2-Diversity-FinalRecommendations-Clean.pdf</a>                                                                                                                               |

#### Meetings:

| Date        | Time                           | Wiki page link                                                                          |
|-------------|--------------------------------|-----------------------------------------------------------------------------------------|
| 08 Aug 2016 | Meeting #1 - 13:00 - 14:00 UTC | <a href="https://community.icann.org/x/eyGOAw">https://community.icann.org/x/eyGOAw</a> |

|             |                                 |                                                                                         |
|-------------|---------------------------------|-----------------------------------------------------------------------------------------|
| 07 Oct 2016 | Meeting #2 - 19:00 - 20:00 UTC  | <a href="https://community.icann.org/x/oQasAw">https://community.icann.org/x/oQasAw</a> |
| 14 Oct 2016 | Meeting #3 - 19:00 - 20:00 UTC  | <a href="https://community.icann.org/x/tAG4Aw">https://community.icann.org/x/tAG4Aw</a> |
| 21 Oct 2016 | Meeting #4 - 13:00 - 14:00 UTC  | <a href="https://community.icann.org/x/VBu4Aw">https://community.icann.org/x/VBu4Aw</a> |
| 06 Dec 2016 | Meeting #5 - 13:00 - 14:00 UTC  | <a href="https://community.icann.org/x/YBu4Aw">https://community.icann.org/x/YBu4Aw</a> |
| 13 Dec 2016 | Meeting #6 - 05:00 - 06:00 UTC  | <a href="https://community.icann.org/x/7pfDAw">https://community.icann.org/x/7pfDAw</a> |
| 20 Dec 2016 | Meeting #7 - 13:00 - 14:00 UTC  | <a href="https://community.icann.org/x/85fDAw">https://community.icann.org/x/85fDAw</a> |
| 05 Jan 2017 | Meeting #8 - 13:00 - 14:00 UTC  | <a href="https://community.icann.org/x/Ha3DAw">https://community.icann.org/x/Ha3DAw</a> |
| 13 Jan 2017 | Meeting #9 - 19:00 - 20:00 UTC  | <a href="https://community.icann.org/x/N63DAw">https://community.icann.org/x/N63DAw</a> |
| 25 Jan 2017 | Meeting #10 - 13:00 - 14:00 UTC | <a href="https://community.icann.org/x/PK3DAw">https://community.icann.org/x/PK3DAw</a> |
| 31 Jan 2017 | Meeting #11 - 13:00 - 14:00 UTC | <a href="https://community.icann.org/x/Ra3DAw">https://community.icann.org/x/Ra3DAw</a> |
| 17 Feb 2017 | Meeting #12 - 13:00 - 14:00 UTC | <a href="https://community.icann.org/x/wpzRAw">https://community.icann.org/x/wpzRAw</a> |
| 24 Feb 2017 | Meeting #13 - 13:00 - 14:00 UTC | <a href="https://community.icann.org/x/y5zRAw">https://community.icann.org/x/y5zRAw</a> |
| 03 Mar 2017 | Meeting #14 - 13:00 - 14:00 UTC | <a href="https://community.icann.org/x/0JzRAw">https://community.icann.org/x/0JzRAw</a> |
| 23 Mar 2017 | Meeting #15 - 13:00 - 14:00 UTC | <a href="https://community.icann.org/x/wbHRAw">https://community.icann.org/x/wbHRAw</a> |
| 31 Mar 2017 | Meeting #16 - 19:00 - 20:00 UTC | <a href="https://community.icann.org/x/1LDRAw">https://community.icann.org/x/1LDRAw</a> |
| 06 Apr 2017 | Meeting #17 - 13:00 - 14:00 UTC | <a href="https://community.icann.org/x/_r-RAw">https://community.icann.org/x/_r-RAw</a> |
| 13 Apr 2017 | Meeting #18 - 13:00 - 14:00 UTC | <a href="https://community.icann.org/x/-b-RAw">https://community.icann.org/x/-b-RAw</a> |
| 20 Apr 2017 | Meeting #19 - 13:00 - 14:00 UTC | <a href="https://community.icann.org/x/LNfRAw">https://community.icann.org/x/LNfRAw</a> |
| 26 Apr 2017 | Meeting #20 - 13:00 - 14:00 UTC | <a href="https://community.icann.org/x/L9fRAw">https://community.icann.org/x/L9fRAw</a> |
| 12 May 2017 | Meeting #21 - 13:00 - 14:00 UTC | <a href="https://community.icann.org/x/fdrRAw">https://community.icann.org/x/fdrRAw</a> |
| 18 May 2017 | Meeting #22 - 13:00 - 14:00 UTC | <a href="https://community.icann.org/x/hNrRAw">https://community.icann.org/x/hNrRAw</a> |
| 01 Jun 2017 | Meeting #23 - 13:00 - 14:00 UTC | <a href="https://community.icann.org/x/HABwAw">https://community.icann.org/x/HABwAw</a> |
| 08 Jun 2017 | Meeting #24 - 19:00 - 20:00 UTC | <a href="https://community.icann.org/x/DSHwAw">https://community.icann.org/x/DSHwAw</a> |
| 15 Jun 2017 | Meeting #25 - 19:00 - 20:00 UTC | <a href="https://community.icann.org/x/GiHwAw">https://community.icann.org/x/GiHwAw</a> |
| 13 Jul 2017 | Meeting #26 - 13:00 - 14:00 UTC | <a href="https://community.icann.org/x/YnDwAw">https://community.icann.org/x/YnDwAw</a> |
| 21 Jul 2017 | Meeting #27 - 13:00 - 14:00 UTC | <a href="https://community.icann.org/x/b3DwAw">https://community.icann.org/x/b3DwAw</a> |
| 28 Jul 2017 | Meeting #28 - 13:00 - 14:00 UTC | <a href="https://community.icann.org/x/dXDwAw">https://community.icann.org/x/dXDwAw</a> |
| 10 Aug 2017 | Meeting #29 - 13:00 - 14:00 UTC | <a href="https://community.icann.org/x/wwlhB">https://community.icann.org/x/wwlhB</a>   |
| 18 Aug 2017 | Meeting #30 - 13:00 - 14:00 UTC | <a href="https://community.icann.org/x/xQlhB">https://community.icann.org/x/xQlhB</a>   |
| 18 Jan 2018 | Meeting #31 - 13:00 - 14:00 UTC | <a href="https://community.icann.org/x/-iJyB">https://community.icann.org/x/-iJyB</a>   |
| 25 Jan 2018 | Meeting #32 - 13:00 - 14:00 UTC | <a href="https://community.icann.org/x/BCNyB">https://community.icann.org/x/BCNyB</a>   |
| 08 Feb 2018 | Meeting #33 - 13:00 - 14:00 UTC | <a href="https://community.icann.org/x/jQm8B">https://community.icann.org/x/jQm8B</a>   |
| 15 Feb 2018 | Meeting #34 - 13:00 - 14:00 UTC | <a href="https://community.icann.org/x/jwm8B">https://community.icann.org/x/jwm8B</a>   |

#### Action items:

| Action Item                                                                               | Owner      | Status | Notes                                                            | Open date |
|-------------------------------------------------------------------------------------------|------------|--------|------------------------------------------------------------------|-----------|
| Continue the discussion about office of diversity on the mailing list                     | Subgroup   | open   |                                                                  | 1/25/17   |
| Send documentation to the subgroup about Global Enrollment                                | Chris Gift | open   |                                                                  | 1/25/17   |
| Get more input from the subgroup and provide more feedback for the Global Account project | Subgroup   | open   | Global Account vision document can be found <a href="#">here</a> | 1/25/17   |

|                                                                                                                                             |                             |      |                                                                                                                                                                                                                                                                                             |          |
|---------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------|------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------|
| Address any remaining issues in the strawman document                                                                                       | Subgroup                    | done | <p>Link to strawman document:<br/> <a href="https://docs.google.com/document/d/1XpXaGckf9IIYGgPKdMhBgKe8gzwrUUCHgvXiz-DwOOM/edit">https://docs.google.com/document/d/1XpXaGckf9IIYGgPKdMhBgKe8gzwrUUCHgvXiz-DwOOM/edit</a></p> <p>2/10 - strawman document turned into 1st draft report</p> | 12/13/16 |
| Update questionnaire with inputs received                                                                                                   | Questionnaire drafting team | done | 01/28: updated version circulated to the mailing list (see email <a href="#">here</a> )                                                                                                                                                                                                     | 1/25/17  |
| Work on the draft questionnaire to reduce the number of questions and simplify the questions.                                               | Questionnaire drafting team | done | <p>01/06: consolidated list of questions sent to drafting team by Fiona</p> <p>01/10: cleaned version sent by Julia Charvolen to the subgroup mailing list</p>                                                                                                                              | 01/05/17 |
| Provide report on what data is being collected by what team to the subgroup (date by which the report will be available is to be confirmed) | Ergys                       | done | Document distributed to the mailing list on Jan 24 (see <a href="#">email</a> )                                                                                                                                                                                                             | 1/13/17  |
| Invite staff to discuss data collection                                                                                                     | Rafik / Fiona               | done | Ergys will join the Jan 13 call, and Chris Gift will join the Jan 25 call.                                                                                                                                                                                                                  | 12/13/16 |
| Call for volunteers to draft questions                                                                                                      | Rafik / Fiona               | done | <p>[12/16] Call for volunteers email sent to the mailing list.</p> <p>[12/16] Renata Aquino Ribeiro &amp; Beran Dondeh volunteered.</p> <p>[12/20] Alice Munyua and Pua Hunter volunteered, and Julia Charvolen will support them.</p>                                                      | 12/13/16 |
| Produce 1st draft of questionnaire and share on the mailing list                                                                            | Fiona                       | done | <p>Link to draft questionnaire:<br/> <a href="https://docs.google.com/document/d/13UBH5JXmOvxA6H6Kg6W6o0GNDjfYRs3FwQULKScgSmw/edit">https://docs.google.com/document/d/13UBH5JXmOvxA6H6Kg6W6o0GNDjfYRs3FwQULKScgSmw/edit</a></p>                                                            | 12/13/16 |
| Distribute paper presented in Helsinki (which presents a proposal to create an office of diversity within ICANN) to the mailing list.       | Dalila Rahmouni             | done | 01/11: email sent to mailing list by Nathalie on behalf of Dalila                                                                                                                                                                                                                           | 01/05/17 |