

Diversity Meeting #30 (18 August 2017 @ 13:00 UTC)

Attendees:

Sub-group Members: Amal Al-saqqaf, Dalila Rahmouni, Fiona Asonga, Greg Shatan, Herb Waye, Julie Hammer, Lito Ibarra, Olévié Kouami, Rafik Dammak, Renata Aquino Ribeiro, Sebastien Bachollet

Observers/Guests: Bruna Santos, Judith Hellerstein

Staff: Bernard Turcotte, Brenda Brewer, Elizabeth Andrews, Meghan Healy, Mike Brennan, Sabrina Mosquera

Apologies: Pam Little, Cheryl Langdon-Orr

Interpretation Stats:

- FR = 2
- ES = 0

*** If your name is missing from attendance or apology, please send note to acct-staff@icann.org ***

Transcript:

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

Recording:

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

Agenda:

- 1- Roll Call
- 2- Action Item reviews: To integrate edited recommendations into draft report V5 and publish as a Google doc.
- 3- Review of the updated draft report (pdf)
- 4- AOB

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:

- Similarly to the SOAC report that was published for public consultation and noted the non-consensus on the subject of a Mutual Accountability Round Table the Diversity group will include a segment on the proposal for a Diversity Office in its report to the WS2 plenary.

Action Items:

- none

Requests:

- (none)

Documents Presented:

- [WS2 DIVERSITY REPORT – Draft v5](#)

Chat Transcript:

Brenda Brewer: (8/18/2017 07:26) Good day and welcome to WS2 Diversity Subgroup Meeting #30 on 18 August 2017 @ 13:00 UTC!

Brenda Brewer: (07:26) If you are not speaking, please mute your phone by pressing *6 (star 6). To unmute, *7. This call is recorded.

Brenda Brewer: (07:26) Reminder to all, please speak slowly and state your name before speaking for the Captioner. Thank you!

Rafik: (07:59) hi all

Rafik: (08:00) we will start in one minute

Herb Wayne Ombuds: (08:02) Greetings all

Sebastien (ALAC): (08:02) Can we have the link to the last document?

Rafik: (08:03) https://urldefense.proofpoint.com/v2/url?u=https-3A__docs.google.com_document_d_1UQJMzeYH4FlrsOmPag9SLuewLQiO-2Dy-5FMDedVpjljGRs_edit&d=DwlCaQ&c=FmY1u3PJP6wrcrwl3mSVzgfbPSS6sJms7xcl4l5cM&r=kbiQDH54980u4nTPfwdloDLY6-6F24x0ArAvhdeDvvc&m=MGTz974ZhbaxBw15L9Aac7A_lonV1x9COvwiz4xVCZg&s=qf6yo82JDxALHj1-y-C6TehMoCXzLwJ2WsCOUhusqlQ&e=

Bernard Turcotte - ICANN: (08:05) Next WS2 Plenary is 30 August documents due 23 August which is Wednesday next week.

Bernard Turcotte - ICANN: (08:07) @Dalila - hand?

Renata Aquino Ribeiro: (08:10) it wasn't a recommendation but it was a whole section

Renata Aquino Ribeiro: (08:12) yes the implementation details were discussed to be left out

Fiona Asonga: (08:13) Ergy talked to us before the survey

Fiona Asonga: (08:14) We were even sent the questionnaire before it went out

Renata Aquino Ribeiro: (08:17) we want to have diversity, improve it

Fiona Asonga: (08:17) A diversity Office is not the only way to improve diversity

Fiona Asonga: (08:18) We may have an office but with a non-performing staff since the expectations will not be clear

Renata Aquino Ribeiro: (08:19) the concern is that non independent diversity monitoring and evaluation may hinder the progress of recommendations

Fiona Asonga: (08:20) How will the office will create non-independence?

Renata Aquino Ribeiro: (08:21) Fiona, that is the dilemma. once we get to this point, the idea of independent assessment gets dismissed as implementation detail

Renata Aquino Ribeiro: (08:22) certainly staff has constraints that won't create independence

Renata Aquino Ribeiro: (08:22) so maybe we can compromise on just asserting on an extra recommendation about independent monitoring and assessing of recommendations

Renata Aquino Ribeiro: (08:26) Staff has been helpful and is great

Renata Aquino Ribeiro: (08:27) But just like ombudsman work, diversity work also needs a degree of detachment from organization

Judith Hellerstein: (08:28) @Fiona you are correct. We are trying to change the culture of the organization and that is hard to do

Renata Aquino Ribeiro: (08:30) maybe a mechanism of staff and community

Renata Aquino Ribeiro: (08:31) truly it is the beginning of a journey of 1000 steps

Bernard Turcotte - ICANN: (08:31) Time check - 30 minutes left in call

Fiona Asonga: (08:34) @Dalila we have captured it in a manner that doesn't allow for micro-managing

Fiona Asonga: (08:35) You seem not to appreciate how we have captured it

Fiona Asonga: (08:35) You want only your exact wording which is the problem.

Renata Aquino Ribeiro: (08:36) Rec 5 has the word review

Renata Aquino Ribeiro: (08:36) maybe build up on that

Renata Aquino Ribeiro: (08:36) ?

Fiona Asonga: (08:36) Thanks Renata for pointing that out

Fiona Asonga: (08:37) Yes it does

Renata Aquino Ribeiro: (08:37) "independently review and update"

Renata Aquino Ribeiro: (08:37) just add "independently"

Herb Wayne Ombuds: (08:38) I must leave the call... have a nice weekend everyone

Fiona Asonga: (08:39) Thanks Herb

Fiona Asonga: (08:40) I am in agreement with your proposed approach Julie

Fiona Asonga: (08:40) What doe Sabastein and Dalila think

Lito Ibarra: (08:40) I also agree with Julie

Renata Aquino Ribeiro: (08:42) maybe the text could bring in this idea of independent assessment

Fiona Asonga: (08:46) Ok Renata we shall try and reword it to capture the idea of independent assessment

Renata Aquino Ribeiro: (08:46) fine rafik

Renata Aquino Ribeiro: (08:46) rks fiona

Dalila RAHMOUNI: (08:46) Yes I do

Renata Aquino Ribeiro: (08:46) *tks

Renata Aquino Ribeiro: (08:47) and thanks rapporteurs for striving to achieve consensus

Renata Aquino Ribeiro: (08:47) y

Fiona Asonga: (08:48) Thank Bernard

Renata Aquino Ribeiro: (08:51) sounds good

Fiona Asonga: (08:51) Dalila?

Fiona Asonga: (08:51) Sebastien

Dalila RAHMOUNI: (08:53) Thank you fiona

Fiona Asonga: (08:55) Yes next Monday on the mailing list

Renata Aquino Ribeiro: (08:55) y

Dalila RAHMOUNI: (08:55) ok

Renata Aquino Ribeiro: (08:55) d'accord :)

Renata Aquino Ribeiro: (08:57) suggestion: maybe talk about commonalities of findings on gender survey and report here next call

Dalila RAHMOUNI: (08:57) congratulation Julie!

Renata Aquino Ribeiro: (08:57) congrats Julie

Renata Aquino Ribeiro: (08:57) bye

Fiona Asonga: (08:57) Thanks bye

Dalila RAHMOUNI: (08:57) bye

Bernard Turcotte - ICANN: (08:58) bye all