Diversity Meeting #28 (28 July 2017 @ 13:00 UTC)

Attendees:

Sub-group Members: Amal Al-Saqqaf, Cheryl Langdon-Orr, Finn Petersen, Fiona Asonga, Herb Waye, Julie Hammer, Kimberly Anastácio, Marie Noemie Marques, Rafik Dammak, Renata Aquino Rieiro, Sebastien Bachollet

Staff: Bernard Turcotte, Brenda Brewer, Elizabeth Andres, Meghan Healy

Observers/Guests:

Apologies: Lito Ibarra, Olga Cavalli, Olévié Kouami, Dalila Rahmouni

Interpretation Services were not provided for this meeting

*** 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

Agenda:

1- Roll Call

2- Action Item reviews

3- Review of the updated draft report: https://docs.google.com/document/d/1SvqOdsuAxpbn-W4sw5C7QQeh0lJu6MjSNbZdcC9F9Ho/edit[docs.google.com]

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:

- (none)

Action Items:

- Drafting Group – Produce a clean version of the document in the next 48 hours
- BT – Annotate the recommendations vs implementability within 48 hours of receiving the clean version.

Requests:

- (none)

Documents Presented:

- WS2 DIVERSITY REPORT – Draft V3

Chat Transcript:

Brenda Brewer: (7/28/2017 07:27) Good day and welcome to Diversity Subgroup Meeting #28 on 28 July 2017 @ 13:00 UTC!

Brenda Brewer: (07:32) If you are not speaking, please mute your phone by pressing *6 (star 6). This call is recorded.

Brenda Brewer: (07:33) Reminder to all, please speak slowly and state your name before speaking for the Captioner. Thank you!

Bonnie- CART: (07:51) Yes, I can!

Brenda Brewer: (07:52) The Rapporteurs for Diversity are Fiona Asonga and Rafik Dammak.

Bonnie- CART: (07:52) Thank you!

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

Herb Waye Ombuds: (07:59) Good day all...

Renata Aquino Ribeiro: (08:04) hello all

Bernard Turcotte - ICANN: (08:08) hand

Bernard Turcotte - ICANN: (08:14) hand

Amal Al-Saqqaf: (08:15) @ Bernard , I think also Rec. 7 & 10 falls under the same issue. I guess the mechanism of how ICANN community is engaged in the process should be defined by the entity that will be accountable for following up diversity issues and measurment and monitoring whether it's a dieversity office or an agreed strategy or policy monitored by staff

Amal Al-Saqqaf: (08:16) So, some of the reccoomendations are not directed to staff but the assigned entity later .. maybe

Bernard Turcotte - ICANN: (08:17) will do

Bernard Turcotte - ICANN: (08:18) @Amal - Assigned entity ? and MAYBE? supports my points

Amal Al-Saqqaf: (08:18) Yes, I agree with u

Rafik: (08:19) @Bernie annoted comments will be welcome

Bernard Turcotte - ICANN: (08:20) ok will work on that and distribute at least 24 hours prior to you next meeting

Marie Noemie Marques: (08:21) Hello all, i beleie that an agreement on recommendtion 1 will help very much to review the others

Bernard Turcotte - ICANN: (08:22) hand

Cheryl Langdon-Orr (CLO): (08:24) yup

Renata Aquino Ribeiro: (08:25) where are we in the doc? sorry

Cheryl Langdon-Orr (CLO): (08:26) yas to the original text

Bernard Turcotte - ICANN: (08:27) that is very clear and workable for staff

Bernard Turcotte - ICANN: (08:27) hand

Renata Aquino Ribeiro: (08:27) This was already removed in the original because that enables pick and choose diversity

Cheryl Langdon-Orr (CLO): (08:29) I do not see that we can get a one size fits all here thus the original works frm my POV

Bernard Turcotte - ICANN: (08:29) time check - 30 minutes left in call

Cheryl Langdon-Orr (CLO): (08:30) agree Fiaona this is a start

Renata Aquino Ribeiro: (08:30) in the questionnaire it is asked but in the recomendation we are telling AC/SOs they can disconsider diversity elements

Bernard Turcotte - ICANN: (08:31) hand

Renata Aquino Ribeiro: (08:34) I'd hope so :)

Cheryl Langdon-Orr (CLO): (08:35) exactly Bernie

Renata Aquino Ribeiro: (08:36) so a cascading effect for diversity , that can only be good

Bernard Turcotte - ICANN: (08:38) Just a note that the next meeting of this group is Thursday 10 August 1300UTC

Bernard Turcotte - ICANN: (08:38) @Rafik - yes

Amal Al-Saqqaf: (08:40) Isn't including and adapting a customized diversity elements by each SO/AC's operating procedure will bear most of the load of measuring and monitoring these diversity elements?

Rafik: (08:40) we are working on the what but we should work on the who will do it and be clearer. we are talking about setting obejctives, strategies, review etc but we need to recommend the process(es) to handle that

Bernard Turcotte - ICANN: (08:40) @Rafik at a high level this would be great

Amal Al-Saqqaf: (08:41) +1 Rafik

Julie Hammer: (08:43) Recommendation 5

Renata Aquino Ribeiro: (08:45) +1

Finn Petersen, GAC - DK: (08:45) Sebastien :Concerning Rec 5 I suggest to delete the following: "The CEO should determine the most cost-effective means of providing such resources, whether that be the establishment of an "Office of Diversity" or by integrating the role into an existing part of the organization." First of all I would expect that the CEO always finds the most cost-effective solution – no need to tell him that. Secondly. I do not find it appropriate to indicate how this could be organized. The recommendation should only contain our requirements. I put the suggestion in the chat at the meeting on 17 July 2017. I have also put it in the google doc.

Bernard Turcotte - ICANN: (08:46) hand

Renata Aquino Ribeiro: (08:47) Finn, Amal has reworded as you requested. I agree w/ that rewording and support it

Renata Aquino Ribeiro: (08:47) (the office)

Sebastien (ALAC): (08:48) New hand

Bernard Turcotte - ICANN: (08:49) Time Check - 10 minutes leeft in call

Finn Petersen, GAC - DK: (08:51) Renata The rec should only adress requriments - not examples of implementation

Bernard Turcotte - ICANN: (08:51) hand

Finn Petersen, GAC - DK: (08:53) we skould not fall into micro management

Renata Aquino Ribeiro: (08:54) thanks for the contributions and I apologize I have to drop earlier

Renata Aquino Ribeiro: (08:54) will follow on the list

Fiona Asonga 2: (08:57) Thanks Renata

Cheryl Langdon-Orr (CLO): (08:57) agree Julie

Bernard Turcotte - ICANN: (08:58) Next meeting Thursday 10 August 1300UTC

Bernard Turcotte - ICANN: (09:00) Do you want me to annotate the recommendations Fiona

Bernard Turcotte - ICANN: (09:00) ?

Herb Waye Ombuds: (09:00) Have to go... bye all

Bernard Turcotte - ICANN: (09:00) So I will work from your cleaned up version

Cheryl Langdon-Orr (CLO): (09:01) Good plan Fiona,   Bye for now then... Thanks everyone...

Amal Al-Saqqaf: (09:01) thank you!

Amal Al-Saqqaf: (09:01) bye

Bernard Turcotte - ICANN: (09:01) bye all

Fiona Asonga 2: (09:01) bye

Bonnie- CART: (09:02) Thank you!