
ICANN78 | AGM – DNS Women Expanding our Impact
Tuesday, October 24, 2023 – 4:30 to 5:30 HAM

CHERYL LANGDON-ORR: Good afternoon, ladies, and gentlemen. Yes. Including gentlemen who don't know when to not take a silence vow. Thank you. Right. My name's Cheryl Langdon-Orr. Some of you will have crossed paths with Denise and Vanda and I in the past in these events and in other forums. But we are delighted to have a little slight mix up on what we often do. We've got a more formal listening and sharing event for this first forum. And we're going to learn a little bit of things that are very important to expanding the influence of women in general, but women in DNS in particular.

You're going to be given a tiny little bit of history, which should be very exciting and possibly embarrassing for some of us who'll be in those early photos, ladies, in particular. And we're also then going to retreat to the cocktail, and that's when all your networking will go. So hopefully, you'll find that hybrid, and we're also hybrid because we have a virtual audience for this first part. Sorry, we can't give you a virtual cocktail party as well. We haven't got ourselves that technically clever neck yet. So, all I was doing was gathering you all to the table and thank you one and all for those of you who joined us at the table. And then I'm going to hand over to our illustrious leaders, and Vanda's going to take you through our agenda for expanding our impact. That

Note: The following is the output resulting from transcribing an audio file into a word/text document. Although the transcription is largely accurate, in some cases may be incomplete or inaccurate due to inaudible passages and grammatical corrections. It is posted as an aid to the original audio file, but should not be treated as an authoritative record.

doesn't mean it's the last you'll hear from me, of course. Over to you, Vanda.

VANDA SCARTEZINI: Thank you very much again for coming for one more session for DNS Women. And I would like to present to you and inform you that in June, we're going to be Rwanda in June 15 years of DNS Women. And we're going to celebrate that.

CHERYL LANGDON-ORR: 15.

VANDA SCARTEZINI: Yeah. Yeah. I'm not a quiet person. So, our agenda, like you can see we already said welcome. And, first of all, I'll start to present some ideas what was the past, what is the present, and what will be the future for us enjoy this opportunity to celebrate the 25th anniversary of ICANN. Then women in tech, our friends from Hamburg will talk about, then Lise Fuhr, understanding PTI, to allow us to understand a little bit what they do. And then we will have a new project that Natalia Filina and Laura Margolis will present in the end of this session. After the session itself, we have a cocktail, as Cheryl already said. And we have some certificates for some people, important people that have supported us for their term in the ICANN. So, it was quite important for us to have them here. . Okay?

So, let's start. It's a general, our vision our mission. I don't need to read all that. But the most important is encourage women to join the DNS

industry, join ICANN and participate with us in this interesting future that we know all we'll face if you don't die.

CHERYL LANGDON-ORR: Well, that's going to happen.

VANDA SCARTEZINI: Yeah. So, that's it. So, let's take a look in the past. Don't cry. Don't cry. Don't cry. In Sydney meeting in June 2009, we five sit together and start to debate about, what the hell, there is no women around. So, we need to do something to bring more women to work with us. So, unhappily, Karla, and Annalise and Lesley left the ICANN after some years, and there is just us. So, till now it's just us. Yeah. I don't need to see.

And from breakfast, because we start with the breakfast. And then we passed to cocktails and the working meetings and so on. We did 24 events in five continents, and we cannot [CROSSTALK]. Yeah. We have 374 registered women in our database. And they are from 69 countries. So, it's a lot of people that participate and give some suggestions to us. And we're going to see what we going to have in the future.

So, chapters, we start to have some chapters, in those Cook Islands, Maureen Hilyard, Laura Margolis in Montevideo. Mountain view is still Karla, not more in ICANN, but is still with us. Maritza Aguero in Lima, Peru, myself, and Cheryl and Denise. So, we expect to expand those, and we are now reading and writing, discussing some questions for those chapters. So, what we would like to raise here is that we have all the time support from ICANN since the beginning. And really, we

appreciate that support. They set up the place to our meeting. They give us the many opportunities to join, and they put staff to work with us to make everything happen. So, we really appreciate the effort. And our payback on that is bring more woman to ICANN.

So, thank you our sponsors for all those years. So, Afiliias, Amazon, AUDA, Cabase, Conac, Dot Asia, Unregistry, PIR, Nominet, and we are doing everything through Zoom this year. So next, meeting, we're going to make some up to date on all the issues we are having. And of course, thanks for the sponsor for this time that ICANN is support in us together with, well, is something like that. You can't get that. And the PIR is, again, with us. So, we have our deepest appreciation to that sponsorship. So, a picture of some over that.

CHERYL LANGDON-ORR:

Some of them. And now remember ladies and gentlemen, this was five women at breakfast once. Was it 15 or 20, the next meeting?

VANDA SCARTEZINI:

Yeah. Buenos Aires and Dublin, and then a Singapore, the first one. And then Marrakesh, the first one, and the last one, DC in June this year. Because we have picture for 24, but they don't fit on that. So, what we have done. So, we have done a more developing areas women's capacity. So, we have done in my country, for instance, some issues like how to be reseller, reseller domains. That's easy for people that are not qualified enough. Okay? But the process is a package to go from resellers if you are qualified, you'll be host. But you can do ISPs and

then the host. Okay. It's something that I work with a lot of groups of women around and they can make this happen.

CHERYL LANGDON-ORR: And then we should probably also mention, and we don't have it specified here, but a number of the ladies in that chapters will also work with the STEAM and STEM programs in their local communities. We're encouraging obviously everybody to get involved, but also women and girls in particular.

VANDA SCARTEZINI: Yeah. then we start to do more focus issues like data protection, discussing around the world. So, we did legislation benchmark, what is doing in some countries, from Australia to Mexico. So, what is going on and how the people are doing. So, we have a panel for DNS Women supporting local initiatives. So, people could talk about what were done in their areas. So, another roundtable was in the markets. Is the market prepared for new gTLD rounds? So, we get GNSO, ccNSO, everybody around the table to discuss if we have done enough.

CHERYL LANGDON-ORR: We might have to do another one of those too.

VANDA SCARTEZINI: Yeah. We need that. We need that. It was very nice. Technical people, users, GAC, everybody together and certainly before the launch, we need to do that to see if what is the weakness that we need to be better

prepared. Because in the Last Round, most of the South Hemisphere, especially African and South America, was not touching that.

CHERYL LANGDON-ORR: Didn't do so well in Asia Pacific either. Anyway, moving on.

VANDA SCARTEZINI: Okay. Then we did some tech panels like Universal Acceptance. And in DC, we did the key, the KSK key. That was the key for the security of the whole internet, and it was IANA, and we have Marilia to explain how it works for us. And each time, we normally, we get the sponsors to talk with us during the cocktails. So, it's dependent how these sponsors organize the cocktail because they need microphone, something like that to talk about their business. So, that's what we have done in the past.

So, the in 2015, we did a lot of survey. And we need to do next year the same to compare. And those are with those women that was affiliated in that time. So, what percentage of women in in each business of-- I can ask who are you working for and how many women are with you? So, it goes from normally from 0 to 10 to more than 80. And we also take a look what is the profession they have in that time. Okay? So majority is in the business area. You have 21% technical people, women, and the rest is law and policy, economics. So, we have a very wide spectrum of women working with us.

CHERYL LANGDON-ORR: And we have some growth opportunities.

VANDA SCARTEZINI:

Yeah. Certainly. So just take a look. The percentage of high executive position in their business that is taken by women. So, it was a surprise, very good, 87% in that time mostly we, mostly we. Just that we did that as an executive member of your business. So, then participation by region in that time, mostly came from United States. So, our region, my region was not so bad, 12%. Africa is less, Asia Pacific, and Europe is the second one, but far away from North America. And then percentage of the women. Yeah. And those, you can move for another one. That presentation will be posted in our website. So go ahead.

Yeah. That was, we plan to have in a start in DC. And Kathy Kleiman just presented a book, that what we read, this book, quite interesting. And the idea is get the memory of the women that start the internet, goes to the nowadays and then give room for the future people to address which will be the best women that contribute to the internet since the beginning. So, that was quite interesting, and we are still working. Group is defined the requisites of selection criteria. And I could get some next generation women to go deeply dive into the profiles of the list of women we got from the people that were pioneers on that. So, that is the idea. Go ahead.

CHERYL LANGDON-ORR:

Well, I was just going to say, I do think we do need to speed up, because obviously time is our enemy, but one of the advantages of that particular project when it gets off the ground. So, we'll be able to capture now before too many of the pioneers are lost to us because that is what we learned from Kathy's work. That, of course, if you leave it too

long, then the voices can't be listened to, and they can't be heard and they can't be reported. Okay.

VANDA SCARTEZINI:

Yeah. So, that's it. We can pass-- Those are statistics from ICANN that they started to make in Toronto in ICANN45. But that statistic is more interesting, that I did that based on the full statistics. What is percentage? The average from 25 to 60 was about 26.9 percentage of women coming to our meeting participate in ICANN. Until June this year in DC, that grows a little bit for 31.9, 32% of women. And we had some of them with the peaks in the-- That one was Abu Dhabi. And then 37% in Washington DC.

Okay. This is the positions that ICANN itself have engaged in our structure and Board and so on. So, RALOs has the most women in the leadership position. And I put this green one. It's just because this time, NomCom have selected 78% of women.

CHERYL LANGDON-ORR:

Well done.

VANDA SCARTEZINI:

I will share that. I'm a very [CROSSTALK]. So, I believe it's quite important to have most selection. So, one Board member that is new is Catherine Adeya from Kenya. So, I believe we have a good choice. We have 155 candidates. So, selecting them was not easy, but anyway, we could select the best one and the best ones were women. What can I do?

And then the future. So, we're planning to have the new survey that we're going to start in January. So, expanding participation in women's contribution to the internet projects that were said. New chapters that we are talking with people from different regions. Analyzing better those statistics from ICANN. And then we plan to have 2 e-books. One for data protection and the other for cyber security to have opportunity to download. Okay? So, we are planning also to have some webinars with women worldwide. And the next, like this time, we'll have PTI, the next will be empowered community to talk about what they do. And I'll post all the articles and so on.

You are not part of a DNS yet? Please access our DNS Women's work and register online and keep in touch to participate. Okay? If not, you can send a mail for me with the subject DNS Women, and I'm glad to respond to you. Thank you very much. And I'll give the room to Eilin and Hanna. Thank you.

HANNA VON DE AU:

Yeah. Vanda, thank you so very much. Good afternoon, everyone. First, let me start by introducing myself. I'm Hanna von der Au, Senior PR Manager at eco - Association of the Internet Industry, and I'm also the project leader of our German-based initiative called Ladies in Tech. And I'm very delighted being here today with my amazing colleague, Eilin Geraghty. She's project manager at Eco, and she's responsible for all our international women in tech activities. So, thanks for having us.

Today, we're going to give you a brief overview, on the status quo of women in tech from our perspective at Eco - Association. We're going to tell you more about our initiative and our activities and how you can

contribute to that. And of course, we can talk a lot about this topic, but this is not enough. We need to walk the talk. We need to act so we will give you a few recommendations, on which are helpful for tech companies who want to become more diverse in terms of gender.

So, normally this was animated. Sorry that you see this as at one point. So, let me invite you on a little journey on how the tech industry often appears in Germany. Normally, for a long, long period, we have seen a lot of men as tech specialist and leadership roles, and even more on tech stages, and only a few women. The women who shared their experience, they found themselves as the only woman in the room, as the only woman in a leadership role, as the only woman in attack team with all the challenges that come with it.

So, today, this is more uncommon. We experienced that the call for more female colleagues and female leaders is getting louder day by day as we are members, and this is not just because of the shortage of the IT specialists we are facing right now. More important is that the awareness arises, that diversity really matters. So, the companies are recognizing that diverse teams are more innovative, they are more successful, and they gain better results. So, diversity plays an important role for many stakeholders, whether it's for job seekers, whether it's for executives or for investors. So, we're really making progress in Germany right now, but I guess the tech industry in general still has a long way to go here.

So, let's move on from experience and have a look at the numbers and what they would tell us. So nearly 50% of the world's population are female, but only 1 in 3 IT workers worldwide are female. The number

speaks volume, I guess. We really need more women in tech. For example, in the US, that's 1 in 4 tech specialists are female, and the European Union that even drops to 1 in 5. And in several countries, it's even 1 in 6. And congrats to all of you who's joining us from India today. You're the one giving us hope, with you having 1 in 3 IT specialists of female. But if you look at the figures and how they develop by time, I guess there's just one question left. Why is this changing so slowly? I talked about that everybody wants more women attack. But in reality, it's changing really slow.

And I guess at one point, why this is changing so slowly is it's human nature because we as human, tend to surround ourselves with people who are like us. Let's be honest, I remember myself sitting in job interviews with candidates, and there was someone who studied at the same university as I did, or maybe someone who's growing up in my hometown. What was happening? I feel the connection with these people. You have something in common. And not surprisingly, this is not different for CEOs.

Analysis, for example, from the boards and chairs of the German tech companies, they show that the CEO and the board members tend to surround themselves with little images, mirror images of themselves. So, this is leading to hiring the middle-aged men. If you ever wondered why we have so many board members and CEOs in Germany that are called Christian and Thomas, maybe this is a good answer.

So, we already talked about stereotypes. It's the IT male dominated image of the IT. It's maybe education. There are still a lot of teachers or parents that's telling the girls that they can't excel in mathematics.

And I had an interview with a high qualified female AI specialist from Germany. And she told me she's still facing situations where she's meeting the customer for the first time. And then she will enter the room, and what they will say is, "Oh, it's so great that you're here. Now we have someone who will take the minutes during our meeting."

So, there's often still a strong disbelief that the woman could be the one in charge of a tech team or being the tech specialist. And if you ever search for an image for a software developer, you know it must be a middle-aged man in a hoodie. So, stereotypes are a big problem. And the limited visibility of female role model is even worse than the issue. This increases the digital gender gap and reinforces bro culture, as I, for example, mentioned Thomas is hiring Thomas, is promoting Thomas, and this is kind of a circus. So, well, how can we break this?

As you are all aware, the United Nations set the goal to have gender parity across the workforce in every industry by 2030. And, well, we already looked at the figures and you might say, this is quite ambitious. And I was a focus on the German market. I totally agree with you. And it's so sad that the animation doesn't work because normally this picture image of all these men would become more diverse now. You would see a lot of women and it would turn into, yeah, colorful tech industry.

So maybe after all this a bit disappointing news, here's the good one. It's time to celebrate. Gender parity is manageable and it's manageable in the tech industry and in the tech sector. This is shown by many of our members who, for example, a software development company, their female owner-- There it is. Thank you very much for taking care of this.

So, we have a member, a software development company, and their female owners set the goal of hiring 50% female employees, and she reached it. And she went on to another company. And there, she even hit the goal of having 50% women in leadership roles. So, what is this telling us? With the right tools and with the support of your c level, this success story can be repeated.

So, what do we do at Eco to increase the number of women in tech? In 2019, we founded our initiatives Ladies in Tech. And with Ladies in Tech, we aim to gain more visibility for women in tech. For example, we set up a website. We are sending our press releases on different issues. We are doing surveys. We have interviews with role models as well. And of course, we are acting as a platform for female specialists in the tech industry. So, we have already a lot of partners on board from tech companies or organizations. And so, if you want to contribute with us or collaborate with us, please get in touch. We would really appreciate it.

So, for example, we could host events together. We had an online event with Salesforce on International Women's Day. We had an on-site event with GoDaddy in Cologne where they shared their experience, how they set up an internal women's network at GoDaddy and voted out across Europe. We had a lovely online event regarding unconscious bias in artificial intelligence with Oracle because you all know, it's not okay if the algorithm is just programmed by male people. And what's are the results of it?

I'm thinking of the MIT researcher Joy. Sorry. I can't remember her last name right now. When the smartphone was launched, and she noticed

that it was not able to detect her face because she's the woman of color. She was only able if she was wearing a white mask. And I think this wouldn't happen if we had trained the algorithm with different data with the faces of people of color. And so, we need these people to help them on our team and to improve and to build better tech industry.

And so, we also had an online event with the Internet Society and IT Collision where last our director, international at Eco and Eilin, they set up a white paper in advanced and shared their ideas and findings within the online event. So, you see the internet does not stop at national borders and neither does our activities for women in tech. So, I'm happy to hand over to my colleague, Eilin, who will give you a more detailed overview on what we do and how you can contribute.

EILIN GERAGHTY:

So, thank you very much to my lovely colleague Hanna. And then in homing in then Eco's international engagement for women in tech, which is the next slide. Thank you. One of our core approaches relates to Dot Magazine. So, Dot Magazine then is our international online magazine that has been published now for over 6sixyears, and it's published once a month, covering a whole range of different issues related to tech. And what's nice to know is that in the last year or two, there are far more articles that have been written are co-written by women. And that is really good in terms of heightening the visibility of women in tech.

So maybe just to take an example, there was a printed version of Dot Magazine last year on the topic of the state of the DNS. And in this particular issue, 45% of the contributors were women. So, that was

really great in terms of helping to build trust in the whole DNS section. And what's nice to know as well is that tomorrow then, we're publishing a Dot Magazine article this time online. And tomorrow, once again, there will be an article from Kelly Hardy from IQ Global, and this is going to be she's going to be one of several contributors, or female contributors to the article tomorrow. So, we highly appreciate that, Kelly. So, thank you.

With regards then to one of our other topics, it is, that of diversity. And this is basically a backbone to all of our issues. So, women in tech articles then come in on a very regular basis. And then just to zoom in on one example of a women in tech article, if you could click. So, in April last year, we did a great interview. There was a great interview done with Vanda. So, it is a great interview to read with great messages within that. So, take a bow, Vanda.

VANDA SCARTEZINI:

Thank you.

EILIN GERAGHTY:

Okay. So, then on top of Dot Magazine, on our international website, there are regular interviews, guest articles, and press releases on the topic of women in tech. And also, what's available on our website are studies and white papers on women in tech. These have now been produced since 2020 on an annual basis. And we're doing these then in conjunction with our women in tech network. So, thus far, we have actually 44 female and male allies that have taken part in these studies and white papers, and we're very much looking forward to having other

allies taking part in our next white paper, which we are intending then to publish early next year.

Emerging then from all of this networking. What are the key lessons that we learn? Obviously, there are key lessons that we could share with policy makers, with educators, with parents. But then just to, again, home in on the topic of, or homing in on what companies can learn then from all of this networking. So, what does that entail? In the first instance, what can really be extremely valuable is appointing a senior executive sponsor in every company. And that that sponsor then would devise then a gender equality strategy and then make sure that the entire company takes on that strategy, takes it on board, and doesn't compartmentalize it.

So just to cite one example with regard to that gender equality strategy, in one of our white paper interviews, a colleague who's a COO, she had been designated this particular role. And she managed then to double the number, actually, more than double the number of women in her company. It had been 20% of women in tech in her company and then it blossomed up to 44%. So, that is just to give one example. And we have several examples, obviously.

When it comes down to that gender equality strategy, what does that entail? So, a gender equality strategy isn't just about having one solution. It is about having an accumulation of a lot of small solutions, and I'm not going to-- I could talk about that for another hour or two, but I'm just going touch on one or two small factors. When it comes to recruiting more women in tech, for example, what is very simple and yet a smart approach then is having gender neutrality within job

descriptions, and in a job description for a company then to also highlight the fact that they're very focused on diversity.

And again, there are a lot of examples in our white papers showing how that had made a big difference for various companies. In one instance, it moved up from there was had been applicants 0 to 10% female applicants and having changed the job description, it moved up to 45% job applicants, and then they had more women in tech than in their company. So, then moving further upwards, obviously every company should help to retain women in tech, but not just that, ideally to promote more women in tech. And again, there are several solutions in that regard. So, there's sponsoring, there's mentoring, etcetera. But I'm just going to mention two perhaps small solutions.

And one of those would be, for example, when it comes to chairing meetings, having more women sharing meetings, because when women are chairing, as studies show other women are more likely to contribute actively in those meetings. Or to take another example, if a man was approached and invited to take part in a panel, and then he found out that there was only going to be other men taking part in that panel. Would it not be worth considering saying, actually, I'll only take part if there are also women on that panel? Because, ultimately, those are up on stages, they are the role models. And role models are ideally those then who are much more likely to get promoted. So overall, by debiasing organizations rather than debiasing individuals, all companies can make smart changes that have big impacts.

So, in drawing to a close, both Hanna and I fervently thank the DNS Women for the opportunity to be able to network with you all. And if

any of you have an interest in joining with us in our Eco - Association in our white papers, in our articles, in our events, in any of our networking, we will be delighted to hear from you. I would also be delighted to link in with you all on LinkedIn. So, thank you.

VANDA SCARTEZINI:

Thank you and thank you, Lars, for the interview. It was that. So, I gave the floor to Lise. Please, Lise, the floor is yours.

LISE FUHR:

Thank you, Vanda, and thank you for inviting me to talk about PTI. I took the liberty to talk a bit about PTI, but also PTI board because I think that's important too, especially in this group. And just very briefly, I wanted to say, what's my background? Why am I sitting here? I have a master's in business law and economics. So, why am I sitting in a tech community?

Well, and I actually, majored in environmental law and economic, and that's even further away back then. But I worked with tech most of my life. I'm the director general of ETNO, CEO of ETNO, and this is the European Telecom Trade Association in Brussels. But I was also the PTI board director from 15th of September 2016 until ICANN's annual general meeting in 2022. And I was the chair of PTI board for five years, I'm on the board for six years.

And how did I come to be the chair of PTI? Well, together with Jonathan Robinson, I was co-chairing the CCWG, the Cross-Community Working Group, regarding the IANA's stewardship transition back in the days.

And we were chosen as PTI directors the first year to get the organization up and running. And then you had to be nominated by NomCom. So, by first, it was because we've done the work, or together with a lot of other people, we have co-chaired the work, and then we were chosen as directors.

The PTI is what was called the former IANA. PTI stands for Public Technical Identifiers. And PTI is a new organization created because of the transition. And we wanted to create it an organization that would be working and depending on ICANN, but if anything happened, it could be kind of removed from ICANN. And we think everything is working smoothly. So, that was not the intention to remove it from my ICANN. And I think it has worked flawless since then.

But What is PTI doing? If I want to be populistic, I will say, well, it's managing the root server that runs the internet. Sounds great, right? But any techy would look at me, no, no, no, Lise. You're not correct. Well, PTI is doing the management of the DNS root zone, and that is the assignment of country code top-level domains but also the generic top-level domains, along with other functions such as the dotint and dot [inaudible 00:44:27].

So, they do root zone management. That means when you want to do a change to the root zone, it's PTI who is initiating it. They also do database of top-level domains. They have the dot in registry, dot upper registry, but also the IDN practices repository. But they also do other things. And that is they deal with numbering resources. So, number resources, the IP and AS numbers spaces, they do the allocation to the regional internet registries. That's important because the IANA

transition was mostly, and the PTI is mostly a DNS related construction. But we also need to take care of the numbering and also the protocol.

So, the last thing PTI do is the protocol assignment. That is the central repository for protocol names and number registries used in the many internet protocols. And as we heard last time, I think it was, they take care of the key signing ceremonies. So, that's an important task. But, and I think this is important, the PTI team, they do a lot of outreach and they participate in the internet engineering task force meetings and meetings also with the numbering communities. So, they do a lot of other stuff than just the technical one.

But I think it's important we also talk about the PTI board because this is where we as community can work with PTI. And the board is formed by two NomCom members. So, that means a NomCom nominates, and they are finally appointed by the ICANN Board. But there are also three ICANN appointed members. And there is an agreement to have the chair coming from the NomCom chosen members. And that was important when we did the proposal for the transition because we found that was good to have one from the community running or being the chair of the board.

So, Jonathan Robinson was the first chair for a year, then I came. And now James Gannon was the third chair, but he's stepping down. And now we'll see who will be the fourth chair.

VANDA SCARTEZINI:

Now this is a man that was elected for our group in Hong Kong. And that is very complex.

LISE FUHR:

And that's one of my points today is that it's very unfortunate. We have a board of only men for PTI. No women applied this year, but I know a lot of women applied last time and were not selected. I don't know. I hope that we will have more diversity in the PTI board because the work is not very technical. The technical work is done in the CSC or the Customer Standing Committee, they do the technical oversight. They look into, are they complying with the service level agreements that are there?

So, what you do as a PTI board member, of course, you get reports that operation meets all the SLAs, and you comply with any rules set up. But the board is what I would call a low-maintenance board. It's meant to be there as a board of a new entity that is an affiliate to ICANN, but it's also meant to be we don't want to rock the boat. It's important you just keep the internet safe, resilient, and stable. And PTI has a very important role here. And the board is meant to oversee that it's complying with what it was meant to do of policies set by the ICANN community. So, there's no policies made there. It's only to comply with the policies that are set by the ICANN community.

Of course, you make budgets, and you have audit that you need to look into. And also, there are the strategic plans that are to be done. I think it's now every four years or five years. I'm looking towards Marilia, when the strategic plans need to be made, but we're trying to align it with what ICANN does. So yeah. For me, it's really sad we don't have any women there because I think it's a fun board position. It's not paid, but it's a lot of interesting work. I like the technical aspect of it too.

There are not a lot of board meetings for a year, and sometimes a bit more, and the those are online. You try to meet during the ICANN meetings. So, it's not a heavy workload. So, I would urge this crowd if you have any interest in it, and I know the next position I think is open in 2025, so it's not just around the corner, but please if you have any interest, you should apply.

But, of course, you need to have a just a rough understanding of the DNS system and the community, but also, of course, to understand the board role as such. So, you understand as a board director, you don't want to go into operational mode with the organization. You just want to get reports, be strategic, and make sure everything is compliant with the bylaws and any policies. Thank you.

VANDA SCARTEZINI:

Thank you, Lise. So, for the benefits of a time, I'm passing the floor to Laura and Natalia. Please, the floor is yours. And then we'll use the opportunity to have some of those board members that we receive our recognition here. We're going to start before we finish. Okay. Go.

LAURA MARGOLIS:

Well, thank you, Vanda, and thank you-- Hello, everyone. And thank you for giving us this great opportunity to present our dot Ducky project. My name is Laura Margolis. I am from Uruguay, and with me here is Natalia Filina from Russia. And our home within ICANN community is At-Large. So, we are very excited to be here and please let's go.

NATALIA FILINA: Hello, everyone. Nice to see all of you around. So let me introduce us again. Laura Margolis and me, we are owner of our project. Laura Margolis is IT business developer expert in the domain name management, ALAC member. Some info about me, Natalia Filina. I'm a marketing and communication expert for IT, digital and telecom industry. I'm EURALO secretary within At-Large. And we are involved in the internet governance discussion for years. Well, for our project, we have an expertise, and you now have the reason to believe us. And look at us, only women on the board. So, no diversity, I think, but we will work on it.

LAURA MARGOLIS: Maybe we need some gender balance, Natalia. So, this project is a very young project and brave too. And maybe you will agree that we are facing some problems with sometimes, lack of information about data and analytics maybe from local markets and also marketing knowledge from the DNS actors. At the same time, we understand about the difficulties sometimes to find all the correct information we are looking for.

NATALIA FILINA: To whom it may concerns. So, we are working for domain lovers, registries, registrars, and users, applicants from underserved economies and countries, underrepresented groups within ICANN bubble. And this is our audience from around the world who is interested in domain analytics, useful information about domain name markets, numbers, geography, data actors. And we are happy not only

to gather and to collect the information, but also to share the analytics of our dot Ducky project partners.

So, we would like to put on the table the domain marketing information, marketing tips, exciting stories, examples of successful, especially interesting and successful marketing campaigns in the domain name industry. We would like to gather and share with all of you articles, interviews with domain industry experts. We will create the blogs, and we are working on the partnership. We do love to help our community to spritz information and to explain many, many things like closed generics, IDN issues, ways for doing marketing for ccTLDs.

I would like to show you that we decided to be a little bit different, not because we're yellow in dark blue internet and the main industry media. Because I think we understand difficulties of getting knowledge, and that is why it's simple and attractive format. In this format, we will talk about domain world, history, basic concepts, but we are focusing more on marketing and analytics. We want to help our audience to get its knowledge to support DNS abuse fight to look at the markets, to help underrepresented applicants with information, and to help end users to know how domains work for their private and business goals. And same time, we will be very happy to be useful for our home vision ICANN, for At-Large community to have more data about domain markets.

LAURA MARGOLIS:

We will explain which are the benefits opportunities and threats that may be faced by end users, applicants, actors of the DNS industry. And people are getting info for choosing the right time and the way to get

the domains. And it will also help to develop all the domain names market.

NATALIA FILINA:

And you can see on this slide, the new, I think, new format of information can we give our audience. Because we understand that many, many details about, for example, new gTLD program timeline may be found with difficulties. So, we will help ICANN to spread the information, to find the information, and to show it. So, you can see the QR code, and please visit our website, visit our social media, subscribe. So, we are very young, we are very brave, but we need your inputs, comments, feedback, and please help us to grow dot Ducky because a lot of interesting information, and since we are already preparing for you, we will be writing findings information, but you can contribute us.

LAURA MARGOLIS:

We understand the difficulty of our tasks. A lot of information is hidden now, like data and analytics, and a lot of information about marketing is circulating within certain groups only. We will help At-Large, ICANN, and outsider community to get it. We can do it. So please, we have some stickers with our social media. So, please come to us after the session, and thank you all.

NATALIA FILINA:

Thank you.

VANDA SCARTEZINI: Thank you, Laura. And we love the design.

CHERYL LANGDON-ORR: You've got the cutest work out there. That's for sure.

VANDA SCARTEZINI: So, thank you very much. First of all, I would like to open the floor if someone wants to have any questions or any point to raise. Anyone?

CHERYL LANGDON-ORR: We're between them and a drink.

VANDA SCARTEZINI: Yeah. We do not go to the cocktail. One moment.

REVEREND DOCTOR NANAYAA PREMPEH: Thank you very much. Thank you so much. I've truly enjoyed the session.

VANDA SCARTEZINI: Your name, please.

REVEREND DOCTOR NANAYAA PREMPEH: Oh, sorry. My name is Reverend Doctor Nanayaa Prempeh. I'm the board chair for the Ghana domain name registry. Yeah. And I'm very excited to be here to be part of the gender discussions. I have shared this at the GAC and also at the very recent African committee

that met. I am very interested in the girl child. I don't know about the women have for the girl child. Because 20 years from now, we will not be in this room. There will be other generation. What are we doing with the opportunity that we have today for those young ladies who are spending 20 hours of the 24 hours on TikTok dancing? There is nothing wrong with TikTok, but the focus.

So, I want to make myself available to the leadership to help to organize. Oh, I thought somebody was going to clap. Maybe because I know that's we have a legacy to lead, especially the leadership that during your tenure, this is what you were able to do. So, if it's okay for you, let's draw an action plan. So, after this meeting, we are not just leaving, we came for a meeting, and we are gone. What is the action plan, so a year from now when you come back, this is what we agreed on, and this is what we have done.

What I like to propose, I don't know if we have African women in tech here. If you don't, I just created a website for that. So, if you're an African woman here and you want us to come together as African women in tech, I will sit right here after the meeting. You come and we go, and we change Africa. So, without coming together, there is no change. Thank you very much.

CHERYL LANGDON-ORR:

Thank you for that. And of course, obviously, promoting good ideas is what we're all about. We're not a highly formalized structure that is attempting to do strategic planning and to meet criteria. We're here to facilitate, help, and bring as much fun and fact into peer support for

worthy women doing worthy work across our industry sector. And clearly, your proposal qualifies there.

Of course, you did notice Vanda talk about chapters and wouldn't it be wonderful if your new entity wanted to also take up that mantle as well, and then we can be more mutually beneficial in what we do and how we do it. But we do have a number of those girls who've been with us, women who've been with us from the beginning who've joined us and have left, who've also made enormous inroads in their local communities in STEM and STEAM, which is obviously the younger we can get the interests in all of this precursor to a technology career, the better.

So, if they're thinking about science, they're thinking about technology, they're thinking about engineering. And it's okay to fail, and you can play with Barbie, and you can have a robotic one. whatever it takes, that all has to be locally balanced, locally worked on, bespoke, and be delighted to get some more brains trust to help your plotting and planning in that for Africa. Thank you for the offer.

HOUDA CHIH:

Thank you so much for this great presentation. My name is Houda Chihi. I am a newcomer to fellowship program. I want to add that I can join you because I am a gender activist and I provide trainings for empowering women in technology and about digital equalization and inclusion and diversity. So, I can join you. Thank you.

REVEREND DOCTOR NANAYAA PREMPEH: Yes. The ball is rolling.

DOROTHY OKELLO: Good afternoon. I'm Dorothy Okello from Uganda. I just wanted to thank the two of you. From what I understood, the pioneers of DNS Women and keeping it strong. And also, to thank you and also so the team from Eco in terms of the work that you're doing to document the stories. Because I think sometimes there's too much work to be done. We spend so much time in the trenches fighting and doing all this work to get more women on board and we forget to write our own stories that can also buy themselves help people to really appreciate what this space is like and why people would want to be involved.

And I like what you say about both the fun and the fact of this space because sometimes it's made to seem so dire. So, I really just wanted to thank you for what you're doing, to commend you and to encourage all of us really to also participate in writing down our stories from whatever context we're coming from. Thank you.

VANDA SCARTEZINI: Thank you. Quite important. Please.

ARINOLA AKINYEMI: Okay. My name is Arinola Akinyemi. I have been in the ICANN ecosystem for quite a while. I want to say thank you for pushing us to believe that the women can actually make things happen. My encounter with you, Vanda, and Cheryl Langdon-Orr has made me believe that there's no limitation to what I can achieve in the ICANN

ecosystem. Without much, Eco, that was a fantastic, fantastic work. However, I observed that you don't have data from Africa. And in a bid to ensure that we have proper documentation of the right data so that we will not be making the mistakes that they have been making. We are women. We keep our houses together, clean, and neat. So, we're offering to help carry out a research and get you data for Africa, African women.

VANDA SCARTEZINI: Yeah. Excellent. Thank you very much. So, I believe that--

CHERYL LANGDON-ORR: One more thing. Next slide.

VANDA SCARTEZINI: Yeah. One more thing now is please could put the-- Yeah. So, this time, we're going to recognize and we're going to have this cocktail, but before that, we need to recognize some of the most important persons that have been with us for so many years and supporting our work and encourage us to work more and more, giving direct support in their positions, in their role the members of the Board. Even the CEO that he is not here anymore, but, anyway--

CHERYL LANGDON-ORR: We're going to post it.

VANDA SCARTEZINI: Yeah. We're going to post to him, but I would like to open the opportunity to applaud Guram Marby for this because he was in the first meeting, he joined ICANN. He stood here in our session with us. Wherever he is working, he had lot of things to do. So, he was our CEO. Now he's out of ICANN, but anyway, we wish him the best. And I will ask for round of applause to Guram Marby. And I hope that he would hear this because he was connected.

CHERYL LANGDON-ORR: Come in remotely. So, Vanda, how about rather than going one by one, we've got both Avri and Maarten here. We can have a photo opportunity with them. But perhaps if I was just to make a vote of thanks, for you to all put your hands together for each and every one of these wonderful people. We'll then take a photo opportunity together with the ones who are in the room, and the rest will have to catch up later. So may I have your applause for the support, but we obviously need to continue. Someone needs to take a photo at this moment. Rest of you can either stay and watch the photo or get ahead--

VANDA SCARTEZINI: It's the best the best thing to do is come up everybody here.

CHERYL LANGDON-ORR Okay. And cocktails on.

[END OF TRANSCRIPTION]