
ICANN81 | AGM – DNS Women: Strengthening the Multistakeholder Model by Women in Tech in the Domain Industry
Wednesday, November 13, 2024 – 9:00 to 10:00 TRT

BRENDA BREWER: Good morning and welcome to the DNS Women. My name is Brenda Brewer and I am the remote participation manager for this session. Please note this session is being recorded and is governed by the ICANN Expected Standards of Behavior and the ICANN Community Anti-Harassment Policy. During this session questions or comments will only be read aloud if submitted within the Q&A pod. Interpretation for this session includes English, French, and Spanish. If you would like to speak during the session, please raise your hand in Zoom.

When called upon, virtual participants will be given permission to unmute in Zoom. On-site participants will use a physical microphone to speak. Please state your name for the record, the language you will speak if speaking a language other than English and speak at a reasonable pace. And I will now hand the floor over to Vanda Scartezini.

AMRITA CHOUDHURY: Good morning, everyone and welcome to the DNS Women session. My name is Amrita and since I am from the Asia-Pacific region, that's why I'm moderating the call today. So, we have a power-packed agenda and Vanda and Cheryl would be giving an introduction on what DNS Women is for those who are new to the room. We will also have some initial brief

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remarks from ICANN Board members or ISOC Board members present here.

We will have an intervention by Steve Crocker who recently was awarded the John Postel award. So congratulations, Steve, on that. We have Elizabeth Jake Finlay online who would be sharing her experience as a pioneer woman in tech. We would also be discussing why is it important for women in tech in the DNS industry to strengthen the multi-stakeholder model and for that we have Jo Fan Yu who is the managing director and CEO of TWNIC. She would be sharing a brief a bit about herself and why it is necessary.

We would also like to hear a brief comment from Jake on it and it would be open to others too who have been in this industry to speak a bit on this aspect. We also would be having Rida Ashfaq who is online sharing very briefly about a young woman in tech's journey and that's about it. I will pass it on to Vanda. Over to you.

VANDA SCARTEZINI:

Thank you, Amrita. Welcome everybody. We are now since 2009 we are here and growing. That is at least the survivors. Yeah, we do. But it's important to have you all here. Thank you very much for your support and we are growing and we are doing a survey. If you don't get the survey, please before you leave, leave your card or send to me. My email is easy. It's vanda@scartezini.org and send to me.

I send direct to you to respond this survey because we want to next meeting to compare the survey we did in 2015 with nowadays 10 years

after that so we can see how we are standing on that. If we are growing, how the people are joining, the women are joining the ICANN in any way. So, to not spend too much time I ask Cheryl to start also to address some words.

CHERYL LANGDON-ORR:

Vanda thank you very, very much for that privilege and according to the agenda I'm wrapping up at the end but I'll begin as well. I'll bookend it. Honestly ladies and gentlemen when I look around this room and I know Vanda is in exactly the same situation. The pride we girls feel from five or seven of us sitting around a breakfast table to look at how it is now and I just delighted as Vanda is that the comradery, the familiarity and the ability to walk along the corridors regardless of what part of ICANN you are engaged in and smile high and then feel that you can build a bridge and that's very much what it's all about.

It's also about celebrating the success over these last few years, the growth of even women-run enterprises has been, well not phenomenal enough yet but it's looking okay. So, let's keep up that good work, keep up the camaraderie and as it says in today's subject let's look at how we especially in the year to come can strengthen the multi-stakeholder model by our voice and let's face it women think differently. So let's make sure those thoughts get pushed forward as we promote multi-stakeholderism while it's discussed. Over to you, back to the agenda.

VANDA SCARTEZINI: So, thank you Sheryl. We have a lot to talk about this in years that we are here but let's give the opportunity for Board members to just address some words on that. I will start with Becky. Becky, please.

BECKY BURR: Thank you for having me and thank you all for coming. This is a wonderful organization that Vanda created so many years ago. I have been in the technology field although in the law side of technology for many years and as a bit of a geek who is not able to program, it's a great fit. So, there are all kinds of places and ways for women to be involved in technology no matter what your strengths or weaknesses are and I'm happy to talk with anybody about it.

VANDA SCARTEZINI: Thank you. In the line is Leon.

LEON SÁNCHEZ: Thank you very much Vanda. It's always a pleasure to be here with you and I always feel honored to be invited. I know the importance that this group has, it has grown and I'm happy to see that it has grown to an important number and that continues to grow. And I mean I guess as a father to two women, two daughters, I cannot celebrate more to see this great group of women come together, talk about the important issues in regard to the but also in regard to other issues that you might be facing.

I think that the coming of the new ombuds and the reshaping of the anti-harassment policy etc. I think it's something that will allow us to create the safe space or to continue to strive for a safe space for everyone in ICANN but especially for women. So, I thank you for being here and you know you can count on me, you have an ally in me.

VANDA SCARTEZINI: Thank you, Leon. Thank you very much. Sarah Deutsch.

SARAH DEUTSCH: Hi, thanks for including me. I'm always thrilled to come to this session. It just feels like kind of a safe place where everyone can discuss and I would love to see, just about me, like Becky I've been involved in ICANN since the very early days from the legal side mostly, but we get a great education on the technical issues as well and I find in particular that there is a group of people at ICANN who just have a way of explaining the technical issues to us lawyers so that we can understand what's going on. I would love to see this group evolve to a place that ICANN, we have our silos and this group is a place where silos could be broken and I feel like women we get things done and I would just love to know what the next evolution of this group could be.

VANDA SCARTEZINI: Thank you, Sarah for your words. No, you have two words. Okay, there you go.

SAJID RAHMAN:

Thank you. Thanks for inviting me and other Board members. You know, in my role as an ICANN Board director as well as my other roles as an investor in different technology companies, I always wonder how to ensure more participation of women and I think it essentially comes down to three points.

First is using gender lens in all aspects of decision making, whether it is resource, whether it is allocating resources, whether it is designing a program or whether even staffing, even hiring people. So, using the gender lens in different decision making. The second thing I think is quite critical is to ensure the culture and as you know within ICANN we have been working on it. We are not there. It's a continuous process but ensuring a safe culture, understanding the challenges is quite critical to ensure more women participation.

And the third is actually what you are doing and which is essentially ensuring that outreach continues which usually don't appear as a big difference. It appears as incremental but it adds up and I think that actions like this is really going to transform women participation over time. But thank you for inviting us.

VANDA SCARTEZINI:

Thank you. Patricio, your turn.

PATRICIO POBLETE:

Thanks, Amanda. It's always a pleasure to come here and thank you once again for your invitation. As a Board director, I'm here basically to listen, to hear what you are saying, to understand what the issues of the

day are. But I thank you also for the opportunity to say a few words because that gives me the chance to recognize how great a contributions women have made to ICANN since the very early days. So, the quality of what women bring to ICANN has always been great. What's been changing over time is the numbers, bigger and bigger numbers and that makes ICANN so much better every day.

In my day job, actually we also try to make the best use of what women can offer and also to support things like the Women in Computing Days and some of our students at the university attending the Grace Hopper conferences, for instance. So, when that translates into specific contributions to the DNS of what we do here at ICANN, it's so much better. So, thanks once again for this opportunity and as I say, I'll be very eager to listen to what you have to say. Thanks.

VANDA SCARTEZINI:

Thank you, Patricio. We cannot skip Liz, our new Ombudsman. Welcome and please, the floor is yours.

ELIZABETH FIELD:

Thank you. This is Liz. I'm the new ombuds and I'm very pleased to just have a moment to say hello to everyone here. This initiative is fantastic and I would love to be able to contribute to the success of it in any way possible. So, just the Ombuds has a role to play and also handling complaints, but I also see in promoting and the promotion of the culture, which you've been discussing, the desired culture of dignity, respect and inclusion. And I really invite you to get in touch with your

ideas, suggestions, how I, as the Ombuds, can support you in your efforts and thank you.

VANDA SCARTEZINI:

Thank you very much. So, I'll give the floor back to Amrita, one of our women from this part of the world. So, we are in Asia this time, so even though we are in Europe, we are in Asia.

AMRITA CHOUDHURY:

Thank you so much, Vanda. And Steve, would you like to share a few words? Because you have always been part of this initiative. Honorary one.

STEVE CROCKER:

Yeah, I don't think I want to go beyond being honorary, I would require. I'm going to say a bunch more shortly, so I don't want to use up a lot of time now, but I have always felt strongly that this is a very important component of the overall ICANN family here. I think the last time I tried to experiment with actually making a suggestion about this group becoming active in bringing change about and applying some pressure internally, as well as participating in all aspects of the technology and the ecosystem. I guess the events that have evolved suggest that that probably was overdue, and so I look forward to successive changes over time. Thanks.

AMRITA CHOUDHURY:

Thank you so much, Steve. So, we'll just have a bit of change in the agenda. For Jake, it's midnight, so perhaps she isn't being able to join us, but we have a lot to discuss, and I think one of the discussions which we want to have is how women in tech, especially in the domain industry, can help strengthen the multi-stakeholder model, and why is it necessary. So, I would like others also to come into the table and speak, especially people who have been, women who have been in this industry for long. But before that, I would like to have Jo Fan share a bit about what she's been doing, her journey, and why she thinks this is important.

JO FAN YU:

Hi, everyone. Thank you for inviting me here. Okay, can you hear me? So it's really my pleasure to join this session with you today. My name is Jo Fan Yu, as Amrita mentioned. I recently had the honor of becoming the first female CEO of TW, the Taiwan Network Information Center. TW serves as a registry for the TW domain, and also the IP address registry for Taiwan.

So I think my path to the domain industry has been a little bit unconventional. Actually, I just joined this industry this January. So, I'm really new to this community. I've worked as a prosecutor in the government, and then later as a public policy advocate for a multinational internet company, and then it's a law firm. So, my background is mainly from the legal, and now I'm the manager of the ccTLD.

So all these experiences actually impose me to really different angles of technology and governance, which makes me aware of how important to have a range of voices to be represented. For instance, when I'm working in the government and also the law firm, I saw how diverse teams can bring really creative solutions to really complicated problems. And also in public policy, I think it's also important because I learned that actually you need to mix the perspective, including women's voices. And it's critical to shaping the political policies and regulations that serve the society's needs.

So I think this experience made me realize that when women are part of the conversation, I think either using technology policy or legal or government, we bring an approach that often considers more broader social impacts of our decisions. And women are usually often attuned to more collaboration and inclusion.

So, then why the woman's voice matters in the modesty holder model. So, when I joined the TWNIC, I think I quickly realized that despite it is a technical foundation, but actually this field is actually true, it's about people. Yeah, because it's a people, the DN and domain names rely on the human collaboration and the trust and share values and to function and evolve.

So, as a woman, we are usually tasked with playing many roles, as everyone knows that as daughters, as wives, as mothers, as friends. So, we are trend or maybe perhaps we evolve to be flexible and then more inclusive and collaborative. So, I think all these qualities these are really important for the success for the multi-stakeholder model.

So, of course, women make up around like 50% of the world population. So, it's natural that we are important stakeholders, but actually, I think it's beyond that. I think our perspective actually bring more balanced empathy and a broad understanding of the community affected by our work. So, when now the internet community now is a place where decisions affect so many people, millions of global users, I think it's really important for all these perspectives to be represented in all levels. So, the next question is how I, or we can contribute to this model.

First, I think it's most importantly, I think we need to be really actively involved in all the discussion and decision-making spaces. Still back to my early career, I still remember how challenging sometimes felt to speak up in the room where really few women were present, especially in Asia. But each time I did, I think maybe I opened some door for the next generation. So, they will be more, feel more-brave to speak up. So, I think it's important for us to encourage women to embrace the leadership position so that ensure that all the issues important to us, not only the women, but for the society are represented in all the policy discussions.

Another contribution I'm thinking is that, I think it's also important to build the mentorship and support networks, because back to my experience, because I'm really lucky, because when I have my journey, I actually have a lot of mentors help me to navigate. And they are value really diverse perspective, and also the champion woman's voices.

So, now as a ccTLD manager, I think it's important. And also, I'm really happy, passionate to foster all the environment where people can

support and lift one another through like mentorship program, also networking events, for instance. So, another thing is, I think it's also good to advocate for inclusivity. In Taiwan and in many Asian countries, I still feel that women try to be a little bit conservative, or reserve, or hesitate to stand out. I think it's a part of a cultural thing. Yeah.

So, meaning that we've come from Asia so and now we are in this position, we have a lot of work to do to publicly encourage the women, especially young women, young generation to speak up. And we also need to create some spaces for their voice to be heard. So, I think it's my really short sharing, I think each of us have our own unique story, and we when we share our stories, maybe we inspire others.

I hope today my sharing offer some encouragement, and also maybe some thought and also remind us all the things we can together to do to shaping a more inclusive future. So, lastly, it's really my privilege to be here and be part of this community. It's really my honor. I look forward to all the future we can building together. Thank you.

AMRITA CHOUDHURY:

Thank you. Thank you so much Jo Fan. Thank you for being here. And we hope to see you continuing with DNS woman from now. I think this if you have heard what she was sharing, many of you who have been in this space would also be saying a me too, in your own way, we may come from different cultures, but it's been this story more or less for most of us here. And I think Steve wants to share a bit about Jake, though she's not here. Steve, would you like to share about what she's done? And, you know why we need to speak about?

STEVE CROCKER:

Thank you very much. Yes, it's a pleasure. And it's particularly apt to talk about her in the sequence that that we have, because I noted that Joe Jo Fan is listed as managing director and CEO of the Taiwan Network Information Center. The very first network information center was at SRI quite a long time ago. And Jake Feinler was key to it. Can we put up her picture? Well, thank you. Jake's been was inducted into the Internet Hall of Fame some time ago, and is being inducted into the Computer History Museum as a fellow this coming weekend, which is what brought her to my attention. And I thought, well, surely, ICANN and in particular, this group deserves to hear a little bit about her.

So, Wikipedia tells us that her story is a common tale of distraction and unfulfilled dreams. But not all such tales are sad. Elizabeth Jake, which was a name acquired when she was a child, Jake Feinler was aiming for a PhD in biochemistry at Purdue University. She took what was intended to be just a short break to earn some money at Chemical Abstracts in Columbus, Ohio. Her work there was focused on indexing chemical compounds. The distraction became permanent.

In 1960, a long time ago, she joined SRI's research division to develop the Handbook of Psychopharmacology and Chemical Process Economics Handbook, a mouthful. A dozen years later, Doug Engelbart, who was running one of the laboratories at SRI, recruited her to join his Augmentation Research Center. Her first task was to help develop the resource handbook for the first demonstration of the ARPANET at the International Computer Communication Conference.

By 1974, she was the principal investigator to help plan and run the new Network Information Center for the ARPANET. What Wikipedia doesn't say is that Jake embodied a unique and powerful combination of three attributes. She had, of course, the orientation and skill of a professional information scientist. And as is evident from her long history of accomplishments, she had tremendous zeal and energy. Less well documented, however, but enormously important, she embodied a deep set of humanitarian values.

In an era where there were few women and minorities in technical fields, Jake was not only uncommon herself, but she also encouraged, mentored, and included women and minorities in her group. Engelbart's project was visionary and groundbreaking. That's where the mouse was invented, and they pioneered the use of structured text and links, perhaps the most pervasive technology we use today.

It was thus natural that that project was included in the original set of four ARPANET sites. Now, the ARPANET was a very peculiar project. The lower part of the ARPANET, that is the lines and the routers that we now refer to as the subnet, was carefully designed and built. The upper part, what the host computers would say to each other, was left to the users to figure out. And users, in those days, were primarily students and comparable second-level staff at the research organizations. I happened to be one of those at UCLA, and so I was in on that initial period.

Equally unspecified was any sort of organization of contact information, reference notes, etcetera. But Jake was there. Over the

next several years, Jake was at the center of organizing contact information, reference material, distribution of materials across the net, and keeping up with everything. Her compilation of contact information became the core of what Internet users all around the world would refer to as WHOIS.

More than 50 years later, Jake's seminal work continues to be a core part of the Internet infrastructure, and as we've seen over time, new issues have emerged concerning the accuracy of the contact end data and who should be allowed to have access to all this data. As with many things on the Internet, problems like this sort start out small and become much larger and more complicated in a system that half the world's population uses.

I started a project to deal with these issues, and so it seemed natural to me to name it Project Jake in her honor. She returned the favor by asking me to introduce her at this weekend's events at the Computer History Museum, which is what triggered the sequence of events that has me sitting here telling you all about Jake at the moment. We had some trouble with connectivity.

We are going to have an interview and a roundtable with some of her colleagues this weekend, and that will be brought back into the archives for ICANN, and I hope that perhaps at the next session we'll be able to share some of that with you. So, here is one of the original pioneers of our technology and our community doing the kinds of things that we're still doing now. And you have to do the math to figure out how many years ago that is. Thank you.

VANDA SCARTEZINI:

Anyway, this is a recording, so we can send to Jake, okay?

AMRITA CHOUDHURY:

Thank you so much, Steve, for sharing about it. Many times, we don't even realize there have been many women behind. It's only when these stories are brought to the front, we realize that there has been enormous work even done by women, else we think it's a man's world always. So, we come back to they think it is. And I must thank all the men in the room because it's just not DNS women, it is together that we can make this work. So, thank you so much for being here.

And we'll come back to the question which I had posed to Jo Fan also, which is how do women in tech, especially in the domain industry, strengthen the multi-stakeholder model? And if we could have some thoughts coming from across the room, that would be great. Cheryl, I could since we want to start the discussion, she's the she's my go-to person always to start something on. But please feel free to raise your hand.

CHERYL LANGDON-ORR:

Thank you, Amrita. What a scary reputation I seem to have developed. Okay, Cheryl Langdon-Orr for the transcript record. And I say that because I've been saying it for an awful lot of years and it amuses our fantastic interpreter staff. They in fact say hello to me as hi, Cheryl Langdon-Orr for the Transcript Record. Now, how on earth do we put into perspective the amazing work that pioneering women like Jake

have done? And I would recognize Cathy who has also, stand up please, Kathy, because you know I'm always due to an embarrassing moment.

Kathy has put together over many, many years another set of fabulous stories about amazing women who other than by accident, thank you again, Kathy, would not have been recognized for the seminal and absolutely groundbreaking work they did. And we so often miss the women because the men have been writing history.

So let's take the opportunity now when we have what I would consider close to a critical mass of wonderful women with suitably supportive men, because it does take both genders, in fact it takes all genders to be involved in this development, this ground movement of recognition of really fabulous people who have been overlooked. Let's also make sure as we build this multi-stakeholder model that how some of this amazing innovation has occurred is thinking outside of the box.

And a multi-stakeholder model forces people to consider other views, edge situations, and concepts which are perhaps foreign to their narrow field of experience and expertise. And if nothing else, that makes the multi-stakeholder model worthwhile. Jo Fan, you brought out a couple of things that I just wanted to highlight. In Asia-Pacific, let's face it, an Australian woman or most Australian women, well certainly some of us, have never had a problem standing up and being the only woman in a room and making ourselves heard.

We're just that kind of lady. But that is not a universal characteristic across our region in Asia-Pacific. So, we need to find a way to nurture, to help develop appropriate skill sets for our women and girls who are

not naturally as up in front of everybody on stage and da-da, here I am. We need to help find ways for them to feel confident and to ensure that should they not be respected, and I'm sorry, but that's going to happen, should they be insulted, should they be overlooked, that they know how to manage it. So, we need to help build resilience.

Now to build resilience, mentoring is fantastic, and I see women in this audience, and indeed some men, fantastically accomplished individuals who are mentoring others. But don't forget the value of peer support and coaching. So, in your local space and in the places you work like here, when we gather, are you recognizable as a safe haven, as someone who should you be challenged? Can someone come up and say, I felt I didn't make my point well heard then, how can I improve? Is there a way of being more assertive and yet still be in my personal comfort zone?

So, I think there's a lot of peer support and coaching work that we can do. And don't forget that should start in your own spaces, in your own countries, right down at the kindergarten level. With your STEM and your STEAM projects, get involved. Even if it's just once a year, go and visit the local school, go and visit the local high school. Don't just leave it to universities and technical colleges. Just stand up and say, I am an accomplished individual in the tech industry, and here is my story. Thank you.

AMRITA CHOUDHURY:

Thank you so much, Cheryl. Would you like to speak or? Yes. So, please feel free to speak. Those who are in the table have a mic, but we have

two roaming mics. So please feel free to speak. And Katherine, I may also ask you to speak. Why women in tech, especially domain industry, needs to strengthen the multi-stakeholder model. Two minutes.

KATHY KLEIMAN:

A feature of ICANN that you're asked to speak with no notice and no preparation. So, my name is Kathy Kleiman, and many of you know that I wrote a book about women in early computing, the women who programmed ENIAC, the world's first general purpose, all electronic programmable computer. And it was programmed by six women, and we did not know for 50 years that the women in the pictures with the ENIAC, which was huge, eight feet tall, 80 feet long, were not models, they were its programmers. And someone came to me and said, you did not write a book about the great man of history. You did not write a book about a single inventor. And I said, no, I wrote a book about a team of women who worked together, who taught each other what was unknowable.

No one knew how to program. There were no programming languages. They taught each other. They worked through it together. And they remember the innovation of one. They remember the innovation of another. They remember tying it together. And by the way, they were doing parallel programming in 1946, guys. Great teams, and that's what we are here, is great teams of women. We need everyone's perspective, male and female together. We need to be bouncing ideas off each other. We are creating what hasn't been created before.

And I want to tell you about a great woman whose oral history has been taken by ICANN, but not yet published yet. And her name is Professor Tamar Frankel of Boston University School of Law. An Israeli citizen by birth, but she was the first female tenured professor at a major law school. And back when the white paper had been passed, when ICANN was about to be created, we needed to sell the concept of the multi-stakeholder model.

And I went to my professor and she was very involved with self-regulation of corporations. And I said, can you teach us how groups work together and regulate themselves? And she came in and she worked to try to create cross-community dialogue when we didn't have it, and to help us understand what the multi-stakeholder model could be for self-governance of this expanding internet. She's 99 years old right now. And please tell ICANN to push the publication of her oral history, which they have done, because you need to hear her tell you her words about helping us build the early internet and create the multi-stakeholder model.

AMRITA CHOUDHURY:

Thank you. Thank you so much. Kathy, sorry for putting you on the spot, but that was a great history you shared. Anyone would want to speak? Oh, yes.

LILY EDINAM BOTSYOE:

Hi, everyone. Good morning. My name is Lily Edinam Botsyoe and I am an ICANN81 fellow. I'm also a PhD in IT student at the University of

Cincinnati in Ohio. So, one thing I want to commend you for, DNS woman, is advocacy you do. I know I see many of your work online and it's inspiring. Another thing to add is, I met Cathy actually in an elevator and that is the power of ICANN, getting to meet people like her and the work they're doing to teach young people like us. I mean, it's so inspiring. So, we had a little chat, but getting to know she's written a book, it's even taken me to higher heights. Just really inspiring.

So one of the things I wanted to say is when we talk about a multi-stakeholder model, we see how connected it is when it comes to different backgrounds, different stakeholder groups and all of that. For what you're seeing in this space, especially in the domain industry, I feel for me with the background in computer science and IT, there probably will be a need to see how we can map what is happening in the domain industry with fields like IT, computer science, and all those.

Sometimes when we put out domain industry on as one angle only, people in these other fields feel like, what is intersection? Maybe if I'm not looking at the domain industry right now, how do I come into the space, right? So, what can be helpful for somebody like me is what are the possible mappings? What is an entry point? What is a pathway to potentially staying in this field, understanding and growing in the space? So, for me, who is learning about the industry and how to be a part, something like that will be beneficial to me.

Another thing that I should add was recently, I've joined the RNAC, and for me, it's like, what is a way we can actually intersect even with these RRs in different regions? So how can domain industry, what DNS

women are doing, how can we also have it in these regions? So, looking to see how we can intersect the work we are doing here with what is happening in the regions and also from my background in academia, how we can bring some of the work of DNS women to campuses. In essence, if you're talking multi-stakeholder, all of these angles will have to come together to make it robust. Thank you.

SANA NISAR:

Hello, everyone. My name is Sana Nisar, and I'm an ICANN81 fellow. And I have a question like, how a fellow can actively engage in DNS women and how they can contribute to the initiatives like with support of the gender diversity and specifically in domain industry. And for a fellow, is there any project or activity we can engage?

CHERYL LANGDON-ORR:

I'm going to take that. Thanks very much. Cheryl Langdon-Orr. Well, first of all, you've taken the first step by becoming an ICANN fellow. And I want to recognize the previous speaker, working with Serenush as, and of course, all the time in the world, my Serenush. But that is one of the first steps, getting to know ICANN and finding the place and space within this particular construct, this particular part that whole internet ecosystem is a stepping on opportunity, but you ask about project, it sounded to me like we had a project asked for.

And if we have people with the time, the energy and the inclination, women in DNS could certainly encourage and to some limited extent, try and match up possible funding to support such a project being done

by one of us. So, why not one or more of the fellows? So, perhaps we could look at something that we can facilitate and do some clever out of the box thinking to support the mapping exercise that was just asked for. That's an example of how a project could come forward. But I'd like to open up other opportunities to everybody else around the table.

AMRITA CHOUDHURY: Thank you. So we have Ayesha, Catherine, and then we have Lori.

AYESHA HASSAN: I'm Ayesha Hassan. Good to be here with all of you. Many of you know, I've been involved in ICANN for many, many years. I was in the business constituency, et cetera. And I'm listening to all of you and I wanted to build on a couple of points. I think that one of the most amazing things in this community is relationships. And we often hear, oh, women build relationships really well. I would encourage women and men to build relationships. And though I'm not a techie, one of the most amazing things has been to be able to know who to ask.

And as a policy person at the time, that was incredible for me. I cannot be informed unless I talk to expertise and that can be women and men. And that leads me to something that is a conundrum in my work today, which is identifying women around the world with expertise of different kinds. Sometimes I'm looking for a particular type of expertise in a technical issue, or I'm looking for a facilitator.

I would love to have more of a resource to come to in the ICANN community, especially, whether it's fellow Serenush who are around

the world growing in their careers, who can be supported by involving them in events around the world, or women of my generation who have been spending so much time in this community. And I would love to be able to put them forward. I don't know who you are sometimes. And so, I go to the ones I know, which brings me back to one of the things through the years that I would just say is a lot of my work here has been about relationships.

And even today, all of you know who I call. I call people that I've gotten to know because in the hallways, in meetings, we've been there to exchange, to get to know each other in various other communities, whether it's the Summer School on Internet Governance or the UNIGF and other processes. But we all come back to the ICANN community in one way or another. So, thank you for giving me an opportunity to share.

CHERYL LANGDON-ORR:

Ayesha. Cheryl, again. I just wanted to share with this group because it might inspire. At least one part of our ICANN community within the Asia Pacific area is just released its second round of a skills and expertise survey. And it is very specific and very detailed. It does include gender. Therefore, we could use that data to build exactly the sort of resource that you're calling for. So, it seems to me that we have the potential of a pilot being done and successful that could then be promulgated out to all the other parts of ICANN or just made available for anyone who wishes. And if that was then centrally organized, it would benefit not

only you, but all of us going on in the longer term. So, let's make it happen.

SARAH DEUTSCH:

Thank you. Oh, sorry. Thank you. Vanda. And I just wanted to comment on what was said now with regard to how do I know the women experts when I'm looking for one. And I know that there were at some databases that include women experts from different walks of life. But I thought maybe it's a good idea also to establish a database for women experts within the DNS industry, whether techs or policy makers. But then this brings the question, how do we set this database? How do we start working on it? And I think this is an initiative that could be led by DNS women. Thank you.

VANDA SCARTEZINI:

We are working in a match, a matching to put in our DNS websites, a place for matching. So, people can go there, the others can go, because since we cannot just publish a database. Yeah. So, this matching opportunity is a kind of a big opportunity for the people to find another partner or some work around that. I personally have been working outside ICANN with many people around, even here with some of those women and men around. So, ICANN is a good business opportunity, not only for to be here, but to use the opportunity to grow up and expand business around. Thank you. I would like to have a pleasure to give another woman in our Board, so please Catherine, it's your turn.

CATHERINE ADEYA: Okay, and you're telling me we're running out of time.

VANDA SCARTEZINI: No, no, no.

CATHERINE ADEYA: I'm not going to take for me. I'm not going to take time. So, my name is Catherine Adeya, and I'm a member of the Board. Amrita knows me very well, because we've worked on women's rights online in Asia and in Africa. But I mean, I'm just very honored to be here. I'm so sorry I had a clashing event, but just listening to the ICANN81 fellows, I think I bumped into some of you and you also hijacked me.

And you are trying to, yesterday on my way, so Board members, if you didn't see me at one point, I was hijacked, but in a positive way, because I think some people are also feeling lost when they're here in understanding certain things. And I think one thing women can do is even to demystify terms, like people are saying, what is all this multi-stakeholderism? What is all this?

Let's demystify it. We're very good at explaining things even to children. And I'm not saying we are children, but explain it the way you'd explain it to a child. And you suddenly realize that many of them understand what it is. So, one of the challenges I give ourselves is just demystifying terms, so that we are all together and we can work and build the next generation. So, ICANN81 fellows, I committed that you can continue to ask me questions, but my fellow Board members like Becky, Sarah,

they're all very kind people. They'll answer your questions. Yes, Becky and Sarah. So, thank you very much.

LORI SCHULMAN:

This is Lori Schulman for the record. I believe I'm next. So, I'm just going to jump for the purpose of time. Yeah, thank you so much. I'm very honored to be here. I have been practicing law for 35 years. So, I'm in the older generation here. I can't even remember when my first women in the DNS breakfast was, but it was a few Singapore's ago. So, it's been a while. And I think knowing Vanda and Cheryl, I'm going to call them out particularly. When I joined and started, I was actually a remote participant for many years before I started coming to online meetings because I just simply didn't have the funding, but I was interested.

And so, when I finally did make a meeting, Vonda and Cheryl reached out to me almost immediately. And it's been just an honor to have them as mentors in the community. And that's my first point. I have some practical points about women in the DNS. One, the mentoring. I think for me that because the group was so small, to have the mentoring really made a huge difference in my thinking that I could grow in the environment and that I wasn't going to be sort of tamped down because of my gender. And that's certainly not been the case.

I am considered a community leader here and I enjoy the work, it's tough work, but it is many times gratifying work. And with all of that, I think what I would love to see us do is have a formal mentoring program. And I was thinking there was a suggestion in the chat about using the wiki. So, there's a few things where we need to connect and

it's not about networking in the halls as much as it is matching young fellows with female mentors from women in the DNS if they ask for it. And that's something I would be willing to help with because I am a very strong proponent of women pulling other women up through the ranks.

My second point is also with the wiki, matching women with skills. We could have a registered page for women in the DNS who self-identify with skills. And we have that, my trade association is the International Trademark Association and I am an executive there. And what we do with our members is exactly that. We list our members, their skillset, you can do a search on the skillset and the members will pop up. I would love to see something incorporated into the wiki that could do that possibly.

And finally, I have to say that I'm proud of ICANN for instituting the childcare grants. I don't know how much they're used, but I know ICANN is looking at ways to tighten the budget but that's an area I would strongly support keeping no matter what, even if it's not used so much, the fact that it's there, that it's openly supporting the fact that in this world, women are professionals and mothers. And there are fathers too who may be able to help with the childcare if they know they can bring a child and get this grant.

So, in terms of equality and leveling the playing field, I think that kind of acknowledgement is critical to the mission. And anyone here in the room today who's never met me is welcome to come and talk to me. I like to share, it's so important and I'm going to round it back up to

Cheryl and Vanda and say, if it wasn't for you, I don't know if I would have lasted as long as I did. So, thank you.

AMRITA CHOUDHURY:

Thank you so much. So, we are running out of time. I do see two hands. Unfortunately, Rida is supposed to be briefly sharing of how her journey as a young woman in tech has been. Rida, if you are online, if you could just briefly in about two minutes, share a bit about your journey.

RIDA ASHFAQ:

Yeah, sure. Thank you for this opportunity. So, I'm Rida Ashfaq from Pakistan and also an ICANN NextGen81 member. So, I hold an electronics engineering and pursuing a master's in information security. My journey in tech is driven by a passion for creating secure IoT solutions that improves. So, one of my significant projects is the smart pillow for sleep apnea monitoring and minimization. This IoT enabled device provides non-invasive real-time solution for detecting and addressing the sleep apnea episode. Basically, sleep apnea is a sleeping disorder. So, this pillow sensors monitors the oxygen level of the body and it automatically adjusts to keep the airways open.

My role is to cover both technical and data science and data security. So, ensuring data sensitivity, health data is protected. So, as I developed a IoT solution like smart pillow, I recognized that the critical role of DNS protection is securing data transmission. So, IoT devices are often vulnerable to cyber threats and compromised DNS can expose sensitive health data.

So, my goal with ICANN is to advocate for IoT security, focusing on DNS protection to foster a significant for safer digital environment. So, ICANN's collaborative space with diverse multi-stakeholder is essential for shaping secure technology. And I'm eager to contribute to discussion on IoT security and DNS protection, helping to shape policies for secure digital futures. Thank you.

AMRITA CHOUDHURY:

Thank you so much, Rida. And Cheryl, would you like, or Vanda, would you like to share the closing remarks? We do have two hands, but I think we have to give a break to the interpreters. I'm so sorry for this.

VANDA SCARTEZINI:

Yeah, well, everybody, it was, again, a wonderful opportunity to be together and to listen to all so important experiences and opportunities to share with the others. And let me remember that we are doing that survey. And if you don't have, receive yet, this information, the survey information, please send to me an email. I send you back directly the survey. So, my email is vanda@-- I put it here.

AMRITA CHOUDHURY:

This is the cheeky part.

VANDA SCARTEZINI:

vanda@cartezini.org. So, please send to me, and I'll be pleasure. We need to have your feedback about your profile to have been a very good overview how we are now after 10 years of this. And 10 years, but we're

almost 20 years in. But this is to compare to 2015. So, once more, thank you for coming. And yeah, and next time in Washington, we're going to, at Seattle, yeah, at Washington State, sorry.

AMRITA CHOUDHURY: Thank you, Lori.

VANDA SCARTEZINI: Thank you.

CHERYL LANGDON-ORR: And thank you to the interpreters.

[END OF TRANSCRIPTION]