
ICANN75 | AGM – At-Large Diversity Survey on ICANN Leadership Groups
Monday, September 19, 2022 – 16:30 to 17:30 KUL

CLAUDIA RUIZ:

Hello and welcome to the At-Large diversity survey on ICANN Leadership Group's session. My name is Claudia Ruiz, and I am the remote participation manager for this session. Please note that this session is being recorded and is governed by the ICANN expected standards of behavior. During this session, questions, or comments submitted in the chat will be read aloud if put in the proper form as noted in the chat. Taking part via audio, if you are remote, please wait until you are called upon and unmute your Zoom microphone.

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SEBASTIEN BACHOLLET: Thank you very much. I will speak in English as it will be easier. The presentation is in English. Just, I guess, we are talking here about some result of a survey who was done about the diversity of ICANN leadership. We will try to explain what we meant by ICANN leadership. But even if we are in the room of ALAC and if I am chair of EURALO, it's not either EURALO, or ALAC, or At-Large study. It's much broader. Maybe you can go to next slide. And we will discuss first the result of the survey.

Then we will have staff who support us and then who help us with this study to give us a larger landscape, or what we, or what they are doing, or we are doing about diversity data collection at ICANN. Yrjo Lansipuro will talk specifically on the question link with the NomCom activities, without telling us any secret, but I hope that it could be useful. And then we will open the discussion. And then we will see if there could be a next step.

Next slide. See the next one, the history of this, it's twofold. The first one, on time was when I was a board member and Steve Crocker was chair of the board. He took all the board members since the beginning and he put them on the frame. And I have done the same in parallel and I had some information, public information about each board members, and I tried to figure out what's happening. It was not possible to use them as with the data collected by me was personal. Therefore, we need to find

another way. In the same time, just after the WorkStream 2, IANA transition WorkStream 2, we discussed about diversity.

And the diversity was one of the topic with seven different elements of this diversity. And we consider that it could be a good way to work on those issue and to set up a survey, hoping that as much as possible people will answer both from the current leaders of the organization and the previous one. The idea is to try, even if it's quite complicated with the constraint of the personal data, it's to try to have film and not just photo. And you will see some of the results. We will not show you too much graphics. It's on the report. You can take the report from the agenda page. But next presentation, we will try to have all that as it's the first one we are doing here today.

Therefore, we try to reach out, in fact, staff trying to reach out a lot to board member, ex-board member, ALAC member, ex-ALAC member, GNSO Council, ex-GNSO Council and so on and so forth of the overall organization and we had some results. And the first one it's ICANN board. It's much more males than female and it is in particularly completely true for chair, I guess, the only women's share until now was the first one. And the CEO, we are still waiting for the first one.

Board member who answers the survey are more from North America and Europe. There amount I spend on the board and it's

why it's quite complicated to analyze that it's fewer than five years. But the term of the board member, it's three years, therefore, it's mixed of all the participant. And you have big difference if you take into account the time on the board, where the people come from, which language they talk, and just to take one example, and it's just an example, no one French people member of the board done a second term.

Very often people from North America have done two, but some of them and quite a lot have done three. And some from Europe too. We were talking about which sectors they come from and it's from the board. It's mainly business and academia. And the fact that a lot of many board members study in North America and Europe. And it's not just North American people living in North America or coming born in North America and Europe. It's much more than that.

Next slide. Therefore, I guess, I have already said few of that, but it came from an additional budget request to do this study and we get this budget. And it was a study with really self-declaration. So for the people declare what they wanted when they answered the survey. It was a foreign six foreign UN language as well as Portuguese.

In fact, the seven languages that ICANN is supporting. It's written only, I will say, in the time frame we get, it was three weeks, even

a little bit less. 187 individual participate to the survey. For example, for the board, it's a little bit less than half, but it's already half. Then we have, of course, partial look. But I hope that it will allow us to build on this resident.

Next slide. When we try to split people who answer, therefore, you have 98 from the supporting organization, 66 from the Advisory committee. When we say Advisory committee, for example, for At-Large, it's including the one from the RALO, who answer to this. It's not just the ALAC members or previous member. 10 were from Historic ICANN group. What is the Historic ICANN group?

In 2002, ICANN went to restructuring the creation of the split of the DNSO into the GNSO and the ccNSO. Therefore, the people who were leaders of the GNSO are in Historic group. So protocol, support organization was this band, therefore, it's also one Historic ICANN group. Therefore, we get 10 of those type of people, other people coming from those type of organization, sorry. 50 board member, and 48, quite large amount from the Nominating Committee member. The one who participate to the selection, not the one selected.

Next slide, it's a list of the, I will say, main and initial findings. We put nine here to try to start the discussions. There are many more. When you will have time to read the report, it will give you

other information. But it's useful, I guess. Europe and North America are the most common region of residence. Africa is the least common selected region of residence. Over half of respondents speak English as a native language. Chinese is a least common select language.

I remember you that the seven languages supported by ICANN. We are not talking about the other language here in this survey. Both community and broadly they are male-dominated. But we are fortunately strong female voice, but it's not balancing that. Over half of respondents became leader between the age of 40 and 54.

Most survey participants do not report having accessibility and special needs relevant to their participation in ICANN. And this question was outside of the other, we can't cross those information with the other. It was a standalone questions. Over half of survey respondents earned degrees of higher education in the United States or United Kingdom.

And the technical community is the most common stakeholder group for respondent. That's some of the element as I already spoke too much. I will, except if there are some burning question or question to understand the meaning. If not, I will give the floor to Betsy to give us an overview of the data collection on ICANN about diversity. Betsy, please.

BETSY ANDREWS:

Thank you, Sebastien. My name is Betsy Andrews. I'm a project manager in the public responsibility department at ICANN. My team supports projects like this particular additional budget request. It may be helpful to add some context to how this survey relates to wider efforts of diversity data collection at ICANN.

Let's move to the next slide, please. As you're likely aware, the WorkStream 2 diversity subgroup defined the seven elements that are key to diversity considerations at ICANN. So you can see them in this illustration. They are geographic or regional representation, language, gender, age, physical disability, diverse skills, and stakeholder group or constituency.

Let's move to the next slide, please. ICANN org has conducted two participation surveys, which each focused on one of these seven elements. So there was a gender survey in 2017 and an age survey in 2019. Both of these surveys were community wide and they were aimed at gathering meaningful data to support this ongoing community discussion about diversity.

So as Sebastien's been explaining, whereas this leadership diversity survey that's just been completed is a census type survey, it's targeted specific past and current leaders, and it's gathering their data across these seven elements. The gender and age diversity surveys that we completed were designed

together perceptions of diversity in the community. Potential and perceived barriers to participation, and the community support for initiatives to enhance these elements of diversity.

So, these different types of diversity data are all designed to feed into your discussions, but it's important to understand the nature of the different surveys. With regards to future diversity data collection, there's two areas which I'd like to emphasize. The first is about privacy concerns. And Sebastien touched on this with regards to observational data.

In keeping with best practices, we must ensure that all individuals are given the opportunity to self-declare diversity data, rather than having others declare their gender, language, or disability data for them based on appearances or even based on public information.

Public information is useful, but as Sebastien has explained, is to be used in a different context for the discussion. This can feel frustrating when you think, but I know Betsy is an average height female, from the United States, who lived in Scotland for 10 years, or whatever data you have collected about me.

But the key here with privacy concerns is that it's for me to declare those things about myself, even if you have observed them. So bear that in mind when you think about the surveys and the data size from the surveys and what kind of data you want to

collect in the future. The idea behind the design of the current leadership diversity survey is that we have invited individuals to declare these diversity categories for themselves.

Future data collection efforts would also want to take into account privacy considerations and ways to present data without revealing individual's identity. So for example, in this survey, which Sebastien has just discussed, the data was only analyzed for groups with 20 or more survey participants. And this is so that you can't identify an individual across multiple categories. There is a potential for some groups such as maybe the board to consider consistently gathering self-declared basic demographic data when individuals join the group.

As you may be aware, the community coordination group, the CCG, is meeting regularly to discuss community wide coordination efforts in this area. So please lend your voice to these discussions as appropriate. If there's an appetite by the community to standardize and collect diversity data that is certainly something that ICANN org can help to execute. Likewise, if future community perception surveys and studies are desired we stand ready to help there as well. So with that, I will hand over to Yrjo to discuss addressing underrepresentation amongst leadership bodies. Thank you.

YRJO LANSIPURO:

Okay. My name is Yrjo Lansipuro. I'm a member of the nomination committee. And I want to bring you some perspective from NomCom, also based on the seven other NomComs that I was part of. As everybody knows, NomCom is not creating selectees from thin air. We depend on the candidate pool and we select people from those who applied.

So I would maintain that what we are talking about here is at least partly a supply side problem. We simply need, if we want to have more sort of better diversity and better balance between various regions and between genders, we simply need more candidates. So the message is that we should encourage applications. When the application time begins, encourage them especially from the so called underrepresented areas, and of course, for women.

Now for instance last year, of the total number of applications, 15% came from Africa, which is less than it should be with assume that every region would file in same number, same proportion of application. So that is the matrix. Now who should encourage them? Of course, that's NomCom's task partly, but we cannot do that alone. And especially when it comes to candidates from certain areas, certain regions, then I will appeal to all SO and AC members from those areas to try to find and encourage candidates to apply.

Of course, we also are working with recruiting firms and they are certainly getting, first of all, they are selected partly taking into account that how well they are represented in the entire world and not only in Europe and North America. And then when they are tasked to do the recruitment for us, they are, of course, especially tasks to look for candidates for those like Africa, Latin America, and so on and so forth. So that's what we can do.

And the other thing is, of course, we not only need candidates, but we need qualified candidates, because in the end, the Nomination Committee has to select the best and that's, of course, something that we come to capacity building and all those things how important they will be. Thank you.

SEBASTIEN BACHOLLET: Thank you, Yrjo. Thank you, Betsy. Now the floor is yours. Open to any question, comment, agreement, disagreement. Pari, please go ahead.

PARI ESFANDIARI: Diversity is a known as subject. But my question is, what was the purpose of diversity? Are we looking for fresh ways of thinking when we talk about diversity? Or do we only fulfil the fact that contribute to more equal work. And what was the driving force in the survey.

SEBASTIEN BACHOLLET: I don't know if there were driving forces or force. And maybe each one of us have different reason to participate and to push for this survey. My specific interest is if we don't know what is the situation, we can't evolve it. And therefore, it's better to have some answer. I know that we could disagree with a lot of NomCom people, I consider, but it's not written in the bylaws. Therefore, it's maybe the next step we need to take, that NomCom must be there to balance what SO/AC have done and not just to take what they call the best candidate.

I consider that I make this image the other day. You need a team. We need a team in ALAC, we need a team in the GNSO Council, in the team in the board. And the team, it's not just 11 person like in the soccer team who are the best one, because the best one could be all goalkeepers. And we need best one or at least a good one to fulfill a team and that's something we need to be thinking about and we need maybe to change our mind. But it's my personal point of view.

And here, the goal was to gather data. Now everyone here can analyze them, take them into account, and do what they think it's useful and important to evolve within ICANN. I think it will help also the WorkStream to implementation about diversity as we have some additional data. Therefore, the discussion will be a

little bit less theoretical. Even if I know, it just 187 answer, but it's already 187 answer. Thank you.

CLAUDIA RUIZ: Sebastien, we have a question in the chat from Naveed.

SEBASTIEN BACHOLLET: Okay. Go ahead with the question in the chat room and then Cheryl Langdon-Orr will be next one. I don't follow. Who was the first one? Okay, the online and then --

CLAUDIA RUIZ: Well, there was a comment from Shreedeeep in the chat and a question from Naveed. Would you like me to read them? Okay. Shreedeeep comment is the major challenge is the flow of the information at community level. ICANN communication strategy is not so progressive, where it has to be aggressive and continuous.

SEBASTIEN BACHOLLET: You read the question too, please.

CLAUDIA RUIZ: And now Naveed's question is, the other day, we had a discussion on diversity, but it is still not clear what is the definition of diversity. There are some dimensions of diversity as we understand such as gender, geographic location, skills, etc. But do we have a consensus on this to move forward?

SEBASTIEN BACHOLLET: Okay. I think I can answer this question. When you see what WorkStream 2 have done is the consensus of the organization at that time was the seven element of diversity. Therefore, it's what we are working on that here. You have the seven. We have a long discussion in this subgroup of WorkStream 2. Some people are in this room and it will be if they wish to talk about that. But here, it's what we are talking about. We add during this survey because there is no yet a common definition of each of the seven elements.

There are some who are quite obvious, I guess, but there are some who could be discussed and we take a decision as the organizer of this survey. It can be changed for the future. But for example, when we talk about, where it is, I guess it's about skill, what we measure, it's a level of study and where the people have made the study. It's one way to talk about scale. We can take another way, but that was one way we think it was quite easy to answer by the people and not to complicate it, but it was our decision for this

specific, I guess, for age, gender and so on, it's quite obvious. Go ahead, please.

UNKNOWN SPEAKER: Thank you, Sebastien. I think that the question that was done at first instance was one that I was going to ask, but I'm going to detail it a little more. To do this type of survey, I think is very good. I think it brings an implicit idea which is to get to know something to be able to change it because to do it, just to do it, I think makes no sense. My question is the following, the idea of really develop something to improve the situation, in other words, more than just the intention of this work group, is there a support, is there something that's really supporting this by the board, or by the groups that work within the organization so that we can progress in this? That's the first question.

And the second question, and this is for Lansipuro, Yrjo Lansipuro, how sure are you that you're really picking the best ones in NomCom? And what are the parameters that are taken to make sure that you are choosing the best? And I'm saying this when I was at one point picked for the NGSO at one point and I don't know if I was the best one, but that's my question.

Sebastien is speaking. I'm going to answer your first question. The only group that we can have a discussion regarding the diversity is the WorkStream 2 group. Again, the WorkStream 2

that talks about diversity. But I think that now that we have the support, each group and each person can take that into account, and do something and discuss it with others. Yrjo, please.

YRJO LANSIPURO:

Thank you for the question. How can we be sure that we select the best? Of course, we try to, first of all, we go to the bodies to which we appoint people. We ask what kind of people you want. What are the main qualities, the main strengths of character you appreciate when you get new members? Of course, we do things that all recruiters do when they try to fill positions with the best people. We get the applications, we study them, we read the CVs, we make interviews, deep dive interviews, and so on and so forth.

And I would say, having also been involved in employing people in other connections that we do it in a fairly, fairly serious and heavy manner. And in the end, it's a collective decision of the NomCom. But of course, in the end, still nobody can be absolutely 100% sure. Thank you.

SEBASTIEN BACHOLLET:

Okay. Sorry, I am not sure about the others. Therefore, I will give Tijani, Gunela, Cheryl, Jonathan, and Alan. I hope that it's okay with you in that order. Tijani, please.

TIJANI BEN JEMAA: Thank you, Sebastien. Tijani speaking first. I liked very much your approach of football team of 11 person, if we choose the best of the pool that we have, we may have only goalkeepers, so this team will not win at all. So the concept of the best is good. We don't have to choose not the qualified persons, but sometimes, you have to choose the good one, good one. Only good one, never bad one. But this issue of best sometimes, it's only a few things, but it make it not diverse. So this is a very important remark.

Second point, Sebastien. I would like to thank you and the group who worked with you on this survey. But I have a question, what is the goal of this survey? This what you gathered as data, there are expression from people, from few number of people. And are they representative of the community? We don't know. I don't say that it is not useful, but I say that we have to have statistics, and the statistics will help very much. If we have all the statistics from the beginning of ICANN till now, we will have the real image, the real landscape. And this will help to perhaps develop this issue of diversity. Thank you.

SEBASTIEN BACHOLLET: Thank you, Tijani. Very short to try to answer your question is that, first of all, it's not representative of the community. Its representative or it's try to be representative, and just one part,

but only the goal was the leaders, the leaders body of this organization. And if we have done the survey is because we were not able to gather the information statistically about the leaders. When I asked that and we discussed that with ICANN, it was not possible. Therefore, we take what we have and I hope that it will be useful. Now I would say at the end, the goal or our goal doesn't matter. What you will use for will be more interesting, I hope. Gunela, please.

GUNELA ASTBRINK:

Gunela Astbrink for the record. I'm encouraged that disability is included as one of the criteria. We know that 15% of the global population have a disability, so I have a question. It stated in one of the first slides that most participants rather than leaders have stated they don't have any accessibility or special need requirements. So I'd be interested in drilling down on the numbers there.

And I obviously from a diversity perspective, we do need to include people with disability in the internet community at ICANN and wherever that best fits. And it's a road, it's a long road to those leadership positions because I suspect, bearing in mind privacy conditions, that really you can count on maybe a quarter of a hand if that if there is anyone currently in certainly not the

board and the NomCom type positions, but maybe in other leadership positions.

So I just wanted to mention that APC and the Internet Society Accessibility Standing Group are partnering on disability leadership in Internet governance and digital rights. And maybe in a few years' time, we will see that there will be qualified people who could take up these positions, but it's a pathway. And I'm pleased to say that people with disability are there as one of the survey groups. So that's first a question and the comment. Thank you.

SEBASTIEN BACHOLLET: Thank you very much. Yes, I think it's important to include all of the elements of diversity. If there are no so much people want to say that they have the disability issue, it's because, I guess, it was something not in the radar of ICANN. We start to discuss this maybe a little bit before WorkStream 2, but it's not so long time ago. Therefore, as we were just talking about current and the previous leaders, I hope that in the future, we will have more.

And I would like to challenge you. There is no reason to say, you why not in the board, including in the board, we can have. It's not to say we need to, but we can. It's not something we need to. I hope that it will not be a barrier to select somebody this type of issue. It's why I think all the door needs to be open. Sometimes

it's difficult to open the doors, but if we push together, maybe it will happen. But thank you very much for your encouragement. And I hope that you will help us with that. Gunela.

GUNELA ASTBRINK: Thank you very much. And I just wanted to make a point of clarification. I certainly would hope that a person with disability in future could be considered for the board as well across all the different levels, not just the lower leadership levels. Thank you.

SEBASTIEN BACHOLLET: Cheryl, please.

CHERYL LANGDON-ORR: Thank you, Sebastien. Cheryl Langdon-Orr, for the transcript record. I just wanted to, first of all, let me start off with the compliments to the team that did this, real good. Thanks Betsy, and Sebastien, and Co. I think it's important that we remember that what this is providing us with regardless of the size of the respondent, we know it's not as many as we'd like it to be, but it was an opt in. I mean, all leaders I gather that they had contact details of were approached. And some of them are probably busy, occupied otherwise, whatever. There's reasons why people don't respond to these things. So doing these sorts of things and

repeating these sorts of things accumulates really valuable baseline data.

And through all of those in the room who are going, what's the purpose of this? Why are we doing this? What about? It's because to make change and to measure the success or otherwise of what you put in place to make change, it's absolutely essential to get it right, to have some baseline information. So apart from anything else, this is value already.

That being said, if we go back to that pretty slide with all seven pieces of the fan-like cake looking at the different aspects of diversity that came out of the WorkStream 2, amongst the WorkStream 2 recommendations, and that's really what we now need to get into implementing, the work there are beautiful, the WorkStream 2 recommendations use this very important graphic as a frame of reference for the different parts of ICANN to draw upon. This is the agreed set of many types of way we could decide, dice, define, diversity.

Now, we can split up the persons with disability into so many subsections. We can do all sorts of things. But in general, community agreed, for the people who wanted to know that, community agreed at the time that in the context of ICANN, these were highly relevant and something we believed we could pay attention to. Note that, pay attention to. To the degree that it is

possible within the mandate of our particular parts of ICANN. I'm going to channel Julie Hammer from, we all know it, we've sent it to SSAC and then they stole it and I'm never going to give it back. But in the SSAC perspective, they cannot say, we have to have all of these things because their priority is a particular mandate with a particular set of skills.

So not all parts of ICANN will be able to do the full rainbow. I'd love to think that they could, but it's to the extent practical and possible. But these are highly, highly aspirational things that each part should aim for. Where can I get as many of these elements into not for heaven's sake, just leadership. I have images of all of these chimps and no Indians everywhere. Wouldn't it be nice if we had working members' rank and file, actually contributing to policy development and the work of ICANN, not just collecting the nomenclature of who they are and where they serve?

But the leader survey is important. The community surveys if they ever happen is equally useful. But it is predominantly good guidance and good practice to try and have as many of those things just like you should eat more vegetables and how many colors in your food scale in your country. One thing about the teaming idea, I'm really glad some of you don't put football teams together is all I can say. I'm not a football coach. I don't even like the game. I certainly can't play it. But I have put a few teams

together in my past and very few teams were ever called on for utter homogeneity.

We never had job description to say, give us a team of left handed bottle openers. Alright? We never had a something that said what we want is uniformity, and we only want, therefore, the best. We're not going to end up with a team of goalkeepers if the definition of team includes all the other player skills and all the other player positions involved. So you would have been sorely disappointed if when I was putting field medical teams together for disaster response, if I only gave you the very best cardiologist, I could have put the very best cardiologist into every one of those fit teams. But you better hope there was only a heart that was a problem in the disaster. Thank you. Range over.

SEBASTIEN BACHOLLET: Thank you, Cheryl. Jonathan, please?

JONATHAN ZUCK: Thanks, Jonathan Zuck, for the record. This is a complicated issue. It's obviously this panel discussion reveals. I have a very distinct memory at one point of the board at one point producing a PowerPoint of what they thought was the checklist of skills that were necessary for a new CEO. And once they got through those 40 items, I thought who on Earth could possibly measure up to

these lists of skills that were presented there except maybe the pope or something like that. And so I think it is fair to say that we need to avoid the danger of saying that here's 59 things you need to be able to do, and if you're missing any of them, then you don't qualify. And I think we do need to be careful about that.

The interesting thing about the survey, and I want to echo a little bit about what Tijani said is that I'm not sure that we're entirely surprised by the results of this survey. I mean, what would have been surprising, of course, is that with all of the self-identification is if it gave us surprising results because it turns out we had a more diverse situation than we thought we did because we misunderstood based on our observations who we were looking at in these positions of leadership. But as far as our surprise about this, I think it's quite low.

And so I think I want to echo what Tijani was saying and that what Bill Juris said in the chat which is we should actually set some concrete objectives. I mean, if we look at ourselves in the At-Large, if we say we want the next chair of ALAC to be a woman from the AFRALO region, for example, then we ought to look seriously at what it takes to nurture a group of people.

We have the DNS women that Cheryl has played an important leadership role in. We have some of the firm team, if you will, for some of these kinds of objectives, and we ought to set a specific

objective because I think if we set an objective to be more diverse and then just keep telling ourselves we're not, that's not going to create a pathway. Maybe this is too American a response to this or too male a response to this.

But I think we ought to say, let's set an objective for some specific things within our own community. Set an example and say, we want these to be the outcome and then do the work to nurture the people into those positions instead of waiting until it's the NomCom having to decide between the only people that meet the 40 criteria that have been set out for the position. Let's make sure we're building people into these positions and not just waiting until the end to decide whether people have made it.

SEBASTIEN BACHOLLET: Thank you, Jonathan, and I can't agree more with you, but maybe not this version of the report, but I hope that we will have a next one. There is something will not maybe surprise you. But as I say at the other meeting, a lot of, not a lot, some of the people from some, I will say, underserve region or from some regions are going to U.S for the university.

And therefore, when you pick the people from one country, but from one region, but they spend five years in another region, you have to take that into account. It's not to say that it's good or bad. It's just to say that once again, it's better to know. And I am not

sure that I was not surprised with some result, but let's see. We have 10 minutes to go as therefore, I will not ask for two minutes, but please try to be brief and I will not answer to which. But Alan, then Claudia.

CLAUDIA RUIZ:

Sebastien, Sorry, there's been a question in the chat that passed a while ago from Shreedeeep, I'm not sure if it's been addressed or not, but I'll read it really quickly. Shreedeeep said, Asia has a population of five billion, and today at ICANN75, we have only 1000 on-site and 650 remote participants. In such case, how can we expect diversity? What is the community lacking?

SEBASTIEN BACHOLLET:

Thank you. I am not sure that it's a question I can answer you. We need to have a discussion with the meeting team and then with the people in in charge of gathering the people here. But yes, at the end of the day, the diversity will be done with people we have and we try as much as we can to have participation. And the last point is that we are trying to come back into "normal situation." We will never come back to normal situation, but we will see. I hope that it will evolve. Thank you. Other question, Claudia, or I give the floor to Alan?

CLAUDIA RUIZ: No. Naveed responded in the chat. Thank you.

SEBASTIEN BACHOLLET: Okay. Thank you. Then Alan, please.

ALAN GREENBERG: Thank you very much. I put my hand up after Carlos asked the question to Yrjo of how do you know you got the right people? How do you know you're picking the best people? And the answer basically was we use good methodology and we try really hard, and we do our best, and we use again, external people who shouldn't know what they're doing or whatever. As the discussion went on, I heard references to people hiring, to putting together football teams or medical teams, the difference between what we do and all of those other examples is this feedback.

And if you want to adjust, build an audio amplifier, you put feedback into it so that you know if you're in the right place or not. And our processes have very, very little feedback. They have a little feedback on the quality of the people we appoint and the diversity. And somehow, we have to take that into account because we're not just trying to get diversity, we're trying to get good diversity. That doesn't mean we can't.

We have to pick the absolute best regardless of what. I understand affirmative actions and all sorts of things like that, but we need to build more feedback in so that we do things more intelligently as we along instead of blindly each time trying to do it based on good methodology with no feedback at all. And the lack of any discussion or feedback bothers me because you're almost doomed to failure if you do that.

SEBASTIEN BACHOLLET: Thank you, Alan. Tommi, please.

TOMMI KARTTAIVI: Tommi Karttaavi, for the record. Being a new recruit and fully aware that's probably not the poster boy for diversity here, I would just like to offer the following observation that to some extent this is also on supply side challenge, meaning that it goes to the grassroots, which in the case of ALAC means the ALS, are they diverse enough? Because that's something that I've been wondering. I don't know all the ALS even in Europe. Not to speak of the whole world, but I somehow get the impression that there could be more happening on the grassroots that could feed up more diverse candidates upstream. That's all. Thanks.

SEBASTIEN BACHOLLET: Thank you, Tommy. Bill, please. Bill, you want to take the floor? No, you don't want anymore. Okay. Yeah, but that's not the same thing to listen your voice and to read the chat. Okay, I saw that there were a question of Naveed to Betsy, but I want to answer it because I was the one who push for this study. I hope Naveed that you will be able to draw some conclusion and maybe some recommendation that are here for that. It's not something -- we were organized this little team, we were organized to do the survey, not to be the one who will say the truth about the survey.

Now it's in the end of the community. I hope that other group within ICANN will be willing to get this presentation or presentation like this one outside of the ICANN meeting. And I hope that it will resonate to some of the participant to do something. I have a hand raise. I don't know your name. Please go ahead.

LAURA TRESKA: My name is Laura Tresca. I am from the BGI in Brazil, and I am responsible for the diversity and general working group there. And there is something that caught my attention. One thing is the selection process. That is not that simple. I mean, people sometimes are not interested and they do not apply. Perhaps you need some stimulus. And after the selection of candidates, it is important to have a favorable environment for diversity.

And I would like to ask you whether you have done a survey regarding what is going on afterwards. I mean, is the ICANN environment open enough for diversity? Are people feeling that they are in a secure space, in a space that is open to diversity? That is, I believe that would be a good development of a survey.

SEBASTIEN BACHOLLET: Sebastien Bachollet speaking. I believe that this is the first time that we perform this sort of survey. So your proposal can be taken into account for the future. But let me ask you, and let me reply to the first part of your question. By the board and there is will in the NomCom to look for people that are not aware about ICANN and some board members were not aware of ICANN in the past, and now they are in the board.

So you can discuss that particular point with those members that are going to end up their terms. You can ask them where they were participating before ICANN, and you'll see there are some other people in the same situation, but that is the place where you can find what you're mentioning. And I will thank you in French for your participation, for you're listening, and I would like to thank the entire team of people who helped us. You want to speak? Okay, go ahead, Tijani, and I will do the conclusion after.

TIJANI BEN JEMAA: Thank you, Sebastien. Sorry to come back to the floor. At the NomCom, we are selecting what we collectively think are the best. We are not saying that we are selecting the best. We may be wrong, we may be right. And how to know if we are right or wrong, what Alan just said is very true. The feedback is something which is missing here in ICANN. We need the feedback for each leadership position. And I think that in the future, one of the recommendation that you may have is to ask for feedback for each leadership position. Thank you.

SEBASTIEN BACHOLLET: Thank you, Tijani. I want to read the comments of Olivier Crepin-Leblond in the chat. The biggest barrier is language barrier as all policy work in ICANN take place in English. We can have multilingual group in At-Large and plenaries, but GNSO work is all in English. I will stop here. I will switch to French for the conclusion.

Once again, thank you very much for your participation in this meeting. Thank you, Betsy. Thank you, Megan. Thank you, Heidi, and thank you to the other members of the team of ICANN org for everybody who helped in the organization. I know that somebody analyzed the results I don't know the name of that person, but thank you. Thank you for Yrjo, for helping me out in order to organize this presentation. I know that the entire team

who worked on this will be available to answer your questions. And if other members of the At-Large community would like to access this presentation, do not hesitate to contact us. And may diversity be with us. Have it good end of your meeting. Thank you.

CLAUDIA RUIZ:

Thank you. You may now stop the recoding.

[END OF TRANSCRIPTION]