
DUBLIN – 2015 Nominating Committee Public Meeting
Wednesday, October 21, 2015 – 11:00 to 12:15 IST
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STEPHANE VAN GELDER: Hello, everybody. We're going to start. This is probably going to be a shorter meeting than we planned. I should say, "Please start the recording," or something. Shouldn't I? Nice to see you. Is that recording? Has the recording started? Do we get confirmation?

Right, so good morning, everyone. My name is Stephane Van Gelder. I chair the Nominating Committee. This is the NomCom's open meeting. The idea behind the meeting at this venue was to, first of all, bring the incoming and outgoing committees together so that we could all meet and exchange experiences, etc., and also go over the final report that we produced for the 2015 committee, and answer any questions that either NomCom members, incoming or outgoing, may have or that any of the community may have. I'm not sure we have many community members, but we might want to get some.

CHERYL LANGDON-ORR: There might be a cleaner we can grab.

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STEPHANE VAN GELDER: We are working, and we have constantly worked to try to get a bigger room that's not so effectively hidden that no one can ever find it. But so far this what we've got, and it's been difficult.

With that, I'm not expecting the meeting to go on for the scheduled – was it an hour and 15 minutes? Yeah. It's very much an open discussion. Perhaps it might be useful to just go around the table and have people introduce themselves if they wish to do so. Then we can just start the discussion and try to answer any questions. Okay? Zahid? Why am I not surprised?

ZAHID JAMIL: Good morning. Zahid Jamil. I'm with the CBUC, the Business Constituency for the small businesses. I represent them. Thank you. This is my second term.

SYLVIA HERLEIN LEITE: Hello. I'm Sylvia Herlein from ALAC. It's my second term, too.

ALAIN BIDRON: Alain Bidron with the ISPCP, outgoing member.

UNIDENTIFIED MALE: [inaudible], ISPCP, incoming member.

HAROLD ARCOS: Hello. Harold Arcos, incoming ALAC member from LACRALO.

YRJO LANSIPURO: Yrjo Lansipuro, EURALO.

CHRIS LAHATTE: Chris Lahatte. I'm the ICANN ombudsman. I'm just visiting for social reasons, but partly also because I like to see everybody in the community sooner or later. So you turned the lights on, especially for me.

STEPHANE VAN GELDER: Honored to have your presence.

SATISH BABU: Satish Babu, outgoing member from ALAC APRALO.

AMIR QAYYUM: Amir Qayyum, incoming NomCom member from ALAC.

DAVE KISSOONDOYAL: Dave Kissoondoyal, incoming NomCom member from ALAC AFRALO.

STEVE COATES: Steve Coates, Twitter, BC, large business, incoming.

JOERG SCHWEIGER: Joerg Schweiger, ccNSO delegate, newbie.

CHERYL LANGDON-ORR: Somehow the term “newbie” and you just doesn’t match for me, anyway. Cheryl Langdon-Orr, well and truly outgoing, I think served a three-year term, and at no point as a voting or influential member, just as part of the leadership team. I don’t influence anybody.

STEPHANE VAN GELDER: Okay. Thanks very much. I really want to at this stage just open it up for discussion. New members may have questions about the way we are going to do things. I can’t see anyone who’s not a NomCom member, so everyone in the room knows that we start our cycle with a kickoff meeting. I’m sure all the 2016 members are aware that that kickoff meeting starts on Friday morning. We are expecting to finish on Saturday around lunchtime. We will break for the night. We’re not—

CHERYL LANGDON-ORR: You’re being very generous this year. Very generous.

STEPHANE VAN GELDER: Well, I'm getting soft in my old age.

CHERYL LANGDON-ORR: You are. Yes.

STEPHANE VAN GELDER: So that kickoff meeting will be the place where we will make a number of decisions for this cycle, where we will be explaining your roles and responsibilities as incoming NomCom members because there are some more responsibilities that you have to agree to. And we'll be making a number of decisions on how we want to organize things this year.

As you know, each NomCom is a separate entity, so the procedures that we use in one year you don't necessarily use again in the next. Although we like to benefit from the experience of past committees, each committee has to make up its own decisions and its own rules.

So we'll be going over that during the kickoff meeting on Friday and Saturday. We'll also be meeting with some people. We have this time Steve Crocker and John Jeffrey coming to see us. We have not got the BGC coming to see us this time because, as you may be aware, there's a certain amount of other things going on in the community. I think there's transitioning to something or other, and they felt they were—

CHERYL LANGDON-ORR: [inaudible]

STEPHANE VAN GELDER: Yeah. And they felt they were a bit busy. However, because it is very important that you speak to the BGC, we are working now on organizing a teleconference soon after the kickoff so that both groups can speak. I'm suddenly realizing that I'm very much remiss in introducing our excellent staff support, which is very bad of me. So please come to the mic, girls, and introduce yourselves.

CHERYL LANGDON-ORR: These are the real bosses.

JOETTE YOUKHANNA: I'm Joette Youkhanna, ICANN staff, supporting the wonderful NomCom.

JIA-JUH KIMOTO: Jia Kimoto, NomCom staff.

STEPHANE VAN GELDER: Thanks very much. Joette and Jia. If you have any problems of any kind, be it visa issues or travel issues or just ordinary

questions, you can put them to the leadership team or myself.
Where is Hans Petter, by the way?

CHERYL LANGDON-ORR: You haven't got his RFID tag [inaudible].

STEPHANE VAN GELDER: As you know, just to talk leadership team for a moment, Cheryl was chair elect in 2013.

CHERYL LANGDON-ORR: Sounds about right.

STEPHANE VAN GELDER: Chair in 2014, Associate Chair last year.

CHERYL LANGDON-ORR: Yup. This year, rather.

STEPHANE VAN GELDER: It's actually this year, yeah.

CHERYL LANGDON-ORR: Gone.

STEPHANE VAN GELDER: And gone now. I was chair elect...

CHERYL LANGDON-ORR: The following year, yeah.

STEPHANE VAN GELDER: Yeah. It's all complicated. So this year coming in we have Hans Petter Holen that's been selected as chair elect. He was a committee member for the last two years, so he knows the NomCom well. I thought he'd be here, but maybe...

CHERYL LANDGON-ORR: He still may come.

STEPHANE VAN GELDER: Yeah. He still may come. And we have as associate chair that will be revealed on Friday. The chair and the chair elect are Board BGC selections, but the associate chair a selection of the chair. The associate chair cannot chair the meetings, but it's very much a support role, and it's generally a role that goes to either the outgoing chair or at least someone that's chaired the NomCom before because what you're looking for as chair is that support and that guidance.

It's all going to be very friendly for now, but there are times when it gets a bit intense. Not unpleasantly so, but it's just

there's lots happening and we have to make tough decisions. That guidance of the associate chair that I enjoyed last year from Cheryl – well, this year; sorry – it was great to have that. That's very important.

Because of recent events, things happened. I was asked to do the chair thing again about a week and a bit ago. So it's all been a bit rushed. It was unexpected, so it's taken us a bit of time to select the associate chair. But that will be sorted on Friday, I hope.

For the leadership team, can I pause there and ask if there's any questions, any comments, anything anyone wants to say?

You're all very shy.

CHERYL LANGDON-ORR: This will change.

STEPHANE VAN GELDER: This will change.

CHERYL LANGDON-ORR: This will change.

STEPHANE VAN GELDER: Well, we hope.

DAVE KISSOONDOYAL: I just went to the website of ICANN. I can see [that took you] from 2015. Out of 81 statements of interest, there were only twelve in there. Then I noticed that this tendency has been occurring year after year in ICANN. Is there any way or any suggestions that, okay, we can reverse this tendency? Because as a NomCom member, I think it's our role to ensure that, okay, we get gender equality.

At the same time, we have equality of candidates. But to have gender equality, it is important that, okay, we have more female applicants, more female statements of interest.

So as a new NomCom member, what are the hurdles that the previous team members have been having to get only twelve female statements of interest? Thank you.

CHERYL LANDGON-ORR: I think I'll take that, for obvious reasons. It's one of my particular passions. Nobody will be surprised to know that gender equity is something I'm particularly keen on.

I can assure you that it's not for the want of outreach. It's not for the want of going to both the members of several years that I've been involved with now the Nominating Committees going to

the right places in the C-suite to attract worthy women into the pool for consideration.

It is also not for the want of trying by the headhunter group, which we have previously used over the last couple of years. You will be deciding whether you will wish to use that sort of facility again. Part of the mandate we give, for example, the headhunter group, is the diversity, which is including gender balance. Yes, it is a meritocracy, and I will stand by my view that it has to be a meritocracy.

But you've noted exactly right. We're not even getting the applications. We have vastly more women inquire when we are talking at the cocktail parties and at the events, and then something happens.

We had hoped, for example, that when we changed the new web-based method that we used two years back – it was a little bit of a change for many people. We did get some pushback from the CC+ Suite group, who didn't realize why they should have to make such an application. Normally someone just has just a little chat and their name goes on a list.

So it may be that our worthy women are taking that a little bit more affronting, or feel, "Well, if you're going to make it that difficult, thank you. I can go somewhere that appreciates me."

That’s quite possible. We haven’t analyzed that because we don’t have access to that data set.

But, do we need to continue to specifically target women? Absolutely. What you will see, however, is worthy women being appointed from the NomCom. So despite the fact that we had a significantly small percentage of the total in the puddle being women, the ones we got outshined the majority of the men, hands-down. So based on a pure meritocracy, I can live with the outcomes because we are appointing wonderful women in the [main] to those roles.

So should we want to see closer to a 30% or higher? Absolutely, because that’s what you expect in most organizations. The time commitment part here for someone who’s looking for a directorship is quite disproportionate to what you’ll find in the rest of the marketplace. We have to remember that this is a very odd beast we’re trying to get talent into.

My final [moment] will be “And what are you going to do about it, Dave?”

STEPHANE VAN GELDER: I couldn’t agree more with Cheryl. This was my first year last time. I was surprised by the quality of lady candidates. It was

incredible. As you saw with the results, very good candidates. In fact, they outshone absolutely everybody else.

So the NomCom, to the extent that we had applications, really did as much as it could. In fact, it wasn't tough because of the very good applicants. But I'm sure there are better ideas, and this is just something I'm brainstorming. It just came to my mind immediately.

There's something I think called Women's – I've never attended this – Women's ICANN Breakfast.

CHERYL LANGDON-ORR: I've been running it for a few years.

STEPHANE VAN GELDER: Well, you've been running it for a few years? I was just wondering if that helps in any way trying to reach out to this.

The other thing I noticed was that a few of them may have had challenges, either regarding travel or regarding paternity leaves and things of that nature, which – did I say paternity? I'm having a second. That's why I'm sorry. Yeah, maternity leaves. That was only in some few, but that can also tend to be an issue sometimes.

STEPHANE VAN GELDER: Thanks. I will note also that this is a segue into the quality of the slates for the 2015 Nominating Committee, which I think anyone that served on that committee is very proud of. We do have some excellent women selectees on the Board, on ALAC, on ccNSO, and on GNSO. So there is a woman in each of the slates or of the groups. Be it man or woman, the level is very, very high. So 2016 has a high bar to reach, and I have no doubt that will be done.

We did note in our recommendations – and I would encourage you all if you haven't done so already to read the 2015 final report because it is a blueprint of what's happened, how we worked, and how we did things. So it will be very useful for you coming in to Friday to have that background knowledge.

We did note in the recommendations to 2016 there was a shortfall in terms of balance of women candidates. So we're hoping to address that if possible. You can only address it through the candidates you get. The NomCom can only be as effective as the candidates that apply. So, obviously.

CHERYL LANGDON-ORR: If I may, just on that, over the last couple of years, we also used a specific organization which is international in its connections but is predominantly U.K. and Australian-based called Women

on Boards. That has direct advertising, so it has a group of women who see [inaudible].

One of the things that we found is that, unlike most other application processes, I am a member of that. I'm a founding member of that. If I want to apply to your Board of Directors, I push the button and my CV and references goes to you. That's not how we do it here. So there's a certain aspect of how we have to make that extra effort.

To be honest, if you don't make that extra effort, should you really be putting yourself out for ICANN, which is going to be asking you to do that a lot?

There is a couple of minor barriers, but I would encourage you to continue to use those women-specific groups, and if you want to get staff to reach out to me at the appropriate time, I can give you five or six places to make sure that you do specifically target in 2016.

STEPHANE VAN GELDER: Yeah. We're taking that as an action point. Thank you very much. Any further contributions on this one? Okay. So perhaps I thought it'd be useful to just remind you all of the positions that we're recruiting for in 2016.

As you know, there is a rotation in the positions that the NomCom recruits do. It's two- or three-year terms. They are staggered in terms of the people that we will select for each body. We recruit the Board, ALAC, the ccNSO, and the GNSO. Each body has specifics, both in terms of the way they are organized, and the skill sets.

Now, just to stop on that for a minute. The skills sets are part of why we call on people like Steve Crocker to come and see us at the kickoff. It's also why we reach out to all the groups in the first part of the cycle. We ask them what they need. We don't determine. We are extremely talented, but not that talented that we can just invest what the groups need. So we do ask them, "What do you need?"

Those needs change every year. The message that we give to applicants very strongly is, "You may not have been selected one year. That doesn't mean you won't be selected the following year." The reason for that is... There are many reasons, but one is that skill sets evolve. An example: the Board may feel it needs finance as a skill one year, and it may need academia the year after that. So obviously, someone may fit into that one year and not the next.

So these skill sets do evolve over time. It's important that every single cycle we get some skill sets from all four of the bodies that

we recruit to so that we know what they need for that specific cycle.

The Board will send us something, we know. The ccNSO tends to always send us something. Well done. The GNSO? Sometimes it's more difficult. ALAC also sends us something. So we chase them and try and get what we need, but sometimes it can take a bit more time.

Another thing that's useful is to look at the past. All NomCom cycles have their dedicated webpage that's still there and accessible. You can access all the reports, all the skill sets. They're all published. Everything is published, so all that data is there. I'm not suggesting you look back at 15 years of NomCom skill sets, but looking back at 2015's might be useful as a guide until we get those updated bits of information.

So next year in 2016 we will be recruiting three Board seats, three people on the Board. Those are three-year terms. One member of the GNSO Council, that's the non-voting NomCom appointee. For those of you who are familiar with the way the GNSO Council works, it's a bicameral two-house structure. There's Non-Contracteds and Contracteds, and each has an NCA assigned to it. The NomCom, as it selects the NCA, also assigns to the House.

So every year, we do two voting members, and the year after that, the one non-voting. This year is the one non-voting, so that person will sit in the middle, as it were, and we might have to assign that person to a house.

We're looking for two At-Large Advisory Committee members. They are two-year terms. At-Large, as most of you know I'm sure in this room, is run by regions. Every year, we select two specific regions. This year, it's Europe and North America.

And we're looking for one member of the ccNSO Council. That's a three-year term, and there's no specific region attached to that. It's more a skill set. We'll go more into that on Friday.

Do you just want to say something about the region for the Board, the issue that we faced last year about [inaudible]?

CHERYL LANGDON-ORR: Yeah, happy to do so. One of the things you're going to need to watch – and our experience has shown it's better to get this clear in your minds early in the process rather than late – is there is certain limitations. With the ALAC, okay, it says what region they come from, and that's fine. But with the Board, we also have regional requirements because you must have one from each region. Yeah.

This year, you're not faced with that particular challenge, but last year's group was. It had no choice. It had to appoint from the Latin American and Caribbean region. There was no choice.

Board members are also term-limited, which is why there was no choice. A term-limited Board member from that region was leaving. Therefore, at least one person from that region had to be appointed.

Okay, so you know you've got Latin covered. You've got your minimum, unless perhaps a resignation happens and then you don't have your minimum. But you also can't have any more than five. So you've got this sandwich that you might have an incredibly North American candidate, but tally up, you can't have more than five.

Now, we do have a graphic that was on last year's site. I would like to think that you'll reproduce that graphic to help the candidates learn again because...

STEPHANE VAN GELDER: It's in the final report.

CHERYL LANGDON-ORR: Yeah, it in the final report, indeed. For example, last year, we simply had to say from anyone from Asia-Pacific who had

aspirations for the Board, “Don’t bother. You cannot be appointed.” All right? You can’t even give them predictability because it depends on who the GNSO might send, or who the ccNSO might send because it’s those regions that we have to come to terms with.

So it is a little bit of a challenge, but make sure you don’t go down the pathway and the trap of finding a worthy candidate, then looking at it in the [slide] and going, “Ah. Accepting we can’t appoint them because they will be the fifth or sixth.” You only got five. So be very, very aware of it, and be aware of it in your outreach, because it helps set people’s expectations. Look closely, not only at the skill sets, if you have – and you do have – I believe this time term-limited... Correct me if I’m wrong. We do have term-limited directors leaving in ’16?

STEPHANE VAN GELDER: On the Board, yes.

CHERYL LANGDON-ORR: Yes. So these are people who cannot be reappointed by you. There’s nothing wrong, by the way, with reappointing. You don’t have to go out with the old and in with the new. If they are fit to purpose and you believe they’re not bettered by somebody, then feel free to leave them in. But those that are term-limited

have to go. Quite often, you look at the skill sets that you're not looking at and what region are they claiming they're domiciled in? Please note those words: "claiming they're domiciled in." Because it is perfectly possible for a candidate to say, "I have the citizenship. I can prove the case. I am in fact from this region." So whatever they apply as is what you deal with them as. Okay? A couple of traps. Don't fall into it.

Any other questions about that? Great.

STEPHANE VAN GELDER: Thanks, Cheryl. This year, things have been getting progressively harder for the NomCom because the outside context of what's happening within ICANN makes your jobs that much more difficult.

This year, it's going to be even more so. There's two major issues that you're going to have to face. The CEO is changing, and there's transition work going on that may result in a significant different makeup or matrix for the Board. We just don't know at this stage. It may not, but it may.

Obviously, the major focus of your work is on Board. Most people apply for the Board first. Most of our work is taken up with Board selection, although all the other positions are very important. So we'll cover that as well at some length.

But the fact is that the Board members that you're recruiting are going to have to work for three years. It's a three-year term. Over the course of those three years, you have to consider the changes of region, etc. But there's also going to be significant changes in terms of what's happening within ICANN.

So as we fine-tune throughout the year, we are going to have to look at those things and consider that we may have to complement what's happening at CEO- or Board-level.

Here's Hans Petter.

HANS PETTER HOLEN: Hello. Sorry I'm late.

STEPHANE VAN GELDER: Come and sit down here.

CHERYL LANGDON-ORR: You can sit on the left hand side of God while I still have the right.

HANS PETTER HOLEN: Thank you.

STEPHANE VAN GELDER: We'll ask both Tom and Hans Petter to introduce themselves in a minute, but just to finish on that, that will be something else that you'll have to add to the mix. You've seen that there are phases to the NomCom's work. I'll go into more detail on that on Friday, so I'm not going to talk too much about it now.

But as we go into the selection phase, you will have discussions amongst yourselves. We will have discussions as a committee on this. People will look at that. Some will bring up the possibility – it depends on the candidates we're looking at, obviously – that they may fit into or not fit into what's going to happen at the wider ICANN level. So you'll be looking at that, and that will be something that you'll have to take into account.

I don't want to overburden you at this stage with all the stuff that's going to happen because it might sound like it's a stiff learning curve, and although it is a learning curve, and this year there's perhaps the added complexity of a significant turnover on the NomCom, I think we've got about five returning members, so people have done it before... Obviously once you've done something before, it helps. If you've not been on the NomCom before, you will have to try to understand the mechanics. But everyone is very eager to help. Most NomComs, and certainly all the ones I've been on, have ended up more as a group of friends than anything else, and helping each other, and that's what we're looking for.

CHERYL LANGDON-ORR: [inaudible]

STEPHANE VAN GELDER: Yeah. So don't be overwhelmed by what we're presenting now. We'll go into more details on Friday, but this is just a taste. Can I turn over to you to introduce yourself?

HANS PETTER HOLEN: Sure. My name is Hans Petter Holen, and apparently I can't manage time zones. That's quite sure. I thought we were starting in half-an-hour, so sorry about that.

I've been involved in ICANN since approximately the beginning, first as the ASO chair and then a member of the Address Council for many years. I've now been on the NomCom for the last two years under your leadership, so I've been properly trained, I hope.

My role as chair elect is to give advice, and then to perhaps, if you think I'm doing a good job and the Board thinks I'm doing a good job, I may become chair next year. I've made myself available or that.

In my daily life, I work in a software company in the Nordics, so I'm from Norway. Right now, part of my job there is cleaning up

of web-hosting companies. So in addition to numbers, which is my primary interest, I'm also a bit involved in names.

THOMAS BARRETT: Hi. I'm Tom Barrett from EnCirca. We're an ICANN-accredited registrar. I'm actually an engineer by training, so I spent half my career in manufacturing, making jet engines and doing business reengineering. I actually got into this space also pre-ICANN when I was at Thomson Reuters building an Internet business for them and discovered domain names. So I run now two ICANN registrars, EnCirca and Name Share. I also am the trustee for a ccTLD, .pw, which is Palau. In the new TLDs, I'm very active. We're doing validation for some of the restricted TLDs. That's it. That's who I am.

STEPHANE VAN GELDER: Thanks, Tom. I'm realizing Eduardo.

CHERYL LANGDON-ORR: He snuck in.

EDUARDO DIAZ: Do you want me to present myself?

STEPHANE VAN GELDER: Yeah, please.

EDUARDO DIAZ: Oh, okay. I'm from Puerto Rico. I'm from ALAC in North America. I got involved with ICANN in 2006/2007. I helped found NARALO when ICANN went to Puerto Rico. After that, I got really involved with the NomCom. I was here before for two years in 2011 to 2013. After that, I went and got my terms in ALAC.

I'm going back this family here. I know there a few changes that have happened in the ways things are run, but I will get the understanding.

I'm an engineer by profession. I'm an electrical engineer, and I worked with AT&T in the United States for many years, and then I moved to Puerto Rico and worked with the telephone company there. I worked for about 15 years, and now I have my own company doing information systems consulting.

I'm very interested in the Internet ecosystem and obviously ICANN, which is one of the most important ones that has to do with names and stability and the important things.

So I'm very happy to come back to this family. Thank you.

STEPHANE VAN GELDER: Thank you very much. Did I forget anyone else might that might have snuck in? No. I don't want to take up too much more of your time at this stage. I just want to flag that tomorrow at I think it's 1:30 – I'm not sure – outgoing NomCom members are being recognized, I think.

UNIDENTIFIED FEMALE: [inaudible] Board meeting in the evening I think.

CHERYL LANGDON-ORR: Really?

STEPHANE VAN GELDER: Did you want to? I can't hear, so...

CHERYL LANGDON-ORR: Not according to my calendar invite.

STEPHANE VAN GELDER: Yeah. Same here.

CHERYL LANGDON-ORR: Not according to my calendar invite, boss.

STEPHANE VAN GELDER: I was told 1:30.

CHERYL LANGDON-ORR: As was I.

UNIDENTIFIED MALE: I suppose because the outgoing GNSO Council members also.

STEPHANE VAN GELDER: Yeah. At 1:30?

UNIDENTIFIED MALE: Yeah.

JOETTE YOUKHANNA: Okay. I didn't get the invite.

STEPHANE VAN GELDER: Well, you're not outgoing, Joette.

CHERYL LANGDON-ORR: You're never leaving.

STEPHANE VAN GELDER: For those of you who either want to show support or have worked with the outgoing people, that's at 1:30. At 5:30, one of the things that... We've worked hard since 2012, and Julio, who was sitting there, had to go to the EURALO GA. He was chair in 2012. We've worked very hard to increase both transparency and outreach outwards and inwards. What I mean is to the external world and the community so that people know what the NomCom is and that it's not a black box.

In doing so, we have done report cards. We've done videos. I've asked this year to be allowed to present the 2015 NomCom final report – obviously a very condensed version – during the pre-Board meeting jamboree; whatever is happening before that. So I will be doing that at 5:30 tomorrow if you're interested in participating. Then we'll all meet at – what is it? – 1:00 in the afternoon on Friday? When is it?

UNIDENTIFIED MALE: [inaudible]

CHERYL LANGDON-ORR: Dream on, dear.

UNIDENTIFIED MALE: 7:00 in the morning, Stephane.

JOETTE YOUKHANNA: Yeah, 7:00 in the morning. No.

UNIDENTIFIED MALE: The rest can come at 9:00.

CHERYL LANGDON-ORR: Well, when are you turning up?

STEPHANE VAN GELDER: Nice. I like it.

UNIDENTIFIED MALE: That's why I will set my alarm for 7:00. So will be there on time.

STEPHANE VAN GELDER: So it's at 9:30 on Friday, which is where, Joette? It's in this building, right?

JOETTE YOUKHANNA: Wicklow. I think it's 1. I'm going to send out the agenda to everybody today.

UNIDENTIFIED MALE: Yeah, it's Wicklow 1.

CHERYL LANGDON-ORR: Yeah. It's this floor.

UNIDENTIFIED MALE: But it says 9:00 A.M. on the invite.

JOETTE YOUKHANNA: It's 9:00 A.M. The meeting will start...

STEPHANE VAN GELDER: Oh, we've got coffee at 9 A.M. Right.

JOETTE YOUKHANNA: Yes. The meeting will actually start at 9:30.

CHERYL LANGDON-ORR: Could you tell Stephane 7:00?

STEPHANE VAN GELDER: I'm not a morning person. Is everyone subscribed to the list? Okay. Everyone is getting Joette's and my – okay. So this Friday. This is open. That's also a new development I think Cheryl introduced because before we didn't run open meetings, and that was a transparency issue. But most of our meetings are closed. One of the things that we have, one of our guiding

principles is that, although our processes are as open as possible, all candidate data is confidential.

I want to finish on that point. Perhaps I'll once again turn it over to you because I know this is one of your – yeah.

CHERYL LANGDON-ORR:

I get very excited about this part. I just want to prevail on you to think about a couple of things based on the experience of some of the prior NomComs in recent years. We've been running NomComs for a while, and everyone thinks they know how their ones run. That's fine, and then they think that's how they've run furthermore, and that is not the case. So you're right. Some of the basic principles will be the same.

But I would like to strongly encourage you, as I leave this great group of people, to continue to grow the achievements we've seen in transparency in particular. But remember to be beyond diligent, to treat the security of information about candidates as if it was a state secret. There are very few years where we do not have a leak, and it [inaudible] belief how otherwise intelligent adults let this happen. So come on, guys. Be a year that doesn't have a leak of information.

Just leave your paperwork here. The staff will have it back in your place tomorrow morning. So there's no way that someone

can accidentally see what you've got in there. I don't know how the leaks happens, but let's minimize the risks because it keeps happening. It didn't happen last year, but it's happened all too often.

So I'll just really ask you to go above and beyond the call of duty on this.

STEPHANE VAN GELDER: [inaudible] stress that.

CHERYL LANGDON-ORR: Can I stress it then? I need to stress it.

STEPHANE VAN GELDER: Yeah. It did not happen last year.

CHERYL LANGDON-ORR: It did not happen last year. Exactly right. There's a benchmark for you to meet. I would also encourage you to create a couple of subcommittees which you will use and one that you won't. That will be one that should be chaired by one of you, whose sole job is to deal with the belief that one of you thinks there's a problem with another, and that can be dealt with. So we do need to have a conflict of interest and a little oops moment, at which point we hope we never get to meet the ombudsman. But it is something

that does not necessarily need to take up the chair's time, although the chair may choose to chair this himself in some moment of insanity, perhaps.

But it is very important that we have a system in your space in ICANN beyond anything else, where you rely on staff. I can say one of the highest compliments I ever heard from other ICANN staff about the staff of the NomCom is they would do running the CIA proud.

So try to live up to their expectations. Process open and open it more. Do more report cards. Do more videos. Do more outreach. Have a [inaudible] as best you can. But please, people are passionate about trying to find out what you are doing, who may or may not have put their name in the ring. It is ridiculous.

STEPHANE VAN GELDER: You may even be lobbied.

CHERYL LANGDON-ORR: Oh, you will be lobbied. To that end, you make sure that everything is out front. Step into the office was the foyer. You want to talk to me? In the hotel foyer. How many people walk past? The more the better. Make sure there is no assumption that you and someone pop off to dinner and that person ends up to be a candidate. It doesn't say you can't talk to them. In fact,

encourage it. But say, “Sure, we can. But we do it here.” So just be scrupulous in the way things look.

Look, I believe justice will be done and you will do a great job. But just make sure it appears to be done. Is there any other riot act you wanted me to read before you got rid of me?

STEPHANE VAN GELDER: Not really. You’ve done very well.

EDUARDO DIAZ: The question is not about the information security, but it has to do with, when I participated in the NomCom before, the candidates, some of them were allowed to pass to the next year. Is that still going?

CHERYL LANGDON-ORR: Yeah.

EDUARDO DIAZ: Okay. Thank you.

UNIDENTIFIED MALE: Yeah. As an outgoing member, I’d like to wish the very best for all the members continuing and all the new members and for the leadership team. I’d also like to place on record the

incredible support that we got from the staff, Joette and Jia. It is really, really incredible. Thanks so much, you guys.

STEPHANE VAN GELDER: I want to just leave the last word to Hans Petter. But before you get the last word, the confidentiality aspect is very important. Cheryl does a very good job of putting the fear of God into us.

CHERYL LANGDON-ORR: I'm a Goddess... What?

STEPHANE VAN GELDER: That's right. But it's very important. We can talk about it and ask questions about it on Friday and throughout the year. Things like talking to potential candidates, for example. Don't be afraid to do so because your job is to explain the NomCom process. What you mustn't do is reveal any information about what we're doing in terms of candidates. That can sometimes be a fine line because you're all members of the community, so you have friends. You know people come up to you and sometimes casually say, "Oh, I hear so-and-so is running," or whatever. That's what we have to be careful about.

CHERYL LANGDON-ORR: I can neither confirm nor deny.

STEPHANE VAN GELDER: Yeah. Or whatever. But if people need help understanding how to apply, etc., that's your job: to help them as well. So it's a fine balance.

Anyway, thanks for coming. I look forward to working with you all throughout the year. Hans Petter, do you want to close the meeting?

HANS PETTER HOLEN: Well, I'm getting the last word. That's very kind of you, Stephane. Of course, I want to wish you all good luck. It's your decision. Me as chair elect has no say in your decision. My only role here is, together with Stephane, to make sure this is a pleasant experience and that you are able to do this as smoothly and effective as possible.

CHERYL LANGDON-ORR: We never tried for pleasant.

HANS PETTER HOLEN: Well, I would like us to have a good time as well. You all have been trusted by the community to come here, and you have to make the very best elections. I'm quite sure that you are very capable of doing that.

The challenge is, of course, that you all have different opinions on what's the right Board candidate. But I'm sure that that's what you will be able to solve during the next year.

With that, I wish you good luck.

STEPHANE VAN GELDER: Thanks very much.

[END OF TRANSCRIPTION]