MARRAKECH – 2016 NomCom Public Meeting
Wednesday, March 09, 2016 – 10:45 to 12:00 WET
ICANN55 | Marrakech, Morocco

STÉPHANE VAN GELDER:  – time, so this is your two minute warning. Sorry for running a little bit late. We're just getting people to set up in the room. Thank you very much.

Okay. So we're going to start this open meeting for the ICANN Nominating Committee. My name is Stéphane Van Gelder. I chair the committee for 2016, and we have a variety of the members of the Nominating Committee. Not everyone has been able to make it to the Marrakech meeting for various reasons, but our members have either participated online or are being physically present with us.

For those members who are physically present, members of the community can identify them by looking at the red lanyard that we wear and that we use to make sure we are more easily identified and that anybody that has questions about the Nominating Committee can come up and ask them.

We're very happy to be holding this public meeting in front of the community to make sure that our processes are as open as

they can be. One of the things that we wanted to do as a preamble for this meeting was to go through an explanation of the Nominating Committee process. I understand that for some of you listening or sitting in the room, this maybe a little bit redundant because you've known or heard of the NomCom process before.

However, I'm not sure that's the case for everybody, and because the NomCom does do such an important job but also one that really has a dual track approach, one that is very public in the process of the work that we do, and one that is very confidential when we deal with actual applicants candidates, at times, there's been misunderstanding about what it is that the Nominating Committee does.

Just to start us off – and I'll try and be a brief as possible. It's never, never very exciting to start a meeting with a presentation. But I wanted to present to you a few slides on the Nominating Committee.

Before I do that though, I would like to go around the table and ask each of the Nominating Committee members to identify themselves and just say who they are and introduce themselves to everyone that's listening in or watching us so that people know who you are and what group you've been selected from. If

they need to ask you questions personally in the corridors after, they can do that.

Also, this is an open meeting as its name suggests and it's an interactive one, so I would encourage anyone – with the set-up of the room, unfortunately, me having my back to the audience is not very useful for me to see if anyone wants to ask questions. But as you can see, there's space at the table. Our excellent support staff, Jia and Joette, will no doubt signal to me if people are asking questions online. I'm not opening my computer for this meeting so I won't see it, but if someone can let me know.

And if you do have questions please don't be shy. There were no stupid questions. We are here to engage and make sure that people know more about us.

The following exercise that we'll do after we've done the short presentation on what the NomCom is is that we'll have a discussion on what types of questions we feel and you, the community, feel we should be asking candidates when we interview them. So for obvious reasons we won't be specifying the actual questions that we'll be asking because that's not something that you want people to know in advanced but we are very interested about having a conversation in front of you about what types of questions are important when we come to evaluate candidates; important for ICANN, obviously. And what

are we trying to achieve? We're very interested in hearing from you, the community, on what types of questions we should be asking.

So with that, let me turn to Eduardo at the end to start us off on just the going around the table and introducing ourselves. Thank you.

EDUARDO DIAZ: Thank you. This is Eduardo Diaz. I am a representative in the NomCom, elected by the NARALO, not American RALO. Is that okay?

SYLVIA HERLEIN LEITE: Hello. My name is Sylvia Herlein Leite. I'm from ALAC 2, Latin American region.

ALEJANDRO ACOSTA: Hello. My name is Alejandro Acosta representing RSSAC, which stands for Root Server System Advisory Council.

WOLFGANG KLEINWACHTER: Okay. My name is Wolfgang Kleinwachter. I'm the Executive Chair and I was a former Chair of the NomCom and also a former Board member.

YRJÖ LÄNSIPURO:        Yrjö Länsipuro from ISOC Finland, and I'm here actually as a EURALO representative. Thank you.

DAVE KISSOONDOYAL:     Dave Kissoondoyal from the ALAC representing the AFRALO. Thank you.

BILL DRAKE:            Bill Drake. I teach at the University of Zurich in Switzerland and I represent the Non-Commercial Users Constituency [on] the NomCom. And I like u-shape rooms, but this one is backward. So I'm very confused by it, but I hope you're comfortable.

JIA-JUH KIMOTO:        Hi! I'm Jia Kimoto, ICANN staff, supporting the NomCom.

HANS PETTER HOLEN:     Hans Petter Holen, Chair elect. And that means Chair under training to become Chair next year, if the Board wishes so.

ERIKA RANDALL:         Hi. I'm Erika Randall with ICANN staff.

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| AMIR QAYYUM: | Hello. This is Amir Qayyum. I'm representing ALAC from the APRALO region. Thank you. |
| UNIDENTIFIED MALE: | I'm [inaudible]. I'm elected by ISPCP. |
| JOETTE YOUKHANNA: | I am Joette Youkhanna, ICANN staff. |
| THOMAS BARRETT: | Hi. I'm Tom Barrett from EnCirca, representing the Registrar Constituency. |
| MARK SEIDEN: | I'm Mark Seiden, and I'm representing the SSAC, the Security & Stability Advisory Committee. |
| SANDRA HOFERICHTER: | My name is Sandra Hoferichter, I'm from the ALAC. I'm just interested in this session. |
| MARITZA AGUERO: | Hello. My name is Maritza Aguero from Peru. I'm an ICANN Fellow. |

STÉPHANE VAN GELDER:    Okay, perfect. Thank you, everyone. It's good to see Fellows. It's good to see members of the community sitting up at the table with us. Once again, there are seats if other people want to take them. It's also good to see – I don't want to single anyone out – but it's also good to see some past NomCom appointees and TAs here in the room, and perhaps they will provide maybe not during the meeting – maybe you want to talk to [Mal] afterwards – but they will provide feedback on the NomCom process and how they found perhaps if there's a mismatch between what's presented to the most applicants and the reality that they found once they're taken up their positions.

So with that, let me go into an introduction on the NomCom process itself. I would encourage you all, be it NomCom members or others, to stop me and interject with any questions or comments. I'm also looking to the NomCom here. If you have comments that you want to make whilst I describe the NomCom, please do so. I'm sure that will helpful for everyone.

Just before I do the presentation, I'd also like to thank the ICANN meeting staff for giving us something that we've tried to get for a long time, which is a big room in which to do this open meeting and that allows us to really go out in front of the community and show everyone how we work. In the past, we've been kept out of the way because confidentiality is an important of what we do,

but we're trying to break out of that mold, and I wanted to thank ICANN meeting staff for cooperating with us in doing that.

So, Jia, can I ask you to put up the first slide? Well, the second slide then.

This may not be legible to everyone, but everything that I'm presenting here, the information, can be found on the Nominating Committee website, which is NomCom.icann.org.

I wanted to explain very briefly the structure of the Nominating Committee. You've noticed as we've gone round the room, people have declared various groups that they've hailed from. So all the Nominating Committee members that you see before you are selected or elected by various groups from the ICANN community, but the leadership team. I'll come to that in a minute. So the intent is for the NomCom to be truly representative of the community.

There are slight differences in members in that most members are voting members but there are a few. The squares in white background on this diagram, so SSAC, RSSAC, and the GAC, are non-voting members. And whilst I mentioned the GAC, the GAC has a seat on the NomCom, has been repeatedly invited to participate.

In fact, last year we initiated a conversation with the GAC and had meet a public meeting with the GAC on how we could get the GAC to participate in the NomCom process. It's proven very difficult for one simple reason: having a one single representative of the GAC on the NomCom means that person runs the risk of speaking for the whole GAC and not being able to communicate with the GAC before doing so. They cannot communicate with the GAC because when we're deciding candidates, it's confidential. So the GAC has never really found the way of bridging that problem, and nor have we. So that seat is there, but unfortunately, it has not been taken up in recent years.

So I mentioned the leadership team was slightly different in that we are non-voting of course, but we are not selected by the community directly. The Chair and the Chair Elect are selected by the Board and the Associate Chair is selected by the Chair. The idea of having a three-man team is that if you look at the sitting Chair, that person is obviously there to manage. The Chair Elect is there to learn with the expectation that the following year the Chair Elect will become the Chair. The Associate Chair is there to support the Chair. And generally the Associate Chair tends to be last year's Chair so that the Chair has both the training of the new leadership and the experience of the previous leadership to help him. Only the Chair and the Chair

Elect can chair meetings, so the Associate Chair is not able to chair meeting. Next slide please.

Once again, please stop me – I'm going to carry on through this but if there are any questions online or in the room, please [no] shout. I wanted to straight away get stuck into one point which we feel is very important, which the community has repeatedly told us is very important, and that continuous to be a struggle for us, and that is the fact that we're looking for diversity, but it's difficult to look and enact diversity when you don't have diversity in the applicant pool.

As you can see, in 2015, when we had 81 applications, which is a lot for less than 10 seats, there was an overarching majority of applications from men. So 15% only of those applications were women. I know this is something that Sylvia discussed at the DNS Women's Breakfast a few days ago. It's something that concerns us all, both in the NomCom and in the community. If you look at the NomCom around you, there are not many women on board. It's an accident, but it is true that the leadership team, for example, were all male and white. This is something that certainly we take seriously and that we need to continue to work on in the community.

Is there anyone that wants to say anything to that from the committee? Okay, I'll carry on. Next slide please.

Now, we did do a good job last year, I think, and I'm very proud of what we did last year, in terms of making the most of that limited diverse pool of applicants to make sure that in our actual selections, we were as gender balanced as we could. As you can see of the nine positions that we filled last year nearly half – obviously, when you got nine it's difficult to make it exactly half unless you start to get out the chainsaw and make it a bloody operation – but nearly half were women. I think of all the nine positions that we filled we had some very, very, very top quality candidates take out those positions. So I'm proud of that and we wanted to show you that to make sure that people understand that this is something that's very high up on our list of priorities. Next slide, please. Okay.

JOETTE YOUKHANNA:    Ellen Shankman is a NomCom member. She wants to say, "I think it is important to state our filling with gender balanced choice for last year's selection was based on the excellent quality of those candidates."

STÉPHANE VAN GELDER:    Thank you very much, Ellen. A very good point. Next slide, please.

In the way that we work, we're not only looking at the quality and the experience and the expertise of the candidates that we have, but we're also looking obviously at the makeup of the different bodies that we're recruiting, too. If you look at the Board for example in 2016, we map out the gender and geodiversity of that Board to understand where the priorities are. The priorities can be the skills that the Board has requested that we provide, but those priorities are also, how can we make the Board more balanced? Because we recruit half the Board – half 50% of the ICANN Board is filled by the NomCom – that role that we have and that responsibility that we have is important. So this is the makeup of the Board this year, and we look at how our selections will slot into that. Next slide, please.

This is the chart of the positions that we're recruiting for this year, so three members of the Board, one seat on the GNSO council, one seat on the ccNSO council, and two seats on the At-Large Advisory Committee. Just to point out that the application period for these positions is still open. It closes on March the 20th. I have heard in the past and have been told in the past that these public meetings have helped others apply because they've just by chance walked in and they've heard about the NomCom and, even though time was short because the second meeting time is short before our deadline, they still managed to apply. So

this is part of the outreach that we do, and if you're interested after hearing from us, you're still able to apply.

Mark?

MARK SEIDEN: Sorry. I was just confused about the application request deadline versus the application submitted deadline. My understanding is this submitted deadline is the 28th but applications must be requested by the 20th.

STÉPHANE VAN GELDER: Joette, do you want to just say a few words on that, please?

JOETTE YOUKHANNA: Sure. The application request, which is an online form, is needed to be completed and submitted by 23:59 UTC on March 20th. Anyone that submits that form by that time will enter as an applicant, and you need to complete the online application by the 28th. So anyone that's considering applying, the sooner you put in your application request form, the more time you got to work on your application.

STÉPHANE VAN GELDER: Thanks very much, Joette. Mark, is that okay? Perfect. Any further questions on this? Once again, behind you I cannot see

you. I apologize but please do make some noise if you want to speak. Can I have the next slide please?

So this is a walkthrough of our process. I'm going to turn to my colleague, Hans Petter Holen, to take us through our process.

HANS PETTER HOLEN:     Well, thank you, Stéphane. On the very high level, we start at the first meeting in our cycle, which was in Dublin in Ireland, where we start to meet as the NomCom for the first time and then we plan the outreach activities and also go to the processes on how we work. So from 17th of December until 20th of March, we have the application period where we do outreach and do as much as we can to get as large and diverse pool as possible because, as Stéphane said, diversity in the pool that we can select candidates for is very important for us.

We have ICANN staff that actually monitors the applications and follow up this. The NomCom as such is not involved in receiving the application. It's first [run] that when all the applications are done that we start to work on them. So if you could give me the next slide please. Okay.

So when the application period ends, there are, as was just mentioned, a few days until the 28th of March in order to complete the full application with the CVs and so on. And then

the NomCom gets access to the application – so if you could me the next slide as well, please – where the NomCom enters into the real part of our work, really. The outreach is also real, but then the hard part of our work is to actually reduce – we are having the range of 100 applicants right now, and it may be even more before we complete – down to the number that is required for the Board.

We do this in different phases. We first go through all the applications and reduce them to a more manageable size then we use a professional recruitment firm to do the first interview of the Board candidates. For the other positions, we do that ourselves. Then we do deep dive for all the candidates, doing research on what they told us and what we can find about them on the Internet or by checking their references. And then we meet at the next ICANN meeting, which we don't know where will be at, but it will be in June. It's not public that it will be in Helsinki yet, so, okay. Oh did I say Helsinki? I shouldn't say Helsinki, no.

There we interview the Board candidates, and then we go into deliberations to decide and make a decision as a committee. At the very end of this process, the voting members of the committee will do the one vote that we do as committee on confirming the [slates] that we have done. I think that was a sort of a very generic overview, Stéphane.

STÉPHANE VAN GELDER:    Thank you very much, Hans Petter. Any questions on that process before I turn to – can you switch to the next slide, Jia, please? There's a couple of more slides and then we can open up for questions, which will be easier.

So just to give you an overview of the timeline – but we've mentioned those dates already – and the various steps in our work, once again, this is on the public NomCom website. It's also in the final report, which is published after each NomCom cycle, where we detail our work. So there's a lot of work that goes into making the NomCom process as transparent as it can be. There's a lot of detail there about how we do things. But this is an overview with ICANN 54 in Dublin being the inception point for 2016 NomCom. As you've just heard, we do outreach and we open application periods in between then. Just after this meeting – we close on the 20th of March – we go into our selection phase. As you can see from the top part of this diagram, we tend to go into extremely intensive work periods. We will meet bi-weekly and then weekly by teleconference to look at the applicants and determine which ones we want to shortlist.

So that's very intensive work and it's work that goes on right up until the mid-meeting of the year, which is ICANN 56 this year,

where we will do our final selections, which we will announce before ICANN 57, for obvious reasons, as we need those people to be ready to take up their positions at the annual general meeting which is the last meeting of the year. Next slide, please. That's a great effect, which I missed.

Just a few links to finish us off with. The application request form, the process that Joette and others have outlined – I'm sorry. I've missed a question.

[MARISSA]: Thank you. I got a question regarding the selection criteria. What happens if a candidate is not directly related to ICANN issues, but in his field of expertise, it is related; for example, in the IT issue or Internet capacity? Is it necessary to be engaged with the ICANN issue or have connection with the ICANN meeting? Thank you.

STÉPHANE VAN GELDER: Thanks very much. That's a great question. Can I turn to anyone from the committee? Does anyone want to answer that question and give their opinion on the skillsets and expertise pools of the candidates? Mark?

| MARK SEIDEN: | We've had several meetings with the Board asking them what kinds of skills would be important to them, and we've also talked with lots of members of the community about that. ICANN has changed over the years and continues to change. Of course, as the Internet grows – and it's fundamental to everything that happens on the face of the planet it seems – having people with a larger world view seems more important to an organization like ICANN. We've heard that. |
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| | So we're looking for people with experience operating larger organizations, with Board experience, both in for profit and non-profit, who are familiar with the ICANN mission but not necessarily inside ICANN. There are a lot of people right now on the ICANN Board who have deep experience with governing ICANN but not necessarily as much experience with operating an enterprise the size that ICANN has become. So we're really looking for a diverse pool of candidates with wide experience. |
| STÉPHANE VAN GELDER: | Thanks very much, Mark. Ellen? |
| ELLEN SHANKMAN: | Ellen Shankman, NomCom member. Since we are looking to obtain qualified candidates that bring value, sometimes candidates are coming in from outside ICANN. If they are willing |

to learn about ICANN, skills and motivation are more important than specific ICANN inside experience.


STÉPHANE VAN GELDER:     Thanks very much, Ellen. Anyone else? Tom?


THOMAS BARRETT:          Yeah. Just to build on those two comments, certainly you don't need to have involvement with ICANN, but certainly experience with some sort of regulatory framework would be helpful so you could understand what ICANN is all about. And we have received some guidance from the current Board for specific types of expertise they're looking for. For example, they have an audit committee and they would like to make sure that – they have us look for directors that perhaps have experience with the financial statements, of operating a non-profit, that could help with the audit committee and ICANN.


STÉPHANE VAN GELDER:     Thanks very much, Tom. Anyone else?

                         Okay. So just to finish up and then open it up, the application request form and you can also suggest candidates. This is a big part of what we do also: inform people that you may not want to apply yourself but you may know someone that would make a

good applicant, and if so, there's a process for suggesting that to us through a link that on the screen right now and that's on our webpage as well. The 2016 webpage, you've got the URL there. If you want to contact us, there's also an e-mail address to do that with.

So with that, I think that's the end of the presentation, right? Can you just turn to the next slide? Yeah. Good. So let's open it up for questions and comments from anyone that wants to make them, and we start with Ellen.

[JOETTE YOUKHANNA]:      Ellen Shankman says, "The question that's asked about IT or IP experience, I think the value of multistakeholder is most relevant."

STÉPHANE VAN GELDER:      Thanks. Please identify yourself.

KHALED KOUBAA:      Hi! Good morning. My name is Khaled Koubaa. I'm an old-timer of ICANN. I have been in the NomCom for two years in the past. I have a question, in fact, in regards to the geographic diversity. I know that the bylaw is specifying that there is a number of people that should be appointed per region – minimum one,

maximum five. But I don't have the feeling that this is also applied on the other constituency. I know there is no bylaw requirement for that, but do you feel as NomCom that it's also important for you to look after diversity in the other constituency when you are appointing someone in the GNSO or ccNSO?

STÉPHANE VAN GELDER:    Thanks for that. Good question, Khaled. Who wants to comment? You as NomCom members are appointing? Bill?

BILL DRAKE:    Yes.

STÉPHANE VAN GELDER:    Tom.

THOMAS BARRETT:    I know from a Registrar Stakeholder group that we already have the geographic diversity requirement. So there are three councilors from registrars, and they are required to be geographically dispersed. I suspect the registrars may be the same. So it's a good point. I don't know if every constituency has that sort of requirement when they elect their councilors for the GNSO. We should look at it.

STÉPHANE VAN GELDER:     Thanks, Tom. Anyone else on this? Please, Dave.


DAVE KISSOONDOYAL:      For the selection for the ALAC region it's already by geographic. For example, if we're recruiting for the African region, it's already specified in the selection process that the candidate has to be in the African region.


STÉPHANE VAN GELDER:     Thank you. Yeah, Tom? Did you want to make another point?


THOMAS BARRETT:         Yeah. I actually think this is actually a pretty good suggestion because I don't know the answer in terms of, after all the constituencies elect their councilors, whether or not the overall body is in fact geographically distributed. So I think it'd be something for the Nominating Committee to talk a look at and maybe perhaps factor into our selection process.


STÉPHANE VAN GELDER:     Thanks.

| UNIDENTIFED MALE: | This [inaudible]. I have a very quick comment. I see that in the printing of file show that the lack of the female candidate for the [inaudible] but I don't know what's the percentage for the female participants for the ICANN meetings. So if we are lacking the female participants, we cannot have enough candidates for the different [inaudible]. So my question is, I know that we need different kinds of people with different kinds of knowledge or skills, but I don't know if – I did a check on the page for [that was suggested.] So I want to know what kind of people are definitely not okay if I suggest? |
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| STÉPHANE VAN GELDER: | I'm glad I'm just moderating this meeting. I know there's a very big list that you might even [inaudible] one's desk [inaudible]. Tom? |
| THOMAS BARRETT: | On the Nominating Committee website there is actually a list of background that we're looking for for a particular candidate. So I do suggest everyone look at that.

One of the things we haven't talked about today is, because the Board requires – and often it's a compromise in many cases. You're weighing a lot of different interest and you're trying to find a middle ground. So it is important that candidates are able |

to negotiate and persuade and in the end compromise on various topics.

So one of the things we're doing that's sort of new this year is we're looking at how the Board evaluates each other. What are the questions or attributes they're looking for in fellow Board members? Maybe we could use those kind of questions when we evaluate the candidates to say, "Yeah, they may be a rock star or have great skills, but can they actually get along with people? Are they a good listener, first and foremost? If they are, are they able to perhaps persuade people and then communicate your particular point of view?"

STÉPHANE VAN GELDER:    Thanks, Tom. Mark?

MARK SEIDEN:    Another thing that has to mentioned is the amount of work involved in being a Board member of ICANN. It's tremendous. It's the working Board that works hard, reviews hundreds and hundreds of pages of contracts, language, and proposals, and you really have to be comfortable doing the work diligently and have the time available or make the time by giving up some other activities. This is just very difficult for many people. It just

excludes many competent people who just cannot make the time.


STÉPHANE VAN GELDER:       Thanks, Mark. Eduardo.


EDUARDO DIAZ:       Yeah. I also want to mention that there is also the factor of time zones. Sometimes you will do work very late or very early in the morning, so all these factors are important to know. Thank you.


STÉPHANE VAN GELDER:       Thank you. All good points. Johan?


JOHAN HELSINGIUS:       I'm very thankful and proud to have actually been nominated by 2015 as the NomCom appointee to the Non-Contracted Party's House at the GNSO Council. So very many thanks for that.

While I would like to think that the NomCom appointed me because I'm such a wonderful person and ICANN really wants to know my personal opinions, I know that's not really the case. I am aware that being a NomCom appointee is a very special privilege, and unlike normal council members who represent specific sub-communities, I realized that I'm expected to represent the whole general of interest of all of them and

ICANN's whole community. So I just wanted to emphasize to everybody here that that means that I do get to spend a lot time listening to everybody's concerns, trying to understand every viewpoint, and I feel it's really something that you have to do as a NomCom appointee: consolidate these views and be in a sense the moderating force between the different communities. So I just wanted to underline that. Thank you.

STÉPHANE VAN GELDER:     Thanks very much.

BARBARA MITTLEMAN:     Talking to the eyes in the back of your head. How do you do Board development? Do you do Board development, and do you anticipate the trajectory of people coming on and off the Board so that you can anticipate what needs will be? This is a question in the context of your attempt to really achieve diversity of background, points of view, gender, geography, and so on.

STÉPHANE VAN GELDER:     Thanks. Once again, I want to open it up for answers, but the short answer is yes. We do project and look at the impact of our choices.

UNIDENTIFIED FEMALE: [Are there] Board members from people in the community who may have potential that aren't there yet?

STÉPHANE VAN GELDER: So the question is for people can hear because of the mic – do we train? Do we look at training and boosting potential for people that may be in the communities – potential applicants but not quite there yet? That's not our responsibility. The Board and the other groups – I do want to make sure I mentioned the GNSO, the ccNSO, and ALAC every time because people tend to just focus on the Board – have a responsibility to train their, I guess, future members and to promote and to make it easier. The community as a whole have a responsibility, I think – and obviously we're part of that community – to make sure that people are able to participate and grow. There may be leadership training programs. There may be programs to understand and learn ICANN itself. But the NomCom itself? As you've seen, our work schedule is quite intense, so our focus really is on picking from the choices that we have. We do not train people for the Board, for example, to your specific question. Does anyone else want to – Bill?

BILL DRAKE: At the same time I think it was simply that whether somebody is completely plug and play is not necessarily a criteria that we

use. I mean, it's nice to have people who walk in already optimized to the environment they're in, but it's also the case that you can find people who clearly have a lot of capability and who you can imagine who will scale up into that position when put into the context. And so we're not restricting it either is important.

We might have an idea that the Board needs X, but that doesn't mean that we have to have somebody who already has extensive experience in that space. So we're approaching this in an open way, looking for people who are really capable and who you can imagine growing into it. And we've all worked with NCAs who indeed came from outside the ICANN environment and got on board.

STÉPHANE VAN GELDER: Would you explain NCA?

UNIDENTIFIED MALE: NomCom Appointee.

BILL DRAKE: NomCom Appointees. We've had plenty of NomCom Appointees on the Board, in the GNSO and ccNSO, and ALAC, etc. who came in from the outside but yet got into the swing of things and

learned their way around quickly. It does help to know something about the Internet.

STÉPHANE VAN GELDER:     Thanks, Bill. Ellen?

ELLEN SHANKMAN:     Ellen Shankman, NomCom member. Perhaps it might be helpful to point out that, unlike the Contracted and Non-Contracted Parties as a whole, in the NomCom, all the voices have equal voting, which makes this a reflection of our trying to represent the interest of the community as a whole and in looking to the future.

STÉPHANE VAN GELDER:     Thanks, Ellen. Mark?

MARK SEIDEN:     We are being mindful I think about what people will be coming off the Board in the next three years because it is a three-year appointment, just to make sure that we don't disturb the balance of nature in the process.

STÉPHANE VAN GELDER:     Thanks, Mark. Have questions at the back, please? Yes.

UNIDENTIFED FEMALE:   My name is [inaudible]. I'm a member of The National Bar in Tunisia. I'm here to represent NGOs. I would like to thank you as the Internet community for giving us the chance of getting to know what the conditions to nominate candidates are.

I would like to add two comments here. Don't you think the fact of not establishing the preliminary conditions for the acceptance of applicants would confuse the process a bit? Wouldn't it make it more confusing? Don't you think if you establish the requirements from the beginning, the process of acceptance of applicants would be more transparent?

I would also like to second my colleague's comment, who highlighted the importance of the geographic diversity of applicants.

And then, thirdly, as an NGO member I see it myself. I see how so to speak foreign people at ICANN bring new sense to the organization.

UNIDENTIFIED FEMALE:   Stéphane. Thank for your question.

STÉPHANE VAN GELDER: I'm the only one on the committee that's understood the question, which shows that we do have a language diversity problem, and as presumed, no one was ready with their headsets – okay. Amir and I are the only ones. So, many people can speak French and have not told me. So in that case, Dave, if you have an answer, I remember there were three points to the question. I don't want to get them wrong, but if my memory is correct, the first point was: do we not feel that not publishing the criteria for our choices is not transparent, i.e., that the candidate should know beforehand going into the process what our criteria for selecting them are? We can speak to what criteria we do publish and what work we do show. There was a point on gender diversity, supporting some of that's been said about the work towards gender diversity. Obviously I've forgotten the third point because remembering two points is already too much for me. So perhaps I'll ask the person asking the question to stand up again. But, Dave, let's turn over to you.

DAVE KISSOONDOYAL: Thank you, madam, for asking me your question. If you log into the NomCom website, you'll see that there's predefined criteria, such as the fact that selected applicants should represent the [whole] opportunities for colleagues, and then we have to be fluent in English. And then we also say that they have to have the time to participate at different conference calls.

So I think, even before submitting their applications, applicants should clearly know that the Board and the NomCom have certain expectations that will have to be met.

Now, as for diversity, you spoke of diversity of gender. When the NomCom Chair made his presentation, he addressed this diversity of genders and what happened over previous years and how we got to have 40% of selected members being women. Thank you.

STEPHANE VAN GELDER:    I'll take note of this fact that you speak French and now bear that in mind when I make jokes.

I'll go back to English now. This is another illustration of one point that we haven't mentioned but that is important. One criteria that we ask candidates to have is an ability to express themselves in English and to work in English.

Now, I realize, with my background – I'm half French half English, so I'm bilingual – I'm very fortunate to be able to express myself in English in the ICANN environment. But obviously that's a strong barrier to entry for many people, and we do realize that.

Those rules are not ours. For example, the Board has this requirement. It's to make it so that the Board is able to function

in one common language. Why that should be English and not something else I'm afraid is probably historical. So I don't want to debate that, but I think your question, madam, and the way you've asked it in French, is a perfect example of some of the challenges that not only face the NomCom specifically, but the ICANN community as a whole. Sandra?

SANDRA HOFERICHTER:   Thank you, Stéphane. I must admit even for the ALAC there is such a rule that you should be able to communicate in English if you are to ALAC. This does of course not apply for the broader At-Large community, where we are indeed trying to get as much diverse as possible.

But my personal opinion is that if you are working in an environment like ICANN, bilateral talks on the corridor are so much important besides the actual meeting that it would be really a missed opportunity if those people appointed by the NomCom will not be able to communicate in English, at least if they are in the leadership position. It must be clear here that we are a group of experts and we are speaking a strange language with a lot of acronyms which you have to learn like [in] medicine [you] have to learn Latin in order to communicate in his job.

That's my very personal view. I'm not speaking for the ALAC here because I know in the ALAC there are many people that have different opinion. Thank you.


STÉPHANE VAN GELDER:     Thank you. Amir? Do you wish to reply in French, Amir?


AMIR QAYYUM:     Another part of the question was about the regional diversity and how we can encourage it. I can understand that the question was particularly about the communities in Africa and Asia Pacific or some other region which are less represented in Board or elsewhere. But I think that the question arises from a question just put by one of my colleague: how many people from these regions participate in the meetings? So that they just show their intention to be part of ICANN and they are entrusted to work here, so only from that pool we can get some applications and only from that pool of applications we can go to nominate people.

So outreach and getting people and bringing people into the community working with ICANN maybe loosely or very dynamically. It's one thing that we can enhance the other regions to come close for this process. Thank you.

STÉPHANE VAN GELDER:    Thank you.

UNIDENTIFIED MALE:    [inaudible]. I have another point to raise.

STÉPHANE VAN GELDER:    Oh, I'm sorry. I thought this was a follow up to this.

UNIDENTIFIED MALE:    No.

STÉPHANE VAN GELDER:    If it's not, can I ask – we'll come back to you. We have a queue and I want to be respectful to the people that are in that queue. Thank you.

WEN ZHAI:    Hi! My name is Wen Zhai from China. I'm also a Fellow. I have two questions and two suggestions. First question, is as I'm a Fellow and I had the honor to speak to Dave – actually, he recognized me. He identified himself as the selection committee for the Fellowship program. So I have a question for you. So I'm not sure if in the Fellowship program: do you have a certain slots reserved for female participants? Because during the DNS Women Breakfast, the lady from AFRINIC said, in order to boost

gender equality in the African region, they provided Fellowship opportunities to female participants, and they reserved slots for them. So I'm not sure if in the ICANN Fellowship program we have the same kind of practice.

The second question is, during the first public forum, there are questions about diversities. I think each and every leader of ACs and SOs answer the question of how within their group to boost diversity, both in a geographical point of view and also on gender side.

So I'm not sure if it was Stéphane – I forgot who mentioned it – who mentioned that, in NomCom, we have to first have a pool of candidates, similar to gender equality. Then you can possibly find the right people for the positions with the gender equality. The same question direct to NomCom: what's the action, the practice, in NomCom? Do you have any plan to boost gender equality or geo- equality in NomCom? If yes, what are those practices? And if not, are you planning to suggest to the ICANN Board or ICANN leadership to raise those issues so that they can think of a way or method to boost those equalities within the ICANN organization as a whole? Sorry, a bit long.

STÉPHANE VAN GELDER:     Not at all. Thank you very much.

WEN ZHAI: Sorry. There are two suggestions. One is: how I learned about this NomCom meeting is because [inaudible] and the lady went to the DNS Women Breakfast. So I would strongly encourage you to go on to going to those reaching out sessions. Also, those community leaders speak at the Fellowship morning sessions. I'm not sure if you are invited. If yes, I missed it. But if not, I would stress you to go there to broadcast this message. Thank you.

STÉPHANE VAN GELDER: Thanks. So there's lots of points.

WEN ZHAI: Sorry. Too much.

STÉPHANE VAN GELDER: No, not too much. Let me try and get some then I'll turn over to you, Dave. There's lots of points you've made. We work very hard to do some outreach, and we outreach to the community. So on the DNS Women's Breakfast, as I mentioned earlier on this year, this one for Marrakech Sylvia actually did a presentation. She's a member of the NomCom. We'd set it up before, and we're very

heartened to know that you learned of the NomCom through engagement like that.

Similarly with the Fellows, there are morning and, thankfully, evening sessions. I refuse to get up in the morning for anything, so what we've done in the past is, since I've been Chair, is that I go to the evening session. We did that yesterday evening with the Fellows, so you missed us. But we do it every meeting, and we make sure we do it. And I want to say here that the interaction we have with the Fellows is always extremely high quality. We get some very pointed questions. We have some great interest. Dave was there last night as well in the room. We had the full leadership team with us and it was really good.

So we do engage. We engage outside of ICANN as well. As soon as we hear someone say what you've said which is, "Oh, I went to this meeting, heard about the NomCom because someone was speaking and that's how I know," then that's encouraging for us. But I'll turn to Dave for some more comments.

DAVE KISSOONDOYAL:     I just want to respond to the first part of your question about the fellowship. Recruitment to the fellowship is not as per the mandate of the NomCom.

As for the bylaws, the NomCom has set a mandate, so we have to do our selection as per set in guidelines. We have to follow the guidelines as per the bylaws. We can take this matter with a Fellowship recruitment team that there should be more gender balance in the recruitment for the Fellows, but I'm afraid to say that this is not as per our mandate to ensure that, okay, the Fellowship recruitment is done for a gender balance. Thank you.

STÉPHANE VAN GELDER:    Thanks, Dave. Alejandro.

ALEJANDRO ACOSTA:    Hello. I just want to mention something very short: that inside NomCom we also have something that we call a sub-committee for outreach. We have a presentation and since very members of the NomCom committee travels a lot around the world, we do this presentation in several places. So it is one way that we have to reach people all around the globe and, of course, trying to reach diversity and gender balance.

STÉPHANE VAN GELDER:    Thanks for mentioning that. That's really useful. We have a number of sub-committees, and they are all detailed in our final report. But thanks for making that point.

I want to thank you for asking the question in English. Language diversity to me is a really, really crucial issue which I don't think this community is tackling. If I had to ask the question that you've just asked in Chinese, it would be a problem for me. Well, it wouldn't be a problem, actually. It just wouldn't happen.

So I'm very mindful of the fact that people that – you've heard from three different people that come from three different regions, and you're about to hear from someone that comes from Finland that speaks about ten languages, so he has no issues. But language diversity it really is something that ICANN must get the grips with. Even though I understand working requirements, people should be able to stand up and speak and participate in the language they're comfortable in, and right now, that's not the case. Yrjo?

YRJÖ LÄNSIPURO:     Thank you. Yeah, just one point about how outreach actually relates to equality. That is to say, the candidate pool is where we start from, and if the candidate pool composition is lopsided one way or another, it's very hard for us to actually to create equality because we have to operate from those people. Thank you.

STÉPHANE VAN GELDER:     Thanks, Yrjo. So, Joette, I think you have questions. Please go ahead.

MARITA MOLL:     Thank you. My name is Marita Moll. I'm here as a board member of CIRA, the Canadian Internet Registration Authority. I'm also on the Board of ISOC Canada and one of the Canadian RALO groups. I hesitate to ask this question. I think it's a little like asking the rug dealer in the market, "How much does this rug cost?"

People refer to the fact that is going to take a lot of time, and that kind of sends a cold chill through me, thinking, "Uh, should I jump here or not?" I know there isn't an easy answer to that question, but can any of you give me something a little more specific than "It's going to take a lot of time"? It is a commitment, and I realize that some people will do a lot more under that commitment than others will, but is there any kind of answer that's a little more specific than "It's going to take a lot of time"?

STÉPHANE VAN GELDER:     What the "it"? I'm sorry, I missed it. What's the "it" that's going to take a long time? What was the "it"?

MARITA MOLL: Being on the Board, being on any of these. Just applying and if you make it onto one of these as a member on a constituency or, I realize, on the Board. Or let's forget the Board. That's going to be a big one. But suppose you applied beyond ALAC or GNSO. Where is that? How much is that going to cost me in time?

STÉPHANE VAN GELDER: Are you talking about time requirement, right?

MARITA MOLL: Yeah.

STÉPHANE VAN GELDER: Yeah. Okay. Bill, do you want to say something?

BILL DRAKE: No. Especially I was trying to clarify with to you she's asking about time commitment?

STÉPHANE VAN GELDER: Yeah.

BILL DRAKE: Per position. I can tell you I was in GNSO council for four years, and for the GNSO slot, there's meeting, a teleconference, every

couple of weeks, there's working groups, there's all kinds of activity going on. So it depends as in any kind of space. Some people I think comes to the council and they kind of pick and choose a little carefully where they're going to really allocate a lot their times. Some people get the bug and become addicts and dive head long into it and volunteer for lots of activities [inaudible]. And some people frankly skate a little bit and say, "Eh, I'm part of a group of 20 something people and nobody's going to notice I don't really…" So it's going to be highly variable.

But I think, to do it responsibly, that with something like the GNSO, you're thinking at least a few hours week of actual work in working groups, preparing and following issues etc. I don't think being in the GNSO Council will be incompatible with having a full-time job somewhere else. I've done that. I can't speak to the At-Large, but I would guess it's the same. I can't speak to the ccNSO, but I would guess it's the same.

The Board is different. Again, people vary how deeply they're engaged, but I can't see how you could be a responsible Board member and not be spending a least 20 hours a week of your time. And I would guess more, personally.

STÉPHANE VAN GELDER: Thanks, Bill. This is a question we ask the groups. We get different answers, but we do ask, for example, the Board how much time we should tell people to expect. Julf.

JOHAN HELSINGIUS: Yes. Julf Helsingius. I just wanted to tell my personal experience. I spend about 15 to 20 hours per week right now, but I think it could be done in half of that time, [inaudible] not less than that [inaudible] Council.

STÉPHANE VAN GELDER: Thank you. Tom?

THOMAS BARRETT: Yeah. Certainly on our website we publish 20 hours a week minimum for Board positions. We're certainly getting feedback from many Board members as a lot more than 20, so upwards to 30. What we haven't done I think is publish an expectation for the other open slots, like the GNSO or ccNSO, and I think it's a good idea we try to come up with a number and make sure that's clear. You're saying we have something, Joette?

JOETTE YOUKHANNA: Yes. In the leadership position doc, we've referenced the number of hours that we have been given by the SOs and ACs of what the

minimum requirement of time is, so it's on our webpage. I think the ALAC was around 20-25 hours. I think that basically GNSO and ccNSO were relatively around the same amount of hours.

STÉPHANE VAN GELDER:     Per week or per month?

JOETTE YOUKHANNA:     Per month.

STÉPHANE VAN GELDER:     Thanks. Thank you for the question. Next question, I believe.

[ANTONIA]:     Good morning, everyone. This is Antonia [inaudible], the technical community. So if that's okay, I have two questions.

The first one is about the assessment process. I noticed that there are actually two rounds of evaluation during the process. The first one is conducted by our assessment consultant. So where do these assessment consultants come from? And does the evaluation result from the consultants carries more weight or does the evaluation result from NomCom member more important? So this is my first question.

STÉPHANE VAN GELDER:    Can I get to that? So, yeah, that's a good question about our process as well. We have chosen to use an outside firm to help us with two things. One is finding applicants, so that work of using networks or prior knowledge to find people that might be suitable applicants, and the other is to help us assess people that have applied. That is not a set practice. Each Nominating Committee is free to make up its own rules. We've done so for the last few years, and the reason for doing that is that we feel that there are areas where we need professional help to do so.

To your specific question about the weight of that work compared to our work, everything funnels into the same channel and we consider all people the same way. When we shortlist people, we all we get the help from the professional firm on all the shortlisted people so that we for every candidate have the same data.

I'll turn around to the committee to ask if anyone wants to add to what I've just said. Bill?


BILL DRAKE:    Sorry. I want to ask another question later.


STÉPHANE VAN GELDER:    All right. Does anyone want to…Okay. So I'll get to your second question. Thank you.

[ANTONIA]: Okay. Thank you very much. My second question is about the composition of the ICANN Board. I noticed that that during your previous presentation you mentioned that the composition of ICANN Board members you need to consider different factors. For example, the gender is one factor. So how about their professional backgrounds? Will this also be considered or regarded to be another factor?

STÉPHANE VAN GELDER: Yes.

[ANTONIA]: So how do you evaluate? Will you evaluate the current Board members' backgrounds and compare that to the candidates? And how would you do that?

STÉPHANE VAN GELDER: We look at the Board composition and factor in the existing Board into our choices. Several members have actually spoken to this already. The decision process takes into account not only the future but the current situation. So, for example, I think it was Mark that gave the example early of audit. That's been something that the Board has signaled to us.

We look at existing skill sets, and obviously we'll look at individuals that are on the Board already and that we know and things that we can know. Obviously, we can't look at things that we don't know. But for example, if there are – okay, I'm going to give a controversial example. But on the 16-member Board that we have currently, if 15 of them are lawyers, we probably won't look for another lawyer.

[ANTONIA]: Okay. So I noticed that that there are retiring Board members and three of them have a background about commercial and financing, so will that means that during this year's Board evaluation, people with a background of finance and also commercial will have more chance?

STÉPHANE VAN GELDER: You're talking about the people that are leaving the Board from appointed by the NomCom when you say retiring, yes?

[ANTONIA]: Yes.

STÉPHANE VAN GELDER: So, yes, we will take that into account. Bear in mind that we don't know but they could be applying again as well, so they

might not be leaving. Now I'll turn back to the committee for any supplementary comments to your question if there are some. Tom?

THOMAS BARRETT: I think that's a great question. As I said earlier, we have received feedback from the current Board that they would surely love to get someone with a financial background. But I think this committee also wants to invite the public to contact us if you feel like there are certain skills missing from the Board or that you think would help strengthen the Board, especially in light of who might be leaving.

There's an e-mail address on the Nominating Committee website, and we are inviting anyone of the public who would like to do so to send us a note in terms of what your recommendations or suggestions are that you think that we should look for in a Board candidate.

STÉPHANE VAN GELDER: Thanks very much. So we're almost out of time. I'll let you speak and then I'll go to Leon.

UNIDENTIFIED MALE: [inaudible] question.

STEPHANE VAN GELDER:     Oh, I'm sorry. I didn't see you.

UNIDENTIFIED MALE:       [inaudible]. I have a full respect for the confidential work that the NomCom is doing and protecting the candidate that have announced their interest. The tool that you are working today that did not exist in my time in NomCom. I'm wondering what are the measures that the NomCom is doing to protect privacy of data and personal information? Is there any mechanism of data escrow for the Wiki in case of any incident so you'll be able to find the data again? Is this something that you have been talking about?

STÉPHANE VAN GELDER:     Short answer is, yes, this is something that we've talked about and. Actually, this is something that this year's committee has asked pretty pertinent questions on, including looking at the technology, the software that we use, etc., and we've set up a sub-committee to look at things like that. I don't want to go into the detail because time is short. But on the confidentiality of the data, NomCom members are asked, once they leave the NomCom at the end of the year, to delete everything that

they've had about the NomCom so that the data stays – well, become non-existent, so by definition stays confidential.

And there is work that this committee has looked at doing to protect the Wiki, etc., and they're asking questions about how well this is handled. And that is an evolving process. The NomCom itself is an evolving process. What we're also trying to build into the NomCom process is a measure of continuity so that, if this year's committee wants to look at that and is asking those questions and you're asking those questions, we don't lose that next year. I don't want to get much more specific. I've got Leon and Bill, so I'll do that. Leon

LEON SANCHEZ:           Thank you very much, Stéphane. This is Leon Sanchez. When you look at the Board age threshold, you might ask the question: is the age a factor to actually being selected into the Board? How do you factor into the equation the age element versus the experience and skills element?

STÉPHANE VAN GELDER:    I'll let NomCom members answer that if they wish to. I will just say that age diversity is part of our search for diversity. Yesterday when I addressed the Fellows, we got into that and with their very refreshing frankness, they looked at us, they

looked at me, and they said, "You're just a bunch of old guys doing this. Where's the youth on the Nominating Committee itself?" Obviously, I took exception to that because I'm so young or I assumed the person was talking to other people. But it is something that is also on the committee's mind. And you're right. Tt's probably something that for the Board we should look at. Mark.

MARK SEIDEN: Right. That's a great question, Leon. The problem is, to be really direct about it, it's very hard for someone who is mid-career or early career trying to make their reputation in the world and satisfy an employer to take the amount of time to spend on the Board positions. For the other leadership positions, it's not unreasonable. That's just my personal opinion.

Plus, the personal characteristics that a Board member needs in sort of a judicial temperament and maturity and experience with multiple stakeholders in difficult situations suggests that somebody who is an old guy or an old woman might be better suited for that sort of position, just temperamentally for the level of experience needed. I wish we could find someone who really clearly had the time and the maturity who is younger. That would be great.

STÉPHANE VAN GELDER:     Thanks for that great question. Bill, and then we'll have to close.


BILL DRAKE:     Thank you. I have an NCSC member present on Skype asking me to ask you the following question. Actually, I think the question would've been to Hartmut because I believe she was the head of the travel sub-committee that we folded down. But he is not here, so I'm going to ask you.

She says, "In NomCom, there was a travel logistics sub-committee who's just the sub-committee in charge of suggesting solutions to the problems with late visas and other issues. The report says the travel sub-committee is closed in the States, closed with thanks from the Chair. If these issues are beyond our control, feedback on travel reimbursement issues requested for members for a meeting with the CFO." She says, "Decisions on visas are of course affected by many factors that can be controlled by us, and some stuff is not beyond our control: providing enough information for the participants, helping the less experienced participants with the visa issues, etc.

We've received these suggestions from some people that had visa issues in our informal working party on visas. Moreover, I would like to know how the sub-committee functioned. Did they reach out to the broader community? Did they provide

suggestion? Did they coordinate with staff and asked them about problems? Is there any material we can have access to?"

STÉPHANE VAN GELDER:   Thanks. I'm not going to answer in place Hartmut, but I will say this. The sub-committee was looking specifically of visa problems for NomCom people. I know you know that. The sub-committee was not tasked with trying to solve an ICANN community problem. It was trying to make sure that the NomCom members did not have too many visa hurdles to make the face-to-face meetings that we have.

So that's a short answer. I'm going to stop there. Obviously, we gave the NomCom e-mail. We have identified ourselves, so I'm sure if there are more questions, people can follow up with us and ask them.

I will just close by saying two things. First of all, we've only got to the first part of the agenda in the hour and 15 minutes that we had for this meeting, which I find extremely encouraging, and certainly it does mean that it's a good thing to have an open NomCom meeting at the ICANN meeting in circumstances and conditions that can allow community participation. We anticipated a few rounds of questions after the slides and that took up the whole meeting, so we did not get to our discussion

of questions that we should ask candidates, and that's something that we may get to in public in the future.

We also had planned – we had Erika here from ICANN legal to give us an update or some information on the way ICANN legal looks at doing due diligence on the people that we select. That will have to be saved for another day.

But I wanted to underline that I'm very encouraged that there's been this depth and richness of an exchange today, both with the NomCom members speaking out and with the community asking us these questions.

So I'll bring the meeting to a close. I want to thank you all very much for your participation, and this is certainly something that we'll look to repeat at future ICANN meetings. Thank you.

**[END OF TRANSCRIPTION]**