
BEIJING – 2013 NomCom Outreach Sub-Committee Meeting - Work Session

Monday, April 08, 2013 – 11:00 to 12:00

ICANN – Beijing, People’s Republic of China

CHERYL LANGDON-ORR:

Good morning, ladies and gentleman. It’s ten past the top of the hour in Beijing and this is the Nominating Committee Outreach meeting, which is the first of the public very transparent and somewhat new experience for us all in NomCom to run an Outreach meeting, which is basically a sub-committee, but to do it in the goldfish bowl.

My name is Cheryl Langdon-Orr and I have a number of NomCom around the table, all of whom can introduce themselves as they speak. I don’t think there’s any point with so few public in the room going through the – dare I say – façade of introducing ourselves to ourselves.

This is an open meeting, therefore I will remind you about the matters of confidentiality, that what we are discussing here is in principle and in practice and in no way to reflect on any individual, past or future, that may be applying for our positions.

If and when the light and magic show begins, we do have some visual aids, which is probably a very good thing, otherwise you’d be really bored with my dulcet tones. And I’ll do a little bit of filabusting in the first instance while we still try and get that together.

One of the key points of today’s thrill-packed and exciting now 40 minutes, which I may need to probably kick out at 30 because we could all do with 10 minutes more in our life at the end of this hour – and I

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don't see that there's much point belaboring all of this – is going to hear from Stephane and Adam a little bit of feedback from their interaction with [OB]. I'm certainly looking forward to that.

With this, it would appear that we actually have the wonderful world of Adobe Connect rooms and similar things open, so anyone who is following this remotely, she says in an idealistic world that might be happening, but certainly for the record – and there will be a record of this meeting – we now are on at the beginning slide.

We know, obviously, what jobs we need to fill. We have in our to date monthly meetings shared with each other some of the small outreaches that each of us have done, but there have been some things sent to the list that if you are at the table I would like you to bring forward and give us a little bit more information. If you want to scroll down to the next little bit there, next slide. We'll just look at the positions.

Just for the sake of the transcript record, we know what we're after this year. We're after three members of the Board of Directors who will be serving a three-year term. We are after three members of the At Large Advisory Committee, known as the ALAC. One each from Africa, from Asia, Australia, and Pacific Islands region, and from the Latin-American and Caribbean regions and they are two-year terms. We are looking to two members of the Council of the Generic Names Support Organization (the GNSO). They are two-year terms. We are looking for one member of the Council of the Country Code Names Supporting Organization. That is the CCNSO. We should note when we're doing our outreach, that is for a three-year term.

And we are currently looking at a deadline for acceptance of statements of interest from people to fill these important leadership roles by the first of May, 2013. Sling along to the next slide.

Just in case you've all forgotten, we are in that pink bit called the candidate application period. And of course the individual work we've been doing locally is a very important part of the outreach, but I think we should share at this meeting for the record any future plans or possibilities that we might have. If there's opportunity, for example, that may in fact reflect more on next year's capture of people for the Nominating Committee, that would be I think worthwhile.

I flagged with John Jeffry that I want to have a chat with him on what he thinks is an appropriate time for activities deemed as outreach to happen for the 2014 cycle. He and I will sort that one out. I'll let you know who wins later. But one can assume that we might plan on starting a little earlier for our following year on our outreach.

For example, we all would identify the Internet Governance Forum that is coming up as an ideal piece of resource that we should be mining for talented material. If we have time today, we might do a little crystal ball gazing and see if there's some clear opportunity for a little bit of future work as well. We can pop across to the next slide, which I believe is something all of us are very aware of.

Let me give you a personal example. This morning we had around 75 or 80 women worth knowing. The Women in DNS breakfast was held and we did distribute these very useful little cards. Jared, do we have a pile of these somewhere here?

JARED: Somewhere.

CHERYL LANGDON-ORR: Okay. Hypothetically, they exist, and at one point in the not too distant future, those of you who don't have them should probably get them. I have some extras I will find and we might distribute at one of the meetings later. I lost two-thirds of that pile today, which is great. We should be encouraging people to not only consider themselves, but obviously consider other people, and I tended to give, at least women in the breakfast meeting this morning who I knew were key decision makers and influencers in their regions or their countries, states and territories a pile of them and suggested that they go forth and not multiply, but bring back the necessaries.

What we need to do, however, is make sure anyone who believes they have candidate potential for the board of directors understands this baseline. We all do, but I think we probably could do with that almost on a bookmark or a simple little postcard. I'd like you to come up with a tool perhaps that we could just get that information out. Maybe I'm looking towards Veronica and obviously Glenn over there to do something smart. Tomorrow will be fine. Next slide. I mean, we can get local printing. That's not a problem.

Now let's get down to the thrill-packed and exciting stuff, which is the next slide. That's beautiful, but it's not the next slide. Keep going. I don't mind which way we go as long as we end up there. The pathway is not the problem. The destination is the issue.

What we will be looking at now – and Adam, is it you or Stephane who's going to throw? Okay. As you all know, it's not just our own personal outreach and those that we can facilitate. There's also been some exciting things happening and I'm going to toss it over to you to hopefully eventually get some material as well up on the screen.

ADAM PEAKE:

Good morning. Adam Peake. NomCom member. I will talk about what we're doing for director recruitment in particular. One of the things that's been spoken of a lot by the community is, well, of course the Nominating Committee has two particular tasks. One is to find candidates. We recruit candidates, and that was shown in the pink stage of the milestone slide that was on earlier. And then we are a selection committee. But we're in the recruitment stage at the moment, and one of the suggestions is as well as the Nominating Committee members doing recruitment, we also use a professional management consultant that has that particular job.

We're using a company that contracts with ICANN for other work, is a global firm, well-known. I don't know if we'll mention the name, but we might as well. No, we're not at this moment, but it will be in the final report. They are helping us seek people with experience direct level. Stephane and I will be meeting with them.

The contract is very favorable. As I said, they have experience finding people for staff positions within ICANN. So they are aware of the organization and how the organization works, which is always one of the challenges when you're trying to find people to be interested in ICANN.

What we have on the slides are the set of criteria or candidate – what are they called? The ideal candidates will combine as many of the following elements as possible. These elements have come from discussions with the community over a period of years, particularly from the Accountability and Transparency Review Team process. Also from the Board Governance Committee and various other meetings.

I think Stephane can quickly go through them. We won't go through each one because there's about four pages of them in detail. But one of the things we need to do is continually update the characteristics, the profile that we're looking for, and we need the community to keep providing feedback on the type of skills that you think are necessary in a director candidate. So Stephane, if you want to quickly address those.

STEPHANE VAN GELDER:

Hi, everyone. This is Stephane Van Gelder, also a NomCom member, and as Adam said, one of the team of two people that went to see this recruitment firm and negotiated and talked with them, and trying to understand both what they needed and explaining, more importantly, what the NomCom is looking for in a very tight timeframe, because as we've said earlier on and the previous slides showed, we have theoretically until May the 1st to receive SOIs to have candidates come forward and send things in so that we can consider them.

So we felt it was very important not only to rely on our individual outreach efforts and abilities, but also to get professional help in. You see on the slide up on the screen in front of you, we had a set of criteria that we looked at. I won't go into the detail. They're on the slides. There's no point in me reading a slide out. But I do want to explain the

process which we used to talk to the recruitment firm and get them to understand what we needed to do, but also to get us to understand what they're looking at.

Some of the feedback that we've got from them which I think is interesting is, first of all, we discussed in general terms the amount or the level of knowledge that the outside world has with ICANN. Obviously when you're going out trying to recruit for leadership positions as important as board positions, you have to convince people it really has to work that way. You have to convince people that it's an interesting gig and something they want to be involved in.

Don't forget we're looking at some high-level possible recruitments. We're trying to get as much high-level help into ICANN as we can. This professional recruitment firm has helped us in determining things like how well-known is ICANN, is the compensation package that is now available to board members something that helps in this recruitment effort, how complicated is the environment they'll have to deal with? I'm sure we all agree that ICANN is a complex environment that can be daunting to people.

Obviously the time commitment is very important to define, and it is a heavy time commitment in the environment of if you're going out and reaching out to possible board members, the feedback that we got – there's different norms in different countries, but for example, in England, compensation levels are quite high – much higher than what's on offer at ICANN, but the time commitment is much lower. Maybe about a week per month, tops.

So we are faced with those difficulties. We're faced with the difficulty of making people understand why it's an interesting thing to do in the context of them potential board members. I'm not sure you said this, Adam, but we're only using the firm for board positions at this stage. In the context of that, trying to get people on board with those sets of circumstances.

In my mind, it's been very, very useful to work with professionals, have them guide us. We obviously have yet to see what kind of candidates they will produce. It's a bit early in the day for that.

I just want to also point out in closing that the meetings that we've had with this firm that they were based in Brussels. So Adam and I went to Brussels. We also took time out during that day that we spent in Brussels to meet with some of the groups that are obviously based in Brussels, which is an important place for the Internet and for policy making in general.

For example, we met with one group, and out of that we've also had some outreach requests. The latest one that came in last week from the Federation of European Publishers asking us for the criteria to submit an SOI to the NomCom.

There's been some good outreach work there that we're helpful will yield results and help feed a pool of candidates. Thank you very much.

CHERYL LANGDON-ORR:

Cheryl Langdon-Orr for the transcript record, if and when one exists. The things that I would like to suggest that if there's any questions to be opened, we do that now. So Waudo?

WAUDO SIGANGA: Waudu Siganga. I'm just asking a quick one. One day we have set a target of the number of candidates that the company in Brussels is to get for us.

ADAM PEAKE: There's no specific target, but they are performance based. So what we've done is arranged a set standard sort of contract and engagement fee, and then the more candidates that they give us, for each candidate they get a sum of money for each candidate that they provide for us. So there's no limit, but the more they provide, the more they receive. Performance based.

WAUDO SIGANGA: And then just one more. Sorry, one more.

PARTICIPANT: With a qualifier to that, because they cannot provide 100 or so. But those that proceed to the next step, they get compensation for.

WAUDO SIGANGA: The last question is what guidelines have we given them with regard to getting candidates from different regions?

ADAM PEAKE: We have the basic bylaws requirements which are that there must be at least one director from each of the five regions and not more than five.

We've emphasized certain regions underrepresented in our view, and have been underrepresented. We specifically identified Eastern Europe and Africa as being targets for this year. They are a global firm, so we can be helpful of that.

But our general brief was anybody who is of the caliber that you think is appropriate, but if you can find somebody from Eastern Europe or from Africa, then we would be particularly pleased.

CHERYL LANGDON-ORR: Yeah, go ahead.

STEPHANE VAN GELDER: Just to add that all the criteria has been determined – all our criteria has been pre-determined for us anyway. So it was pretty simple for us to go into the meeting and explain those. What then became more interesting – I was going to say challenging, but really I should say interesting – in the conversation is their take on those criterias and which ones would be problematic for them. That one wasn't. They fully understand it, because they do have experience of ICANN. But some of the others, including the SOI and [trustingly enough], perhaps that should be mentioned.

We had some back and forth with them, because the SOI for them was a problem. They could not see themselves asking high-level candidates to fill in an SOI. So we explained that it's a standard for the NomCom and that it would be difficult to step out or step back from that. And in the end, reached the compromise that we've explained for the NomCom. But as this is an outreach meeting, we do have a process. I'm not sure I

want to go into the details of it, but we have set a process that allows the NomCom to say initially vet a pool of candidates, and then SOIs can be drafted in. So we found a good solution for that, but it was an interesting thing to see that things that we might lose sight of when we're all focused on our own personal NomCom business to the outside world could be a problem.

ADAM PEAKE:

Very quickly, just to say SOI statement, I can see a couple of people in the room who aren't Nominating Committee members. An SOI is the Statement of Interest form, and that's basically the application form. It's an online form, and you can imagine it's rather ICANN oriented. So for somebody who's coming from outside of the community, what we found is the recruiter is saying this will be a sort of hurdle for them because it's okay for those of us who are inside ICANN.

We know what we're talking about. But the outsiders, it's a bit of an obstacle. So it was kind of an interesting thing for us to learn. We get a little bit narrow-minded I suppose because we're so used to ICANN and we forget that there's an outside world sometimes. But it's the outside world we're trying to bring in, so we're learning.

CHERYL LANGDON-ORR:

Wow, the outside world! Ooooh! They do in fact need to know how to spell "Internet" however. Over to you, J. Scott.

J. SCOTT EVANS: I just wanted to take this opportunity on the record – this is J. Scott Evans from Yahoo!, an IPC representative on the NonCom – to thank both Stephane and Adam for all their hard work. This has not been easy. It's arduous. The negotiations were arduous. Going through and sort of being dealing with the SOI issue and all the issues that you've had to do, but you've always come back to the committee with an executive summary of everything that has made it expeditious for us to understand what's going on, and I want to express my personal thanks and the thanks of the committee to each of you for the very hard work that you've put into this particular project.

CHERYL LANGDON-ORR: Ron.

RON ANDRUFF: Ron Andruff for the record. BC member. I wanted to bring up something that we discussed this morning, but not all of the members of the community were here at the time, and that has to do with the fact that the search firm and ourselves included cannot approach government employees. That's part of our bylaws. But it was brought to my attention that the search firm had gone back to one of the CEO candidates who was a government employee, so we just want to make sure that we get that message back to them that those are off limits, if that's not already been passed. Thank you.

(ADAM PEAKE): That's a useful thing to add. Thanks, Ron. I might suggest, though, that the NomCom has recruited government employees in the past, and

when it has, they have made sure they step away or step down before joining. Obviously (inaudible) is a good example of that.

We're working not to exclude anything up front, but try and make sure that we get the right candidates and then work out the problems. Obviously if it's someone that's on the career path in government and can't step down, then that should be brought up straight away so we don't waste time.

CHERYL LANGDON-ORR:

Yeah. Cheryl for the record. I think we need to (inaudible) currently representational role, currently employed in. This is exactly the resource space that we need to be looking, but they need to know very clearly that there's a delineation. So if you're at the end of your 30-year career and you've run a department, well, hey, you pick a whole lot. Even if you were, for heaven's sake, a politician it is possible that you may have some of those skill sets, but not while you are in a current representational role. So their prior planning needs to dovetail with our current needs. Over to you. Cool.

CHRIS CHAPLOW:

Thanks, yes. Chris Chaplow from the Business Constituency. First of all, thanks very much for holding an open meeting. I came along out of curiosity. I must just say for the record I'm a bit disappointed that after hitting banging, banging, banging on the door to have an open meeting, looking around I don't see that many NomCom people here, but never mind. You've got to start somewhere I suppose, so thank you for that.

The other quick point I was going to make on the report that Ron sent around to the Business Constituency, I noticed in it there was talk from the last meeting about going back to the fellows, and I thought that was quite a good idea, because (inaudible) some of the fellows over the years have moved up and (inaudible) people.

The thing that brought me to the table, just to ask the question, talk of an SOI. Is that the same SOI that I know of from the GNSO Working Groups? Or no. It's a NomCom SOI, is it?

J. SCOTT EVANS:

This is J. Scott Evans for the record. Chris, it's a very complex series of questions that are asked about background and references and many things like that, and I think that's – the level of candidates who are going are not used to filling out any sort of document when they're considered for a position. That's not something they do at that level. Unfortunately, it's baked into the DNA of our process.

So I think they've just said that that's a little bit of a hurdle, but we, thanks to Adam and Stephane, worked out something where we can still have that pool of candidates available, and yet at some point fulfill the need to have the SOI filled out. So we've overcome that hurdle. I think we were just all surprised that that would be a hurdle at all.

CHERYL LANGDON-ORR:

(inaudible), and then I want to go to you and assist someone else in the queue.

WAUDO SIGANGA: Just continuing along the lines that this is all (ordinary) ICANN stuff, but just to continue responding to Chris's question. An SOI in this context for the NomCom is a statement of interest, and it's the same name that is used for Declaration of Interest in the GNSO. But here it's the application form, quite simply, but we just happen to call it. It's confusingly similar. Sorry about it.

J. SCOTT EVANS: Put them in the clearing house.

CHERYL LANGDON-ORR: We need a work group on variance is what we need. Please, the floor is yours.

BERAN GILLEN: Thank you Madame Chair. Beran Gillen. I'm a second-time fellow, also representing the IT Association of The Gambia. I just wanted for you to clarify for me, if you're a current government employee, is it just applying for the board position that you're restricted or is it for all the positions that are going to be available?

CHERYL LANGDON-ORR: Board only. The other positions are not an issue. To my knowledge, all of the support organizations or the advisory council – the At Large Advisory Committee – would require you to fill out what Chris was raising. A normal Statement of Interest, which says, "I am employed by and currently work on and have commercial relationships with and I'm

representing...” once you’re in those role. It is unfortunate that we have this terminology. But yes, it’s only the board that’s an issue.

(PARTICIPANT):

If you’re not a nominating committee member and you’d like to see the Statement of Interest, the NomCom website follows the usual ICANN formula of you put the committee name and then ICANN.org. So we’re nomcom.icann.org. Then if you do /apply, you end up with the Statement of Interest form and you can see what it is. You don’t have to complete it all of course, but you can see it online and see the sorts of questions that are there.

CHERYL LANGDON-ORR:

Thanks, go ahead.

LEON FELIPE:

Thanks. I’m Leon Felipe from Mexico, also a second-time fellow. My question might be a silly question, but still, I want to raise it. For example, I would like to apply for the LACRALO position, but I don’t belong to the LACRALO, so I have to be admitted first to the LACRALO or should I just apply directly?

CHERYL LANGDON-ORR:

Let me have you rest assured the fact that you are not a current serving member in LACRALO may in fact be in your favor, because if you want to think in terms of nomenclature in other business spheres, what we are doing is appointing independent directors and we are appointing

independent council and committee members. So it's actually, in my totally bias view, a preference for you to not be.

Now I've served in the At Large Advisory Committee, and with very few exceptions, those NomCom appointees – and that's five out of the 15 are appointed by the NomCom – who churn through the At Large Advisory Committee, with very few exceptions, they have then become very involved. They are treated as executive within the region, but they maintain the independence. So, no, it is not a problem. It's more of an (enabler) than otherwise.

STEPHANE VAN GELDER: Just to give you another example – I think that's an excellent question and it's probably one that we often overlook – what we're recruiting for is people that aren't part of the groups we're (inaudible) for. I'll give you another example. The GNSO Council is a complex group with a structure that promotes through two houses people from existing ICANN groups such as the registrars or the Intellectual Property to the Business Constituency.

The three NomCom appointees – NCAs as we like to call them – are supposed to be from outside those spheres. But the point of them coming in is to provide that viewpoint that isn't from the standard GNSO makeup. A good question and one that we probably forget to highlight.

LEON FELIPE: Thank you very much.

STEPHANE VAN GELDER: Sorry, this was Stephane Van Gelder for the record.

CHERYL LANGDON-ORR: This is Cheryl for the record. Thank you very much for that question, because that's an oversight that won't happen again. We always live and learn. Please go ahead.

SIRANUSH VARDANYAN: Siranush Vardanyan. NomCom representative from (inaudible) region and fellowship alumni, and I'm so happy to see fellows here who are interested in those positions, because usually this is the group of people who are really talented. They are from developing countries and they bring new blood to this whole bunch of family and this is what we are looking for.

I really would encourage – I had the pleasure to share this information with fellowship mailing list, and I would encourage again to share this information among fellows because they are a really good part of candidates who can apply for those positions. Thank you for being here.

CHERYL LANGDON-ORR: Thank you indeed. Are there are any other burning questions on this particular presentation or now in general? J. Scott, yes, go ahead.

J. SCOTT EVANS: The only point that outreach that we discussed this morning, and I'd like to bring it up again, is that I think we need to develop a consistent

themed message. We need to have a long version and the elevator speech version.

For those of you in not American parlance, I apologize for using idioms of the American culture. But what I'm talking about is to have a 30-second to 3-minute talk you could do at a cocktail function or at a coffee break, but then also to have something more. But it needs to be consistent so that we are all sending out a very consistent message. I just think that's what good companies do when they do PR and I would like us to do that. We're getting to a critical time. We're going to get a lot of questions and we need to make sure we're all on the same page.

CHERYL LANGDON-ORR: Here, here to that. This is Cheryl for the transcript record. (inaudible), go ahead.

(PARTICIPANT): Responding to that (inaudible) ICANN stuff, we do have three slide versions which we could perhaps tweak a little in order to satisfy that particular need.

CHERYL LANGDON-ORR: I think that's great when we're saying, yes, we'll pick out the speaking position at a dinner or doing a little presentation, but I need something that sits in there. I need a URL or something that sits in there and you do the 3-minute while you're having a (inaudible) and a sandwich and then you're moving onto someone else and you've left them with that.

Now I've found this card at least serves that purpose as the bookmarks did to some extent, and what I alluded to earlier about little prior planning for next year is I think we need to get ahead of the game and get these unifying messages and everything designed now. We could perhaps use them if they get done in time. If not, we'll be ahead of the game as well.

I'd like you to take a moment now, if you're completed with that, and Stephane and Adam, you (inaudible). Thank you. I want you to start thinking smarter. We've all mentioned what we've done. I had breakfast this morning with some great ladies. I popped down to (Canberra) at a launch of another gender-specific thing and tried to pick up people from Hong Kong, Singapore, (Bank) and all that sort of stuff.

We need to remember that there's a number of levels we're pitching at. We are pitching at the senior executive and above level and we also have those advisory committee and support organizations. That doesn't mean they can't be in the C-suite. In fact, it might be nice to have people from that level. But we do need to remember that it's not just about the governance roles. These are diverse leadership positions.

And when we're talking to people one of the things I think we need to think about is to ascertain their expectations, ascertain how much time they have to commit. There is a lot I think we could do to make this more attractive.

But we also need to be shameless and steal from anywhere we can. To that end, there's a puddle of resource that ISOC now has its hands on. They have had a particular process than NomCom is at the completion

of its process. They have three slots to fill and they have a larger puddle that applied.

So I've had a word to Lynn. I mentioned it on the list. But before this meeting ends, we will have a way for either ISOC to send them the opportunity to come to us or for us to somehow directly contact them, because these are people who have already shown interest in leadership positions in another ISTAR organization.

Can you all think and take the opportunity to share of any similar sorts of resources? We're after mining people. It doesn't have to be first person. It could be an opportunity that we hear about and we can send someone in proxy. But that's an example. They've already gone through the process. They've got some talent. We can tap into it and we'll find a way to do that. So open the floor on that discussion.

STEPHANE VAN GELDER: Similar vein, Internet society, ISOC, I have a note for myself to actually contact the Internet Society chapters who they're not necessarily people who have applied for leadership positions, because Cheryl's talking about people who have applied for the Board of Trustees at the Internet Society, but the chapters are a global set of organizations. There's about 100 of them around the world I think and they have a quite similar view of the world. The members have a quite similar view of the world to people who participate in ICANN. They're a good group for us to outreach to. I think quite a few of us are probably members of Internet Society chapters. So I will contact their Director of Chapters and see if we can get some outreach to them by the end of the week.

CHERYL LANGDON-ORR: (inaudible)

STEPHANE VAN GELDER: Yeah, they'll be very pleased. But anyway, we'll do that. One thing I quickly want to do is just say that of course we focused on these slides to the directors because we were talking about the relationship we have with the management recruitment firm, and they're only working on the directors. On the Nominating Committee website, we do have profile from the ccNSO about the characteristics of somebody for the ccTLD organization. So if you go to that, you can see what we're looking for there. And there's a document called "Leadership Positions" which describes the sort of skill sets that we're looking for. The At Large, for example, or for the GNSO (inaudible). The At Large is user oriented as you know, and then the GNSO tends to be for the policy wonks like him – people who are particularly interested in the hard policy lifting of the ICANN world.

But all of those documents are on the websites. There's a lot of descriptions about the kind of profiles we're looking for, and not just the directors that we've sort of focused on today.

CHERYL LANGDON-ORR: Please go ahead.

BERAN GILLEN: Beran Gillen again here. As (inaudible) suggestion, maybe you should also look at the regional representations for the Internet Governance Forum groups possibly.

CHERYL LANGDON-ORR: Excellent. In fact, not just stop there but there's a number of regional and national Internet Governance Forums now and we need to tap into all of those. And that's of course something that doesn't just fit in that time course. If we roll back to that dreaded time course of where we are and where we'd like to be, I'd like to be having coffee. That's not going to happen. That's a necessity for any given year, but there's no reason why we can't try and get ahead of the game. And I think that's where (inaudible) suggestions because these other ISTAR activities just don't neatly convene when we want them to.

It's very hard to get someone excited about a position that they can't apply for until it's six or nine months down the track. So we need to almost find some customer relationship management way of tapping these individuals and then going back and retapping them when it's closer to the time. That, for any of you who will be serving through from this year with great probability of being with us next year, that's an expectation I'm going to be setting, so get used to it.

I also wanted to mention to you that as far as we are aware, unless things have changed, the numbers we have in at the moment tracking on previous years is a little down on what we want. Correct me if I'm wrong. Can you give us a bit of a span? Is it mainly the SOs? What are we missing in our current puddle?

(YRJO LANSIPURO): Yeah. First of all, I'd like to thank Cheryl to chairing this sub-committee meeting, the chair of NomCom and Adam and Stephane for (tapping) this question with O and B. Basically I wouldn't say that we're missing any specific categories, but generally speaking, our candidate pool right now is significantly smaller. It used to be at the comparable time last year or many years back, as long as we know, so that we need to do, during this meeting, all we can to get more people to apply. And actually that applies to all categories, not only the board.

J. SCOTT EVANS: Yrjö, I have a question. This is J. Scott Evans for the record. I know you're saying our pool of data. I would be interested to know whether the number of people who were in the pool last year, if the numbers are tracking similar to those who have decided that they would like to be considered again. Is that number consistent with previous years?

BERAN GILLEN: Yeah. We have (1911-1912), about 10. More than 10, yeah.

J. SCOTT EVANS: So is the number this year bigger? Because that could be why the pool seems significantly less.

BERAN GILLEN: Less. There was a lot of people from the previous year that just haven't applied for some time, and they decide not to apply anymore. That's some feedback I got from some of them. Stephane, then Ron. Ron.

RON ANDRUFF: Thank you very much, Stephane, I appreciate it. As I'm listening to all of this, what occurs to me is a couple of points. One is for those of you who have not heard of it, there's a (inaudible) and then the next NomCom starts from scratch. I can understand why that requirement was placed, because every NomCom is an independent creature and should not be influenced by anything that went before. But what we lose is of course this institution. Remember we lose this possibly of carrying over candidates from year one to year two.

The other thing that relates to outreach is that actually when there is this gap, we lose important opportunities for outreach. Like, for instance, each IGF itself – International Governance Forum – which is October/November and (inaudible). Thank you.

CHERYL LANGDON-ORR: Thank you. And I'll note quickly to Chris, to Adam, back to (Vander), and then to Veronica.

CHRIS CHAPLOW: Thanks, Cheryl. Chris Chaplow from the BC. Ron, thanks for the (inaudible), but in parallel to that, we've also got the Speaker's Bureau which is part Stephane. It's just (inaudible) because I've got an event that I'm speaking to, a local Chamber of Commerce next month, and

actually it would be quite nice that in the 20-minute presentation to almost have an advertising (inaudible) and wake everybody up and saying, “And, by the way, there are some positions that you could apply for.”

Lynn has uploaded some slides into the community wiki for the Speaker’s Bureau. It might be also to talk to her or put some NomCom slides up there as well for download.

CHERYL LANGDON-ORR: Thank you. That’s a given. We’ve stolen that idea. Do you need attribution, no? Okay. Adam.

ADAM PEAKE: Just very question. Adam Peake. I think for the people who are not Nominating Committee members in the room who might be applying, if you’re not successful this year, emphasizing this point that you will have a good chance next year. The skill sets change. ICANN’s world changes and it is well worth continuing for a couple of years, because it really is an opportunity. We see people who are not successful one year and they are selected the next. Outsiders don’t see that because the Nominating Committee is confidential. But I can assure you, it does happen and that’s very important.

And for the Nominating Committee, it’s also important to remember that if you were on the committee last year, look at them afresh because you may want to rethink them again. Don’t just judge what you thought last year. Think again because it’s quite important to do that.

CHERYL LANGDON-ORR: (Vander), very shortly. Sorry I cut you off.

ADAM PEAKE: That's all right.

(VANDER): Just to remember that last year we sent a personal letter to each one that was not in the discontinue, not selected. That's why we get some feedback explaining why they decided to apply or not decide to apply. It's important to continue to do that because it's a history that you can use also to convince people to continue to apply. Thank you.

CHERYL LANGDON-ORR: Go ahead, Veronica.

VERONICA CRETU: Thank you, Cheryl. I'm Veronica Cretu, NomCom member. A couple of comments, observations. Providing positive feedback on the applications that we are not successful, I think it's crucial because (inaudible) contribute to the next year – more positive attitude ahead. Adam, I think Adam mentioned the underrepresented regions and Eastern Europe is one. Just briefly wanted to share with you that at a regional level, there are some ongoing efforts related to open government agenda, which is something I'm very much a part of.

We have a project with Transparency International, and I did some outreach efforts in March. The World Bank does also have a very broad

community of practitioners when open government opened data. All this is very much linked to the ICT and Internet. So a week ago in D.C. there was an important event during which some outreach efforts were also done.

In Moldova, we are going to have next week Moldova City Summit which is going to bring more than 2,000 participants including from the regions. I will need more cards for that purpose.

The key point is that I'm trying to look at communities of practitioners who are not that directly linked with ICT as such, but use ICT as a means. So open government and open government partnership is that community that I'm looking at at the moment. I hope this will bring some results at the end of the day.

CHERYL LANGDON-ORR:

And shaking those sorts of trees may not be a fruit this time, but if we continue to do it, it will. Veronica, thank you for your good ideas which we of course have now stolen and will be institutionalized into the activities of the NomCom forevermore. I thank all of our guests and I'm delighted to see that we actually got some. Thank you. We were a little worried that if we built it, it wouldn't come. This is a first. I hope you appreciate the fact that you were part of a first. But I also want to thank the hardworking – and I don't think anyone until they've been in it realizes how hardworking – NomCom and the leadership of the NomCom as well.

I will indeed say that there is more outreach through the week and I was going to give the final word to our chair to tell everybody what we're doing next. Thank you one and all.

(RON ANDRUFF): Thank you. The open meeting of the Nominating Committee (inaudible) is tomorrow at 5:00 PM room 5BC. So please come. That is the historical first, as was this one. Thank you.

RON ANDRUFF: Thank you. Tech, the recording is now completed.

[End of Session]