
CR - Fellowship Morning Meeting
Friday, March 16, 2012 – 07:00 to 09:00
ICANN - San Jose, Costa Rica

Janice Douma Lange: Okay everyone who is in the room, good morning! God I love Friday's, it just works. And everyone who is not in the room is in a lot of trouble. No, it will be their problem with me. So we have quite a few things to do this morning, so I'm not going to chitchat, just happy we all made it through the week. And I would like to introduce Dev – no, that wasn't it. I would like to mute my computer. So I would like to introduce the Chair of the – Gabby, gosh I'm on record and they're translating me yelling at Gabby, this is crazy. It's on the record.

I'd like to introduce the Chair of the ICANN Nominating Committee for the Board, Vanda Scartezini – did I pronounce that right by any chance? Did I pronounce that right by any chance?

Vanda Scartezini: Yes, perfect. We have not time to waste here. I'm eager to talk with you. So, what is the Nominating Committee, just to start it? It's a representation, we have a committee that represents all the communities in the ICANN sitting there to choose the best candidates around the world to fulfill the leadership positions. That's our task. So there is a structure there, we are 20 people sitting there, and those 20 people we have this year – 7 women and 13 men – so 35% of my Board over there is from women. So we are improving, we are getting there.

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And so this time we have a small difference from the other years because normally each year we change the Chair, so it's for someone that is just jumped in that function it's a lot of things to learn and the time slot is very, very tight. So we started in the assembly for the last year each year and then for this time we need to have almost everything done to start to get all the candidates that apply and read all the papers have a methodology implemented, contracted independent part to help us to identify human [skills] because we are not experts on that. So a lot of things must be done at that time, so it's a lot of things to learn.

And normally if it is someone new it's difficult to go through this. So last year the Board passed a resolution that decided to have a Chair for the year, the name is whatever Chair-elect means nothing for me, but anyway it's kind of a vice-Chair that will take the place of the next year. So they come with me this year and in the end of this year they take the place, so it's time to learn. And when the next committee will set up, everything is done. Because we are agreed with the methodology we agree with the contract, everything will be done till the time. So it's a good new issue from the NomCom.

So this is, here is our committee. It's people from all groups. So what we have this year, we have candidates from the Board, we need to find out three members from around the world to fulfill the Board positions. And Board positions are just the top of the group and we need a lot of things, so we're going to show you what we are looking for. But most issues this time that's very important that whatever happens we need to fulfill one of those slots with the Latin America and Caribbean person.

Because there is a Bylaw and the Bylaw said you cannot have zero person for one region.

In the end of this year we're going to have, the only representative of Latin America and Caribbean area is leaving. So we need a pool of candidates to choose the best. We cannot set up someone just because it's the only one from Latin America. So please help us to do that – contact everybody; get the network, because we have a deadline and I will show you.

But before that, this is our timeline. So second of April is our window will close. So we need to run to have better and more candidates especially for this region. But all the other regions are open. For the other positions are the ccNSO, for the Board of ccNSO. The Board of the GNSO. And also, two members to ALAC this time. ALAC for Europe and North America. It's rotation. Next year will be Africa, Asia and Latin America. This time it's Europe and North America.

So what we are looking to find in the candidate for the Board is something like experience in the personal skills. What we are looking for in experience – technical, not that the guy needs to be very deeply involved with the technical stuff, but he really needs to know what we're talking about here. You cannot go to the Board without knowledge about what we're treating here.

So policy – we need people that understand that there is a policy process that this policy process is not for him to do, it's for him to understand and to do approval and make it happen, but not to build the policies. The policies are made by the community and sent to the Board. So it's quite important that the person that will sit there, that

they are not hands on. There is not the kind of people that need to make things happen. They are there to understand, analyze and give the guidance to the staff, and talk to the community, to get from the community the guidance for policy. That's the main role of the Board member.

And certainly he needs to have some ability to communicate in English, it is mandatory. Because all the things for the general group is in English, but more and more it's become, because ICANN has become very international, so more and more the skills for the languages skills to have more than one language, two or three, five is better because one person from the Board that can address for the community where we are sitting for the meeting in their own language certainly approaches the ICANN with that community. So it's quite relevant and more and more it's become relevant. But to communicate in English inside the Board, all the communication and all the talk is just one language.

Of course there is no translations in the Board work.

So, general skill set of course, we need people with the ability to listen, good to build in relationships, diplomatic attitude, executive mind, integrity, independence, and be confident but not arrogant. So a lot of other issues, ability to delegate, understanding, respect to the communities. So it's a person with huge knowledge on how to behave on the Board. That is for general. Of course to do that, you need to have at least some time in Board experience. There is no, it's very difficult for someone to jump into the Board without previous Board experience.

So my asking here is for you to think about the friends you have, the leaders you have in your countries and send a message to them. Give them, we brought some – I don't know if we have this distributed here, but I brought them. so I'll give this to you and think about persons that you like in your country, that you believe that could be a good representation for your region in that Board and convince them to apply.

There is quite important to have many different faces on the Board. To become international we need to show, not only be international inside, but to show outside and the Board is the face of the company. So to show our face, different faces, is very, very politically important to grow up as an organization. So that's one thing. For the other positions this is, we're going to put everything I'm talking about, this presentation, our methodology and the timeline that we are working with, everything will be posted in the ICANN website as soon as we finish this meeting.

So it will be easy to go there on that page and find everything and ask your friends and your leaders to take a look over that. And start to think about yourselves – what am I doing here; what is my feature here? There is the first or second time I'm sitting here, what is my goal in that where I can be of value in this community? And this is quite important.

As I said the last time in Dakar, I'm from Brazil, so I'm also from a developing country. And we from developing countries, we have really a problem. We continue to believe that we don't fit in higher positions. So it's quite important to get rid of this kind of sense of inferiority, because we have very good leaders. You could listen to the President of

this country, she's an amazing woman. And if you think about "Well the guy from Costa Rica, where the hell is Costa Rica" it's impossible to continue to have these kinds of feelings.

But it depends on us. We need to believe in ourselves so we can do that. We can reach the highest level because we can be prepared too. If we have this as a goal for us, we can do that. So I'm from Brazil, Brazil is a developing country, but I'm alright being on the Board. So it's possible. And you can make a difference when you are there, because you have other visions. You have other sense of the needs of the community. You bring new values into those positions.

So, you start in that Fellowship time here, it's quite important to learn. Of course you need time to learn, but keep thinking that you have really capacity to assess other positions and contribute a lot in the construction of this international organization here. So, speech here is just to try to share with you, as we are all from developing countries, that it's possible, it's there, we need to continue to ask other people to come. And this is not just for us.

It's not like I'm looking for a job here, it's not that. I want to contribute here and I want to bring with me my fellows, because I know people that are as good as I am or even better. And they are not aware about ICANN, they are not aware the difference they will make. We'll talk in this time, this is a movement also. Like we started the Fellowship, we start also some years ago the [DNS Womens Group]. So what is the goals that we can do that?

Let's think about what is DNS. Not the DNS only as a technical issue, the technical system. Like a space, the domain name space. Let's think

what is going to happen in one or two or three years from now. Each home, we're going to have a washing machine connected to the computer, connected to the other machines in your home with a gate outside with a guard and your mobile phone. And for each of these equipments what do you need; you need an address, an IP address.

And what else do you need; your name in that same space. So the DNS will be about everything. So everything is built over the DNS. So it's not that there is a bunch of crazy people talking about technical issues, it's not about that. It's about our lives. The future of our children. So everyone in each country needs to understand these things. To understand that it will influence their lives. It's very important. And the first idea to bring new people here from the Fellowship was just based on that assumption that we're going to have this information spread around the world. Because if it's not for everybody, it will not work.

It's only interests, even for a business issue, the only way to have a very interesting business for everyone, for each country, is more business will be built over the DNS. So, anything that you're going to see for the future for your children, for yourself will be based on the DNS. So that is the importance of understanding that, to be here and to bring your fellows to here. Because we need to have this very well understood from the whole world community.

So that's my message, first one. Let's behave like we believe in ourselves. And we have this capacity and we can reach there. So let's think after this, come over again, apply for other positions. Think about if you are from Europe, of you are from North America, because nowadays, as I normally used to joke with my friends from North

America, “You know North America is the future developing country.”
So – it’s not that? We are reaching that, yeah. In a few years we’re going to have all the countries almost in the same position around the world. Or we’re going to know that we’re all developed or all the others are coming down to be developing countries.

So if you’re from North America, if you’re from Europe, Europe is big with the new Eastern Council entering that, it’s still a developing country. And we need more people from that applied to the ALAC. We have Siranush with us now, there is Raquel with us, Fatima with us, it’s a process that starts here, but it needs to continue and everybody can do that. there is no barrier for anyone. It’s just to have the will to go and to understand things and to spread the word.

And finally, please my job here is to outreach to people. So I need candidates for our pool of candidates. So talk with your friends. Talk about the ICANN, spread the word around. Talk with your leaders, the people that you respect in your communities to apply. And remember that it’s our window is from two weeks, three weeks from now. So please go back home and talk with everybody, send emails, put it in your Facebook, put it in your LinkedIn, in your Twitter, I put. If you enter in mine, mine is easy, it’s vandascartezini, it’s my name, I have nothing to hide. So I put everything, everyone can enter into my connection in the Facebook, so go there.

There is also for the women, we can get the DNS Women, it’s open too. So, enter into that Facebook, there is a lot of things. Each week that we meet around the world, we have a breakfast early in the morning, I know that’s difficult for the people from here, but next time you can

maybe in another organizations here visit us. So join to our breakfast. For me, it's just that I want to share with you that we are able to go out and please spread the word. Let's have a lot of developing countries represented on the Board. Thank you very much for your time. Thank you Janice, for the wonderful work that you have done since 2007, something like that. Thank you Janice.

Janice Douma Lange: Well it's because I met you first.

Vanda Scartezini: Any questions? I may get to answer it.

Janice Douma Lange: Gabby is a little shy, as you know. We tried to push her forward, but she does have a question, so I wanted her shyness to be...

Vanda Scartezini: I can answer this in [Portuguese], too.

[background conversation]

Gabriella Schittek: Because I wanted to ask that all the time we see all the things these people need to be, like how to do this to have this experience and that experience, but if I had to really approach someone I know and offer this possibility, I also need – these people ask me because they are very

experienced and they have jobs, so what are the benefits, how many hours do they have to work, am I going to get paid; many things that are not clear for me. I don't know if the Board people get money for this job. I don't know if they have to work all day or only between meetings. I know that they work a lot between meetings too, but I don't know how many hours, is it full time, what is it?

Vanda Scartezini:

Yeah for the Board it's really a tough task. It's all in that webpage, but it was about not less than 20 hours a week, for the Board. But for now they have to compensate these hours with a little amount of money just to pay for the days that you travel, something like that. Because the Board needs to travel about five times at the least. When they have some relation difficulties or something to really debate with the GAC, they normally need to meet them somewhere. So last year was about six travel times. But normally it's five times – the three meetings and then two retreats.

And the retreats depend on where you live because it's circulated and also it depends on – among the Board it's sometimes some people offer to receive the people in their region because it's just the Board and those retreats. So they are paying now for that. There is not a decision about the amount who is going to pay for the next Board. But they still have this compensation for the time that people lose from their [tasks].

Gabriella Schitteck:

So you really need passionate people.

Vanda Scartezini: Yeah. It's still volunteer. It's not a salary, it's not a job. It's something that you dedicate. But it is worth the experience. It's really, really interesting. You know people around the world. You learn to behave in the international environment. It's quite important for the future of the person also to have that.

Janice Douma Lange: Vanda, your handlers are really getting nervous for you.

Vanda Scartezini: So the other positions are not. Yeah, we need to go. The others are not so tough. The GNSO, they make a call – you know and the three meetings around the world, yes, they demand for that. But the others is just emails or work because most of them have their job so they are very well aware that the time waste is impossible. ALAC is the same, ALAC just has calls around. There is work to do, it's a policy maker. Those organizations are policy makers. So there is work to do, but it's in your home. Okay?

Gabriella Schitteck: Okay, thank you.

Vanda Scartezini: Okay, thank you I need to go. Sorry.

Janice Douma Lange: That's okay. We'll take any questions through me.

Vanda Scartezini: You can send and I'll be glad to answer, because I need to go, I have to report NomCom to the Board session that is starting now. Okay, but you can find me around, after that you can go there.

Female: Just mention our website. No, no Janice will.

Janice Douma Lange: Thank you Vanda. She really does need to go give a report to the Board, so truly she needs to go. I know you would love to stay with us, we love you. So, Joette is roommate at work, so be assured if any questions come to me, they go right to Joette to Vanda, it's instant, so we're happy to do that. Yeah, look for her Facebook. Vanda wants to have everybody befriend her.

Female: NomCom 2012 @ icann.org

Janice Douma Lange: Okay, you have to leave too now. I love you roomie, you must leave. So we continue on, we try. Nigel, welcome to our dysfunctional family called Fellowship. So are next victim into the Fellowship fire is our brand new vice-President of Europe actually. And when we say brand new we mean brand new. Nigel literally started here at the ICANN meeting. So his very first day for ICANN was the first day at the ICANN

meeting. We like to do that trial by fire I think. So Nigel, whether you're comfortable walking or sitting...

Nigel Hickson:

I'll stand. Thank you very much and good morning. Thank you very much for inviting here. And I can't possibly follow that last intervention about the Board or anything like that, but I will say a few things about what I hope will be happening in this organization, for us anyway. First of all though, I'm very disappointed that I haven't got a newcomer on my – because you all got little bits of ribbon didn't you? Yeah, yeah. And I didn't get any bits of ribbon at all.

Is there anyone from Europe here? Yeah, great. Whereabouts in Europe; anywhere in particular or just Europe.

Siranush Vardanyan:

I'm Siranush Vardanyan from Armenia, we're in the middle of Europe and Asia.

Nigel Hickson:

Absolutely.

Female:

(Inaudible), Romania.

Adela Elena Danciu:

Adela Danciu, Romania.

Sasho Dimitrijoski:

Sasho Dimitrijoski from Macedonia.

Nigel Hickson:

Oh Macedonia. Excellent. You were very good at the Euro-vision song contest, Macedonia aren't they? Sir?

Andrii Paziuk:

I'm Andrii Paziuk from the Ukraine, member of the non-commercial constituency.

Nigel Hickson:

Ukraine, fantastic. So we have a great cross section and I won't ask everyone to introduce themselves, but it's great to see so many different nationalities here. And it is confusing, this first meeting, isn't it? I found it very confusing indeed. And I thought I'd come along you know, because I was supposed to, I was starting my role at ICANN this week. So I thought I'll be fine I'll just walk into meetings and I'll understand what's going on and I'll be able to understand what the organization is all about. But it's a confusing organization ICANN, isn't it? It's a bit like the United Nations, that's very confusing, I found that confusing as well.

But ICANN is confusing, but the great thing is everyone is so friendly. Haven't you seen that? I mean you can go up to anyone here and talk about, and all you have to do to get on with people in ICANN is make up acronyms if you see what I mean. So you just say how is the NSO going or how is the NAC going. And even if you get the acronym wrong it

doesn't matter because anything you can think of is a word. So I mean it really is good, but it is confusing.

Well it's confusing for me because I worked in the UK Government, which is in Europe, the UK – has anyone heard of the United Kingdom or Great Britain? We're having some games in August, some little games. I don't know what we do, people run around tracks and they call it the Olympics. So if any of you want to come to London for the Olympics please do, I've got some tickets here I can sell you.

So, I worked in the UK Government for years and years and things in government are very simple compared with ICANN. But it really is a pleasure to be here and see everyone. I'm supposed to be in the global partnerships team, well I am in the global partnerships team and I think some of my colleagues who are much more experienced than me have already spoken to you about the global partnerships team and what we're supposed to do and what it's all about.

And well, I was interviewed for the job, so you might say I should know what I'm going to do, but I'm not really sure what I'm going to do, but I think part of it is certainly outreach. Because as you heard before, and I won't repeat what was said before, but ICANN is, and has to be a global organization; the internet is global. If you like, it's a historic mistake that ICANN is in California, is that right? That's not very politically correct is it? But every organization starts somewhere doesn't it?

I mean things evolve and things evolve on the internet and things evolved in the internet and a lot of development on the internet in the early years took place in the United States. And we had some developments in Europe; we developed the World Wide Web in

Geneva, which is in Switzerland. So things develop in different countries and the management of the internet developed in the United States. But that's historical. What we have to cope with now is that eh internet is for everyone.

And I, as a government, and I've been representing the UK in many different forums; I was in Nairobi for the IGF for the UK Government last year. I've been in Beijing; I've been in other countries. And the internet is something which is actually, as you know from your own countries, is changing everyone's lives. In Eastern Europe and countries like Estonia, I'm sure in Armenia and other countries it's just making this tremendous difference. And ICANN plays a role in that. ICANN plays an important role. Because keeping the domain names system secure, keeping it reliable, keeping it open and available to everyone is so important.

And I think that's why I joined ICANN, because I understood from a governmental perspective how important the ICANN role was and how important it was to keep it going. Because all organizations evolve, but what ICANN does is truly important. But ICANN is also in a privileged position. We in ICANN are privileged. You being party of the organization now are privileged in the sense that the domain name system is something which belongs to everyone, but is run by ICANN.

So in terms of global partnerships, what we have to do in the global partnerships team, and I'm glad that Anne-Rachel, many of you will know Anne-Rachel, she is the real expert. She's told me that, because obviously I don't understand anything about ICANN, we're going to sit down in Belgium on Monday, Belgium is another European country, it's a very small European country, but we're going to sit down in Brussels

over coffee and she's going to tell me everything about ICANN in five minutes, so that will be okay.

But we in the global partnerships team, we want to outreach; we want to make sure that everyone in the ICANN community is involved in the process. And of course, in terms of reaching out, in terms of engaging people, it's not just people like yourselves from the registries and the registrars and from the community organizations, but it's also governments, it's also other institutions. It's institutions like the United Nations, like the ITU, like the OECD, like the IETF; all these acronyms. There are so many different international organizations.

But all these other organizations have a role on the internet as well, and ICANN has to play its role and be part of that ecosystem. I love that word. I don't know what it means, but it's really good. You hear important people speaking and they say "This is the ecosystem" and you know that they must be very important if they used that word. But yes, ICANN has to fit into this structure, and it does fit in, but it's important that we as ambassadors for ICANN help those other international organizations understand where ICANN fits in.

So that's all I'm going to say. It's a pleasure to be here with you. The next meeting is in Prague, isn't it? So that's Europe, Prague is almost Europe. No Prague is Europe and of course it's very near. It won't be far from Romania will it? You'll be able to walk there. So that will save a bit of money. And it's not far from Armenia at all, you just turn left. So anyway, pleasure to be here and I hope everything goes well for you and safe travels back to wherever you're travelling to. Cheers.

Janice Douma Lange: Nigel, we so have needed your spirit here at ICANN. I can't tell you how I'm so excited. On music night I said "Okay, Nigel you're my guy. That's it, you're in." Are there any questions for Nigel? Adela?

Adela Elena Danciu: Hi. I'm really glad to have you vice-President and representative of Europe. I know that you said that it's just a takeoff of a recent job, but maybe you could tell us a little bit of your plans for the region? What are your intentions to outreach as many organizations and people in the region? Thank you.

Nigel Hickson: Well yes, as you say I'm new to the job, so we haven't got detailed plans, if you like. But what I think is important that I in Brussels, and there are other people in Brussels as well and we'll all try and sort of engage with the community, is that we ensure that the governments of Europe, and obviously other people represent the governments of Africa or Latin America or wherever, that the governments of Europe understand what ICANN is about. Because sometimes not all the governments do, and it's understandable. If you're in government sometimes you're told that there is this organization in California that thinks it runs the internet. And what's the natural reaction of a politician if they're told that there's an organization in the United States that runs the internet? Well I won't do the accent but there's a reaction against it because people think "Why should someone in California run the internet?"

So there is an education job to do to make sure the governments understand the important role that ICANN is playing, the important role of the generic top level domain system, the expansion, the important aspects of the IDN, international domain names which of course is important in terms of the ability to have IDNs in Cyrillic and other languages. So I think part of it is outreaching to governments, part of it is outreaching to other international institutions as I said, institutions like the ITU that works, obviously in Geneva the OECD, the IETF, the Council of Europe; all those international bodies.

But also, more broadly to the community as well; to our international businesses. We all have international businesses in our regions, in our towns and we must make sure that the international businesses understand what the internet is about. And it's not just the businesses that are the internet service providers, or the telecom companies, yes they should understand what the internet is about. They should understand what ICANN is about because without ICANN, without the internet they wouldn't be very good businesses.

But it's beyond that as well. In the UK, in government, we often try to talk to pharmaceutical companies, to manufacturers, to retail companies and saying that "You'll rely on the internet. The internet is now your business, and you must understand that the internet has to be managed, it has to be developed, it has to be nurtured, that we're all in this together." And so I think that's the sort of message to get over. And I'll come to Bucharest and I'll come to other places and we'll see how it goes.

Janice Douma Lange: Fantastic. Thank you very much because that's hard. You're here one week and say a plan for the next, your strategic plan for the next three years from Nigel Hickson. But thank you again very much, and we'll catch up with you in the hallways and byways today. So we are going to now finally be able to have a presentation from Diana. So we're going to need a minute just to hook back up again. We had this yesterday, but do I need to resend it to you for remote?

A couple of things I just want to mention. Starting at 8:00, what Vanda needed to go to was the supporting organizations and advisory committees. They report to the Board on their week. So I do have those reports already and I'll forward them to everybody and you have a transcript. And the transcript would come out, but I have the reports, so you'll be able to read about that, you won't have missed too much. I think we're good here having some chuckles with Nigel and Vanda so we'll read it instead.

Diana Al Mahasneh: Good morning everybody. I will start your presentation. First of all, I would like to say [speaks Arabic] – it's in Arabic; Buenos Dias in Spanish; and good morning in English. I'd like to share with you my experience with ICANN and some nice memories that I have with ICANN in my country. First of all, I will start by introducing myself. I'm Diana Mahasneh from Jordan. I'm working as an assistant engineer and IT support engineer for four years and six months in ITC, the National Information Technology Center in Jordan, which is the .jor registry. And before one month I left them and engaged with another company, it's NBC Group. It's a group of TV channels and the news.

Now I want to talk a little bit about Jordan. Actually this is our map for Jordan. We are in the Middle East. We are rounded by Syria and Iraq, Saudi Arabia and Palestine. We have, Jordan has a population of around seven million people. Our ccTLD is .jo. Also we have very famous places; I'd like to share a little bit of information about them. The first place is [Petra], which is a very famous place and one of the wonders of the world, because it's just caved in pink rocks. They built it by the [Nebetine Czar], and it's a very, very old place. We don't know what's the exact time it was caved in that place, but it's around the 6th Century BC and it's in the capital of the [Nebetines Arab], and this is a link for some information in Wikipedia if you want to know more about [Petra].

The other place is the Dead Sea. The Dead Sea or they call it South Sea or maybe the South Lake because it has very salty water, so there is no life in this water. What's the most important about this place? It's around 423 meters below the sea level. It's the lowest point in the earth. And also I have a link on Wikipedia to know more information about the Dead Sea and its water.

Now I will talk about the Fellowship Program. Actually it was an honor for me to come here with ICANN, and this is my third participation. My first one was in Mexico City in March 2009. The second one was in Seoul in October 2009 and my third is this in Costa Rica. Okay, now I will talk about the achievements that I have participated in to get for Jordan after I attend the ICANN meetings; actually there are two achievements. The first one I worked with my colleagues to get the IDN for Jordan, [.jordan]. And as you can see this website is our first website using the IDN, it's for our King. [King Abdullah]

And the second achievement, it's the configuration of IPv6 on our DNS, root DNS server for Jordan. And also, this is the picture, the snapshot I took the first time I go to the internet using a native IPv6 on my laptop. Finally I will talk on personal impacts that I have after attending the ICANN. Actually it's really a very, very, very large experience that I got from attending ICANN. It's expanded my knowledge base, increasing my self-confidence; also I've begun speaking English better than before. I was a little bit shy for talking and using English, because I can read, I can write, but we didn't use it a lot to speak in English.

And also to meet all of you and get new friends, perfect friends that I'm very proud to know all of you and the other people that I've met on the previous two meetings that I attended. Now I want to share some memories with you. This first picture is our group in Mexico City. And some pictures from Mexico City, downtown, the pyramids. Also this is Janice. I love this picture. Really that is Janice at the last day we had in Mexico City. She was feeling so tired. But really I love this picture because each time I see it I remember how much Janice worked and had an effort to make us feel comfortable and get the knowledge that we wanted to get and the experience.

Also these are pictures from Seoul, and me with the traditional dress for people in Korea. The streets in Seoul, our meeting room, that's our fellowship meeting room also. And this is my pictures in Petra. I had a very nice trip and wish all of you to come visit Petra; it's a very amazing country, city. You will see very amazing things, very amazing colors of stone. You can't imagine, even if you see it in pictures, it's very much different when you see it directly. Actually when I was there I just was shocked. Really nice.

Some pictures from the Dead Sea also. And thank you very much for giving me this time to share this information with you all. And I'm very proud to meet all of you and love you all. Thank you.

Janice Douma Lange:

The word we just said about you Diana, and of course I'll start to cry because it's Friday, but the word that we just said was "sincere." You are not only a very lovely and intelligent, and I don't know which one to put in front of the other, but you're from your heart; you are so sincere. And we both just said "What's a good word to describe you," so thank you so much for sharing. I want to say two things – disclaimer – Diana took those pictures around Mexico City and Seoul after the fellowship. She never went during the week. Those were all posted after.

Diana Al Mahasneh:

That was mostly all the last day after the Board meeting.

Janice Douma Lange:

Yeah, she was frantic just to get out. Because Mexico City was your very first time to travel outside of your country.

Diana Al Mahasneh:

Yes that was my first time and it was really an adventure. I was very scared because I didn't go out of Jordan without my family and without anyone actually. So that was a little bit scary, but I made it.

Janice Douma Lange: You did but I'll never forget that because by the time we saw you in Seoul you were already, you aid you know about building confidence, in Seoul you were already so much more transformed, so much more ready for the experience. But Mexico was really kind of like, everything was like looking around like "Wow, I really did this. I got in a plane and got here."

Diana Al Mahasneh: You know, Mexico City was my first time to travel and I really love this city. Although now there is a series on TV, I watch it just because it's in Mexico City in the same place that we was there. So it's "Oh, I was there. I was there." So just sitting every day and (inaudible) these words for my family.

Janice Douma Lange: They think "Okay, this fellowship in ICANN has made her crazy. We need to keep her away. She's watching Mexico City soap operas."

Diana Al Mahasneh: We need to a little bit crazy. We can't be serious all the time.

Janice Douma Lange: No we can't be. You know one of the things I just love – and thank you again so much for sharing; that was beautiful.

Diana Al Mahasneh: Thank you too.

Janice Douma Lange:

But I mean that's one of the great things about this program is I have to, and Moses reinforces with me and says "You have to be strict. You have to have rules." Wilson is very forward for me too, it's nice. But you know in the end you have to shrug it off and you have to just say "Okay, this is what I need to do and I need to be serious about it in the sense like someone like [Saso, Sarena], you now have additional responsibilities. So travel support, no travel support – oh from the GAC now yes. But you have to back and report on what you did. You can't just arrive here and get through the week and say "Well that was great and I met some great people and I had some great dinners. I danced at music night," and go back to work and slide into your desk and it's all fine. You have to be accountable for what you did when you were here, what it is that you achieved, who did you meet, why, how is it going to move forward because of this, who else are you going to talk to between meetings; there's so much to do when you take on this next responsibility.

So when I say that there is a final report, it's in that same vein. We're responsible to the community. Because the community is given a certain amount of money for travel support and the Fellowship Program is different in a way from the community travel in that I get a budget for the year for the three meetings. And I need to figure out how to get the most people here, the right people, selection committee and I work together, the most people to get the exposure with that amount of money. And it's a little under 400,000 US for three meetings in very expensive cities that I have no control over.

And coming from places like Papua New Guinea, which is like how the heck – Bill, Stanley – how do we get them there? Well we have to do a small plane from island to Manila and then hope they catch it – they didn't. And then a couple of hotels and then on, so it can run expensive. But it's worth it, it's an investment. And so your reports, when they come back to me, I have shared them individually and we want to share them more publically. But your report is the start of your understanding that you have to take the experience in, you have to figure out what it means, and you have to put it back out and you have to share.

And it's so much of so much. It's about Rod saying yesterday, ambassadors. When someone said "How do we get outreach" and he said "You." And so Kurt Pritz did a report in the Public Participation Committee yesterday here on outreach. And I said "I do work on that program because fellowship is part of that" and it's about becoming the best ambassador you can be. And so by thinking about your experience, going home, sitting on the plane, sitting in the airport, sitting in the hotels on the way home, getting back in you don't want to wait too long – write notes, whatever you need to do – but you want to wait long enough that it kind of sinks in and you can understand what it's about.

And I don't care if it comes back to me on an email, I don't care if it comes back to me in a photo diary, A PowerPoint, a Word document, I don't care how it comes out, I just want to understand from the laughter, from the networking, from the personal, from the self-confidence, the growth, the challenges, what didn't work well – after Dakar I got a lot of [Al Madie's] which was the hotel "That did not work well for me." Well that's important because then I share that with the travel group, with the ICANN Constituency Travel. They knew that

didn't work well all week. Sometimes they're also put in a position of accepting what's happening.

But it's important that we understand each time how we can grow as a fellowship, how we can grow as ICANN, as a staff how we support, how we can grow as a community. So the constituencies, the stakeholder groups, the community gatherings we went into, you can share with me about that. How did it feel to sit in on those meetings? Did I feel welcome? Did I feel like I understood? The Newcomer Track – should we do more high level? Should we not assume that everyone doesn't get it at a certain level?

In here, am I shooting at too low of a level? I know the intelligence around the room. I read the applications. But just like when I was a teacher way back in those young years as a blond, I have to look at a room of 30 children and I have to understand getting to know them what is my best path in a period of time to get the best understanding across. And sometimes it's pulling at a level that's a little under what you're ready for, but it gives you the idea of where you can stretch to. But I'm not perfect at it. We're doing our five year anniversary of the Fellowship Program in Prague. We're very over the moon and I know all you now will be because you're part of this.

But we need to learn and we need to keep doing it better for the accelerated pace of learning, for the demands of what you need when you come here, for the quality that we're getting in the program. When we first started the program it was kind of a wide net and not everybody knew about it. And now, because of all of you being ambassadors, and all of you going out and talking about it and bringing

it back to your regions, over these five years we are getting a class and a quality of candidates that demands us to scrutinize further and further about who's coming here.

And I said it on the first day "You are 27 of almost 200," it's such a credit to you and to what you said about yourselves about what you're bringing here and what you're going to bring back home. So you're amazing people. Tell me how to do it better. I'm the facilitator from ICANN. Any day someone else might take this job. I need – I don't want them to, but that's the reality, that's life. And maybe someone else could take it in a direction that would work better. I would love if one of the alumni would come in, that's a pipedream, to take it, to pass the mantle.

But whether it's me or anyone else, it's a facilitator of this position, a facilitator of the program. We need to understand as we've grown how do we do this program better. Do we work with the At-Large? Do we work with the Government Advisory Committee? Do we work with the GNSO on capacity building? Do we merge? Do we stay separate? So many things. For my new people, focus on your experience here; share with me – personal, professional. Give me some ideas of what you're thinking. I don't want three year plan. I don't want one year plan. I want a couple of months.

I just want you to kind of look at "Here's my steps, here's my next steps." Maybe you're going to write an article. I remember [Sinawong] from Cambodia came out of Singapore and writing is what he does. And he wrote some incredible blogs following his experience that I got linked back to Rod, because he wrote one about the spider and the starfish

and then others about the experience and I was linking them back to share. That's his way of outreaching right now. That's how he felt comfortable sharing.

You might feel comfortable giving a presentation. You might feel comfortable writing a magazine or newspaper article. You might feel comfortable, because you've decided to join a constituency or stakeholder group, sharing and going that way. Whatever it is that you feel comfortable is your next steps that's fine with me. I just want you to do those next steps. Find a way to consider what you've learned, to share what you've learned, to find a way to participate. Public comment – that's a way to participate. Right now you say "Janice, I'm up to here with work. I've got projects. I've got demands. I've got a new baby," whatever it is. That's okay. We all have a life. We all have demands.

All I'm saying is think about how you can take this and fit it into your life right now. And then the next step, the next time you come back through fellowship or on your own, you'll be able to set an agenda a little bit more clearly because you understand the demands of the week and what you want. And then when you leave you'll do a bigger step or understand more. Okay? So I don't want more out of you than you yourself can do now, because when we over challenge or over promise it's just like losing weight or stopping smoking right? I mean you get defeated and all of a sudden you think "Oh well I can't come back up," so don't do that.

Set realistic goals for how you can work. We have great regional managers. Anne-Rachel joined us again in the back, you've met Nigel,

you've met Rodrigo – I'm going to look at the name so I say it right – Xiaodong Lee is our new Vice-President from Asia. He wasn't able to stop by, but I can get you his email address. So we have great people to reach out to, so just do it by you, do it by those steps. Anne-Rachel please.

Anne-Rachel Inne:

Good morning you all. It's the end of the week. Thank God it's Friday. Glad you all stayed on and everything went well. I was listening to Janice talk to you about some of the things that you can do and a few of you have asked me "How can I relate what I learned here when I go back home, out there." One of the things that a few of you have been through is internet governance. So it would be really nice if you could take it back and basically what you're learned here at the global level and bring it to the local level. And when I say that it is to say for example, right now, at the beginning of the week when you came here, some of you might have been in the session that was about internet governance and we're talking about some things that will happen in the international telecommunication regulations at the end of the year.

How many people here have read the international telecommunication regulations? Great, two, three, fantastic, four, five. Alright, we're doing good. So, you've read the international telecommunication regulations that date back to 1998, this is 2012. You've heard all the issues that are in the ICANN plate in terms of growing up, that's what I call them, issue of growing up namely from conflict of interest to growing the program to outreach and all of that, how do we stay relevant.

So how do you tie that in to what is going to happen at the end of the year at home? You need to perhaps go see your telecom operator or your ISPs. You need to go see your country code manager and say “What is it exactly you do? How are you mapping out things like the national policy on data protection, because I’m a user,” this is one of the issues that you hear.

The WHOIS stuff in ICANN is actually part of that. How do you tie in what you heard this week in terms of what law enforcement is asking for ICANN to do to what is happening at home? And explain to people some of the reasons why they should be aware of what is happening at ICANN. So tie in what is global to the local level is really very important because for you to also be able to approach people at home you need to be able to make ICANN relevant to them.

Just talking about ICANN won’t make it, but if you say things like “OH law enforcement internationally, you’re talking about registrar accreditation agreement changes so they can enforce things like having your data open so they can see it out there” things like that resonate with people. Each one of us would like to have our data private. Further, thinking like on Facebook, you know Vanda told you, and a lot of you are sharing quite a few things on Facebook. Facebook is soon going to be an international; it’s going to have an IPO that will make them one of the biggest organizations or corporations in the world in terms of money wise. All of that is based on your private data.

One of things that has emerged internationally is “IS my data as a private individual, can that thing be considered my intellectual property.” How does that tie back into your registrars in your countries

basically taking your information and also marketing it out there in the world? So these are just some of the issues I want you to tie back in and think about as you go home, okay. And we're happy to help. And for my region, which is the best one that I know, you know country by country practically I can tell you for some of them, and I've had this conversation with a few already, some of the stuff that they can tie in there.

So talk to your regional liaisons. Go and really try and bring it back home so people can relate and feel concerned and they can participate even more. And in the process, you become the mentors and the tutors. Thank you. Have a good day, safe trips back home, and if you have time till tomorrow maybe enjoy the mountains a little bit.

Janice Douma Lange:

Okay. So we are going to now stop record and stop Adobe connect and just share some things here. So I want to say goodbye to [Akar]. I don't want him to cry on Adobe Connect, it would be very sad for all of us; can't have it. And we're going to stop our live stream and we're all good, fantastic. Now we're just amongst ourselves, yay. So Alejandra, did you have some things you would like to share with everyone; some goodies? She's been waiting all week for this and with sharing with LACRALO and with people in and out we just couldn't do it. Go girl.

[End of Transcript]