

---

PRAGUE – ICANN Academy WG  
Wednesday, June 27, 2012 – 09:00 to 10:00  
ICANN - Prague, Czech Republic

Male: ...people please take their positions.

Sandra Hoferichter: Okay, so welcome everybody to this first live meeting of the Expanded Working Group. My name is Sandra Hoferichter, I am the Chair of the At-Large Working Group and I would also proceed to be the Chair of the Expanded Working Group. This is the first onsite meeting I'm Chairing and moderating, so to be honest, I'm a little bit excited and you might recognize that during this meeting. As we are already 10 minutes behind I would propose to start right away with a short introduction because from the new members I have seen you or I have met you in the Adobe Connect but I don't know your faces. So please let's start on my left side with just a small introduction, which stakeholder group you are representing and your name. Thank you.

Alain Bidron: Alain Bidron representing ISPCP.

Chris Chaplow: Chris Chaplow, Vice-Chair Finance Operations, the Business Constituency.

Stephane Van Gelder: Stephane Van Gelder, registrars.

---

*Note: The following is the output resulting from transcribing an audio file into a word/text document. Although the transcription is largely accurate, in some cases may be incomplete or inaccurate due to inaudible passages and grammatical corrections. It is posted as an aid to the original audio file, but should not be treated as an authoritative record.*

Alain Berranger: Alain Berranger, NPOC.

Jonathan Cohen: Jonathan Cohen, IPC.

Hong Xue: Hong Xue, ccNSO.

Filiz Yilmaz: Filiz Yilmaz, ICANN staff as an observer and a contributor for input.

Chuck Gomes: Chick Gomes, Registry Stakeholder Group.

Jean-Jacques Subrenat: Jean-Jacques Subrenat, member of the ALAC from Europe.

Avri Doria: Avri Doria participating in this particular effort as a member of At-Large.

Sandra Hoferichter: Sandra Hoferichter, Chair of the working group and ALAC representative.

Olivier Crépin-Leblond: Olivier Crépin-Leblond, ALAC Chair. I'm also here as an observer.

---

Heidi Ullrich: Heidi Ullrich, ICANN staff.

Matt Ashtiani: Matt Ashtiani, ICANN staff.

Tijani Be Jemaa: Tijani Ben Jemaa, ALAC.

Carlos Aguirre: Carols Aguirre from LACRALO.

Bill Manning: Bill Manning, RSSAC.

Rinalia Abdul Rahim: Rinalia Abdul Rahim, ALAC member from the Asia-Pacific region.

Ron Sherwood: Ron Sherwood, ccNSO liaison to ALAC.

Victor Ndonang: Victor Ndonang. I'm from At-Large Structure, Cameroon.

John Berard: John Berard, BC Council on the GNSO. He just left the room a second, for the transcript.

---

Sandra Hoferichter: Thank you for this. I sent around the agenda already very early on the At-Large mailing list. The agenda has been slightly updated due to the latest development, and to give us an update about the latest development I would invite Filiz Yilmaz to explain a little bit more about this.

Filiz Yilmaz: Filiz Yilmaz, ICANN staff; Senior Director of Participation and Engagement. Thank you Sandra. I'm happy to meet with you all in this first live meeting. I couldn't attend the previous teleconference you had, but I believe we will be in touch from now on and I've been already talking about this idea and concept for a while now. So what I want to say is that we know that you are now working with a wider group from representatives of supporting organizations and advisory committees to create consensus around the concept of an ICANN Academy program, which is still under development and you're still discussing and widening the concept for both input and development.

As a step in that direction, because there was anticipation of this on our side since we were following your previous discussions as well, we are now informed that there will be funding in the FY13 budget for a pilot project to provide leadership training and orientation and leadership training, including an introduction to ICANN to the incoming SO and AC leaders at the ICANN meeting in Toronto. But until the Board's budget resolution is published we don't have any further details about the number, but I can inform you that there is an allotted number there.

As ICANN staff is now asked to prepare a plan obviously for this implementation, pilot project implementation, and I think this is a first

---

step in the direction that you have been concentrating on as well. I've been asked to lead this project so I will be starting the planning as soon as I get out of Toronto and get back home and have a bit of rest after the ICANN meeting. And I'm really happy today being here to hear your further inputs, because I think this group is a great opportunity for me to get insights and feedback to put together this implementation for the pilot project starting in Toronto. Thank you, that will be my update Sandra.

Olivier Crépin-Leblond: Thank you Sandra, it's Olivier for the transcript. I believe you said you want to get out of Toronto. Unless we have teleported to Toronto you probably will get back home from Prague.

Sandra Hoferichter: Thank you for this note, it's Sandra speaking for the transcript record. I just got a note that we have also a remote participant which is Adam Gossling from the RIR. Well thank you Filiz for this update. Due to this latest development we are here now in the position to talk about very concrete about which input this Expanded Working Group can give to the pilot project in Toronto. And in the agenda, it was already there in the agenda that this working group should agree on the curriculum. There is already an At-Large proposal for a curriculum existing, but it was always out intention to get the input from the community to see their needs represented in this curriculum also.

And the link to the proposed curriculum is posted in the Adobe Chat Room and also on the agenda, so if you want to have a look at this and I

---

would invite everybody, or I would like to open the discussion about the curriculum right now. Also, I think we have to think about who should be the speaker, who should be the trainer, or whomever we are going to call this during this ICANN Academy. I'm wrong, it's not ICANN Academy anymore, it's called Leadership/Orientation Program right now. I don't think we can be very concrete on this because we don't know yet how big the budget will be so we don't know how many days these trainings or leadership course will allow us.

So therefore it's a little bit different to give some concrete input on the one hand, but to leave it on a general point on the other hand. A possibility for this, or a possible way could be that we prioritize. That we say "okay, if we go through a curriculum this and this things are key elements from our point of view and should be implemented in any case, even if it's only one day or two days." And if we have more days three days, three and a half, but this is not decided yet, then this and this topics could be accommodated in such a curriculum as well. And we would also propose to include – I wouldn't go into detail and say names, but to include representative of stakeholder groups into the pool of speakers or trainers.

And I would now like to open the floor for the discussion about the proposed curriculum.

Stephane Van Gelder:

Yeah, this is Stephane Van Gelder. Just before you do that, I'd just like some clarification because I must have missed something from what, was it Sandra, what was said earlier on about both the program name change and the budget line that was approved. Can I just have

---

clarification of what the approval process was, i.e. has a budget line been inserted in the next budget and that's it or has something else happened. And you just mentioned a name change for the program, is that in reference to the budget line that was approved or was that something else?

Filiz Yilmaz:

I will ask Xavier's input about the budget part, but the name change it is, we are not proposing any name change as such, we are just, I just gave you an update in regards to what the budget item is allotted for, as in the purpose of it. This group is – I'm happy to contribute to the conversation is this group would like to consider discussing a wider concept of ICANN Academy. We understand this discussion will continue, but the allotted budget is specifically for an orientation and training pilot project for the SO and AC leadership for FY13.

Stephane Van Gelder:

So this is not; that budget line is not part of this program?

Xavier Calvez:

This is Xavier Calvez for the transcript. I think the answer to your question Stephane is correct. I have the impression there's two independent things though related and parallel. The submission to the budget had from the policy department a placeholder line item for leadership development driven by I think a number of discussions relative to training, generally speaking, not necessarily specific yet to the ICANN Academy Working Group, but generally speaking.

---

As well as the prospective of new leadership coming in in Toronto following the appointments that are going to take place here. In parallel there has been this process of discussion relative to the ICANN Academy and that this group has been working on that fit very well with those ideas. So from my understanding, and Filiz can come in further if need be, the policy group had wanted to include in their submitted budget a placeholder for the leadership training also understanding that depending upon what the conclusions of this working group here would be on what shape an ICANN Academy would be, that some potentially of the training funds that were defined in this budget or submitted in this budget for leadership training could find their way into potentially the ICANN Academy dependent upon whether the ICANN Academy would also include leadership training, which I think is, not knowing the details, I thought was the process.

So I'm hoping this helps clarifying. We don't believe that the ICANN Academy Working Group should determine to change their name into something else, I don't think that's, first of all that's not the ICANN staff decision, nor role to decide that. But in my views the working group is working as a working group to define what it needs to define, knowing that there's something in the budget that could potentially depend upon what the working group does, be converted into funds that support the ICANN Academy if there is coincidence of objectives between the ICANN Academy charter I would say and the leadership funds that had been allotted so far. And those funds have been approved in the budget.



---

Stephane Van Gelder: Thanks Xavier. So just to make sure, that budget line is distinct from the ICANN Academy at this point?

Xavier Calvez: Yes.

Stephane Van Gelder: Thank you Xavier.

Sandra Hoferichter: May I just give you a note please, don't forget to say your name before you speak for our interpreters to, and for the transcript.

Chuck Gomes: Chuck Gomes, and I know Xavier knows this very well because he's a part of it, but the budget isn't done; there's still up even if the amounts that are funded are insufficient my understanding in terms of the communication from the Board minutes from Saturday is that the finance committee can still make changes to that based on public comment. And I can tell you that in the case of the registry stakeholder group one of the items we put in our comments was to make sure that there was adequate funding for this pilot program.

Xavier Calvez: This is Xavier. From a technical standpoint you're correct and I think that's the case every year. But the BFC and the Board have wanted to expressly formulate the idea, concept and possibility that changes can be made to the approved budget, which has been approved on

---

Saturday; changes can be made on the approved budget upon following comments that are formulated probably this week basically and submitted to the BFC, the Board Finance Committee and that the Board Finance Committee would recommend it to the Board to approve. So this is a possibility that exists for any type of subject by the way, not only necessarily specifically the one we're talking about here.

Sandra Hoferichter: Thank you Xavier. It's Sandra Hoferichter for the record. My question would be when will we be certain about the budget, when will it be finally approved? Is there a timeline?

Xavier Calvez: It has been approved on Saturday afternoon around 4:30, Saturday 23<sup>rd</sup> of June.

Sandra Hoferichter: No my question was when we are certain about the amount of the budget, how much it's going to be...

Xavier Calvez: I can try to look it up from memory, I thought it was something like \$40,000 as a budget line item allotted for leadership training.

Sandra Hoferichter: Tijani, you have the floor please.

---

Tijani Be Jemaa: Good morning. I think that the most important question now is to know how many people will be trained. If we don't know the number, even the curriculum will not be determined or defined accurately. So since we know now the budget allocated perhaps we can already define the number of trainees so that we can go ahead with the curriculum. Excuse me, and the number of days.

Sandra Hoferichter: Before I give the floor to you, I think the number of days is – sorry, it's Sandra for the record – the number of days is more important to define the curriculum because as for the participants it was proposed that incoming ICANN leaders elected by their communities or selected by the NomCom committee will be participants. I'm sorry, I don't know your name but...

Alain Berranger: Alain Berranger, NPOC Constituency. I'm from Canada and I'm also an Executive in Residence at the Schulich School of Business in Toronto, the leading business school in Canada, and probably top five or top ten in North America. Given the \$40,000 budget I was wondering if we shouldn't seek, I can't speak for my school, I'd have to talk to the Dean, but if we shouldn't partner with an Academic Institution like Schulich, although York University is closer to downtown Toronto, so that they can provide all the infrastructure and they know all about training and then we limit the use of our resources to the curricula development and funding trainees.

---

Sandra Hoferichter:                   Xavier is the next on my list.

Xavier Calvez:                         Just a point of clarification, I want to refer back to the question from Stephane Van Gelder and my answer. The \$40,000 budget line item is independent from an ICANN Academy. It's not for me to determine what this working group does, but my understanding is that the working groups work on the definition of what the ICANN Academy should be and the leadership training budget line item is for leadership training which may coincide in the future with what the ICANN Academy wants to do. It's not \$40,000 for the budget of the ICANN Academy. I'm hoping that this is clear for everyone.

Stephane Van Gelder:                 Yeah this is Stephane Van Gelder. Thanks Xavier I think that's very clear and that's very helpful. There certainly did seem to be a degree of misunderstanding in this room about what that budget line item was. We are talking here today about something that hasn't been budgeted yet and for good reason, I just wanted to make that clear because we are talking about a draft, a very early draft of a program that may come to light but hasn't been constructed yet. So the budget line item that Xavier alluded to is one that is specifically for training the incoming SO and AC leaders in Toronto and beyond.

I just want to come back to Alain's point because I think if you take it in a wider context it's actually something that this group will have to think about, which is the possibility of choosing a partner as support to try and help us put the ICANN Academy together. And listening to Alain,

---

one idea for a partner which came to mind was obviously someone with schooling experience and the infrastructure to provide schooling of some kind. So obviously a university or some whatever structure such as the one that Alain mentioned is a possibility.

So I think that that's something that we may want to look at is, could we bring in some external partners to help this program get off the ground, because otherwise we may lack the training expertise, and obviously training takes a lot of expertise and it's best to go and get it where it exists.

Sandra Hoferichter:

I have a line here now, first Avri and you and then Siva please. And then after this I would like to close the discussion about the budget to go into a deeper discussion about the curriculum. This was also a comment that was made in the Adobe Connect by [Luvlin].

Avri Doria:

Oh sorry. I was going to talk about the curriculum so I could wait until you get to the curriculum. But I guess I can ask one question. Avri Doria sorry. I guess I'm confused. There's an Academy proposal, rough proposal, early proposal, whatever adjective we want to attach to it that has a proposed early definition of a curriculum, and I don't know what the relationship of that is to this pilot training orientation program – PTO. And I don't know what we're actually talking about because I don't know whether the training and orientation program is supposed to be related to the work that was done or isn't.

---

And I don't know whether we're talking about a one, two, three day program. So I'm really very confused as to what it is we're actually talking about.

Sandra Hoferichter:

To respond, it's Sandra speaking. To respond on this, the pilot program for Toronto is based on the input from the ICANN Academy Working Group. So what we are proposing in our curriculum and if we prioritize it to what I mentioned earlier to one day or three days of training course than we will give the direct input to this pilot project. So the aim should be that we hand out, by the end of, not by the end but when we hand out something to ICANN staff they can take this document and take the input we are providing about the curriculum straight away from that.

Bill Manning:

So I'm going to tangentially – this is Bill Manning – I'm going to tangentially talk about budget in the form of long term objectives of this particular group and the activities of ICANN Academy and training. And from some of the things that I'm hearing – well, ICANN is an organization which is peripatetic, it moves. So selecting a teaming partner would hopefully help us develop curriculum that can be replicated in different places. And so for example, if develop curriculum that works well with a partner in Toronto or Vancouver or wherever it is we're going to be, will that be replicatable in Beijing with the same third party partner.

---

So we don't want to necessarily use a university in Vancouver and bring them to Beijing; we would hopefully want to use a local university, which then actually argues that any sort of curriculum development, because we are internet oriented should possibly be online or more focused at less face to face interaction where we can actually use the tools that are available to us to do global raining network wide. And so I think having a slightly more strategic view of what we're attempting to do might be a useful perspective.

Sandra Hoferichter:

Thank you for this comment. We had extensive discussion about how the course should be designed within ALAC and the question about doing it online, doing it on a global level has been raised many times. But it has been decided in this working group and it has been also agreed by the Expanded Working Group that at the moment, for the next three months we are looking only into the pilot project for Toronto. Of course the broader scope of this working group, a working group which is called ICANN Academy Working Group should have a broader focus. But this is something we can start after the pilot project in Toronto, after a review phase and then see what else is possible.

Bill Manning:

It sounds like the first pilot is a throwaway.

Gisella Gruber:

Sorry to interrupt, please do say your names. The interpreters do not know who's talking. Thank you.

---

Sandra Hoferichter: The next in the line is Siva.

Siva Subramanian: Siva Subramanian from ISOC India, an ALS and a member of the working group. There was a suggestion that we should think of partners for this initial. Whether we think of partners for the pilot stage or a pilot for the long term I would suggest not as a member of ISOC, not speaking for ISOC, but looking at it from outside I would say that this academy, the primary objective of the academy is to make the participants understand about internet and develop common leadership qualities, which are objectives that are common for ISOC and for ICANN.

So if there is some way by which ICANN Academy could get in touch with ISOC education and take their help in developing a curriculum as well as come to help in funding and other areas. Then we have some of the problems solved. Thank you.

Sandra Hoferichter: Sandra Hoferichter. I have a queue now. First it's Jean-Jacques, then the man to my left and then Carlos.

Jean-Jacques Subrenat: Thank you Sandra. I'd just like to jump back on one remark earlier on about the planning long term. I perfectly got your point that the discussion has already taken place and it was decided in your group that you have to get along with the pilot project, make it work; I understand that perfectly. What I'm suggesting is that we do not neglect the other



---

point of view, which is one does not exclude the other to have this planning for the immediate future, but to have a bit more perspective.

I would like to underline, because I do have some experience in training and teaching, that if you give yourself a longer term perspective looking at partners worldwide, and after all ALAC is about that, you would probably find a much greater resource than one would think initially available. In other words, the experience you will gain from your first experience, Toronto if that's the case, will allow you to refine the curriculum and your criteria and then you can publish that in the form of a call for tenders. And I'm sure you'd get many volunteers who would be willing, in addition to all that, to perhaps foot part of the bill providing facilities in-kind etc.

So I would not concentrate only on the main and immediate objective, but to keep some flexibility of that as an input for the future.

Sandra Hoferichter:

Thank you. You are next please.

Alain Berranger:

Alain Berranger, NPOC Constituency. I just wanted to make a point that's probably obvious to most, but I need some clarification. In my world that I've been exposed to a pilot is a tryout of something that's expected to be bigger and longer; so a pilot within that long terms perspective that was just mentioned. So is it a pilot for ICANN Academy or is it a pilot for another type of internal leadership training inside ICANN using its multi-stakeholder process?

---

I'll quote Avri on this, I'm confused. A pilot never, never stands on its own. It's obvious to me but I just wanted to get some clarification. Thank you.

Sandra Hoferichter: Filiz, do you like to answer on that please?

Filiz Yilmaz: Yes I think I would like to contribute to this clarification or maybe I will further confuse you. I'm a bit confused myself as well. What I understand is this group, even for beyond before this group was formed, ALAC and At-Large was evaluating an idea of a wider ICANN Academy concept, and there were several components of that. I remember seeing your discussions about bringing in new people, educating new participants and we exchanged ideas that ICANN is already doing that with the newcomers, there is the Fellowship Program.

And we have been in communications so far for a year, me basically giving updates to this group or the core of this group, At-Large ALAC group to inform them about what kind of training programs we are already doing so that this concept can be fed in with those components as well. So recently as we were discussing about this, the issue in the picture there was effort for the newcomers, there was effort for the new Fellows, there was effort for bringing new people in but there was no effort, concrete effort to bring the new leadership, appointed ICANN leadership to a certain level of knowledge and understanding of the bigger concept of ICANN.

---

What I mean with that is there is a nominating committee system within ICANN itself. This nominating committee is bringing leadership from our side of ICANN occasionally as well. So they bring GNSO Council members, they bring in Board members through their election system. So once they are already appointed leadership – correct me if I’m wrong Stephane, that is the system basically – where we find ourselves having a group of leaders who have been just brought in and maybe they have a vision of their own group but they’re not totally aware of what the other groups are doing or they are missing certain level of details.

So the understanding was to come up with a training program for this specific group, which we call as the leadership of ICANN, and it will contain elements of orientation. The allotted budget, what Xavier has just mentioned is in that direction. Now, from the input that we have been receiving through that dialogue that I’ve been talking about for over a year now, this also fits in some of the conversation that I heard within that group. This is why we wanted to come here and provide this input. So I do hope it is now clear what we are tasked to do through this funding and where our efforts will be focused on in Toronto. We will be dealing for all that incoming leadership of ICANN to bring them up to speed and create some synergy between themselves as well as orienting them.

Stephane Van Gelder:

So Filiz, this is Stephane Van Gelder again just to answer the question you asked me and I should have perhaps added in the introduction part of this meeting that I also Chair the GNSO which is why Filiz put the question to me. But you are absolutely right, the NomCom that is not

---

specific to the GNSO may bring in outside talent, as it were, to the ICANN world. So what you said was correct. However in the light of this group I would venture that we probably want to look at a wider, which is probably what you were saying, a wider issue of just training people in general. I think that's the basic aim of what we're trying to do here is just to increase the general level of knowledge within ICANN. Thanks.

Sandra Hoferichter:

It's Sandra speaking. Just to underline what Filiz and Stephane just mentioned I'd like to draw your attention to the slide over there. It was developed after the discussion we had in Costa Rica and where the outreach strategy developed by ICANN staff was also presented. And as there is an ongoing demand about what capacity building provisions are needed for which stakeholder group and for which contribution level, the working group compiled all the existing capacity building provisions and it became quite clear that for the leadership level there is nothing in place so far.

There is a lot of material online available for an observer level, which are the webinars, the audiocasting, beginners guides, briefings, videos and transcript support and there is also a pretty good program for contributors on the newcomers track and the newcomers lounge and also the Fellowship program. There are even some inter-constituency capacity building provisions like the Tech Day, or the RALO program which has been invented the first time in Dakar. But so far there is nothing for the leadership level.

We also recognized that an advanced virtual e-learning program is something which could be developed. But this should be the broader

---

scope of this working group. At the moment we are concentrating only on this which is in this graphic, the yellow brick on the top, the pilot for Toronto and then put it later on in the context. But this is mid-term or a long term aim. And now, because we have a very long queue I'd like to conclude with Carlos and then Hong and then Chuck.

Carlos Aguirre: Thank you Sandra. Carlos Aguirre. Very interesting, this extended working group. The discussion is more fluid in intention. I had another – I'm worried about who will be the selector for the teachers or trainers. This is a concern that I have. I want to add this point to touch in the future please, thank you.

Sandra Hoferichter: Hong?

Hong Xue: Okay since we are – this is Hong Xue from ccNSO. Since this is a new group it is available to have this information session but we have very limited time, we have 20 minutes left and we haven't talked about the substance, this is very important. We're talking about budget, this is important to make the pilot program at work in Toronto, but probably we need to know the logic of this. We need to draft a curriculum so we know what are the resources we need so we can send that and they make it fit into what the category of [what is out there].

I know ALAC has drafted a curriculum some time ago, could we use it as a non-document for the [ground] discussion and use the last 20 minutes

---

to talk about it roughly, even the framework. How many days; how many people?

Sandra Hoferichter: Filiz do you want to immediately reply on what Hong just said?

Filiz Yilmaz: I want to reiterate a clarification if I may, factual again. What I hear, and I really hope this is very clear because this is very important. I really believe in the concept that more training is going to do a lot of help to ICANN overall. But what is the pilot for Toronto is not a pilot for the ICANN Academy. The pilot project for Toronto, I am informed that it is funded, is the pilot project for an SO AC leadership training.

So I think the concepts are related. I mean the training is something that this group is talking about, but I would be really very careful because while you are continuing this discussion you don't want to be in a situation that you think you have a pilot project that is funded and you're still talking about this. The broader concept I think this group is discussing is not the pilot project that is funded yet. I just wanted to make this clear. Olivier are we all in the same page here so that there is no misunderstanding? Because I don't want this to be – your concept, bigger concept of conversation can continue after Toronto.

I believe this group will be continued talking and this is not your, Toronto pilot project is not a deadline for you to come up with recommendations for your wider concept. That's what I want to make clear.

---

Oliver Crépin-Leblond: Sorry I'm jumping the queue. I know several people are in the queue. It's Olivier Crépin-Leblond for the transcript. I'm also somehow confused and I'd like to ask you a question. Who is designing the pilot project and who is implementing the pilot project? Or who will be designing or will be implementing; I'm not sure whether it has been designed or will be designed for Toronto.

Filiz Yilmaz: Filiz Yilmaz for the record. It was at the beginning of my update, the beginning of this session; it is me. As ICANN staff I've been appointed as project leader and I will be designing and working on the planning. And this is why I'm part of this because I think this group has a lot of good ideas to bring back for me to help me in that planning. Thank you.

Sandra Hoferichter: Next in the line is Chuck Gomes.

Chuck Gomes: Thank you Sandra. Let me start off by qualifying my comments to say that I'm very supportive of where this is going and very appreciative of the ALAC work to set this up. But I'm sitting here realizing we have about three months, maybe just a little bit more to pull this thing off. We don't have a defined budget. We've been told that maybe part of the \$40,000, maybe not all of it, could apply towards this. And there's a tremendous amount of work to do and I'm assuming that even though Filiz is a coordinator here that because we're a bottom-up organization

---

that we'll need involvement of all the stakeholder groups, constituencies, SOs, ACs, etc; that takes time.

I think we better be careful of what we're trying to bite off for Toronto because if this thing is done poorly that won't set a good tone for follow-up. Unfortunately it's really coming together behind the budget cycle and will all the work to be done we better be cautious. Again, I'm fully supportive of it but can we really pull this thing off by Toronto and do it reasonably well, it doesn't have to be even close to perfect because it is a pilot. But let's be realistic and make sure we do it well.

And that may mean scaling back a little bit the first time in the first pilot and maybe we have another one. But I'm just communicating a little bit of caution because to do this even half right is going to be tough in three months.

Sandra Hoferichter:

The next in the queue is Tijani, then Wolfgang and Avri and then we have to look what the people online are commenting and questioning.

Tijani Be Jemaa:

Thank you Sandra. I was confused as Avri was and as Alain was, but now I am not confused anymore. I want to give you the history of the ICANN Academy idea. Inside At-Large we noticed that there is a lot of efforts in learning in ICANN. There is the Fellowship Program; our capacity building in At-Large we do a capacity building for our ALSes and there is a lot of other efforts in learning in ICANN. And we thought that we could perhaps think of a general framework in which we can put all



---

those building activities inside so that it will be better harmonized, better organized and a long term plan.

When we thought about this, when we had this idea, we spoke to the staff about it and the staff told us “please we need a pilot project for the leadership.” We worked on it. We stopped thinking about the broader ICANN Academy idea and we worked on this specific pilot project. And we still call it ICANN Academy because we thought that this project is the first step, the first activity, the first action of this ICANN Academy. And we worked on it for months; a lot of effort.

And now today we hear that it is not part of your work, it’s our project, we will do it alone. It’s okay, we don’t have any problem, do it alone, it’s not a problem. But I want to tell you that we worked on it because we was told it is needed. Thank you.

Sandra Hoferichter:

Before I go on with the line I’d like to give the floor to Matt to read out what has been said on the Adobe Connect Room for the transcript. Thank you.

Matt Ashtiani:

Hi, this is Matt Ashtiani for the record. We have a question from [Fizel Hassan]; Fizel says “it is great to hear about the academy extension program. Does the academy have any plans to partner with universities in developing countries? Because in developing countries there is a huge lack of knowledge about ICANN.” The second comment that I have is from Luis Flynn. Luis notes “I think if we can agree to the

---

learning objectives and curriculum the mode can be refined and tested.”

Sandra Hoferichter: Thank you. The next in the line is Wolfgang.

Wolfgang Kleinwachter: Okay thank you. Tijani’s intervention was very useful. To be rather simple, ICANN risks to lose its historical knowledge. New generations come in which have no idea where all this comes from looking forward, looking for new business opportunities. So knowledge is needed to keep the whole ICANN machinery going on, so that means to bring the various aspects of ICANN together and so far something has to be done, point one.

Number two, academy is a big word. So probably the academy idea covers this need which is there to do something, to provide knowledge to new constituencies and the broader public. But academy, you know I’m working in the academy field for more than 40 years so academy is a big thing and it has a number of components. If you reduce the idea of the academy for just one course for three days, this would be not justified to call academy. Academy is a big thing, it has a long term perspective and I think this pyramid there is a very good idea because it combines a number of different models.

And the modular approach gives you the flexibility to add whatever is needed. Just the question which came in online, “connect to universities in developing countries,” this model gives the flexibility to develop a special model just to connect to Africa to Asia to Latin

---

America and to create smaller units, you know two, three, four day courses or whatever according to the needs. It's a bottom-up process where the academy is growing according to the needs, so it's not a top-down process that some people are feeling here creating the building here and then try to fill the academy building.

It's a process which is growing bottom-up, but you have to start. And the start was already five or six years ago when the Fellowship program started or things like that. But now is the moment to combine the various elements to have a better structure and to have a big name because the big name could become a driving force to combine the various activities which are underway. So this is complex, this is diversified so there will be no one-size fits all solution, but the next step is always the most important step and the step is now the pilot project in Toronto.

This is not the end. This is not the beginning. This is just another element in a chain of further activities. And what Bill Manning said earlier, I think this is really important to put this into a long term program and so far we should be realistic about it. The expectations have been up too high, it's just another step. Thank you.

Sandra Hoferichter:

Thank you Wolfgang. I have now a queue of Avri, Stephane and Sebastien and there is also a comment online, but due to the time constraints, we actually started ten minutes late, I'm not sure if we have to leave the room so I have to...

---

Stephane Van Gelder: I'm happy to step out of the queue.

Sandra Hoferichter: Yeah. So I have Avri and Sebastien and then I have to close the queue.

Avri Doria: I'll keep mine very short. This is Avri Doria. I agree with Tijani I am no longer confused, there are two different things. There's the academy notion, it is not having a pilot in Toronto. ICANN staff is presenting a pilot in Toronto. They may use the materials that we've put together so far. They may come to us for assistance on various things. But they have a pilot, it will be however long they decide it will be, it will be however long they decide the curriculum is and we'll provide whatever assistance.

But the point I've taken from this is we are not doing a pilot in Toronto. As Chuck said, it's too late, we're not doing it. And as Filiz said they've made a different decision. They've made a decision that staff is doing a pilot and we can help. And they can use the materials we've got but at this point I think to talk about the Academy pilot in Toronto is just a misnomer.

Sandra Hoferichter: I would not go that far to say these things are absolutely separate because it feeds in; what has been done in the working group so far should feed in the pilot in Toronto. Do you want to reply on this? Sebastien is in the queue.

Sebastien Bachollet:

Sebastien Bachollet, member of the Board and Chair of the PPC and all this discussion may one day fall into the discussion of the PPC. I am sorry I was, as usual, a conflicted man today, it was not for interest because I was very interested on this subject, but because of timing I was in the Structural Improvements Committee of the Board as I am a member too. I don't know what was your discussion, but the last things I heard just encouraged me to say a few words and to be here with you.

Please, don't make a war on something where we try – let me finish Tijani – where we try to put on the table the possibility to do something. I don't want to make you cry but we were near to have nothing in Toronto. Then sometime you need to take some decision even if it's odd to say "okay we do like that because we will do something; if not we will do nothing." And I would like you to take what will be done in Toronto as a first step on any of the work you have done. It's really the first step of one part, yes, not the full part; it's not the full academy, but the full academy couldn't have been tested in Toronto. Not enough money, not enough time to prepare, not enough willingness for all.

But I understand that you want more, but great, we need your input, we need you to be part of...and as it is an implementation ICANN about the new gTLD was like that. We can be completely in disagreement but still we need to have one part done by staff and that's the moment where staff needs to jump in, make some proposal. But I would like you to stay involved, to stay participating because we need you and I hope that you will participate.

Because I will not be able to be only the voice to represent you and to represent all the end users and all the constituencies here. I would like

very much that you help me to fulfill what Filiz, she's in charge on the staff level to do for Toronto. And don't forget that we will have next steps. And if I may give you an advice, if all the constituency SO AC can put a request to have in their strategic planning an ICANN Academy as a strategic objective, it would be a good step because we need to start by strategy and then we will be able to have money because this will be fit to something who is real strategic.

And I think around the table you all agree that the training of a lot of people, a lot of organizations is mandatory to this organization. And sorry once again not to have been with you again, thank you.

Sandra Hoferichter:

Thank you Sebastien. To conclude this meeting we did not follow the agenda at all, but nevertheless I see the discussion we had was necessary and fruitful and will definitely not be finished today. But I think for all of the participants it has more clarification now. However I will invite you to proceed online on the mailing list to comment on the curriculum, to work on the curriculum, to use the Wiki space, to use the mailing list because this will be still very important content wise to feed the proposal for Toronto and also to develop a broader strategy.

I don't think we are that far to discuss about the proposed faculty because the content goes first and then we can think about speakers. But I think this is, due to the time constraints, not possible and not in our hands anymore. So I close this meeting with this. Thank you.

[End of Transcript]