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COPENHAGEN – 2017 Nominating Committee Public Meeting  
Sunday, March 12, 2017 – 15:15 to 16:45 CET  
ICANN58 | Copenhagen, Denmark

UNIDENTIFIED MALE: It is March 12<sup>th</sup> 2017 at 3:15 p.m. in Hall C14. This is the 2017 Nominating Committee Public Meeting.

HANS PETTER HOLEN: Welcome everybody to this open meeting of the Nominating Committee of 2017. I'm really pleased to see that some of you think that our work is important. I do understand that the GNSO and GAC got a date right now and everybody ran away to watch the meeting between the GNSO and GAC, so I guess we lost out in that beauty contest.

You will see the Nominating Committee sitting at the table up here. Should we do introductions starting from the left to the right?

JAY SUDOWSKI: Jay Sudowski. I'm on the BC with i2 Coalition.

SANDRA HOFERICHTER: Sandra Hoferichter with the At-Large Community from Europe.

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*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.*

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OSVALDO NOVOA: Osvaldo Novoa from the ISCP and from Euro1.

PAUL MITCHELL: Paul Mitchell from the BC for Microsoft.

DAVE KISSOONDOYAL: Dave Kissoondoyal from the AFRALO.

DAMON ASHCRAFT: Damon Ashcraft with the Intellectual Property Constituency.

ZAHID JAMIL: Chair Elect.

HANS PETTER HOLEN: My name is Hans Petter Holen and I'm chairing the NomCom this year.

STEPHANE VAN GELDER: Hi. Stephane Van Gelder, Associate Chair.

THOMAS BARRETT: Tom Barrett from EnCirca for the Registrar Stakeholder Group.

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BILL DRAKE: Bill Drake from the Non-Commercial Users Constituency.

MARK SEIDEN: I'm Mark Seiden. I represent the Security Instability Advisory Committee.

AMIR QAYYUM: Amir Qayyum. I represent APRALO.

EDUARDO DIAZ: Eduardo Diaz from the At-Large Community in North America.

HANS PETTER HOLEN: Okay, thank you very much. If you could show the next slide, please?

What I'll take you through today is after this introduction, we'll have a look at the key leadership position to be filled. We'll look a bit about geographic diversity and gender balance, how to apply, the timeline, and then there is room for questions and answers at the end. Next slide please?

So you've heard the presentations of everybody around the table. Here you can see on this slide the structure of the Nominating Committee with the five members from the regions of the At-Large Committee, seven members from the different

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parts of the GNSO, one member from the ccNSO, from the ASO, and one from the IETF. And then non-voting liaisons from SSAC and RSSAC, and the GAC also has a seat but has so far not appointed anybody to that seat.

Then there is a Leadership Team with me as Chair. I've been appointed by the ICANN Board and so has Zahid as Chair elect and he is assumed to be the Chair next year. And then I've chosen Associate Chair, Stephane, who was also Chair last year. So we have some continuity in the Leadership Team.

Moving to the next slide, I'll hand over to Damon who will talk a bit about the PTI.

DAMON ASHCRAFT:

Thanks you very much, Hans Petter. This is Damon Ashcraft and I'm here to share with you a little bit about the newly created PTI Board. The PTI Board is going to govern the Public Technical Identifiers Corporation, which was set up last year to assume the IANA functions following the transfer from the U.S. government to ICANN. And as many of you know, ICANN has placed control of those functions with the PTI.

There are two seats that we're going to be filing this year on the NomCom for the PTI. One of those is going to be a two-year term

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and then one of those will be a three-year term. Next slide, please?

A little bit about the PTI. PTI is a separate California non for profit or public benefit corporation—they really mean the same things—and it was set up as its own corporation. It's basically to perform IANA functions. What does that mean from a practical standpoint? If you are Director of the PTI, from all practical standpoints you're allegiance is to PTI, not necessarily to ICANN. Oftentimes their interest will be aligned but really as a Director of PTI, you serve PTI.

There are the governing documents that are available on the webpage shown on your screen. A little bit more about the PTI Board of Directors, there's going to be five members of the Board. We're appointing two this year. ICANN will appoint two and there's one ex-officio.

Now keeping with the general life theme of “the best things in life are free,” NomCom-appointed Directors are not compensated but you will be reimbursed for travel related expenses. So obviously it's a very important role, it'll be very rewarding but there's not financial compensation. Next slide, please?

Again we have the two different slots. We have one two-year term and then a three-year term. If you're interested in a listing

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of the specific qualifications for the PTI, I would encourage you to check out that webpage, the link in the presentation.

In general what the qualifications are is persons of integrity, people with a background of, you know, have a general understanding of the Internet, etc. These are going to need to be folks that are smart people, have a good background, understand corporate governance, etc. and it is a new organization and this is going to be the first time the NomCom will be filling those slots. All right, next slide, please?

All right, that will conclude the PTI presentation of this. If you have any questions, please let me know.

HANS PETTER HOLEN: Thank you, Damon. We will open up for questions at the end as well. Moving on to the other leadership positions that NomCom has to fill this year, we have two open seats at ICANN Board of Directors for three-year terms, and then we have two seats on the GNSO Council and this year those are two-year terms and they're both voting members so one for each house.

And then for the At-Large, we have three seats for three-year terms and one of these three seats have regional restrictions. There is one for Asia and Pacific, one for Africa and one from Latin America so this year we're not accepting any candidates

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from Europe or North America, and then there is one seat for a three-year term on the ccNSO Council.

I'll come back to the Board a bit but Zahid, you want to say anything about what kind of people we're looking for for the GNSO? You're probably more familiar with that than me.

ZAHID JAMIL:

Thank you. Thanks, Hans Petter. The GNSO basically is, for those who may not know, the council that creates policy for new generics or New gTLDs which means it's not confined by any particular country's rules, etc. related to .com, .net, .info. And in that space, the area for creating policy for them, it is a crucial role that is being filled this year. Both are voting members.

The reason is that you have two houses: the contracted and the non-contracted parties. And so we have one voting slot that has to be filled for the contracted and one for the non-contracted. As you can well imagine, this can sway votes and the way the GNSO is set up between these two houses means that when a resolution is passed and there may be contention, the NomCom appointees can play a pivotal role as individuals who can drop into this process without necessarily having any affiliation or interest particularly with one or the other house.

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So in that respect, understanding how the GTLD system works, understanding how intellectual property or non-commercials operate, how contracted parties for instance, actually do their business, and why all these things are important to them, these policies is something that one... Well, I think that they should, to the extent that they can, prior to applying learning will be helpful, but definitely when they're there I think it'll be important for them to know that and as a result when they cast that vote, they can literally sway the decision to a large extent. So that's why I think those are two very important positions so welcoming those.

Again, you don't have to be part of a constituency already within the GNSO, of course not. We probably prefer that, to have an outsider come in. That would be probably one of the things we'd like to see happen so you can [give] fresh blood and fresh voice to different ideas. Thank you very much.

HANS PETTER HOLEN: Thank you, Zahid. Does any of the representatives from ALAC want to speak on the requirements or the kind of profile we're looking for for the ALAC candidates? You're more than welcome.



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SANDRA HOFERICHTER: It's Sandra Hoferichter speaking. I'm the ALAC or the At-Large representative from Europe but this year, we are not looking into participants or candidates from Europe but we are looking for candidates from Asia, Pacific, Australia, from Africa and from Latin America.

As an ALAC NomCom representative, you are elected for two years and you will be one of the three people representing your region. Two of them are usually brought up by the community and one is elected by the NomCom.

As what you need to or what kind of skill sets are needed, well, the ALAC claims or the ALAC is going to represent the interests of the end-user. Of course we cannot represent three million end-users but we can represent their interests. And so what would be actually needed is that you need a good connection to your people on the ground, in the community and your country, and that you can actually bring up their ideas, their fears, their sorrows to this community here and defend their kind of consumer rights.

The ALAC itself is composed out of 15 members, as I said already. Three from each region and then you have the RALOs which are actually the big foot of ICANN because we have, meanwhile, about 160 or so At-Large Structures all over the

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world and they are organized in regional At-Large Structures. These are the RALOs.

We have EURALO, we have AFRALO, LACRALO, APRALO and NARALO for the five regions and from those regions they draw the ALAC. Here you can apply this year for the three mentioned regions for the next two years. We would very much look forward to receive your application for one of the regions. Thank you.

HANS PETTER HOLEN:

Thank you very much. I don't think Jörg is here so I can say a few words about the ccNSO myself. The ccNSO is the Country Code Supporting Organization and the council there is normally formed by members, by representatives from different ccNSO or ccNSO regional organizations.

What we're looking for here is persons with interest and knowledge of the country codes but not necessarily from any particular country. So that could be people with experience from other parts of ICANN. That can add value to the discussions on the ccNSO Council.

So that's a brief description of what kind of candidates we're looking for. I'll come back to the Board in a bit.

One of the topics that NomCom is facing a lot of if not probably key questions about—at least this is discussions going on in the

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corridors or at the coffee tables—what about gender equality, what about diversity on the Board? Could you do the next slide, please? Thank you.

In 2015, 15% of the applications we got were from women. So when NomCom is going to pick representatives or candidates to fill these positions, we can only pick from the applications that we get. So it's very important that you all help us to get good candidates from large diverse pools being geographic, being other background, being gender.

We did a lot on this last year and we were able to increase the number of applicants from 15% to 19% so the effort we did helped but it's still a long way to go. If you look at the world populations being roughly 50-50, we have a way to go. The ICANN participation is probably not yet 50-50 but it may actually be slightly higher than this. If you could take this to the next slide?

Working on this material, I see here that the 2015 at the bottom, the NomCom was able to appoint 45% women into the position, so we filled the 5 positions with men and 4 positions with women. Last year, 29% of the positions we filled, 5 men and only 2 women.

So when you look at such small number of positions that we filled, it's very hard for NomCom in one year to achieve a perfect

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balance. And when that is said, it's quite clear for the NomCom that we have criterias to fulfill and why we should definitely look at diversity.

We only have had requirements in the Bylaws for geographic diversity so while there is pressure and a natural need to select both gender, we don't prefer any gender over qualification.

You're running to the microphone to say something?

RAOUL PLOMMER: I just heard some discussion of—

HANS PETTER HOLEN: Could you introduce yourself so we know who you are?

RAOUL PLOMMER: My name is Raoul Plommer. I'm with NCUC in NPOC. I'm working for the Electronic Frontier of Finland. My question is or I've heard some discussion that it's basically the Board that gives the criteria to select the candidates, but could it be also considered that the criteria came from the community?

HANS PETTER HOLEN: I think that's an excellent question. The criteria to select the Board members and the other members comes from many

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different sources. The Board is one of them. We have received an official advice from the ICANN Board that's been made public by the ICANN Board and posted on the website so you can all read that. We also have to look at the Bylaws with the right criteria and we ask all the supporting organizations for their input.

We have not gone out and asked the community other than at this meeting so both at the last cycle and at this cycle we've held public meetings like this and we ask for input to the criteria.

If you look at the composition of the NomCom, you will see that we represent all the supporting organizations so all the supporting organizations have the opportunity to give input to their member on the council so that we take the view of that part of the community into consideration. So we have several parts of funneling criteria for the Board members and for the other positions into the NomCom.

While that is said, I think everybody should take back to their supporting organization that if you're concerned with the gender balance that the NomCom delivers to the community for the positions, then the committees should perhaps look a bit on gender balance on who they send to the NomCom. We only have one woman this year. Moving on to the next slide, please?

Looking at the [full] Board and the task we have in front of us this year, you will see that there some yellow frames around

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some of the persons. Those are Board members that have a term that ends this year so they may or may not be replaced by their supporting organization.

So the NomCom is not filling all the positions on the Board, only half of the Board positions, and then the other supporting organizations are filling the other positions. So if you look at the two NomCom appointees, Asha from Asian Pacific in the yellow at the bottom and then Steve from North America, Steve is framed in blue because his term ends and he's also term limited. A Board member can only serve three times three years on the Board and Steve has now been on the Board appointed by the NomCom for three times three years so even if he wanted to reapply, we're not able to send him back to the Board.

So those are the two positions that NomCom is about to look for candidates for, and then the other supporting organizations are looking to reappoint or replace the other candidates in yellow, and some of them have done so already.

We have a geographic requirement, as I mentioned. We have to appoint—in the total there has to be one representative from each region. So if you look at a composition, there is at least one from each region this year and then it can be a maximum of five from each region. And there is no region where there are five members so we actually have the full freedom to select

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members from all regions this year, so no constraints on geographic constraints this year. Next slide, please?

Looking at—and I’m sorry for coming back to the gender issue all the time. We should be probably more focused about qualification. But since we’re receiving so much feedback on this particular issue, I’ve chosen to do as we did last year, to highlight what are the facts here. At the current Board composition, 27% of the voting positions are women so that’s kind of what we have to maintain or increase, if that is important which some community members think, but looking at the criteria for Board members, we’re looking for best qualified candidates, just to make that sure. So if you want to help us, you need to make sure that we have the best qualified candidates to put on the Board.

Next slide, please? Yes, sure, Stephane wants to.

STEPHANE VAN GELDER: Thanks. Just on this gender diversity issue, Hans Petter’s shown you slides of the previous two nominating committees and how hard—both of which I chaired—and how hard we worked to try and irk out more equality from lower percentages.

Clearly we’ve been sending the message repeatedly that the more women that apply, the better choices that we have. I’d like

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to put out a call for any other ideas as well because I'm not sure just that message is sufficient. The results don't seem to be fantastic in terms of women applying. There may be other issues that we're not aware of so no answer needed now, obviously, but I'd like to put out a call to the community to help us understand if there are any other issues affecting women's ability or desire to apply for these positions. Thanks.

HANS PETTER HOLEN: Thank you, Stephane. Moving to the next slide, please? This is how you can help us doing outreach specifically. If I start at the bottom, if you know somebody that you think would be interesting for one of these positions, you can go to this link where you can actually suggest candidates to us. So you fill in that form and then that candidate will be contacted by our staff and supplied with the necessary forms and so on if they're interested to apply.

And you can actually remain anonymous, if you want to. Just do anonymous tips here: You don't have to reveal your identity if you think one of your friends should be on the Board but don't get them to apply by themselves.

Moving up on the slide, we have both positions for ICANN and PTI and we have kept those separate. I've gotten some questions on that and one of the reasons for keeping PTI completely



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separate from the other ICANN positions is that there are much more specific requirements in the Bylaws so the application forms for the PTI position is very different from the ICANN positions. And in order to highlight not only that the practical side of that but also highlighting that PTI is not ICANN, it's different, it's separate, we have decided to run that campaign and that application process completely separate.

Those are the two URLs, two forms that you can use to apply for these positions and then if you want more general information about the NomCom, you have the URL at the top. The deadline to apply is March 21<sup>st</sup> at midnight UTC. Once you've applied, this is a two-step process. You fill in a small form saying that, "I would like to apply," and then staff will come back to you with the full application form that you will have some time to fill in.

So while you need to indicate your interest by March 21<sup>st</sup>, you have to the end of the month, to March 30<sup>th</sup> to fill in the complete form with the application with you telling us why you want to apply and adding your CV and things like that.

If you move on to the next slide, you can see that in the NomCom process at whole, we started our work at the last ICANN meeting in Hyderabad and we've been doing outreach up until now doing presentations and other outreach at industry events. Then the candidate application period opened in January and will close,

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as I mentioned, just after this meeting on March 21<sup>st</sup>, so we still have the opportunity to do outreach at this meeting and the rest of the ICANN meeting, and then there is the hard deadline at the end of the month to have completed the forms.

This completing the forms also involves introduction with Jia and Joette, our staff that's sitting over there, so there is a human touch to this so if there are any problems, you will get necessary guidance from them.

Then NomCom works through to the next ICANN meeting by reviewing old applications. We're using an external firm to help us in assessing the Board members. We're doing deep-dives on the Board members and the other candidates for the other positions, that's checking background, checking references, doing online interviews through the different means. Then in Johannesburg we will meet and we will do face-to-face interviews of the Board candidates, and then we will do the final selection process where the NomCom members discuss the candidates and we do a final decision on the candidates.

And then after this there are some legal steps from ICANN because there are some legal requirements under Californian law and under the Bylaws to do some due diligence on the candidate so the official announcement of the candidates will not be done until later, but it will be before the ICANN60 in Abu

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Dhabi so that the Board members will be formally seated at that meeting.

Moving to the next slide, this is where you can find information about the NomCom in general at the first URL, this particular NomCom, NomCom 2017 and an e-mail address to contact us where you will get in touch with our staff.

I think that was the last slide I had in this deck so then I'll open up for questions after Stephane has a final comment.

STEPHANE VAN GELDER: Yes, just on the process that Hans Petter has just described, which obviously in a description like this can be quite difficult to follow, the process itself is documented in the Chair's final report which is made public every year which you can find for previous NomComs on the [nomcom.icann.org](http://nomcom.icann.org) website, and which documents the process that is used by the committee to arrive at its final selections.

So if you want to understand a little bit more about how the nominating committee works in detail, that report has that detail and obviously Hans Petter will be doing one for this year which will explain the process that is used this year understanding that each cycle is free to invent its own processes if it wishes to or draw inspiration from past years.

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HANS PETTER HOLEN: Thanks, Stephane. On the website, you will find all the procedural documents that we're working on so we're trying to be transparent on procedure while we're confidential on candidates and candidate data.

We're also doing regular report cards and Stephane is acting as the editor of the report card. We do once a month approximately reports that we publish on the website and share on social media as well. Any questions from the audience?

[YONG]: I'm [Yong] from [inaudible]. I'm involved with the IPC constituency within the GNSO. As you mentioned, diversity is something very important for you and we understand that. Currently we've seen the Work Stream 2 and accountability there is a working group on Diversity. Are you engaged with this working group or do you have connection with this working group? What is the relationship between you and this working group on Diversity?

HANS PETTER HOLEN: It seems that none of the members seem to be in touch with that working group so that's a suggestion that we could probably follow up.

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BARBARA MITTLEMAN: I am Barbara Mittleman and I'm a member of the NCUC. I have a comment in response to Stephane's question about Board development and clearly there is a whole body of knowledge about how to do Board development that would involve outreach to specific individuals that you might identify as being potential leaders using the fellowship program and so forth.

But you may be reflecting what is really the problem of the field, which is that it's very underrepresented with women and so it might be worth doing a couple of things one of which would be outreach to educational institutions to try and get more women involved in ICANN.

This may not be the job of the NomCom but it might reflect a larger strategy that would be necessary the NomCom would participate in. And so I think probably taking a very broad view, the NomCom being the distal step of this development process.

And a second thought regarding that might be also to use the fellowship program or some of the other development opportunities you have within ICANN to invite people as ex-officio observers to the Board so that they can begin to understand what the issues are that the Board deals with and they can also—that would develop not only those people as potential leaders but also enable them to communicate with the

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constituencies that they belong to in more general terms about what it means to be member of the Board at ICANN or a member of these other groups that you're soliciting for.

But I think it's a very big picture kind of concern rather than just the NomCom in a given year's concern. And kind of related to that is a question which is what is your thinking as a committee on the role of outside members to these groups versus people who are from within the core of ICANN?

HANS PETTER HOLEN:

Thank you very much. As for your suggestions, I personally fully agree with you that we have to work on the bigger picture. You need to bear in mind that a NomCom is appointed for one year at a time so I don't think the NomCom is able to work on the bigger picture. We need other parts of ICANN to be the driving force in that.

As to your question, I think there may be 17 opinions on that question. We're 17 members of the committee. From my point of view, it seems that it's a bit divided. Some part of the NomCom thinks that it's very important with the outside independent Directors that don't have any ties to the industry on the Board, for instance.

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When that is said, there is the balance that we need directors that also know what ICANN is about so that's been the balanced discussion so far. I don't know if any of the committee members want to elaborate on that, please? Yes, Zahid.

ZAHID JAMIL:

It's sort of a moving target sometimes and depending on the places we're filling up, seeing what the composition of any one of those leadership positions is vis-à-vis who else is there at the moment, it can vary. You may have a particular skill. You need a different one on that particular year so it might vary and so that also colors the issue of whether or not you want an outsider or don't you need an outsider. Sometimes there have been situations where people have said, "I think it's time that we had outsiders to bring new blood into that particular leadership role," and I think so that varies.

So no one should feel, to the point maybe for those who are present, that if they're an outsider they're not from the ICANN community, that they would not be welcome. In fact, there are many people who have come from outside the community, particularly in the GNSO sometimes in the Board who have done exceptionally well. They hadn't come to ICANN meetings as much and they were put into positions of leadership within the

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GNSO for instance, became Chair, Vice Chair and are doing great things today.

Same thing is true for people who are on the Board position. If you see the appointments not last year but the year before that, some of them had or at least one of them definitely in the Board position had never been to ICANN, didn't know what ICANN was and there's nothing wrong with that. That's a good thing. So I think in part that answers your question. Thank you.

UNIDENTIFIED MALE:

And also keep in mind that NomCom is the vehicle for outsiders to come into these leadership positions. Board members, half of them come from within the community, the other half come from us. So if there are going to be outsiders, they need to come through us and I think outsiders with strong skill sets are very favorably considered.

STEPHANE VAN GELDER:

Just very quickly to add that, there's a way of building expertise. A lot of people focus on the Board positions and forget that there are three other groups that we recruit too that are often a good step into the community and the ICANN environment if they don't know anything about it, and probably a better way of approaching it than going straight for the Board and then being



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perhaps disappointed because they're not selected because some people might feel that they don't have enough knowledge—not experience but knowledge about the community.

So I always encourage people to look at the ALAC, ccNSO and GNSO positions. This year in particular we have a very good example of that happening with Leon who was a NomCom appointee to ALAC and now has been chosen by ALAC to be on the ICANN Board after doing many things in between in the ICANN community, clearly showing us that that's a very realistic way of approaching it.

HANS PETTER HOLEN: Thank you very much, Stephane.

[BRAD FAWCETT]: Thank you. [Brad Fawcett] from Uniregistry. On the idea of diversity, I'd like to also have you think about age diversity. I would love to see someone under 30 on the ICANN Board. I think age and experience are highly overrated.

I know that I served on the first Nominating Committee so I've been on all of your seats before. We went looking for someone and we got Veni Markovski. He was 35 at the time. A wonderful service on the ICANN Board and still continues his service to the

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ICANN community today. I wish we'd actually been able to go younger.

So I encourage you in actually all of the places you're looking at – ALAC, GNSO, ccNSO, look for people who are Internet natives who have grown up here because they use the Internet differently than we do. I see lots of grey hair. I would like to see different shades of hair when I look at these people up on the Board so please give that all due consideration when you get your pool of candidates before you. Thanks.

HANS PETTER HOLEN:

Thanks very much for that advice. While I sympathize with the idea of having younger people on the Board, it's going to be hard to find candidates that fulfill the criteria of having management experience and Board level experience of companies with similar ICANN size to put on the ICANN Board. That's part of the challenges that we struggle with.

If you look at the appointments we made last year, I think one of the Board members was actually if not under 30 he's not that much over 30 so it's actually been on the NomCom's mind so thank you for that.

Any remote questions, Jia? If there are no more questions from the floor, nobody from NomCom that wants to make a final

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remark, I will close this meeting and thank you all for participating. Thank you.

**[END OF TRANSCRIPTION]**