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ICANN69 | Prep Week – NomCom ICANN69 Public Meeting
Monday, October 05, 2020 – 17:00 to 18:00 CEST

JIA KIMOTO: With this, we will turn it over to Jay Sudowsky, 2020 Nominating Committee chair. Jay, please go ahead.

JAY SUDOWSKI: Thanks, Jia. Could you advance the slide? I think we can go right to the NomCom members slide. Hopefully everybody knows at this point that the NomCom has finished their work this year. We were a little bit delayed, and we'll get into, I think, how that worked out for us on the next slide.

But first, I'd like to just acknowledge the committee members. on leadership, there was myself, and then Ole Jacobsen as the chair elect, and he will be the chair in the coming cycle, and Damon Ashcraft is the associate chair this term and he is outgoing next year.

In terms of the committee members, we had a very diverse committee. It's one of the things that actually complicated some of the work that we had to do. just logistically, we had people in 12 different countries spread across time zones ranging from UTC -7:00 to UTC +5:30. So we had 12 countries and 12.5 hours of time zones that we had to grapple with while doing our work.

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Typically, I think we would go around and do introductions. I think if any of the committee members are on this Zoom right now, feel free to raise your hands if you would like to introduce yourself in particular. Otherwise, I will go through and just kind of acknowledge everybody.

Not seeing any hands from the committee, that's perfectly fine. From the ASO, we had Pankaj. From ALAC Asia Pacific, we had Amrita. From GNSO, the Registries Stakeholder Group, we had Kristine Dorrain. ALAC Africa, we had Hadia. From the IPC, we had Michael Graham. The Registrar Stakeholder Group, we had two different committee members. we had Caroline Greer who left towards the end of our process, and then we had Graeme Bunton who filled in, I think he got up to speed about two weeks ago. So Graeme did a heroic effort to, I think, get up to speed with everything that we had done the previous many months and was very helpful during our selection meetings.

Tracy Hackshaw is our chair elect next year, ALAC Latin America and Caribbean. If you're on here, Tracy, I want to make sure you heard that. From the NCUC, we had Wolfgang. IETF, we had Peter. Annebeth from ccNSO. Marie-Noemie from the ISPCP, Glenn McKnight from ALAC North America. Paul Mitchel from the BC, he was the large business seat. He's with Microsoft. And then we had Lawrence Olawale Roberts also from the BC, the small business seat. Amir Qayyum from RSSAC, Chris Roosenraad from SSAC, and Erich from ALAC Europe. Erich actually ended up leaving the NomCom because he had a job in government. So that was our committee. Jia, if you want to move to the next slide.

Hopefully, folks are familiar with this, but we talk about our phases. These phases are not novel in any way. They're how the NomCom has always worked. The first phase is planning, and that happened as it typically does normally, pre-COVID. The leadership team actually started planning before we all met in Montréal face-to-face. When we met in Montréal face-to-face, the committee did, I think, probably close to 28 or 30 hours of training and forming subcommittees and strategizing around outreach, adjusting and adopting the NomCom operating procedures.

This year, for phase two, recruitment, we did have a shorter recruitment window, which we specifically moved up this year so that we would end the recruitment window to give the committee the ability to use the March meeting to do the initial winnowing of the candidates. Obviously, I think we all know that COVID emerged as a major global pandemic right around the time the Cancun meeting was supposed to take place in March. That was all virtual. That is when our work really started to deviate from the normal.

We were supposed to go to Cancun, do the initial winnowing, everybody would go home. We were actually going to have an intersessional in April. So after going to the Cancun and doing the winnowing, committee members were going to do deep dives, we were going to have intersessional, and then we were going to do remote interviews for non-board seats in May and then final interviews in June.

Obviously, I think with everything that was going on, we didn't meet many of those timelines, and unfortunately, we also were not able to

do remote interviews for non-board seats. What Jia has up on your screens here is essentially what we ended up doing, not what we intended to do. So this reflects kind of the reality of where we ended up.

So I think when COVID hit, Damon, Ole and I were all very hopeful that the impact of COVID would be limited in its duration and that there would be a way for the NomCom to meet face-to-face, because we still feel that the work that we do is best done face-to-face.

And I had mentioned that we have committee members from 12 countries across 12.5 time zones. It creates a big kind of bottleneck in our typical workflow because when we're meeting, we're typically meeting for an entire day when we're face-to-face and we're doing a lot of activities.

When we're doing the initial winnowing, we're going through and committee members are all assigned a list of candidates to do basic research on. A committee member would give us an introduction, we'd have discussion and deliberation about the candidates, and then have a voting process. So we have to do that for, in some cases, up to 100 candidates.

So this is work that really goes well face-to-face when everybody is in the same place and time zone. When you're spread out and you have people in the wee hours of the morning, and people where it's after midnight, it's really hard to get contiguous block of time together that is more than three or four hours in duration before either people need to wake up for the morning or stay up until 3:00 in the morning. So this is particularly problematic for the NomCom.

Because of that, we kind of took a different approach and we started chunking up our work and we made it through the soft diving and the initial winnowing through March and April. We used May and June to do the deep diving of the candidates, to do references. Then we also set up a second time to do the second winnowing.

Once we got to the second stage of that winnowing process, we now have kind of what we considered to be our final slate. One of the things that Org did to help us accelerate our process was start a due diligence on all of the final slate candidates prior to us being ready to actually do interviews with them.

This was very helpful because we ultimately didn't end up doing our actual final interviews with candidates until last week, so we started those September 26th and we went through October 1st. We literally just finished our work.

And because we had the due diligence done, we were able to very quickly confirm with the candidates that they were going to be able to accept their positions and then work with ICANN Learn and ICANN Communications to get the official notifications out to let the community know as quickly as possible from when we came to our decision.

It was, I think, less than 48 hours from when we ended our selection meeting to when the official press release went out. And if other people were astute and spent their time monitoring the EC mailing list, you might have noticed that there was a notification there that was public before the official press release.

I think in terms of doing remote interviews, again, it's very helpful because as a committee we did decide that we would huddle for about six hours a day for a period of eight days to do the interviews. We did ten virtual interviews and our process is kind of very slow and drawn out to begin with when it's face-to-face, but when it's remote, we really make sure we have a lot of buffer in-between interviews so we would do two interviews a day and each interview is basically three hours. But the interview itself is only 50 minutes, the rest of the time is set up to prep for the interview, do the actual interview, and then finally, we have a debrief period and then a break. And then we do that again a second time.

So we had committee members waking up at, I assume, 5:00 in the morning so they could be on a call at 6:00 in the morning, or we had committee members staying up until 2:00-3:00 in the morning. So the dedication and the commitment from the committee members was really just amazing to me because we had 100% attendance for all of the interviews and selection meetings even though we also had some committee members that had health issues, and there's always stuff that comes up with kids and whatever. But it was really remarkable, and frankly, we could not have done our work without everybody participating.

Typically, at this point, we would have a set of recommendations and things like that that we had not done yet because we just finished our regular process. But Jia, if you want to go ahead and advance the slide, we can run through our appointments.

For the ICANN board, we have reappointed both of the incumbent members, Sarah Deutsch and Avri Doria. For PTI board, James Gannon was appointed. For ALAC Europe, we have Pari Esfandiari, who I believe is a general newcomer to ICANN, and then for North America, Greg Shatan who is definitely not a newcomer, and then we appointed Javier Rúa-Jovet to ccNSO and Olga Cavalli to GNSO in the nonvoting NomCom appointee seat for the GNSO.

Overall, I think the committee is very pleased with our results, and hopefully, the community will benefit form these leaders that we're appointing. If you want to advance the slide, Jia.

This is a breakdown of the candidates that applied for various leadership positions. So we had a total of 96 applicants. Some applicants applied for multiple positions so we actually have to evaluate the same person multiple times in certain cases. But just looking at it, we had 17 applicants from North America, 22 from Latin America and the Caribbean, 22 from Africa, 28 from Asia Pacific Australia, and seven from Europe.

One of the interesting things that we did this year was give people an option not to disclose their gender, so we had this different breakdown than typical. It is a little harder to gauge the sense of the ratio of female to male applicants. I'm honestly not sure that everyone understood the reasoning of why we had "do not disclose" for gender, but we ended up with 65 people that identified as male, 18 that identified as female and 13 that preferred not to disclose.

So I think overall, in general, on paper, there's probably a lower number of female candidates than previous years, but I think if you kind of look at the female plus did not disclose relative to the male, it's a little bit more indicative of the gender diversity of the applicant pool. Next slide, Jia.

And then here is our new NomCom. So Ole is going to be chair, Tracy is chair elect, and I will be associate chair, so I will get to support Ole with all of the work that we have to do next year, starting very soon. I think for the sake of brevity, I'm not going to read off all of the delegates on the committee next year. There is a handful of members returning and also a lot of new members coming in. So we'll have some new challenges compared to last year, because at least last year, we got to meet face-to-face. And for that kind of initial training and team building, this year, we won't have the benefit of that. At least currently, it seems that's not going to be possible.

I think overall, as a committee in the coming year, we'll just have to be flexible and committed and understand that we're working in a suboptimal logistical environment. Ole, do you want to add anything?

OLE JACOBSEN: No, I think I'm good. I just want to say there's actually a typo on the slide. It should say Internet Engineering Taskforce. He's appointed by the IAB but he's actually there for the IETF.

JAY SUDOWSKI:	I think that concludes kind of our slides here. Certainly, if people have any questions, feel free to ask them, either in the chat or raise your hand and I'll call on you. So again, we'll reiterate if it wasn't clear enough. We really appreciate the support that we got from Org and the board and the flexibility. Maarten.
MAARTEN BOTTERMAN:	Yeah, not really a question. I did already type my appreciation in the chat, but I think it deserves words to be heard. Really, thank you for you guys and the full committee for ... Yeah, it wasn't an easy time, and still delivering. Your commitment to make it happen, really impressive. So, thank you for that.
JAY SUDOWSKI:	Thank you, Maarten. And we wouldn't have been able to deliver without the committee. I was really just so impressed with their unwavering commitment to get this done.
	All right. I'm not seeing any questions in the chat or any hands. If any of the committee members have anything they want to add, please feel free to jump in. Ole.
OLE JACOBSEN:	I just want to say that the announcement of the selection is also on the ICANN website and will be also on the NomCom website if it isn't there already, in case you missed some of the selections.

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JAY SUDOWSKI: Thanks, Ole. All right. I think this kind of brings us to the end of the briefing. Thank you, everyone, for your time today, and again, thank you to the committee. Really, this result would not have been possible without your dedication and commitment.

And yeah, [Theresa,] if you could go ahead and close the meeting. I think we are concluded here.

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