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SINGAPORE - Fellowship Morning Meetings  
Thursday, February 12, 2015 – 07:00 to 09:00  
ICANN – Singapore, Singapore

UNIDENTIFIED FEMALE: ...when ICANN is doing the governance of the Internet, as you said, when the governance of names and numbers. There are many functions that ICANN already has, and it should be even more implicated. My question that doesn't belong to the first part is that I've heard a lot of criticism about ICANN being dominating in the Internet Governance Forum and playing the centric role. How's that criticism? Is that right? Not right? How do you feel about it? I'm really interested in it.

[GEORGE]: Okay, thank you for that comment. Let me respond to the first part of it first. You say you would like ICANN to become more involved in human rights in its governance of the Internet. You can help make it so.

One way you can help make it so is to point out very specifically what it is that you would like to see happen. It's easy to say, and a lot of people say, "Well, I want ICANN to be more of this and more of that and to orient itself" – in other words, very general comments about what you think ought to happen. Be specific. Make specific suggestions. They will be heard.

With respect to the IGF, ICANN does not dominate in the IGF. Do you mean the NMI? Or do you really mean IGF?

UNIDENTIFIED FEMALE: [inaudible]

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[GEORGE]: You mean IGF. We're active in the IGF, but we are active as participants. I've run sessions in I think eight of the ten IGFs since they've started. For part of that time, I happened to be associated with ICANN. ICANN people participate, but we are certainly not in the majority. In fact, I don't think we are really in the substantial minority when it comes to IGF attendees. We may make at most ten percent of the attendees and probably closer to five, and maybe even less than that.

We do have several people on the Multi-Stakeholder Advisory Group, but the group consists of 60 people, so we're not at all in the majority there.

We tend to have people with strong opinions, and maybe that's what makes us look a little bit more prominent than we are.

ONICA MAKWAKWA: Good morning. Onica Makwakwa from South Africa. I've had throughout this week comments around a commitment to an open Internet, and that's great because when we're talking about access, there's more to access than just being able to have access to the Internet. But if our Internet is fragmented and not content agnostic, then it's problematic. It's not really to access an open Internet.

How do you balance that? My experience in working with it, in net neutrality for example, has been that sometimes it's not so much government that's against net neutrality, but sometimes it is the Telecoms, for example – the Verizons, and the AT&Ts –k who don't have full support for the principles of open Internet.



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Therefore, how strong is ICANN's position on an open Internet. We've seen whether it's on human rights in Egypt or whether it's on the state of the news media that the Internet is truly the equalizer and sort of the place where everyone can sort of have a [certain] point. I'd love to hear your comments.

[GEORGE]:

Sure. I don't think ICANN has any strong position on open Internet. I think we will say the Internet should be open for everyone, but it really has nothing to do with names and numbers. There are organizations like The Internet Society that are very concerned about this and address it in a number of ways, but basically it's a problem of education. It's a problem of cultural change, of technological change, and it's being addressed country by country in many ways.

The IGF of course has sessions on this. The IGF is non-decisional, but I think education is our best weapon. Telecoms were originally in the '80s and the '90s incredibly threatened by the Internet.

Anybody here from Tanzania? No? Well, Larry Landweber and I did a study in 1994 of what it took to send a two-page fax from Tanzania to London. I think it was something like \$40. The Internet was just coming in, and the cost of sending a two-page e-mail, essentially the same thing, was so much less that had I been a governor of the Tanzania telecom, I would see the writing on the wall and I might try to postpone it, at least until my retirement.

One more. One more. I got to go.



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UNIDENTIFIED FEMALE: Hello. Quick question: what do you think of the relation between ICANN and IGF and the NETMundial initiative?

[GEORGE]: ICANN, through Fadi Chehadé our CEO, proposed the NETMundial initiative. It was done in I think a bit of a hurry, and I think that right now we have a situation in which it is on weak legs, but we hope it gains strength.

There are two issues here. One is the substantive issue: are there things for which there is no forum, for which there is no place that people can go to discuss and presumably take action to make things better? The second is, how do we do it, and how do we form it.

I think that the first is undeniably true, that there is room for a number of initiatives, maybe a lot of initiatives, to help address some of the problems we have and to do something about it. I think that we got off to a start which was a little bit shaky, and I hope we can recover it. I think we can, which is the NMI.

UNIDENTIFIED MALE: Okay.

[GEORGE]: Thank you all very much. Enjoy your time here.



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JANICE DOUMA LANGE: [Chris], as George walks about the door, do you have a comment you wanted to make as he walked out the door? Okay. Did you? I'm letting you make a comment if you want.

[CHRISTIAN MULOLA]: Yeah. Thank you, George. I got two questions.

JANICE DOUMA LANGE: A comment, not a question.

[CHRISTIAN MULOLA]: Oh my God. All right.

JANICE DOUMA LANGE: [inaudible] do what I say. Do you have a comment or a question? A comment is one thing – whoops. A comment? Okay. Go ahead.

UNIDENTIFIED FEMALE: Thank you, [Mama J]. One thing I've observed that maybe I want to share with my colleagues who are attending this fellowship is that first, to [Mama J], I think during the few sessions of the mentorship program I've attended is this confusion about – I don't know if "mandate" is the right word to use – ICANN's mandate. I think we tend to bring issues, say, of [inaudible]-raised issues of accessibility. How do we increase accessibility of the Internet?

And yet, my observation is actually that the various maybe constituencies or forums discussing issues to do with names and



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numbers, so maybe in one of the morning sessions of course the various presenters come and speak about it and share the fact that they're trying to define the scope, but I think that maybe more emphasis needs to be put to that.

Then I was going to make a suggestion that maybe returning fellows [inaudible], for s, the first-time fellows, we have the general presentations, which are very good because we need to know a bit about almost everything to listen to the various chairs. But maybe for the returning fellows need to get a survey or questionnaire, or they can define their areas of interest. Then we can get specific coaches from the senior fellows who can coach them through getting into this system with their areas of interest.

JANICE DOUMA LANGE:

That's just exactly what I was talking to Fadi about and what he was alluding to when we were in the van yesterday. He was sharing with me that the community members share with him that burnout is an issue. We heard the word. It is a great word, that there is not enough retention of community members or potential community members, and so that's why he wants to have former Board members as a start to kind of show as a role model: "I'll be a mentor."

So, no, the point is well-taken, and that's exactly what we want to do. That's the only way we can do it because Fadi asked me what I needed and is said a staff of two more because I can't be in three rooms at the same time and I can't be focused on that many. This is already a really large task, I have to say, for myself, and I've already delegated so much to the coaches.



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So the idea is sound and it's right. We can't just leave the learning off at the first-time fellow. You got the base. Now second time you coach somebody else and go off as if everybody's found their place. That's what we hope the community mentors can provide is to to work with those groups.

If we got someone from SSAC, from Patrik's group, which I know he'll be willing to do, and someone from Non-Commercial Stakeholders, or even Contracted versus Non-Contracted Parties, however we could best do with the mentors from the community to match them up is an excellent suggestion, and one we've been thinking of. It's just trying to put something like that in motion.

In 2010, I tried to start the first community mentor program matching fellows with a returning alumni with community leaders and Board members, and it failed. Fadi and I talked about that yesterday as well. It fell on its face within two years. It was because everyone overpromised in an already busy week. I was reaching for the wrong people to do the mentoring. Board members are just too busy for the week and the leaders of the communities are too busy for the week. To me, it was a natural place to go, but it turned it that it was wrong.

So we group, get the base going, but those are the kind of suggestions written down, too, that I can take and move to our global leaders and to Fadi and say, "From the voices of our fellows, here's he way that they see as the good way forward."

It's really meaningful. I'm telling you, your voices are extremely powerful to the global leaders, and I have a meeting this week with Sally Costeron, who is the senior advisor to Fadi for global stakeholder



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engagement, and with Chris Gift, who is in charge of all of our web media for the community [facing]. They sat down with me and they want to keep taking more and more from this base, from this group.

Some people don't know, but Sally and Tarik both were in competition with Fadi in the final four slots for the CEO position, and when Fadi became CEO, he right away said, "Sally, Tarik, I have none of the experience that you two have, and I'd like you to join me." That's why you'll see their titles as senior advisors. He doesn't want them to defer to him or anything. They came onboard to help him with the mission, so they are really committed to this as well, and your voices, your things that you write down, I write to Sally, to Chris.

Know also that my boss, Nora, who was hired directly by Fadi after he met her in a diplomacy class, my line now is – well, Fadi said my line is from me to him, but in deference of the structure, it would be from myself to Nora to Fadi. So we have very direct lines to fellow, and we can use it. That's my job: the push it up. And I do. So get those ideas and keep them on paper. Send them to me. That would be wonderful.

We have a community member [inaudible].

SAM LANFRANCO:

Thank you. It's working. Okay. I'm Sam Lanfranco. I'm the Chair of the Policy Committee in NPOC, whose focus is capacity-building and awareness in both directions with civil society organizations, not so much individuals, though they're welcome to join in.

I have three things I'm going to do. It takes about 55 seconds. I have a fact, I have a task for you to do, and I have an offer. The fact is I'm a





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little older than you, so I couldn't be involved in the fellowship program. My first e-mail address was in 1978, when most of you were still somebody's nightmare or dream.

The second is I was working for UNCTAD in Geneva and we were predicting at that point in time that Singapore, which was assembling circuit boards for export, would develop. Singapore was very poor and we were told Singapore would never develop making circuit boards for export. When you leave this building today, go outside and look around. Look around.

At the same time, watch Myanmar. Myanmar is going from a handful of cell towers two years ago to 8000 cell towers by 2018. The cost of a SIM card has dropped from \$2000 to a dollar-and-a-half. It's a tsunami. What's going to happen? Good? Bad? We don't know. But it will give you a sense of how that's taking place.

The task I want you to do? Walk outside and look around, or just look around this room, and see what happened to Singapore.

The third is on the mentoring. Find a mentor. Be a mentor. Not for ICANN. Forever. I've mentored. I've been mentored. Forever and in all 360 degrees. You never know where the good question comes from. Sometimes it even comes from you.

So those are the three things. It's a long road. I've been on it for a long time. Check out Singapore. I think they managed to develop. Then take the mentorship thing seriously, not just in ICANN, but everywhere.

Thank you [inaudible].



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JANICE DOUMA LANGE: This is so awesome. I love when I look around and see community members coming in. Klaus is here. It's the energy that you guys bring and the fact that you're fresh and you're new and we need you. Let's be honest. But it's fantastic.

Who has the other mic? Where are we moving? Do you want to take your turn?

CHARLES OLOO: Yep.

JANICE DOUMA LANGE: Now remember, this isn't about your report. This is just let's get back to kind of where we were, some ideas and thoughts, if it's in words or whatever, about the week, not your final report.

CHARLES OLOO: Thank you, Mama. I'd like to just comment on some issues my col has raised. Personally, the first two days I think I was confused. I was running all over [inaudible] supposed to go, but the third day I think I have a good focus now.

What I'd like to say is that the actual program of the ICANN fellowship I like and enjoy it because what I'd like to solicit is the first ICANN course, which is online, gave me some foundation to know how ICANN is and how it works and the definition of some of these concepts. If new fellows, before they come, can get engaged online during the ICANN



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course online, they should at least get some knowledge even before they arrive here, so that when they arrive, they can actually try to get a little more focus.

I think all of us are users or ICT in specific areas, and some of this [inaudible] we are sitting all over in the old dimensions in the ICT in ICANN in computing [inaudible] one to another. So I think it's important for that all of us get to know what is going in in each meeting. It's really key to me because I've had so many issues on policy, technology – all those things. I've been hearing them all over in my daily work in ICT. I'm a developer myself. So all these concepts I've been getting and [inaudible] but I have the faster information to actually understand and see how they work. So I think it's just the knowledge because when you go back there, I'm not only a developer but [inaudible] and it's very hard to understand.

So I think we shouldn't confine ourselves to only our specific area because this Internet is wide. If you try to stick to only your area, then I think that you will not understand how the whole Internet works. That's my suggestion.

Regarding Singapore, I think I've heard history that our country, Kenya, at independence, was at the same [inaudible] with Singapore. But when I look at Singapore now, I was surprised at [inaudible] here. If I compare Singapore with my country, there's a very big difference. I don't know what went wrong. I'm just wondering now what's up. So I think in terms of technology it's a very good tool that I think us people who are there should try to engage our leaders in government to see how we can actually absorb it and [inaudible] decision-making processes. Thank you.



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JANICE DOUMA LANGE: Charles, I want to congratulate you for putting that in just a couple words. That worked really well. I don't think you know what are a couple words are. You're very expressive. That's awesome.

CHARLES OLOO: I'm confused.

JANICE DOUMA LANGE: Just a couple notes. Do you want to put the microphone to one of these guys and we'll come over here?

A couple notes on the ICANNLearn. When the coaches came together on Saturday with me and we had our chance to talk about how the preparation went and how they felt they were resourced to do the coaching jobs, it was only the second time we'd done it officially and we were trying to think of ways to streamline for them a little bit because they have jobs and they have their own agendas to build and things, too.

One of the tools that the coaches had to give to you was ICANNLearn. That was one of the links that the coaches had available to give to you. You may or may not have gotten that because of how your coach was taking you through the system, but we talked about as coaches that that should be our main platform from this point on for all our new fellows is to go through that course and be able to say, "Take this through for the next week in your spare time, and then come back and we'll discuss it with questions that you have. And then a little bit of a rebreather and



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he's the next level," using ICANNLearn, the online learning platform, as the tool instead of kind of jumping all over.

So it's really good points again. Somebody said it would be really great to write down, but it's a really good point, and we need to start with a base that everybody has.

UNIDENTIFIED MALE:

Good morning, everybody. What I want to say, taking into consideration what has been said before, when the points were brought up by Esther and Sabra – before coming here, I asked the question on the first group on what was ICANN's expectation from us as fellow. Then I got an answer like ICANN needed us to be engaged. That was true, but I was like, "To be engaged in what?"

So I started reading on the website. That was good that he brought up the learning part of ICANN, which was helpful for me also. I think the new fellows should know more about that learning process and also get more information on Facebook or e-mail as has been done.

I can bring up more words or other issues. I don't know. I bring up the word questions and communication question because I asked a lot of questions, not in the sessions, but in the people I met outside. So I communicated a lot. I think that was helpful. [inaudible] helped me to know which session I should go to, and other people helped me with the way I could go forward.

On the second day, I knew what I was going to be engaged to, but I can add one more word – lost and found – because by the third day, I was like, "What am I doing in this session?" Then I found out [it that it was a



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barrier for my work, and then I decided to get back in the barrier of the fellow] so I could learn more. Thank you for everything.

UNIDENTIFIED MALE:

I'd just like to share a few things about this coaching process because I believe that you people are going to be coaches in the future, hopefully.

First of all, I shared the link of ICANNLearn on Facebook. I'm not sure how many of you have seen that, but I tried to do that so that you have an idea before you come.

But as far as this process of coaching is concerned, my analysis is that it's a very difficult process to go through, mainly because you have so diverse areas and backgrounds that you people come from that it's very difficult to match one-to-one about whom to coach who, and things like that.

As coaches, I guess we tried to do whatever we could, but when you come here, you have a different kind of expectation than you may have and experience, even before. So that's a very, very challenging task you have.

Even before, the more challenging task was to put these coaching teams together. That may or may not have worked. For some, it was like a perfect match. For others, you may have realized that, "No, this could have been my better coach," or things like that. So it's very, very difficult.

What I would like to have, if I realize or see myself as a first-time fellow – and that's my suggestion to ICANN, basically – if we could manage to



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have coaches in the future having a session with all fellows, all coaches and all fellows only, and they come and present their experience, their work, to the ICANN and how they see that, that would minimize the gap that you have or just, as many fellows said, they lost some time in learning.

When you're going to lost time in any way whenever you come to a new work – a example, reading out how to swim doesn't make you a swimmer, unless you jump into a river or swimming pool to swim. You struggle initially, and that's exactly what happens. So our job is to minimize your struggle, to minimize your time. So there is going to be some lag, so don't feel bad about it.

I'm not sure if I'm taking longer, but just to help people, if I compare it with my first experience, I didn't realize how much I learned between these two phases, and it will automatically come to you. That's all I had to say.

JANICE DOUMA LANGE:

Yeah, and actually Naveed shared that with me. He said, "Being picked as a coach after only one in London, I just thought, "How's it going to happen?"" He said, "Then I got here and was like, "Oh yeah. Okay. I've done this before. I've got it.""

But I'm going to go back to truth and honesty. This is really important. It kind of can sound like, "Hey, we did a really good job. The coaches and I were great. Don't talk badly about us," where none of us are taking it that way at all. We really want to improve. We want to make your



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experience a good one when you have one, so we really just want the feedback about how this all goes so we can make it better.

Chris, I think I have you on the mic next, right? Didn't you take the mic? Yeah.

[CHRIS]:

I'm Chris from [Rwanda]. I would like to comment on something. It's not my first time to be in an ICANN meeting. I've been to Durban. But there is something that's really beyond me: the complexity of the venue. When I was in Durban, I wasn't this lost. Here there is this thing of south, north, which is not even indicated outside. Up to now if you tell me, "Just go to the booth," I won't make it. I would just ask or maybe try to look around, and it will take me five to ten minutes. But I'm telling you that this place is very, very much like a maze. Thank you so much.

SAID MARJAN ZAZAL:

Hi, guys, this is Said from Afghanistan. I think of the three things that I kind of noted from other people – and I've kind of put them in order – the first thing is the challenge, and the challenge in a good way, not in a bad way, because for me, ICANN was this huge organization where there were so many different streams that I could proudly learn and contribute. I'm kind of emphasizing on the word "contribute" because this is not a workshop only. This is also a platform where we can probably contribute in the policy development process.

That's why there are, as I have learned in the past three or four days, certain workshops, program updates, and also working group meetings. If you see the process that each of these meetings go through, they're





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not all workshops. They're not there to teach you how things work or teach me how things work in ICANN. But there are certain program updates where they work on a few things and then they update you.

So you have to, just like Charles said, update yourself beforehand. You have to learn what they have done in the past, and then come here and then see if you can contribute in one way or the other.

I think I really like what Charles said about the different resources, the tons and tons of resources, that are there on ICANN and the things that our coaches e-mail to us, like [Dusan]. He sends us a list of links weeks before the event, and in some way, I was kind of able to learn a few things beforehand.

The second thing is the transparency. A couple of friends talked about accountability and transparency. I think I was saying, not just transparency, but ICANN is about enabling transparency, how to take these practices to our countries and kind of enable the transparency of process in our own countries.

Finally, there is the continuing engagement. I think we have to learn how to get ourselves in touch with all the business cards that we have collected and get in touch with them and contribute with them so we can proudly expand the horizons of ICANN to our countries, and also bring our countries to ICANN. That's all. Thank you.

CATHERINE NIWAGABA:

Good morning, everyone. My experience really is – I've tried to categorize it in three phases. It had the pre-meeting, then the meeting, and then the post-ICANN meeting. I like the pre-meeting ICANN

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summary. It does the mentorship, the preparation, all the information we got before we come to the ICANN meeting in the pre-phase. It was all helpful to get everything into that introduction to ICANN.

Then the meeting, the welcoming session, was so warm. It made you get a sense of belonging in this whole ICANN. In the meetings, the sessions, I was thinking about which of these so many sessions on the schedule, which ones I should go for and how much I could get from it. So the meeting was also very enlightening.

After the meeting then, what's going to happen? Participation and continued collaboration and social networking, and probably the next meeting, if the fellowship [inaudible] and how to proceed. Thanks.

AHMED EISA:

Yeah. Ahmed Eisa, Sudan. I think we did a big mistake in these meetings for the following meetings because Janice asked us to read before we come about every session. Yeah. And most of us didn't do that.

I remember the first time I met with my coach, Edwin. He gave us a lot of papers to read, maybe more than five or ten topics, and I found it very difficult. But it got me in a good position at ICANN and to understand something.

If we want to be in the meetings of ICANN or any other meetings or to be a mentor or any other coach, you have to follow a certain procedure. You have to put your own agenda for the mandatory sessions, and also for those other sessions.



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One important thing: you can look in advance in a literature view, or a search engine, to read about IANA, to read about any topic you will find. The more you read, the more you'll love. A good example: I love the IANA transition because I read too much about it and I blog about. So whenever I find a session here about IANA, I just immediately get in.

This is the best way to do it: go in the search engine and look for the points you understand. You seek their comment. You can add when you're here at the sessions. Add your comment because you read a lot about it so it will be easy for you to add comments.

Pick points that are not clear to you and it will be the best for your questions because you can ask questions that you didn't understand from your [search engines]. Pick also those who are of conflict. Some people think it is this way. Some others look at it from another point. Ask that question as if you know nothing about it and you will find many ideas. That will help you to go in the right sessions.

Don't start with the complicated sessions, like myself. I put the roadmap for myself. I started with everything that was concerned with the Civil Society, [then] security. I didn't attend any session about top-level domains because I didn't want to now – I might later on if I continue on for ICANN. So it is better for you to read before you come and put your own agenda.

Make a card for each session so you know when you get to the sessions, if you have comment or you have a question, if you have a chance, you can do it. Thank you.



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JANICE DOUMA LANGE: Thanks. You just gave me a really good idea going through it. Again, some of that written down, but cheat sheets/cheat cards. Maybe I need to add that to our goody bag. Somebody had made the comment to me – I’m sorry that I can’t remember who – but I sent it to our Meetings Team that in the meeting bag it would be nice to have one of the moleskins or just a notebook instead of having all the loose paper everywhere. But maybe I’ll supply it. Maybe that’s a good thing because then as you’re reading what your coaches are giving you and you have your thoughts, you have them in that notebook that you’re bringing with you, and you already have a primer with you of some thought and ideas. You can write them all down once you’re here, too.

So you just clicked me into the other fellow who had thought about it. Again, I’m sorry I can’t remember who gave me that thought, but I did pass it to our Meetings Team because I thought it was a really good suggestion to be able to have that to go around with and we can start with it.

Dusan?

DUSAN POPOVIC: Thank you. Well, I’ll get back to the three words concept, but I’ll say more than three words, of course.

To me, this was a second session. Going back to what Sidra said – and I completely understand what you are experiencing; I experienced that in London last year – when you come for the second time, the words that come up are of deeper understanding. That’s what I’ll remember of this



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session. So everything becomes clearer, and it's really a completely different understanding and experience.

The other issue is the mentorship program because I experienced this program in London when there were no coaches. Although this system is not perfect and it will improve, it's really so much better because at least you have one friendly face when you arrive with that you exchanged with in advance and to whom you're not scared to ask questions. Although the coaches certainly cannot answer to all of your questions, they can take you by your hand to come to Janice and ask instead of you because perhaps you're shy and you still don't realize that you can really ask Janice anything.

The third association I have to this meeting is bonding with other coaches. I think that's also something that we should mention. I really know that for instance each time I have some technical question I will be able to send it to Zakir, or each time I want to exchange something to a lawyer, I could write to Paul or to Marilia.

I really appreciated these chats we had over meals or coffee where somebody just tells a short story from a previous professional life and the other just made comments on it. It was really useful and it made me think about it afterwards and not sleep because of it. So these of the three impressions I have out of this session.

JANICE DOUMA LANGE:                   Everybody wants to next now. [inaudible]

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UNIDENTIFIED FEMALE:

Okay. The first thing I realized in this fellowship is that ICANN is not just an organization. It's just not a community, but it is a language. Now we speak a little bit of it thanks to our week of fellowship. We understand some of the acronyms and we'd like to know more about it.

I think from where I'm coming from there were days which were very frustrating, especially the first two days. It was very difficult to find my way through, navigate, and I think Fadi hit the nail when he said that we need a map.

I have a few suggestions, and just one of them would be that perhaps in the application if we can, just like we mentioned, mention our areas of interest. We can tell where we are coming from; for example, if I have a technical background or a legal background or perhaps a Civil Society background. And if you could just cut out and to simply it maybe not have more than four to five areas.

As an applicant to the fellowship program, if I can identify what I'm most interested in, and then in the schedule, somehow if for the fellows there could be an easier way of color-coding that: "For those interested in the legal background, this session would be most useful to you." That way, yes, and the cheat sheet idea both combined will help us navigate it further.

Secondly, I think what I have discovered in this one week is that the ICANN fellowship and as a community, as an organization has great promise, but somehow it is becoming one of the best kept secrets. The kind of community [vibrancy] and the energy that you demand as you say that you would like to attract the best people, that [vibrancy] is somehow missing on its online persona.



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We've discovered long ago that just when we were applying for colleges nobody reads. Sending me a link will not get me up to click on that and to read through, as Fadi mentioned, 83,000 pages. What we need is a more savvy communication, something which is much more vibrant – maybe pictorgrams, things that catch my attention, give me the facts that I need, and I can retain them as well. Thank you.

JANICE DOUMA LANGE: If I cut through it, you're saying ICANN's not sexy enough.

UNIDENTIFIED FEMALE: [inaudible]

JANICE DOUMA LANGE: Okay, you've known me now for, what, a week. You can say anything. That's the whole point, in moderation.

Really good points. I just want to point out, on the application right now we do have the ability to check civil or technical. It actually had been even a smaller and through fellows. That's how it changes. They said, "No, that doesn't explain my sector. I need this and I need more." So I tried a variety, but always I'm working with the IT team to make changes to the application [inaudible] if we can, that best reflect where we are and make it relevant, because we don't want the application to not be relevant. So I'll definitely always take a look at it, but we do do that.

The second thing on the tracks: it's a really good idea. The hesitation I have with that is just that one of the things I guess I promote in the



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newcomer is that just because you come in as a lawyer doesn't mean that's going to be your track.

But I hear what you're saying. At least it's a guide. At least you can see that some like-minded would be in this room and I might have a better chance to bond with them and understand from their perspective.

From that, I absolutely understand. Maybe we can make a rainbow on the schedule. You see right now at the top of the full schedule that there's a newcomer. We'll make it a rainbow.

But it's a really good suggestion. But I always say, filter that because remember you're here as an individual, regardless of your job. It may or may not be your passion. Something else may be. But I do get your point of kind of doing that focus.

ROKHAYA DAOUR DIATTA:

Hello, everyone. It's Rokhaya from Senegal. I had a good experience in this program. My first impression regarding this organization and this whole experience is that will help me in my professional experience. It helped me identify all the working groups and all the different constituencies within ICANN and learn about them.

Regarding the coaching program, it really helped me. I think the program was great, even in advance when the coach gave me a lot of links that I could read.

For all the things I didn't understand during the sessions, I asked questions to my coach and he answered for me.





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Regarding the perspectives, I think that a lot will change in my professional life in Senegal because I learned a lot.

TRANSLATOR: I'm now not translating it anymore because I don't remember it. I don't remember exactly what you said. "You will apply what you learned here." That's basically . . .

ROKHAYA DAOUR DIATTA: That will really help me because I'm really active in the community in Senegal, and I will try to make them benefit from what I benefitted from here. Let's put it that way. Thank you.

JANICE DOUMA LANGE: I think Dusan needs to stay with his day job here, but that was wonderful. I could just see one of our interpreters in the booth just saying, "I'm sorry. Could you go back and repeat that whole thing? I wasn't quite . . ." That was awesome. Thank you. That was a first for us. We haven't done it.

I'd love to hear also from you just a little bit on perspective NextGen to this.

UNIDENTIFIED FEMALE: That's what I was going to talk about. I think there's quite a lot of overlap between the two programs. I attended the NextGen program in London.

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I think a lot of the concerns that are raised here about being thrown into the deep end is something that helped me from being at the NextGen program, and it is certainly something that I'll mention in my report: how to bridge those two.

I think the mentorship idea, although it will be difficult to, is really, really a good idea, and I think it will help people become stakeholders and remain engaged in the program.

But I also think there's quite a big responsibility on fellows themselves to empower themselves and to read up about the things. There's a lot of information out there and by reading some of that before, you will not be as lost at these meetings. So I think if that can be stressed to people before the next meeting, it will also help.

One thing that I really liked about the NextGen program is that it's a smaller group. I think it's good to have a big group, but it would be maybe useful to divide into smaller groups, perhaps according to your interest. I think some people will be more likely to participate that way. Not everyone is as comfortable talking in front of big groups. I think that should also be restated. It's different cultural backgrounds that we all have, and, yes. But I'll mention all that in my report.

ORATILE SLAVE:

Good morning, everyone. My name is Oratile Slave, a first-time fellow from Botswana, but my ICANN experience was in London, the London 50 ICANN meeting.

I have two words to describe my experience here. The first would be "hectic": very hectic sessions, having to hop from one session to



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another. But all I can say is that looking at the bigger picture, it was very insightful.

The second word would be “empowering.” I’ve found all the few sessions that I’ve intended to be very empowering, and I can confidently say that with the knowledge that I’ve attained from this fellowship experience. I’m more than ready, or rather I’d say confident, to continue or take on my role as a legal advisor to the .bw domain name ccTLD, and also to advise the government on the policy or any legal issues affecting Internet-related laws. Thank you.

ANJA GENGO:

Thank you. For me, I’ll say on top of my list was determining if this was the right place for me. It’s very easy to say a yes to this process because my bills are being paid to a large extent – sorry.

For me, first of all, on top of my list, I had to determine if this was the right fit for me. Why? Because it’s not easy to say no to the process that brought me here. A lot of my bills were taken care of. But I had to make up my mind if going forward this was something that I could soak myself into.

I was happy to say that I really felt at home. I felt overwhelmed with what I say here. I had my days packed full, and I was wishing that I had time to be able to be active in some other places but times were clashing.

But the great thing for me is the fact that ICANN meetings are not a one-stop thing. It’s continuous, so the learning process for me also is continuous. I say so because even if one doesn’t have an opportunity to



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get a second or a third fellowship, the experience I've had over this last week is one that makes it desirous for me to be able to do whatever I can personally to make it to the next meetings.

I found the place for me in AFRALO At-Large. It was a bit strange because my hoping cannot mean that I will get soaked into the GNSO area. But I can see a lot of energy coming out that sector because there's this desire to deepen or get the African area engaged in what's happening in ICANN. I can also see a place where presently I could drop into.

Going forward, there might be other areas, but at least I was happy to be able to identify that. Thank you.

JANICE DOUMA LANGE:

I'm going to go back just really quickly. Anja, just even as you said that, I'm thinking – again, I really want your thoughts on these things to going forward – that maybe what we do is the afternoon – I'll step back a second. Lawrence made me think of it: time. Time crunch. Already overlapping sessions. Already can't feel like you can get enough into your day. So to continue to take pieces out as a fellowship program to pull you out of the community that I'm trying to push you into, you just don't want to do it.

But the afternoon sessions, to your point, Anja, maybe that's where the smaller groups can happen. So it's not the big group. I try to get multiple session rooms and different people from the community who could be coaches there and mentor.



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So between the two of you, the light went off there and we can use that opportunity. Again, keep thinking of these things because I'm eight-years-old in this, so I need to get kicked in the butt every once in a while to say, "You should have thought of that."

So this is great. This always helps me. And of course I have the transcript, so I'll be able to go back and take the notes.

Thank you so much. Okay, who are we at. Where are we? Who has the mic, most importantly?

UNIDENTIFIED FEMALE:

I have a question. Is it possible for the first newcomers to apply for the second fellowship, for example, the 53? Because I feel it's really important for the first-time fellow to just continue to the next one, because if we go back and we're still connected with the community members we met at this time, and then if we don't show up the next time, we will miss a lot of information or something.

I think participating at the conference is better than following online. That's my thinking. I think the deadline is before we came here. So I just feel very curious: why not put the deadline after the first meeting?

JANICE DOUMA LANGE:

It's an option for you to do, for anyone. That's why I think I said that maybe on the first day. Apply for all of them. If you have not been able to convince your organization to fund you, which we strongly encouraged, if you've not been able to find other funding, ccNSO has



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funding if you're a top-level domain manager. The GAC has funding if you're a Government Advisory Committee member.

There are other opportunities – those are the two main ones I can think of – for you to get funding to come here. So apply if you need it, and then it's up to the selection committee to determine from the group from Buenos Aires, which is closed now, right – we closed in February and we announce in March, on March 6<sup>th</sup> I think – so we're going through the review process for that right now, so you can't apply for that.

But perhaps I need to put something on the application page or the fellowship webpage that says you can apply multiple times; make it more clear that if you apply once you don't just sit back and wait to apply again because the meetings are separate.

For some people, multiple fellowships work, the back-to-back. For others, their heads are going to explode. That's the truth. So we never know. It's the personality plus your organization. Many people cannot get another break from the organization within four months, so you have to ask again for ten days' or eight days' travel of whatever. So it's a good idea for some. Others want to go back and contemplate.

Online is the next best great alternative. I know it's different from face-to-face, absolutely. But again, we go back to use the cards, use the networking, use the connections, use Skype. We can video Skype. You can feel that human back-and-forth, beyond the conference calls, where you're streaming in different languages. So there are many ways to do it, but there's no dictating it.



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But if you can funding for the next one, for Buenos Aires, well then of course you know everybody's always welcome in here and you can get the experience again or help us in another way.

Okay, where are we in sharing? No, Chris already shared. Where are we in sharing? Who has the mic? That's what I'm trying to – okay, Carlos?

CARLOS RODRIGUEZ:

Yes, hi. Carlos Rodriguez, a newcomer fellow from Nicaragua. I just wanted to make a comment about my experience throughout this week. I found it really engaging and full of exciting opportunities to work around back in my country.

I feel that in order to achieve that I had great advice when I started here. For example, on the first day when I was at the registration, someone came to me and introduced himself and told me, "Okay, Carlos, you need to focus. You need to focus on one or two things that you would like to work around that you feel you have worked with in the past. That way, you can make the most of your week." I followed that, and that's one of the words that actually drove my week: "focus."

Then it comes to energy. That's more personal, but I feel that this group actually managed to give a lot of energy to their sessions.

Finally, a particularly smart person I met here also told me that I had to make Wisdom my middle name. That's something that I found really powerful, and I really followed. So I feel that it was great, positive energy throughout this week. Thank you very much to all of you.



SPENCER THOMAS:

Okay. Janice, really, that's what I was just thinking to make the experience even better, especially for the newcomers. As soon as they have been approved and confirmed and they are online, you could have a statement: Part E. State your primary vocation and your two other areas of interest. For each of them, you say, "Okay, if your primary vocation is technical, go to this session." So it sends you to a link and you can begin to read up on that.

If you other options are, say, Civil Society or whatever, on each of these you say, "Okay, go this session." So before they even arrive here, they already have an idea of the [inaudible] because I don't think in your first two fellowships you're going to be involved in six different areas.

So you choose your primary and two other options. That's it. Then for each of those, before you arrive, it links you to others on the Internet, or it could tell you to go the startup page for learners so you begin to have an idea before you arrive.

As [inaudible] said, do a timetable before you arrive. Organize yourself so that by the time you reach in, you know this, this, this, and so forth. So that could be held online before you even arrive here.

JANICE DOUMA LANGE:

I agree, and the learning that you get from here, too, being an ambassador and going back, share with others when you see that someone from your region or area has been selected. It'd be great to reach out to them. I just saw your name on the list. I was a fellow, and let me try to help you with some ideas that helped me.





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So the thoughts that you're having, Spencer, are really good to share immediately with the coaches. I see what you're saying on me. I need to encourage that and make sure people start to have that focus. But it's something that you share with your coaches as well, and as a coach, when some of you come back to be coaches, this is all just great thought.

We have a Google Doc as coaches that I had started for Los Angeles, and I think for my coaches, maybe you can help me when we finish and go back, or in some time that you have, you can start putting some of these ideas in, so it's not just the links to use, but it's methodology. So maybe we need kind of more of a methodology document of how to coach and to focus and give us alternatives as coaches because as Naveed said, it's really difficult.

As a coach, they're doing their day job. They're trying to build an agenda for themselves. If they are a community member, they have volunteer tasks for the community and they're trying to make sure that you get the best out of your experience because there are so few of the alumni because the community is looking to me to bring more capacity in.

So just as Fadi looks in the audience and says, which he did at one of the Board meetings, "How many people are new in the audience?" – it was with the Commercial Stakeholders Group with the Board – about three people raised their hands. Then he looked around to the leaders of the group, and he said, "Not that I don't like you all, but I see your faces all the time. You're always the ones. You say you need help. Well, bring some of the other faces up and let them be the ones and be the leaders and kind of move that out."



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So we need to be able to just do a – from a coaching perspective is very difficult. There are various interests, but we want to keep doing a better job. I love some of the ideas we’re getting here and I think we can make it stronger and better.

Time check: 9:33. How much more time do you have with Janice? Do you guys want to stretch and then go to second half? We’ll do our photo. Mario’s going to do our photo.

Let’s take a stretch break. Mario, why don’t we – what?

UNIDENTIFIED MALE: [inaudible]

JANICE DOUMA LANGE: Yeah, yeah, yeah. That’s what we’re going to do. We’re going to do a stretch break. We’re going to do the photo. But no one’s signed the sign-up sheet yet, and there’s a reason for it. because everybody has to be here at the end. So if somebody’s already left, text them, WhatsApp them, now and tell them to get the heck back here.

I think I scare you to death, poor thing. You look at me like I’m going to come over and smack you.

So let’s get up and stretch. Get some coffee or tea, and then Mario and I will set up a place outside for our photo, and then we’ll come back in and finish with everybody else. Remember, my goal is to get you out of here, if not earlier, than by 11:00 so that you can again stretch about and then maybe go to the Internet Governance Session at 11:15.



UNIDENTIFIED SPEAKER: [inaudible]

JANICE DOUMA LANGE: In ten minutes. We're doing a ten minute break, yeah. Then we'll come back out there where Mario and I set up for a picture.

[END OF TRANSCRIPTION]

