

**ICANN**

**Maryam Bakoshi**  
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Farzaneh Badii: That we are planning to do on the available position in entity and representing NCUC at ICANN. So this position is that nominating committee representative. So we are going to - as you know we have issued a call for applications for this position, but I thought there was a need for people to know more about this position, what it does, and what it entails.

So we have Hans Petter, the Chair of Nominating Committee at ICANN with us today and the former and current NCUC representative at NomCom (Bill Drake) and Brenden Kuerbis with us. Without further ado, we are going to go to the first agenda time. We are going to talk about what is the nominating committee. Hans, would you like to take up that question and tell us more about it?

I can not hear Hans. Can everyone hear Hans?

Man 1: No, no.

Farzaneh Badii: Okay, well if we can't - if Hans is not here, then let's go with Bill and then when he gets audio, then he can just join in. Okay, go ahead, Bill. Tell us about nominating committee.

Bill Drake: The wonderful nominating committee is written into - first of all, can you hear me okay? Is my sound good?

Farzaneh Badii: Yes, very good.

Bill Drake: All right, thank you (unintelligible). Well, you know, if I had known I was going to be answering this first question, I would've gone to the NomCom webpage so I could read you directly. But anyway, the nominating committee is in the bylaws as a means of populating leadership positions in different parts of the community in a way that is supposed to ensure that top quality independent people are put into positions, not only people who are - who come up through their respective SOs and ACs, but also people who may be outsiders in particular, or committee members who just happen to be (unintelligible).

And so the NomCom meets about every year. It's a different nominating committee each year -- three constituted from scratch each year -- and it is given a charge to take applications and then review applications for a number of different leadership positions -- typically several slots on the board of directors and usually there's two - three NomCom appointees on the GNSO Council, and we also appoint people to the at-large advisory committee.

Audio is breaking up for (Aiden). I don't know what to do about that other than continue to speak, because I don't think the breaking up is at my end. Maybe I can move - see if I can get a better signal in another room. I will keep talking as I walk to another room.

And, okay, so (Yult) is a member of the NomCom appointee (unintelligible) -- the GNSO Council -- so probably he could even speak about the excitement of being a NomCom appointee.

But anyway, so each year, as I say, the NomCom is reconstituted. And one of the curious things about that is that it basically has to start from scratch, historically, and make up its own procedures and come to its own political decisions about exactly what kind of rules they want to follow and so on.

Now, last year some of us actually balked at that and said, "You know, this is crazy that we spend so much time at the front end," usually the October or November meeting -- the annual general meeting -- which is where the NomCom is constituted. Sorry, I should've said that first. The NomCom is constituted after, at the end of the annual general meeting in the past and it has a one year cycle.

And usually in the first meeting, we would spend a lot of time sort of trying to agree on basic sorts of principles -- exactly how we're going to organize the process of reviewing applications and so on. In the last year, because a number of us (unintelligible) memory was going to be a bit of a hassle, and while we don't want to be overly influenced by previous NomComs and how they did their work, we should perhaps learn something from what the previous experiences were.

And so Stephane Van Gelder actually -- as the chair at the time along with others in the leadership team -- wrote down for the first time a sort of little 12 page manual that explained exactly what the procedures were. And in this past year -- the 2017 NomCom -- which HP shared -- we basically used that manual again as take off point and then made some tweaks and additions to

the procedures to conform to what we wanted to do. But that helped save a lot of cycles, I thought.

So anyway, so each group starts out from scratch. There are - okay, now I'm really going to feel compelled to go look at the website. I'm sorry I didn't...

Farzaneh Badii: Bill, Hans' audio issue is solved now, so maybe he can just continue.

Bill Drake: Oh, okay, because I wasn't planning on saying all this. Sounds good. Go ahead and tell us the basics.

Farzaneh Badii: Hans, please take the mic.

Hans Petter: Well thank you very much, Bill. Can you hear me?

Bill Drake: Yes, with a big echo.

Hans Petter: Okay, I'm not sure what I can do about that.

Bill Drake: No, now you sound better. I think your...

Hans Petter: Okay.

Bill Drake: You were just interjecting very vigorously maybe.

Hans Petter: Okay, so hello everybody, my name is Hans Petter Holen or HP as Bill calls me. I was chair at the NomCom this year and that means that I was chair elect of the NomCom next year (unintelligible) sort of on the training when Stephane Van Gelder was chair. So part of the continuity that Bill was pointing out is taking care with the transitions of the chair - chair elect one

year and becoming chair the next year and then serving as the (unintelligible) chair advising the next year's chair the next year.

So while it's not quite as bad as Bill stated, we know actually also have some written constitutional memory and that's really nice going forward.

So looking at the NomCom itself, the NomCom is put together with representatives from all of the supporting (unintelligible) stations. I'm from (ALAK). (Kevin) from the GNSO. One from the CPNSO. One from ASOAC. One from ITX. And one from (unintelligible). The three last ones are just - are not boarding members, but and also the (unintelligible) has not acquainted any representative for the last I don't know how many years.

So basically, as Bill said, we're there to appoint members to leadership positions in ICANN. What takes most of the time is actually reading all the resumes and discussing who to appoint for the boards. But then just as important is to appoint to the other committees as Bill mentioned.

Anything else you want me to mention this - what is the non com item?

Farzaneh Badii: So Hans, if you could go over what are, like, the critical tasks that you do at non com? Why is non com important in general at ICANN? That would be great. Thank you.

Hans Petter: So I can try to do that. Bill mentioned that we appoint in total half of the board, or actually one more than half of the board. This means that the NomCom is tasked with making sure that we have geographic diversity on the board. There is requirements to have at least one representative from each ICANN region and a maximum of five representatives from each region.

We're also tasked with making sure that the board has the required qualifications. So in order to do that we get advice from the board, from the CEO, from the supporting organizations, and collectively have to make a judgment call on whether we want to reappoint sitting directors or whether we want to search for new directors externally.

And in order to do so, we issue an open call for nominations. We use the equipment firm to source candidate, and eventually we have to read more than hundred applications and pick, eventually, two or three candidates for board seats.

So it's a very important function to make sure that we have a balanced board - a board with not just insiders coming through from the supporting (unintelligible), but also the competence from running organizations of ICANN size, links to other industries, to civil society, to - and other - whatever other qualifications that is necessary to be on the ICANN board.

Farzaneh Badii: Okay, that's great. Thank you very much, Hans. So we can now move forward and talk about how does our NomCom - how is it critical? But maybe we can bring it from the NCUC per executive, why is non com representative is an important role at NCUC? Brenden or Bill, you can go ahead. Go ahead, Bill.

Bill Drake: I was actually raising my hand to say something prior first, though, just to give people a sense of the rhythm of the work. So basically, at the annual - at the end of the annual general meeting, you form the first NomCom meeting. That's where you sit around together, get acquainted and talk about the basic outlines of the work plan, so on, so forth.

Then we go into kind of a period that's a little bit of a lull, where until the March -- usually, like, mid March -- not so much happens unless people want to do work on the process itself to redefine operating procedures and so on, because until you've actually received the applications, you know, you're not reviewing anything.

The applications deadline is usually -- as I said -- mid March. Usually I think it comes, like, after the second meeting of the year. So like in Copenhagen, for example, and previously Marrakech, we met before the apps started to come in. But we talked about how we were going to deal with the apps.

Then the apps come in. Then the applicants are given, like, another extra week or something like that -- I can't remember exactly -- to fine tune their applications, or if they're, like, had letters of recommendation missing or anything like that.

And then once all the applications are final, then the real work begins and we dive in and -- correct me if I say anything wrong here, HP or Brenden -- sort of the real work gets thick from, say, April, when we begin to have sequential meetings where we poll. We go through all the applicant pools for each of the available positions -- which usually are over 100 efficient applications -- and there are - some people will apply for multiple positions, so you have to deal with that reality as well.

So for each slot that we're going to review people for -- the board, the GMSO, the CNSO, so at large and so on -- we will review the candidates and have initial poll where, essentially, people -- having read all the bios and information about the applicants -- basically we poll green, yellow or red to put them in different baskets.

So green basket are people that we want to consider more going forward. Yellow are people that we might want to kind of keep available to us but they're probably not going to make it unless one of the greens don't work. And the reds are the ones we know are going to drop out, that there's just no support.

So we go through weeks of these polling exercises where there's almost a weekly phone call where we walk all the pools of candidates for each of the open spots and we basket them and we try to identify, like -- I don't remember the numbers anymore, my head's a little - I've been working on a different project all day -- like, maybe, like, ten people for the boards that we would consider and, you know, five people for the GNSO, whatever, something like that.

And then as the process proceeds then, we whittle it down further until we finally get, in June, a short list of people that we want to consider actively for those slots and then we identify people to be interviewed at the third meeting of the year in June.

So we conduct interviews with people and then immediately after the interviews, we vote. Voting is different from polling. Or, sorry, we don't vote. We poll. We poll again until we get a final slate of people and then the NomCom votes on that slate.

In that vote, the non voting members from the (GECK) -- and who are the other two? Is it (unintelligible) I'm forgetting -- do not vote at that point? Yes, they don't vote, but they were able to poll at the previous stages.



And so then ideally what has happened is that by the end of the June meeting, we have settled on a list of people that we are putting forward to the board and to the organization as people to fill those slots.

Then there's a process of due diligence where they get checked out by the lawyers. I can't remember, HP, does the due diligence, is it only for the board people or is this for everybody?

Hans Petter: That's a very good question, Bill. I believe it's - or at least the more (unintelligible) process is for the board members. There may be something for the others as well. I'm not sure...

Bill Drake: So they look into the backgrounds of people to make sure that there's no sort of, you know, convictions for fraud or something like that. Last year I made a little bit of a stink about whether political factors in somebody's background might be something that would be considered in this context and we asked for clarification for legal and we didn't really get it. But hopefully they would not can somebody on the grounds that they got arrested for, you know, protesting against the government or something like that.

Anyway, so there's - so they go through this legal vetting to make sure that the people are jake. And assuming everything is okay, then it - HP, the board formally approves it, right? The board approves the slate?

Hans Petter: This is a bit more complicated (unintelligible) in the new bylaw. The due diligence, if there is any finding in the due diligence, that will come back to the NomCom. So ICANN staff or whoever does the due diligence does not make any decisions. They will (unintelligible) the findings and if something that is wrong, the NomCom will have to consider whether that should be taken into account and they should survey somebody else.

So, formally, with the new bylaws, I believe that the board members needs to be appointed by this new empowered community, but I'm not into all the details there. So for practical purposes, the candidates are selected by the NomCom period.

Bill Drake: Right. And then so assuming that process all works out, then we have an announcement usually, I think, like, August, September of the people that have been selected and those board members are then invited to participate in sort of board work or meetings that lead up to the AGM where they will firmly take their seats.

So that's the - the cycle then - I just wanted to get that across just close to the time commitment, the question was, well, the cycle is one in which, you know, you start in October, November, whatever the AGM is, but the work really begins in full in April and is highly concentration. So this goes to your question (unintelligible) between April and June, it's weekly calls and it's lots of reading people's CVs.

We also do what's called deep dives where we break up into groups for the board slots and for the other slots and different members of the NomCom will deep dive on individual candidates and read everything they could find about them and then conduct a phone interview, and then report this back as well to the NomCom reporter does its last pollings and so on.

So I've probably given this information in a somewhat scattered way, but hopefully you get the flow there.

((Crosstalk))

Hans Petter: I would like to add one thing to that, Bill. In the first period, until the application deadline, it's very important that the NomCom members also do outreach. They need to go out there, both on ICANN meetings, but also to communities -- other places where we believe it's important and actually talk about the NomCom and what kind of candidates that they're looking for.

So that's a very important thing to do in the first period, in addition to get acquainted with the procedures. Then as you said, reading CVs, making selections, moving ahead, doing final interviews, and then finally (unintelligible).

So in order to be part of NomCom, you need to be prepared, to be available at the ICANN meetings for face-to-face meetings, especially on the meeting where we interview the candidates, and then you need to be able to take part in conference calls.

And as Bill said, it's going to be at least weekly calls in the most intensive period. I think one of the lessons from this year was that we -- by doing only weekly calls -- we spent a bit too much calendar time, so it's probably wise to have bi-weekly calls to make the selection of the candidates to be further investigated so that we could save a couple weeks.

This depends a bit on the distance of the calendar between the two ICANN meetings, because we really want to have the deadline for applications after the spring ICANN meeting so that we can use that meeting also for outreach.

Farzaneh Badii: Okay, great. Well thank you very much. This is very useful information. So what I gather from what you're explaining is that NomCom appointees are -- usually their task is to go out there and do outreach for people to put their -- to become candidates for the board and some other positions at ICANN, and also

they look at their CVs and they assess and analyze and discuss among themselves who they want to appoint to these positions.

And so that's the nature of the job and thanks for going through the processes and the workload. Brenden, do you want to add to what has been said, or shall we go skill set? Also there are various things that we need to consider, for example, NomCom -- The Nominating Committee -- doesn't have many women, so there's this gender balance, which the community should address. But there are some skill sets that I gather we need to have for the NomCom representatives, which is like having - being able to do outreach and encourage people to apply for various positions and be able to analyze and access CVs.

And one of the important aspects is to have knowledge about the working modality of ICANN and various working groups and also groups at ICANN. So I wanted - if you have your hand up, if you would like to intervene, just go ahead.

Brenden Kuerbis: Hey Farzi, this is Brenden. Can I take a moment to reply to that?

Farzaneh Badii: Yes, sure.

Brenden Kuerbis: Okay. Can everyone hear me clearly? So I was on the NomCom prior to Bill. I served about a term and a half. I came in about halfway during my first term, replacing (Rafiq) who had been elected to a chair position, if I recall correctly.

Anyway, to the points that Farzi was just making regarding gender imbalance on the committee and also in the applicant pool, it's true. And as Bill noted in the chat, it's really a function for who's the actually rep on the committee.

That's a function of the SOs and ACs who choose - they choose their representatives. So as a constituency, we can certainly make an effort to appoint a female to the NomCom in this upcoming in term.

And then also, with regard to outreach and the applicant pool, I would ask that whoever we appoint to the NomCom in the future, make an effort to -- because people only have limited interpersonal networks, they need to outreach to the constituency and to all of you that are here and interested in NomCom and have your own interpersonal networks -- they need to reach out to you and ask for you to contact and recommend people who can actually fill these positions. I think that's probably the most productive way to influence the balance of candidates, whether it's gender or geographic location or whatever or skill set. So that's one point I wanted to make.

And then I also wanted to talk a little bit about in terms of skill set, from my personal opinion, you know, who is best suited to be a rep on the NomCom. I think it's best suited to someone who spent a few years in the trenches of ICANN and who really understands the perspectives and the nuances and the alliances of various interest groups that are active in ICANN.

And why do I say that? I say that because despite the bylaw stipulation which, you know, clearly states that people come to NomCom as individuals, not representing any organization, you know, actors have a tendency to act strategically and they try to gain influence with ICANN with these appointments -- let's be honest, okay?

So one needs to know how to recognize that behavior and then counteract it individually, and then also with their NomCom colleagues who are supposed to be acting independently.

And this actually can be achieved perfectly well and legitimately by paying attention to and advocating the advice that gets sent to NomCom by the various internal organizations. So for instance, the board, the GNSO, the CCNSO, the (ALAK), they all send what is called advice to the NomCom that guides - is supposedly guiding their selections for that particular year.

And so, you know, to that point, that's an area where members can actually really get engaged. They can help shape the appointments that NomCom makes by being active and shaping that advice that the NomCom receives. And, you know, mostly that's through conversations that you're having with people in those organizations -- whether it's the board or GNSO -- and, you know, actively promoting the values that NCUC has and promoting values that are consistent with those organizations' needs.

You know, for instance, we appointed, in my term, (Yult), in part based on the advice that was provided by the GNSO. And that advice recognized their upcoming policy agenda that dealt heavily with privacy issues in the RDS. And, you know, I can say in retrospect that it was only because of that advice that we were able to successfully put someone who met their needs in the NomCom spot in the GNSO, so - and we just did that barely.

So that advice, I can't stress how important that advice is to the NomCom rep in building a case for the appropriate candidates in these slots. And I'll stop there.

Farzaneh Badii: Okay, that was very useful. Thank you very much, Brenden. And Ines' hand is up, so I just give her the mic. Go ahead, Ines. We can't hear you, Ines. Okay, I'm just going to give a couple of seconds and then if Ines can't get her audio sorted, maybe we can go to Bill and then, okay. Bill, go ahead.

Bill Drake: Wait, is that Ines?

Farzaneh Badii: Yes, I think she managed...

Ines Hfaiedh: Hello, can you hear me?

Farzaneh Badii: We can hear you now.

Ines Hfaiedh: Okay, great. Thank you. I really wanted to find out to the other balance and to the geographical balance, because when I see the team right now -- the NomCom -- there is only one woman, and also the geographical balance is not great -- let's be honest.

I really wanted to ask Bill, how does it look to be - how can we work in the NomCom, but at the same time, do we still have some ties with NCUC? Do we consult with NCUC? Do we have to be updating our constituency? I just wanted to really understand the connection when we are at the same time NomCom and NCUC. Thank you very much.

Bill Drake: Okay, that's a good question. Three points quickly. First on the gender thing, so last year my first NomCom, I was - there was, again, at that point, one woman on the NomCom, and as I said in the chat, that's because of who the various groups choose to put on the NomCom. So what - the only way that that gets fixed is if we can encourage the (unintelligible) that are appointing people to rotate. So that's why I was trying to encourage consideration of a rotation principle.

We also -- with regard to the applicant pool -- last year I felt like we didn't get enough diversity in the applicant pool and I think some others agreed with me on that. And I spent a good part of the year badgering people over that we

ended up appointing three men to the board last year, which I was not very happy with.

But that can happen because when people go through the process and say who do they think is the most qualified and so on, and you poll and you poll and you poll again, sometimes candidates that you think really ought to be at the forefront fall out in your - and let's face it, NCUC is only one vote.

There - the commercial stakeholder group has four representatives -- our partners in the non-contracted house -- and we have one and (NPOC) has zero. So that means that we're there by ourselves.

So the gender issue has been a constant source of discussion over the two years I've been on.

What we did I think a lot better this year in part because we did a lot more aggressive outreach -- like for example we met with the DNS woman's meeting at Copenhagen and really pleaded with people and did get a number of applications out of that.

And I know that I and several other people I could think of off of my head targeted particular people -- this is where having personal network comes in -- and talked them into applying for positions.

So we did have I think a bit better representation this year but -- and I -- well I can't say anything about the outcomes but I think that this is an issue that can be improved upon and I think people are cognizant of it.



Secondly, on the skill sets point I just wanted to amplify what Brenden said very delicately. You know, the mission of the NomCom is to appoint the best people possible.

And so you are supposed to be there as an independent person just like people on the board are supposed to be independent more or less. You – and you are not there supposed to – supposedly representing just the narrow interests of your particular tribe.

That said yes it does happen that sometimes you can observe a strategic behavior as Brenden indicated, and so that means that you do have to have a good sense of the community, of the different parts of the community, of the interests that drives them and the kind of worldviews that people will bring to the NomCom.

I tend to think that this actually has a greater impact in my experience on taking people off the table than it does in actually getting somebody at the backend.

I mean, very often people will say, “Oh this person doesn’t meet XYZ qualifications,” and they drop and so you end up with people being appointed at the end that everybody was able to agree on.

And they might not be the person that any one grouping would’ve necessarily advocated for, but they were the people that didn’t freak anybody out either. So – anyway so the point is he – Brenden is right.

And the people we have/we’ve put on do have to really know their way around ICANN, do have to know what the – how different groups play the game and who has to have – of each piece of their own personal networks so

that when it comes to the recruiting stage/the outreach stage you can really do the job.

Lastly, on the question Ines asked about how do you – can you – what’s the relationship then between the NomCom rep and the tribe from which it comes, in our case NCUC?

I mean, you know, everything that goes on in the NomCom is top secret. We signed a nondisclosure agreement at the beginning of the year. We’re not able to share any information about the people that we’re reviewing or the status of the reviews in terms of, you know, what the emerging profile of the pool looks like or anything like that.

So what I did was when I – as a representative was when I – we put out these monthly or bimonthly report cards I would pass those along, and that would give people a general sense of the calendar and the challenges being faced based on the information that was being publicly disclosed.

So, you know, we – the – there’s a report card in April that usually - or May that will say, “The applicant pool was 85 men and 15 woman and so on and with this or that geographic balance.”

And at that point because that information is public I’m able to comment on it and have but I cannot – but the NomCom representative cannot be continuously checking with or reporting to in any detail anything important to the members about the applicants, so you have to play it a little bit carefully that way.

And as to whether you can be involved in other things, you know, I mean, my feeling was, you know, I did this after being chair of NCUC for three years

and after being on the GNSO Council and I've found that, you know, if the workload was heavy enough in the spring that there was just no way to do anything else.

So I basically dropped out of all policy work for the few years that I was on the NomCom, and I would think anybody who's halfway sane would do the same.

So hopefully not too long I've answered the three ones that (unintelligible) addressed.

Hans Petter: Yes if I could add a few words to that Bill I have also – I've been in the NomCom now for four years, two years as a member and two years as chair – elected chair, and I've had the gender issue and/or put the gender issue on the table each year.

The good news is that by talking about it the applicant pools, the number of women - that buy-in proposition has increased. And looking at the percentage of women appointed to all positions has also improved and that – and the percentage of the applicants if you – in terms of balancing.

One thing that has not been improved is the balance on the NomComs and that's much more difficult because each committee just appoints one person. Now I come from a Scandinavian country where if you're on the board of a public listed company, there actually has to be at least I think 30% of either gender.

So I come from a part of the world where we do what we can in order to try to balance. It's not because we think it's important to have a certain number of

each gender but because if you select from the whole worldwide population you have more talent to select by.

And I also challenged the NomCom when there is only men and one or two women in the room that, “Are you really sure that you make the right aggregation of people when you as the men sets the criteria?”

So I’ve been planning to work on this and I would really encourage all parts of community to look carefully and through that you get the right talent in. As for the time commitment you’re entirely right.

In the last part of the cycle you will not have time for anything else. Your travel and people in the NomCom meeting will be covered for the three meetings away, and that means that the NomCom needs to be your priority.

For the first two meetings there is time to do other things as well because it’s more about – and about the meeting with the NomCom but at the last meeting we’re 100% into this and the requests.

Farzaneh Badii: Okay.

Hans Petter: And – yes and I should also add that all the work in the NomCom is confidential so going back to the – to your supporting on this action to get advice it’s an extremely delicate matter because you cannot at any point discuss the candidates – the – in front of you.

We need to respect the part of the candidates that apply for the position.  
Thank you.

Farzaneh Badii: Okay great. Thank you very much Hans and Bill for these explanations. One thing that I think might be a good idea -- I don't know if that breaks any NomCom rules or not -- is that the NCUC representative on NomCom can actually ask the Executive Committee members of NCUC to reach out their own network, because they are diverse in regions so they are located -- there are representatives from various regions, from Africa/from Asia, so they can also reach their network.

And -- okay Bill yes you can respond to Ines about the geographical diversity. Just -- as well as we do have another half an hour so you're okay with that.

Okay Bill go ahead and then we will follow the agenda after your intervention.

Bill Drake: Okay just to say, I mean, on the diversity issue obviously, I mean, this is important. The challenge here is that there's a pretty strong feeling across the community reps in the two years there has been and the two years that I've been there anyway that while diversity issues are of paramount importance, at the end of the day our first obligation is to appoint the best qualified people for the slots because ICANN -- the ICANN model is kind of dependent on having top notch people in leadership positions.

That's the perception and so it would be very hard to get anybody to agree to a quota I -- that would say, you know, X percentage of open slots for the GNSO or the board should have this or that geographic or gender balance.

That would be hard -- very hard to sell and so what you simply have to do is at the front-end we have to encourage more high quality applicants from outside of North America and Europe, which is sort of the typical sort of space where

too many people come from, and try to get them seriously considered and get them properly basketed as we go through the process.

So that is that issue and I think you just – the – a quota is just not going to happen. And indeed if you had a quota and you had a choice to put, you know, you're trying to fill a board director slot and you had a, you know, two fantastic candidates and two slots and you were forced to put a lesser candidate who happened to be from a particular demographic into one, that would make a lot of people's heads just explode particularly in the business parts of ICANN, which dominate the discussion so I think we have to be realistic about that.

One other last thing on the regional diversity – it should be noted that the At-Large slots that we appoint are four different regions so like this year we appointed somebody for Asia I think.

Was it Asia, Africa and Latin America for At-Large? So that's at least built in to the structure of the slots we're filling but for the GNSO, for the board and the ccNSO it is not the same and the PTI – it is not the same.

Farzaneh Badii: Okay thank you very much. Okay so now I have just one question and – which I've been asked a couple of times. For NomCom it seems like the role of the NomCom...

((Crosstalk))

Farzaneh Badii: ...and the NCUC representative on NomCom – and the role is more kind of like a whip treatment and appointment role so they have to go through various phases of recruiting and appointing board members and other – and people to other positions.

And it seems like it's confidential and you're kind of separated and isolated in your own space, and when you go to ICANN meetings you do not really interact with others and you cannot participate - you don't have much time participating at policy groups.

Is that true? How much does NomCom work efforts at the participation in policy groups, and can someone be a NomCom representative but also be very active on policy groups at ICANN meetings as well?

Hans Petter: I think it's easiest to answer that for the last meeting. This is the meeting we just went past. Then it was not possible to participate in anything. At that meeting I attended the opening but that was the only session I was able to attend.

Now maybe that would've been possible to attend one or two more sessions but serious contributions no. On the previous – for the first two meetings in the cycle there is more time but I will say less than half of your time, and it's of course possible to participate but it's really difficult to generate the program of the NomCom so that you're able to participate.

We try to avoid the premise of, you know, on Constituency Day but since the meetings now are different there isn't always a Constituency Day to avoid so that depends a bit.

But you shouldn't think that you're isolated for the whole year but at the last meeting that's not it.

Farzaneh Badii: Okay thank you very much Hans. So I gather that if you're a NomCom representative you should be very dedicated to NomCom, and as Bill now

explained in chat that his ability to build alliances within the NomCom – it helps to have a general sense of game theory too.

Oh wow Bill. You probably will have to read that book of animal species on that. Right. So building alliances and working with a - NomCom members are important and it could affect your policy work if want to be very active in other areas during the ICANN meeting. Bill would like to address Renata's question so go ahead Bill.

Bill Drake: No I was saying we should address it, not that I should address it.

Brenden Kuerbis: Yes Bill I can take it if you want. This is Brenden. Renata brings up a good – some good questions. Many of those questions are kind of answered in the application actually in terms of, you know, how much time is committed for a specific kind of position that you're applying for.

But I do agree. You ask, "How do you answer this question?" I think, you know, beyond just recruiting good applicants we kind – people who are in ICANN and understand ICANN.

When we're reaching out to people who don't - or who aren't familiar with ICANN or haven't spent too much time here we need to help them with the application because that application really drives what, you know, Bill was talking about, this basketing process up front where it can be very easy for a candidate just to be dismissed.

And so, you know, the better the application, the application that really makes a case why this – why – for that individual is the best person for that position I think we'd go a long way.



It really has – they really need to spend some time on it and it doesn't hurt to have them circulate those application answers by people who are familiar with the process and ICANN more deeply.

Farzaneh Badii: Okay great. Thank you very much Brenden. So – and one thing that we are – I think we can emphasize a lot and it's kind of self-evident is that their experience in domain name system is very important I think both for the NomCom Committee members as well as the positions that should be filled by the – that the NomCom appoints members to.

So what – I think a knowledge of the domain name system and having worked already the aspects of it can help a lot with either being on the Nominating Committee or appointing members to various positions.

That's important too. Now I think (Yusef) wanted to – I – so (Yusef) wanted to ask a question but I don't see his hand up. So – okay Bill so domain name system knowledge is not important.

Right. It is. I believe for the representative of - NCUC representative of NomCom a limited knowledge of domain name system is a criterion for being on that – kind of because you need to understand and know what ICANN actually does with regards to domain name system.

Yes okay. Well I – if I – if it was me I would – if it was left to me I would have made that mandatory for board members as well because if they don't know what DNS is they probably don't know what ICANN does. Go ahead Hans.

Hans Petter: Well at this point my favorite comment is that don't also forget the second N in ICANN.

Farzaneh Badii: Right. Okay. So okay thank you. This was great. So Brenden would you like to cover – there's actually a review going on on NomCom and NomCom processes.

I have not been involved and I think we would benefit from – I think (Nadyurai) is also involved with the review process. Brenden would you like – if you can brief us on the review and what's going on in that front that would be great.

Brenden Kuerbis: Sure. Yes I'll do that as briefly as I can. So I'm a member of the NomCom Review Working Party. It's a group of volunteers, about a dozen of us from across the community who are helping with the NomCom review.

And what the NomCom review is – it's a – an assessment done by an independent evaluator and it occurs about every five years, which examines whether the NomCom has a continuing purpose within the ICANN structure, how effectively the NomCom is fulfilling its purpose and whether any change in structure or operations is needed.

Currently the review process is looking at the NomCom since 2011 onwards, and it began in earnest in May of 2017 with a call for interviewees being made by ICANN -- you probably saw it on the list -- and the independent evaluator attending ICANN59 to begin data collection with in-person interviews.

And to date they've conducted about 40 interviews and they have a handful more scheduled to be completed, and this has included members of NCUC who have had experiences with NomCom, not only our reps but also candidates who've been both successful and unsuccessful.

So I feel confident that - from the interview component that NCUC perspectives are being represented. Importantly, for the rest of the membership a survey with questions that are similar to those that were asked in the interview protocol is going to be released the beginning of September, so be on the lookout for an announcement from ICANN and also on the discussion list.

This is our members' main opportunity for input into this review process, so all these concerns that have been raised in this meeting and in the chat – this is your chance to voice that kind of information.

Given the diversity of actors that we have within ICANN and NCUC it's really important that your input is heard and incorporated into the review, so please make time and – for it and complete it.

To give you a sense of the rest of the process there will be a draft assessment report for discussion with the Review Working Party. That's scheduled for November of this year.

And then based on input from that discussion the evaluator's going to draft some recommendations to address the issues that were identified in the assessment report for discussion with the Review Working Party.

A draft final report containing the assessment and recommendations to be published for public comment – that will come in March of 2018. This is your second opportunity – members' second opportunity for input prior to the final report so you've got two chances here.

You've got a survey coming up here in September and then you're going to have the public comment but obviously the survey – the earlier you get your concerns in the more influence it's going to have on the report.

The final report – the submission of the final report once they've incorporated all the updates based on public comment should occur in June of next year, and then they'll go into implementation of recommendations.

Farzaneh Badii: Okay...

((Crosstalk))

Brenden Kuerbis: And I'm happy to take any questions about that process.

Farzaneh Badii: Okay thank you Brenden. Any questions about the review? Bill has a question. Go ahead Bill.

Bill Drake: I don't have a question. I just want to remind people there was a previous review in which there were proposals to completely restructure the NomCom and inter alia greatly reduce the role of the GNSO community by adding in all kinds of people from, you know, multiple people from each of the other communities.

It was actually a fairly out there proposal, which can't believe the board ultimately did not hack them because it got a lot of bad feedback in the community.

But the point is is that the review of the NomCom like the review of the GNSO or the review of the At-Large gives an opportunity, you know, is a circumstance in which everybody who's got an axe to grind with the existing

organizational structures and so on comes out with their agendas and pushes for, “We need more of X and less of Y,” and whatever else.

So it’s important for us to represent at that stage on the broad range of issues that are in play to make sure that...

((Crosstalk))

Bill Drake: I mean, I, you know, from my standpoint the fact that within the whole ICANN structure you’ve got one civil society representative on the NomCom.

It does have an impact on the way the NomCom works. So, I mean, this is the – just to say that we need to be able to respond to all these other kinds of issues too. Thanks.

Farzaneh Badii: Okay and Renata has a interesting question. The - apparently CEO has said that he doesn’t like diversity. He likes variety because diversity reminds him of handouts.

Is this a type of view one can expect worth fighting for diversity in NomCom?  
Thank you Renata for that question and do you want to answer that question Brenden or Bill?

Man: Thank you.

Farzaneh Badii: Okay. Well I don’t see any kind of readily available questions.

Bill Drake: Yes Goran speaks for himself.

Olevie Kouami: Hello.

((Crosstalk))

Farzaneh Badii: Okay. I can hear someone. Okay so – right. I think Renata it doesn't matter who said this. I think their diversity view is not about handouts.

Man: Yes hello?

Farzaneh Badii: It's not about – hello?

Man: Hello.

Farzaneh Badii: Hi. Yes please go ahead.

((Crosstalk))

Farzaneh Badii: Can you please...

((Crosstalk))

Farzaneh Badii: ...real quick? Right. We can't hear you. So as I was saying the diversity is not about handouts. A diversity does not mean variety. Diversity – when we use diversity in – especially in a ICANN context we mean very specific things, that we can achieve them by like, you know, we mean gender balance.

We mean geographical diversity. We mean very specific things that we can achieve. It's not about handouts and just giving it to one person without considering all sort of – all sorts of other criteria and - just because they are – they have like specific – like from one region or another.

So no I do not agree with that and I don't think that's the view of ICANN community as a whole. Diversity is not their variety and it shouldn't be. So anyhow – so I will – I think we're – one of the things that I want to be clear with the members is the NCUC – we should call for the NCUC representative on NomCom...

((Crosstalk))

Man: Yes hello?

Farzaneh Badii: I think we have been...

Man: Hello?

Farzaneh Badii: Hello. Yes please go ahead.

Man: Yes.

Farzaneh Badii: Do you have a question?

Man: Yes.

Farzaneh Badii: Can you introduce...

((Crosstalk))

Farzaneh Badii: ...yourself? We can hear you. Okay. Well seems like we have connection problems. Anyway for the – we have issued the call and the Executive Committee members are going to consider the applications.

If there are like nominations for this position as well you can nominate people that - you think they're qualified. One thing that is important to consider is the skill sets that I have shared with you and also the - also what we discussed today: What is really needed in a NCUC representative on NomCom, the ability to work with others, to understand the dynamics of the groups at ICANN, to build alliances, to go out and reach out to various networks and be - or - and when you become a NomCom representative you should sound like a dedicated NomCom representative, which means like doing a lot of work and being in a isolated space with some colleagues of yours at ICANN meetings.

And - but it is very fruitful and it is a very critical position for NCUC. It can - you will have varied - the person appointed will be...

((Crosstalk))

Man: Yes hello?

Farzaneh Badii: We will be - hi.

Man: Hello.

Farzaneh Badii: Do you want to ask a question? Go ahead.

Man: Yes.

Farzaneh Badii: Hello?

Man: Okay then.



Farzaneh Badii: Yes please. Is that (Yusef)? Well okay. So – okay so - and just to follow up on what I was saying it's a critical position for NCUC. You have a major role at NomCom to decide on who's going to be board member, which is like huge and also like some of the critical positions at ICANN that will – and the decisions that these people that you appoint to – the decision that they make have critical effects on our work.

So – yes so that was – that's what I wanted to say. Unfortunately we couldn't hear from (Yusef). I don't know if he can just write his comments and I will read it or question.

Okay. Well we are done now. If there are no comments or questions thank you very much for attending. Don't forget that the deadline for applying is Friday and it's this Friday and consider everything that was said here and...

Man: Yes hello.

Farzaneh Badii: And I – hi.

Man: Hello.

Farzaneh Badii: Please. (Yusef) can you hear me?

Man: Yes.

Bill Drake: Hello we can hear you.

Man: Okay then.

Farzaneh Badii: I – yes. Well it seems like at the – after hello we can't hear (Yusef). I think it must be (Yusef). Okay anyway – so okay if there are no comments or questions we can adjourn this meeting.

Thank you very much for attending and as I said we are going to have a series of these Webinars about various positions that NCUC had or like has to appoint members to for ICANN.

So stay tuned and don't forget that the deadline for the Nominating Committee representative is Friday, and we have to give the name of the representative in August so pretty soon.

And thank you very much and have a great day. This transcript and the recording of this meeting is going to be put up on our – into the Web site so you can go to it whenever you want. Thank you. Bye.

Maryam Bakoshi: Thank you everyone for attending the call. Mary please you may stop the recording and disconnect all lines. Thank you so much for your time today. Goodbye everyone.

END