
CLAUDIA RUIZ: We will now begin the official recording of this call. Good morning, good afternoon, and good evening, everyone. Welcome to the Atlas III Leaders Development Team call on Monday, the 4th of March, 2019, at 21:00 UTC. On the call today we have Maureen Hilyard, Tijani Ben Jemaa, Olivier Crépin-Leblond, Justine Chew, Cheryl Langdon-Orr, and Abdeldjalil Bachar Bong. From Staff, we have Heidi Ullrich and myself, Claudia Ruiz on call management. We have received apologies from Sylvia Herlein Leite. If I can please remind everyone to state their name before speaking for transcription purposes and with this, I turn it over to you, Maureen. Thank you.

MAUREEN HILYARD: Thank you, Claudia. Okay, so I know that Justine and Leanna and Cheryl have been having conversations about how we're going to incorporate the criteria into the EOI form that Cheryl's had been coordinating, and she had a draft already of it. These are the criteria, of course, that we discussed at the last meeting, but I bet you're wondering if Justine, yes, she has put in a Google doc link below. Claudia, is it possible for that to be shown so we can see how these criteria are going to be incorporated into the EOI? And Cheryl has added a note here, too.

CLAUDIA RUIZ: Okay, the screen is very small here. Are you guys seeing the Atlas III EOI form?

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

MAUREEN HILYARD: Yes, we can.

CLAUDIA RUIZ: Okay.

MAUREEN HILYARD: And Justine will need to have scrolling rights. Alright, Justine, do you have scrolling rights?

CLAUDIA RUIZ: Unfortunately, since I am sharing my screen, I would have to go through it. Justine, just let me know what you want me to do.

JUSTINE CHEW: Correct. I can't control this, that's fine. Based on the last working group call, we discussed the list of criteria that with small team was working on and subsequently that small team has continued to make comments to the criteria list on our Google doc, which kind of reflects what Claudia put on the screen earlier. But basically what I'm saying is based on that, Leanna and I have actually taken the initiative to develop the form, because we are mindful of the March 9th deadline that Maureen had set for us to get the form ready.

So, that's why the two of us decided to go ahead and look at the development of the form so that we can have at least some time for people to appreciate the criteria list and how it's being reflected in the form. Okay, so this is what it is. I have to stress that this particular form

only concentrates on the criteria list that we are working on. It does not incorporate all the other elements, the organizing, the Atlas III Program Working Group or leadership would want to include such things like what's your name, what's your contact details, and that sort of thing. So, I'm going to leave that to the leadership and program development to complete.

So, Claudia, can you go back to Section 2, I believe it is. Yes, okay. So, essentially our part of the work starts with Section 2. Section 1 is what I was referring to the contact details for the applicant. So, Section 2, we talked about, this reflects Criterion #1, which is the At-Large information. So we are asking questions about which region, which ICANN region or RALO you are affiliated with. We are trying to ensure that only people who are current members of a RALO are eligible to apply, hence your current affiliation you see on your screen at the top, now. And it actually asks you whether you are current a member of a registered ALS or an accredited individual member.

Okay, so basically you have to answer one or the other. And we are also trying to establish when you've been a member of At-Large, because remember, we talked about assessing criteria based on a 12 to 24-month timeline or basically in the last two years. So we want to know up front from the applicants themselves whether they have been a member of At-Large for at least 12 months, or whatever before 12 months, and that plays into percentages of attendance and that sort of thing. So, question #3 is asking exactly that, when did an accredited individual become accredited with At-Large. And questions #4, 5, and 6 are only meant to be answered by ALS members. So it's about naming the ALS that you are a member of, when was it registered with At-Large,

and what roles you play in the ALS and how long you've been playing that role.

Okay, Section 3. Claudia, can you click on Next, please? Section 3 attempts to determine the level of your participation in At-Large. So the first subsection is talking about participation in RALO and ALAC activities, which is reflective of Criterion #3, I believe, on our criteria selection list.

Okay, so Question #7 asks about basically how actively you've participated in RALO monthly calls and meetings, and here we're trying to sort of pre-establish or preempt the scoring mechanism that we're going to use to assess the answers. So, I've just put in segments, like very active being having participated in more than 50% of the calls on RALO calls; reasonably active as being between 25-50% of the calls, somewhat active as being more than 10% but less than 25% of the calls, and not active is less than 10% of calls. I have my own thoughts on why I used 4 segments, but if people want to limit them to three, then we can look at changing the segments, but I don't think we should go more than 3 or more than 4 segments.

Okay, Question #8 asks about whether you have participated in a RALO poll or survey, or any other activities. And Question #9 asks the applicant to specify what other activities they have participated in, if they have checked the Other Activities box in Question #8.

Okay, moving on to Question #10, Claudia, can you scroll down a bit more? Okay, thanks. So, Question #10 asks about whether you currently have a role in your RALO or for your RALO. So in terms of in

your RALO, it could be a RALO leadership role, as an example. "For your RALO" could be things like you're running the monthly newsletter or you're the RALO rep on a working group, you know, we're looking for those sorts of answers.

Question #11 basically asks them to specify what those roles are if they have answered yes to what I just spoke about.

Question #12 moves on to survey participation levels in ALAC calls and meetings. So again, the same four segments of more than 50%, between 25-50%, more than 10% but less than 25%, and less than 10%, so that's the four segments.

I threw in Question #13, whether it's mandatory or not, people can comment about it. I wanted to know about whether the applicant has been an ALAC member.

Moving on to the next subsection, which is To Assess Contributions In Policy Input, As Well As Reviews. So, review is something that we didn't exactly identify per se, but I thought I'd throw it in for consideration. Reviews are also important work that At-Large participates in.

So, Question #14 identifies, remember we talked about fixed lists of working groups which we want people to indicate if they have been participating in, or have participated in before. So Question #14 lists those working groups which are under the At-Large Purview, okay, so there is a long list of them. People can comment about whether some of these are still active or not, if they are not, then we can take them off. If we've missed any working group that should be on this list, then by all means, let me know. But you will remember that we are looking

at a timeframe of 24 months, okay? So anything that is outside of the 24 months shouldn't appear in the list, which is possibly why I have not included some working groups that people have formerly participated in.

So, Question #15, basically if you have checked any of the boxes in Question #14, then we ask you to state the contributions that you have made in those working groups that you say that you have participated in.

Question #16, list the cross community working groups that are currently active or have been active in the last 24 months. Again, if I missed any, please let us know, but we also the check box of Other to capture any other particular cross community working group that is not obvious to us.

Question #17 asks for the contribution to the cross community working groups that the applicant selected in Question #16.

Question #18, list the GNSO PDP working groups which again have been active or are currently ongoing in the last 24 months. Again, I include the Other option to try and capture any particular working group that is not within the list, that we should look at.

Question #19 asks for the contributions to the GNSO working groups that the applicant say that they have participated in.

Question #20 gives the list of reviews. Perhaps I should add an Other check box, I'll make note of that, okay.

Question #21 asks about the role that they played in the reviews that were selected in Question #20.

The next subsection tries to assess contributions in outreach and engagement for At-Large. So, this is Criterion #4, I believe it is, I forget, sorry, Criterion #2. So, the earlier section is reflective of Soft Criterion #1. So this is Soft Criterion #2, Outreach And Engagement. So, we are trying to tease out whether people have been involved in global meetings, regional meetings, or local meetings, or local events in the capacity of either organizers, rapporteur, communicator, or a member in the program or content committee. Alright, so these are optional check boxes.

Question #23 asks for the details of those events and the actual contribution, and the case of whether it's reports, whether there can be a copy of the report in a webpage somewhere, we'll probably have to look at the possibility of uploading a PDF copy of reports, if that's necessary.

Moving on to Section #4. Section #4 deals with the knowledge criteria. Okay, so this is where we ask about completion of mandatory versus optional courses. Claudia, can you move up a little bit to show the introductory text, yes, thank you. So, we made it a point to give notice that people have to have completed the mandatory courses in order to be eligible to be considered as a supported traveler. The optional courses are recommended, but not it's not mandatory to complete them before you submit the EOI form.

So again, this list of mandatory and optional courses are under Question #24 and #25, and subject to confirmation by the program development working group or the capacity building subgroup within that working group. I have not received a reply from either Eduardo or Alfredo. I think all of you were copied in my email to them, so that there is a record that I have made that request, but as I said, I have not received a reply, so I'll have to follow up on that.

But I would ask that some discretion as to including the list that Eduardo or Alfredo comes back to us with into this EOI form, because in terms of timing issues, we have to get the form ready by the 9th of March, so depending on when they come back to us with the answer, and I will undertake to send them a reminder, we may have to take on face value what they are giving us in terms of lists, that should be the final list that goes into the EOI form.

Section #5, moving on, yes, so Section #5 deals with the other soft criteria of the criteria list. So, in particular, we are looking at Collaborative Attributes and Team Building. For these elements, we have asked for examples to demonstrate one's ability to be collaborative. If somebody can help me tweak the wording, but the idea is to draw on past evidence of having been collaborative. And Question #27 has to do with skills in team building, and in both cases, we have asked for references, so that the selection committee can collaborate those inputs.

The next element is Ability To Lead, Motivate, Inspire, And Build Consensus. So, for this, under Question #28, it is reflective of the criteria list in the criteria selection Google doc. So we are asking

applicants whether they have 1) Chaired or co-chaired a working group or RALO or subcommittee; 2) Whether they have led a specific process in a working group or an ICANN-related event; 3) Whether they have initiated or organization a policy discussion for a specific purpose; 4) Whether they have organized a policy or an outreach engagement event or have been responsible for publication; 5) Whether they have moderated or facilitated a workshop or breakout session; and 6) Whether they have had coaching experience, for example, being in ICANN position of coach or policy mention.

Question #29 asks for those examples, if they selected any of the check boxes in Question #28.

The next element is Effective Communicator. So again, this is reflective of the selection criteria list, we want to know if applicants have undertaken any speaking engagements, presentations, maybe written a report or statement that they have undertaken for the RALO or At-Large in general.

Question #31 is talking about being active in social media, and which ones.

Next section has to do with the concerns. So, we talked about the desire to understand whether an applicant faces challenges that the selection committee should take into consideration when assessing their expression of interest. So, this is meant to be a free text box that applicants are supposed to use to indicate those challenges that they want the selection committee to take into consideration.

Section #7, next section, is dealing with the commitments. So, we split the commitment into two different questions. Question #33 has to do with participating actively in Atlas III and Question #34 has to do with participating and contributing to the work of At-Large after Atlas III.

And that is essentially where we have come up to for the form. So, maybe Maureen wants to take back chairing this meeting. Thank you.

MAUREEN HILYARD:

Thank you, Justine. I think that we can all appreciate how the original list that we discussed of the criteria has actually been incorporated into this form. The leaders, of course, were just putting the criteria that was agreed upon by the original leaders group into this format so that it could be easily managed by the applicant to respond to the criteria that were actually to be drawn upon. I think they have done a wonderful job. I think it would be easy for the applicant to respond to, fill in the criteria that has, the demonstration of the criteria, it could be quite length. If anyone has got any other questions or queries that they would like to put forward at this particular point in time, I think they have done a wonderful job.

There are other aspects, as Justine said, this has just addressed the criteria and the indicators as they were discussed by the leaders group. So it's a major section of the EOI. There will be other aspects, sort of like introductory things about context and contact details, and things like that that are additional to it, and one of the things that we have just been talking very recently is that there may be some criteria that we may need, if we focus this EOI just on the applicant's ability or their

appropriateness to be a traveler, then once that has been identified, then other communication issues can actually be dealt with and made, so like requested afterwards.

But I think that judging on what has actually been done so far, we've certainly got something that's really, something that we can move on to over the next few days to incorporate and to put out an EOI. Olivier, could you see anything else that you felt might be needed with regard to the programming? I know that the section that actually lists the ICANN Learn activities seems pretty comprehensive and as Justine mentioned, there may be some additional items that still need to be added. Any questions or any additions on to that? Tijani?

TIJANI BEN JEMAA:

Yes, thank you very much, Maureen. Tijani speaking. I see that as you rightly said, and as Justine said, there is nothing from the remarks that are below the table have been taken into account, and thus that means that no consideration of the original representation will be late, I assure you that it will not work like this, it will not, it will be a big problem if it is not taken into account. So, this is one point.

Second point, we need to see how those criteria will be scored. There is another problem or question that I have. We decided, and Leanna had a very good proposal to split the criteria into hard and soft, and she said that the hard are compulsory, so they are mandatory, the people who don't pass them will be dropped. I don't see it in the EOI, it is not clear, and I don't know how it will be managed. So, a lot of questions, a lot of problems. Thank you.

MAUREEN HILYARD:

Thank you, Tijani. I'm not quite sure or I misunderstood the way that the form has been situated. I think that first of all the regional representation, I think that without belaboring the fact of the regional representation, because it wasn't a personal criteria, I think that the addition of the section that asks for people's concerns, because the regional representation may be a concern to some people but not for others, but for those who apply, and there is a concern, they can register that concern within that section. I think it's a perfect addition to the actual select criteria list, that people can actually put something extra.

With regard to the mandatory and the hard and soft options, I think that these, too, have actually been addressed, as Justine mentioned, that those criteria that were mandatory have actually been incorporated first of all, where you've looked at whether they are ALS members, individual members, when were they accredited, that has already been included in the first part and in the second part it was looking at the soft criteria which was specified within that. So, I'm not quite sure what you're actually referring to has having been missed out.

In fact, I think that it's very clearly outlined within the EOI form that has actually been presented. Does anyone else have any concerns about this? I think that some soft options and the experience aspects, there is an opportunity for people to demonstrate how first of all the criteria that were identified within our original list, that's actually very clearly identified, and they have an opportunity to explain what experience they bring to that.

Let's try and have a look through here, course material should be ready to go out by 22nd March. Yes, the EOI will definitely go out before then, that's for sure, but that's why we do need to make sure that what is down as mandatory is available for all people to use. I'm assuming that if the list is actually coming from Eduardo, that section will be very clearly detailed and available. Cheryl? Cheryl, are you on mute?

CHERYL LANGDON-ORR: No, I'm not muted, hopefully you can hear me, I'll bet you can't. Oh well.

MAUREEN HILYARD: Yes, we can now.

CHERYL LANGDON-ORR: Alright, okay. Just so you know, the EOI will be going out before the 22nd of March. That wasn't the proposal coming out of one of the other endless meetings on this topic I've certainly attended today. In fact, Olivier was very strong on the matter that we should not be putting out the EOI before the coursework is in fact all fixed and that he and Eduardo were going to just have to adjust their timeline, and he was quite forceful and quite persuasive about that. So, Maureen, I would strongly encourage you to hold off the EOI until the coursework is ready.

MAUREEN HILYARD:

Perfect. I must admit, I had actually only indicated that it was going to launched on the 9th of March because it was actually on the timeline, so I was just going by the timeline. But if that can be delayed, that would be better for us, actually. So, yeah, I'm sorry, I didn't attend that earlier meeting, but I'm all for being able to give some extra time to it, because it is important that those courses are available, which is why I had mentioned it.

So, yeah, if Olivier can let us know when that is going to available, that's going to great, because it gives us more time to finesse the EOI form to make it more appropriate for us. Great. So is the launch date the 22nd of March, is that something that was agreed to, that Olivier thinks that it might be ready by then? Okay, okay, we'll make it 22nd of March, fine. I'm sure the manage group will be really pleased, and with Cheryl, working together on that EOI. We need that time just to get it organized. Yes, Cheryl?

CHERYL LANGDON-ORR:

In fact, at the same meeting, the suggestion to allow for double checking and everything else, Alfredo and Eduardo and Johanna were quite supportive of this. The go live date was in fact suggested to be April 1st, because despite the fact I was, of course, in another meeting at the same time, I found it amusing that we would be opening up our EOI on April Fool's Day, and that tickles my fancy.

MAUREEN HILYARD:

Okay, well, it sounds like a definite date. So, if we make it April 1st, would that delay the subsequent date when everything is due, when the

EOIs are actually due? Because was it not going to be, April, May, June, beginning of Marrakesh, is that still a date for getting them on? Olivier?

OLIVIER CREPIN-LEBLOND: Yes, thanks very much, Maureen, Olivier Crepin-Leblond speaking. It's all down to the course, the availability of the courses. And with the number of hours that will be required for people to follow those courses on ICANN Learn, you're looking at about 6 to 10 hours of mandatory courses, and then you're looking at another 10 hours or so of optional courses.

So it was found on the previous call that it's actually okay, on the program call, it was found that it was actually okay to give a month for people to follow that amount of courses, a month is ample time. So the whole process of closing of application period, et cetera, will still remain the 1st of May, giving a whole month for people to both apply and follow the courses, was deemed to be enough. That's the current thinking. So, no current adjustment to the rest of the timeline. Thank you.

MAUREEN HILYARD: Alright. Okay, now that sounds reasonable and I think, too, even if people are given some forewarning that there are some mandatory courses, they may even start on some of those that are actually ready, so that they give themselves a little more time. Even trying to find 10 hours for some people may be a little difficult for fitting it into their schedules.

HEIDI ULLRICH: Maureen, this is Heidi. I wanted to just you know, I've noted now, just to confirm, 22nd of March is the deadline for the courses, we'll be working with Betsy in Kobe. The 1st of April is now the new launch for the EOI, and then we still will remain that 1st of May deadline for the closure of the EOIs and the completion of the courses, the mandatory courses. Is that correct?

MAUREEN HILYARD: That is, as I understand it at the moment, and if Olivier agrees with that, that's what we will do.

HEIDI ULLRICH: Okay, so just barring that, just for a moment, Olivier, so could I please ask that prior to the launch on April 1st, that Maureen, either you or Justine, or somebody who you would like to do so, work with Gisella, myself, and Yesim to prepare the back end Wiki pages for tracking these EOIs for looking at the criteria, et cetera. I don't know if that has been done, I don't believe it has, and that is going to be crucial, in my view, to a smooth processing and judging of these EOIs. So that is something that we very much need to look at. Thank you.

MAUREEN HILYARD: You're definitely right, and it is something that once we've got our side of the EOI established, then we've got to start working on the selection panel and the actual working on the scoring, et cetera, of the criteria as we have them. So, yeah, there is quite a lot of work that needs to be

done before that, and that extension does give us time to work on it a little bit more. I'm actually very pleased that we've been able to move that a little bit later and it's going to give us that extra time that we need to work on the sorts of things that you're raising.

Also, I don't think there is going to be any problem with basically advertising, in fact, it will be mentioned in RALO meetings, as well as our own At-Large meetings, just to highlight to people what courses are available and what they can start work on if they're interested, and at the same time, working with staff, as you say, to make sure we have all the other bits and pieces in place. I know that the leadership development team is going to be required to work pretty significantly on the sorts of things that still need to be done. Okay, so that's a relief, in a way. So, thank you for that news. As Justine said, people need to get an appreciation of what's actually in the form so when we're doing the scoring, it's actually appropriate to our selection needs.

So, I have to give real credit to Justine and Leanna for the work that has actually gone into this particular, the EOI form, just translating it from the original criteria table into a format that encompasses all those needs. Despite what Tijani said, I think it has been very appropriately reflected within the form in the format that the form needs to be in to make it easy for applicants to use. So, it's sort of like we've got something that we can work on, we've got the basis, we've got a strong basis to be working on, and we've got a little bit more time to do it in, as well. So, are there any other questions or queries? Anything that anyone else wants to raise at this particular point in time?

Thank you for coming to this session and for relaying the information that's going to help us move forward. Anything else? Nothing? Great. We'll let Cheryl and Justine get back to their meetings and thank you everyone for coming today. Have a look through, the link has been given for looking at the forms. If you have any questions or queries, please send them in to Justine and Cheryl so that they can actually look, and Leanna, of course, they can look at making any adjustments as required. Okay, so I call this meeting to a close, and thank you very much.

CLAUDIA RUIZ:

Thank you all for joining this call. The meeting is now adjourned. Please remember to disconnect your lines. Thank you.

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