

11:30:25 From Yvette Guigneaux : Hi All - Welcome to the NomCom Review Implementation Working Group (NomComRIWG) - Meeting #3 on 2 May 2019 @ 1900 UTC!

11:33:53 From Yvette Guigneaux : For Action Items from last week's call - here's the wiki link - <https://community.icann.org/x/g4OGBg>

11:43:59 From Yvette Guigneaux : Also - for SOI's - here is a blank SOI form for anyone that needs one -

11:44:33 From Yvette Guigneaux :
[https://community.icann.org/pages/viewpage.action?pageId=105388654&preview=/105388654/109479012/SOI%20Form%20\(with%20GDPR%20language\)%20v3_.pdf](https://community.icann.org/pages/viewpage.action?pageId=105388654&preview=/105388654/109479012/SOI%20Form%20(with%20GDPR%20language)%20v3_.pdf)

11:55:43 From LILIAN IVETTE DE LUQUE : hello everyone

11:56:04 From Tom Barrett : hello!

11:56:40 From Vanda Scartezini : hi everyone !

11:57:11 From Ken Stubbs : I am using my computer audio rather than dialing in. is this acceptable ? if so can someone give me a "test" please

11:58:13 From Kristina Hakobyan : hello, everybody

11:58:29 From Vanda Scartezini : hi Ken

11:58:40 From Tom Barrett : Current member roster is listed here: PLease note if we have your SOI <https://community.icann.org/pages/viewpage.action?pageId=105388654>

11:58:45 From Ken Stubbs : cant hear anyone. this new service is driving me crazy !

11:58:53 From Vanda Scartezini : Ken we are calling you, are you mute?

11:59:06 From Cheryl Langdon-Orr : :-)

11:59:11 From leahsymekher : Leah Symekher just joined ..Hi All

11:59:13 From Cheryl Langdon-Orr : than Yvette

11:59:18 From Yvette Guigneaux : Hi Ken - just let me know if you would like a dial out if that may help you

11:59:47 From Cheryl Langdon-Orr : Sorry to hear that Ken (pardon the pun) there is a few challenges it seems

12:00:10 From Ken Stubbs : cant locate mute button on my screen. where is it located

12:00:55 From Osvaldo Novoa : Hello all!

12:01:06 From Cheryl Langdon-Orr : Yes we can hear you

12:01:12 From Ken Stubbs : please call me. +1 352 750-9776

12:01:13 From Yvette Guigneaux : Hi Ken - which button are you looking for?

12:01:14 From Cheryl Langdon-Orr : May as well start

12:01:18 From Yvette Guigneaux : sure Ken - will do

12:01:26 From Ken Stubbs : want to unmute sound

12:01:32 From Vanda Scartezini : hi osvaldo como estas?

12:01:42 From Osvaldo Novoa : Hi Vanda!

12:01:48 From Cheryl Langdon-Orr : and at 60 mins I will be also in another call (yes I canmultitask)

12:02:21 From Tom Barrett :
<https://community.icann.org/pages/viewpage.action?pageId=105388654>

12:02:34 From Cheryl Langdon-Orr : your audio is choppy for me at least

12:02:44 From Cheryl Langdon-Orr : if only me then I will manage

12:02:45 From Yvette Guigneaux : Ken - in the bottom left corner of the zoom screen is where you can mute and unmute the audio

12:02:52 From Ken Stubbs : would someone please call me

12:03:10 From Yvette Guigneaux : SOI Link -
[https://community.icann.org/pages/viewpage.action?pageId=105388654&preview=/105388654/109479012/SOI%20Form%20\(with%20GDPR%20language\)%20v3_.pdf](https://community.icann.org/pages/viewpage.action?pageId=105388654&preview=/105388654/109479012/SOI%20Form%20(with%20GDPR%20language)%20v3_.pdf)

12:03:13 From leahsymekher : Do we need an updated SOI for this group?

12:03:19 From Yvette Guigneaux : Doing that now Ken

12:03:34 From Cheryl Langdon-Orr : Ken can you at least hear Lars?

12:04:09 From Yvette Guigneaux : YOur phone should be ringing now Ken

12:04:26 From Cheryl Langdon-Orr : Lars are you not sharing the Agenda screen etc.,

12:04:37 From Yvette Guigneaux : Ok Ken - can you hear? It shows success on this end

12:04:57 From Cheryl Langdon-Orr : Thanks Lars

12:05:56 From Jay Sudowski : Is this doc available elsewhere? Would like to scroll through the whole thing if possible

12:06:02 From Yvette Guigneaux : Ken - you able to hear now? All good?

12:06:41 From Nadira Alaraj : @Jay, document scrolling is not avaiable in Zoom

12:06:53 From Jay Sudowski : Right - hence was wondering if I could download it somewhere :P

12:07:53 From Ken Stubbs : i was able to get in. thx

12:08:17 From Yvette Guigneaux : Hi All - just during Tom's presentation - all are muted so background noise is limited and all can hear - during Q&A things will be unmuted

12:09:10 From Yvette Guigneaux : Hand up - from Ken

12:10:20 From Leahsymekher : Very good point Lars

12:10:41 From Cheryl Langdon-Orr : Especially important when you link it to the recommendation that says to not change the size of the NC

12:11:45 From Cheryl Langdon-Orr : Of course GNSO is one of the few entities that can change its structure in terms of Constituencies

12:12:09 From Cheryl Langdon-Orr : ALAC for example is fixed to Geo Regions used by ICANN (currently the 5 nothing more or less)

12:13:09 From Cheryl Langdon-Orr : this is a VERY sensitive and important process (possibly the most important one) we need to implement and so MUST involve the Empowered and wider ICANN Community

12:13:27 From Cheryl Langdon-Orr : sorry about my typos

12:16:16 From Cheryl Langdon-Orr : Yes Vanda especially because that was designed to aid DIVERSITY

12:16:39 From Jay Sudowski : NPOC

12:16:47 From Cheryl Langdon-Orr : correct Jay

12:16:49 From Ken Stubbs : my hand is up here again

12:16:57 From Nadira Alaraj : GAC

12:17:04 From Jay Sudowski : GAC has a slot, they don't use it

12:17:04 From Raymond Mamattah : @Vanda, are you suggesting there should no more be regional representation to NomCom?

12:17:34 From Cheryl Langdon-Orr : But they could their WG on that has not concluded

12:17:45 From Cheryl Langdon-Orr : that was re GAC @Jay

12:17:47 From Remmy Nweke : Hi everyone

12:17:48 From Nadira Alaraj : That was the reason for the discussion

12:18:34 From Cheryl Langdon-Orr : I guess I would ask is it our job to determine that @Tom or our job to implement a process that allows it TO BE determined

12:18:40 From Vanda Scartezini : Ray just the country. shall keep the regional representation if not the Ralos will not agree to not have their own representation

12:18:52 From Vanda Scartezini : contrary,

12:19:06 From Remmy Nweke : @Jay, yes NPOC needs to be accommodated in the diversity.

12:20:08 From Raymond Mamattah : Okay Vanda

12:20:23 From Cheryl Langdon-Orr : Vanda remembering the ALAC appoints 5 Geo Regional reps they are not RALO reps and they indeed need not even be endorsed by or recommended from the RALOs

12:20:51 From Cheryl Langdon-Orr : but the Geo Diversity reflects the design of the same in At-Large's ALAC

12:21:07 From Vanda Scartezini : Cheryl. I know but we feel represented since there are normally one from each rail their

12:21:17 From Remmy Nweke : @Cheryl, I think they are nowadays having RALO endorsement to truly show they are from such a RALO

12:22:27 From Cheryl Langdon-Orr : Agreed @Ken and we need to ensure that non NC experienced people know a good NC acts in the best interests and for best outcomes from the pool of candidates in any year and doesn't or shouldn't run on Reperesentational or block lines

12:23:09 From Vanda Scartezini : agree too with KEN

12:23:57 From Cheryl Langdon-Orr : No Remmy the bylaws state the ALAC needs to consider the RALO recommendations nothing more it has done and may in the future appoint someone not from any RALO listt or endorsement process

12:25:04 From Remmy Nweke : @Cheryl, I know in AFRALO for instance, a rep is delegated to NomCom

12:25:44 From Cheryl Langdon-Orr : Remember this is two fold as well as mentioned by @Vanda the workload in any given NC needs a goodly number of people to do the work thus the recommendation for not reducing the total number in an NC

12:26:05 From Cheryl Langdon-Orr : Allocation and rebalancing is this question

12:26:53 From Leahsymekher : Well put Lars

12:27:32 From Vanda Scartezini : i believe the questions are not the best one. Tom your suggestion makes more sense

12:28:31 From Raoul Plommer : Hello, sorry I'm late. It's 4:20 here in Japan. I had a nightmare and decided to join the call after all. :)

12:28:32 From Vanda Scartezini : good question Leah

12:28:56 From Cheryl Langdon-Orr : @Remmy I am sorry that your RALO is not making the process clear the NC appointments are an ALAC Matter the RALO's make some recommendations some elect/select just 1 or a few, others send an ordered or preferential list of nominations received others send a list with no advice at all then ALAC selects (or NOT) from that source of nominees

12:29:40 From Remmy Nweke : @Cheryl thanks for the explanation

12:30:04 From Remmy Nweke : Yes, that is ok @Tom

12:30:04 From Cheryl Langdon-Orr : point is RALO endorsement is no guarantee of appointment... It is an obscure method I admit

12:31:06 From Raymond Mamattah : @Cheryl, do you mean after a RALO goes through election and appoints a delegate, the delegate can be rejected?

12:31:07 From Vanda Scartezini : I do not see as obscure. it is clear and the main reason is to make the best representation regarding knowledge that ALAC makes its decision

12:31:45 From Cheryl Langdon-Orr : I assume these notes are open to updating and further work as we go through to drafting our detailed and costed Implementation Plan for Sept

12:32:17 From Remmy Nweke : @Tom, with the proposed rebalancing, adequate communications should follow the same line

12:32:25 From Cheryl Langdon-Orr : Yes @Raymond it does and that *has happened*

12:32:56 From Raoul Plommer : Perhaps the NomCom appointees could make feedback "officially" back to their SOs/ACs

12:33:51 From Cheryl Langdon-Orr : In GNSO the the COntituencies (as listed n=7 with 2 from the Business Constituency) appoint not the GNSO Council ALAC as an AC appoints directly

12:34:09 From Cheryl Langdon-Orr : ALAC does @Raymond

12:35:03 From Cheryl Langdon-Orr : and it has in the past appointed for a Geo Regional Rep someone not listed or processed by a RALO so important all understand that

12:35:17 From Vanda Scartezini : this is a good question in my opinion

12:35:49 From Cheryl Langdon-Orr : This is another *Very* important matter

12:35:59 From Cheryl Langdon-Orr : getting the feedback

12:36:51 From davekissoondoyal : Hello everyone.. sorry for being late.. I had a conflict with the AFRALO call

12:37:16 From Cheryl Langdon-Orr : @Jay I see nothing in 16 that would limit that we could indeed seek standard reporting at annual or other intervals

12:38:01 From Jay Sudowski : @Cheryl that would be excellent if we could get that feedback on the NCAs

12:38:06 From Cheryl Langdon-Orr : from ALL receiving bodies in ICANN of NC appointments

12:38:27 From Cheryl Langdon-Orr : Board, ALAC ccNSO and the NCAs

12:39:25 From Vanda Scartezini : agree that it open for all AC and SOs

12:39:36 From Cheryl Langdon-Orr : problem is the 360 or similar atm is variable use between NCs

12:39:45 From Cheryl Langdon-Orr : we need to codefy

12:40:51 From Cheryl Langdon-Orr : Again use of external Consultancy is a variable between NC's and of course the various consultants

12:40:52 From Remmy Nweke : @Cheryl, what do you mean codefy?

12:41:06 From Nadira Alaraj : @Cheryl what the current asked about 360 is different. We put 6 questions and not the yearly 360.

12:41:28 From Cheryl Langdon-Orr : Formalise leading to predictability and standards processes used between years

12:42:19 From Raymond Mamattah : No 20, i think a Working Group can be set up for the NomCom selection, instead of relying on outside consultants

12:43:00 From Vanda Scartezini : Leah change the recommendation is not our role here

12:46:16 From Jay Sudowski : Coming in loud and clear @Cheryl

12:46:41 From Ken Stubbs : +1 cheryl

12:48:46 From Remmy Nweke : @Tom will the extenal consultant also take note of the need for sufficient inclusiveness being canvassed now?

12:48:57 From leahsymekher : @Vanda I understand just need to stately view on this

12:49:55 From Vanda Scartezini : understand Leah, just my concernings about our role here. kisses

12:50:28 From leahsymekher : Good point Nadira and Cheryl

12:50:47 From Cheryl Langdon-Orr : Yes Nadira there is a good body of work in the HR field on the benefits of initial screening being "blind"

12:51:34 From Cheryl Langdon-Orr : again I am back to using the word codefy

12:51:58 From Cheryl Langdon-Orr : establishing standardised processes and expectations

12:52:06 From Cheryl Langdon-Orr : Indeed they Fo @Tom

12:52:09 From Cheryl Langdon-Orr : Do

12:52:40 From Nadira Alaraj : Yes, Cheryl

12:53:43 From Cheryl Langdon-Orr : That is not an Evaluation that is recruitment NC should use its own people as well as if beneficial Professionals in the field

12:53:47 From Ken Stubbs : can't understand

12:53:50 From Vanda Scartezini : il can not hear clear enough to understand, sorry

12:53:54 From Cheryl Langdon-Orr : inaudible

12:53:56 From Nadira Alaraj : We can't hear you Remmy

12:54:10 From Cherie : can't hear

12:54:17 From Nadira Alaraj : or maybe write on the chat

12:54:36 From Vanda Scartezini : thank you Remmy

12:55:07 From Remmy Nweke : @Tom, I was saying that we should have a unified criteria to pave way for evaluation. A common standard.

12:55:33 From Tom Barrett : thanks Remmy

12:55:45 From Cheryl Langdon-Orr : That would be nice @Ken I have not seen evidence of that trust as yet

12:56:13 From Yvette Guigneaux : Time Check - 5 min

12:56:18 From Raoul Plommer : So was it a specific decision made by NomCom to not use an outside consultant, or was it more like an omission?

12:56:51 From Jay Sudowski : Specific decision

12:57:26 From Vanda Scartezini : yeah!

12:58:20 From Cheryl Langdon-Orr : Yes that is an issue notrd in the review as a negative

12:58:20 From Raoul Plommer : OK, thanks for the clarification.

12:58:48 From davekissoondoyal : Use of evaluation consultant implies paying to the consultant.. so if the Nomcom budget will fluctuate at each term if the evaluation consultant is used or not

12:59:21 From Cheryl Langdon-Orr : Correct dave but it needs to be resourced to do so properly

12:59:22 From Remmy Nweke : @Tom, can we have the specific document be shared.

12:59:32 From Tom Barrett : yes it will be sent out

12:59:39 From Remmy Nweke : thanks

12:59:42 From Cheryl Langdon-Orr : not at cost to other activities also part of our work to ensure that

12:59:50 From Cheryl Langdon-Orr : Bye for now then

12:59:54 From Ken Stubbs : same day but different time ?

13:00:00 From Raoul Plommer : Cheers!

13:00:01 From davekissoondoyal : thanks and bye to all

13:00:03 From Kristina Hakobyan : thanks

13:00:05 From Remmy Nweke : Thanks everyone, thanks @Tom

13:00:12 From Raymond Mamattah : good night from Ghana

13:00:13 From Ken Stubbs : thanx

13:00:17 From Manmeet Pal Singh : Thanks everyone