

**Round 1**

We all agree with the ICANN code of conduct. Session / video on behavior, history and how ccNSO upgrades. Most are not good at intro, new people just 'thrown in'. There needs to be a formal process for onboarding. Mentor to be recruited for onboarding newcomers. Have more material on ICANN learn.

**Round 2**

To become effective in ICANN processes, it takes a lot of work to read doc, bylaws etc. It is on the individual. Small / short groups needed so new members can join and get used to it. Young people / fellows need to be more involved in WG's. Need \*new\* point of views. Newcomers need more guidance, need to know what groups to join etc.

**Round 3**

Need more people to join ccNSO (.cn) Same people have been in ccNSO for years, need young people.

Teach ccNSO