
Gisella Gruber: We believe we can start the recording now. Welcome to everyone on today's At Large ICANN Academy Expanded Working Group on Friday, the 1st of June. On today's call we have Sandra Hoferichter, Olivier Crépin-Leblond, Adam Gosling, Louise Flynn, Tijani Ben Jemaa, [Remi Canesh], Ron Sherwood, Krista Papac, Nigel Roberts, Hong Xue, Chuck Gomes, Bill Drake, Avri Doria, (inaudible), (inaudible) and Vanda Scartezini.

From staff on today's call we have Gisella Gruber myself, Matt Ashtiani and Heidi Ullrich. If I could also please remind everyone to state their names when speaking for transcript purposes. If you do happen to be on the phone bridge and on the Adobe Connect audio, please remember to mute the computers. Thank you. Over to you.

Olivier Crépin-Leblond: Thanks very much, Gisella, it's Olivier Crépin-Leblond for the transcript record. Welcome everyone on this first ICANN Academy Extended Working Group call. I'm very pleased to see you all on this call. I think it's pretty important that we have the widest amount of community available – involved early on in this Academy thing.

I think that ultimately we have – a lot of work has already been done by the At Large Committee in trying to put together a program, an Academy that would somehow fill the gap that was found by our committee members, the wider set of community- and capacity building that ICANN is doing.

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But this one is one which is not solely for the At Large community; it's one for absolutely everyone. And it's something which I think is particularly important in the view that well, it's all in the news isn't it, the WCIT, otherwise known by some people as the WCIT. The WCIT proposals are coming out there from other parts of the world and that are currently being carried through a number of academies that are sponsored by those people.

I note that there is at the moment an academy being put together as just named them by the ITU to teach internet governance, and of course that's internet governance seen through a certain kaleidoscope – through a special prism I guess, one point of view, but there are of course other points of view, and the ICANN point of view is one where I think we all support the multi-stakeholder model. But we really have to stick together for that.

Anyway I'm not going to delay the presentation any more. This is a call where there will be an extended discussion and I encourage everyone to take part and to bring forth their questions. What we'll have is a short reminder of what the proposal is, what's being done.

Sandra Hoferichter is the Chair of the working group, so she'll be starting and she'll be helped by Avri Doria and Tijani Ben Jemaa. And then we will – Sandra and I will be defining what the tasks or in fact proposing what the tasks are for this working group and then after that there will be a discussion.

So without further ado, Sandra and Avri and Tijani, you have the floor.

Sandra Hoferichter:

Thank you Olivier, it's Sandra Hoferichter for the transcript. And please let me welcome everybody, I'm really happy that we have this call today to start a more inclusive approach to develop this proposal of the ICANN Academy together inclusive of the entire ICANN community.

And let's start, I think I can move this slide, yes, I can. Where we are or where is the point of the origin. ICANN is the world's first and most advanced organization in the global internet governance ecosystem, however newbies in ICANN meetings need a lot of time and advice to understand the structure is working with the numerous ICANN bodies.

There is only little literature available for newcomers in contrast to organizations like the United Nations or OECD, IOC or the (inaudible). Outsiders can get a comprehensive and structured information about the organization as a whole. Over the years learning by doing has emerged as the only concept to get closer into the inner life of ICANN meetings, and the approach that's in between the meetings.

Even for people who apply for ICANN leadership positions, it needs some time like two or three or more full ICANN meetings to fully understand the complex ICANN procedures and issues and how the multi-stakeholder model works in practice.

The lack of the comprehensive education program has been particularly heart felt and was successfully deployed the resources of ICANN volunteers, especially those who have been selected by the NomCom or the various ICANN (inaudible) groups who serve in the leadership position as a Board Director supporting organization, council member or advisory committee member.

One of the consequences of this difficulty in introducing the new participants and especially new leaders to fulfill the scope of ICANN's participation is that a lot of their potential knowledge, wisdom and energy remains unused and unfocused and is not fully available for the improvement of ICANN performance and its further development as a multi-stakeholder model.

Yet At Large believe that the ICANN Academy could fill this existing gap focusing on elected or selected ICANN leaders have recognized this problem and have developed various instruments to improve the situation for new participants. For example the number of training lectures as a part of the fellowship program or webinars have been used as introductory material.

We compiled in this slide you see here, maybe we can enlarge it a little bit to read the letters in those bricks, we compiled with the [steering committee] here the existing capacity building provisions which are developed for ICANN already.

We also tried to please or to bring the evidence how this various provisions actually fit into the proposed and developed outreach strategy which was presented by Chris in Costa Rica. We see for the observer level and the contributor level the (inaudible) level there is quite a lot of [offers] which are working quite well, which are used from newcomers, from all countries not only from the fellowship program.

But for the leadership level there is currently nothing like an Academy or a training program or whatever in place. So therefore we developed a proposal which will be explained further by Tijani Ben Jemaa, Avri and

which will be our piece of discussion later on. I hand over to Tijani at this point.

Tijani Ben Jemaa:

Thank you Sandra, Tijani Ben Jemaa for the record. So what is the ICANN Academy about? It's about another (inaudible) of the basics of the ICANN complex structure, of its function, of its procedures, its [benefits] everything, etc., ongoing the issues, etc.. As [Sandra said] which will be done through course sessions, (inaudible) that permit exchange and interaction between the (inaudible) during the breaks, the lounge, the (inaudible), etc., which will introduce them to the multi-stakeholder model and to the cross community work which is now in use in ICANN.

So in this group is diverse, it is composed of the membership of ICANN that just has been appointed or selected for the number, for the supporting organization council members, the advisory committee members and also new senior-level staff. So we said it is a diverse group, yes, it is diverse specifically diverse background. The attention is to convey to this group a basic understanding of what are all the issues of ICANN, and also of the different perspective of each group and that diversity.

The intent also if to alter interaction as we said and dialog among the corridors. With this program, this Academy program we concerned fifteen participants over three days or 20 hours of course, and the face-to-face learning sessions that will be given or provided before the term of the goals and new leaders of ICANN before the start of terms. And

the program will be implemented before go to the Toronto meeting which will be done between Wednesday and Friday.

At the end of the Toronto meeting, there will be a half day of sessions to evaluate, to see what was functioning, what was not functioning, what are the lessons learned so that there can be corrected if there is some misunderstanding; and so that we can have [it better] for the future. Now, I will hand over to Avri to continue.

Avri Doria:

Okay, thank you. Do I control the slides? Yes, I've been asked to talk a little bit about the format and then a little about the curriculum. And I really want to say that the curriculum is really more of a pre-curriculum and I'll explain what I mean when I get there.

So one of the things that was decided or recommended is that the Academy be in the English language, and there was a lot of discussion around this, because certainly within At Large but even these days within ICANN there really is more of an effort to get multi lingual about what we're doing. But the requirements for this particular program, this particular pilot was chosen as English because all of the leadership is required to be fluent in English.

Many of the teachers might have other languages, the translation version was seen as perhaps too high on this, but really the essential point is that since the leadership has the function in English within the various SOs, ACs, the Board what have you, that that really needed to be the language. And I guess also part of it is that the terminology ends

up, as you start translating it into other languages might actually increase confusion as opposed to decrease it.

In terms of the larger At Large goals there is an interest in multi lingual and there has been discussions of taking the recorded materials of this presentation let's say that it is – parts of it are videoed that perhaps even put subtitles in them so that it does become more accessible, but in terms of teaching this one it is English. And I went a bit at length on that one because we spent a lot of time talking about it.

One of the things is to try and isolate the environment either in terms of place or time or both from the general hub bub of the meeting, very similar to what the NomCom groups do. They may do it before a meeting or after a meeting but in some sense they find a method of isolating themselves from the day to day interrupt-driven nature of just before an ICANN meeting, just after an ICANN meeting.

A very interactive format in terms of and as I go through the three day pre-curriculum, you'll see that it points to different formats, but it really needs to be conversational, it really needs to be discussions. Some people will be brand new. Some people will be very experienced and just changing roles. Some people will be experienced and perhaps renewing a similar role. So the interaction and there's no assumption that necessarily the person standing up at the front of the room is the authority. It's someone to lead the discussion, to impart information and to bring out the information that's in the room.

By having it in an isolated time and place, there just tends to be more of a focus on interaction both in the room and after whether it's in social, whether it's the chess and couches, whether it's perhaps doing some

small projects together what have you, but it's supposed to have three days of this group of incoming leadership and those who have been tagged for leading sessions, whether it's teaching, lecturing or just leading a session, to basically spend time together, not to have people starting in to give a lecture and then disappearing, not to have the new leadership coming for one class, but being busy with other meetings, but basically to work, to get to know each other, to do that bit of bonding that happens with three people that spend days talking about something together with a fair degree of intensity.

And then the notion was also that on the day after the ICANN meeting, I guess it would be Friday, it had been Friday afternoon, now it looks like it could even be Friday morning, to basically bring this group together and sort of say what worked, what didn't, what questions, you know was it useful, let's sort of come up and share the impressions, having been leaders.

So that was basically the general format. In terms of the curriculum, and as I say at the moment, the curriculum is really a pre-curriculum. If you look at the paper that was also distributed I think to all of you it talks about it in terms of these are subject areas to be looked at. These are subject areas to be covered, and the idea is that should this thing be going ahead after this meeting, or after Prague, whatever the decision point for go ahead may be, then it's to nail down, okay with the three-month ongoing we see that this, this and this are really the specific issues that need to be dealt with now.

On the first day was basically the core topic. These are sort of issues that constantly come up in ICANN that are the basis for some of the

conversations that are the basis for some of the perceptions. These are issues that would be taught by specialists in the various areas, either people who have taught the subject before, people who have written books on them, done research are acknowledged experts.

And so topics that we're looking for, choosing from among and including would be history of internet, and history especially milestones and accomplishments of ICANN. Make sure people have the DNS basics. So many people come into leadership and really don't seem to have much comprehension about how the DNS works or how the numbering system works or you know the real difference between a v4 and a v6 address.

Overview of ICANN the organization including the role of IANA. Definition of the internet governance sort of overall in which ICANN fits, and with special attention to ICANN's roles and responsibilities within this. The multi-stakeholder model, how it's been conceptualized, how it's been implemented in ICANN going back to what Sandra said at the beginning that ICANN is one of the exemplars of that model at the moment, one of the more advanced, one of the more responsible, one of the more developed. So you know what are the concepts that that was built on? How has it unfolded? How is it unfolding?

The role of the stakeholder and going through all of our stakeholders, from society, business, government, technical communities in this effort. The issues that always come up of the balancing rights and obligations to basically review the various obligations, the various rights that will be discussed as part of almost every issue that we have in ICANN, whether it's human rights, privacy rights, property rights, and

the interplay between all these rights. And then an introduction to the issues of competition, consumer trust, consumer choice, global public interest.

Okay, so that would be the first day. The second day, I'm getting conflicting messages here, would be something that would be issues that would be well suited to lecture by staff, by Board Members, by previous ACO, leaders et cetera, and that's basically looking specifically at ICANN's mandate and vision, the organizational structure, how does the strategic planning process work, how does operational and budget planning work, how does the policy development process work, how do working groups work. What happens in working groups? How is that changing and evolving? Compliance enforcement at ICANN, how does it work, how is it changing?

Specific introductions to each of the ACs and SOs so that everyone that's coming into leadership knows about all of them and has a good view of what it is that each of them does, and I see these very much being given either by the chairs or vice chairs, someone that they designate or that their group designates.

Special introduction to the Board, covering its operations and dynamics. Making it a little less of a black box, not only for the Board members that are entering, but also for all the other leaders that must interact with the Board. So how does it work, how does it interact with the rest of the community, et cetera.

And then how does cross-constituency coordination work? You know people have suggested that perhaps there's even a possibility of doing

role play in some of these issues, especially working on our methods of cross-constituency coordination.

Then the third day is basically having received sort of an instruction and review, having discussed ICANN as an organization, then spend the day focusing on the important issues of the day. And these would be led by either the working group chairs, staff members who are the policy officer assisting those groups or another appropriate lecturer, but these are very much discussion, the sort of in depth discussion of a recently terminated public comment.

Okay, we had a public comment on subject X and we would be able to look in Prague and see okay, this is what we'll have, just end it Toronto. Review of topics coming before the Board in 12 months, obviously we won't get all of them but can have a view. So what are the issues coming up? What are some of the assets of the various SOs and ACs that they need to look at.

Look at all the ongoing PDP, policy development processes, be they in the ccNSO, the GNSO, the ASO, wherever some policy is being developed in a special board committee, looking at those ongoing processes, getting an idea of where they are now, getting an idea of what issues need yet to be resolved and discussed by the community.

In depth discussion of AOC reviews, past and present. We will have finished some, we will be about to be starting others, the leadership will be instrumental in helping to select people to sit on the various boards, and they'll sort of be one of the conduits for communications about that, making sure that people come in knowing about AOC and its roles, and then explanations in terms of the status and where we're going of

the various new gTLD programs, you know IDN cc, new gTLDs, et cetera.

And then there's the wrap up at the end where as I mentioned, going through what was discussed at the beginning, going through the reality that was perceived for the week, looking at ICANN even if they're old hands. When you change groups, I can tell you you get a totally different view of the world. And so if you're changing role, or you're going from having been very active in the ASO to very active in the ccNSO, it's a different world you're facing and it will surprise you when you do make that transition. That's something I sort of say from a personal perspective.

So just sort of a coming back and viewing things. I think I have one more slide I was supposed to do.

And methodology I mentioned much of it as I was going through. So there's lecture, debating, Q&A; there is follow up, there is lectures being available the whole time for more in depth discussion, for sitting around the couch or a beer or a wine, discussing things further. There's discussion of peer to peer mentoring perhaps a leader who is in the group already making themselves available to the new member of the leadership in terms of just the acculturation to a new leadership group. It can be – various tools, there's the [Noodle] the people are working on in terms of distributing educational material to a wider audience. There is Wiki work spaces. And then as I mentioned multi-lingual support by translating some of the documents both going in and coming out of this.

So I think that's the quick overview, hopefully it was quick enough, but comprehensive enough, and I think I turn it back over to Sandra, is that correct.

Sandra Hoferichter:

Thank you Avri, thank you Tijani for taking a part in presenting these slides. As all of you mentioned in the introduction already, we are discussing, or we are proposing the concept here, one of them is at At Large initiative and an At Large proposal. It was truly developed including all five regions of the world, but now it comes to make it real cross community initiative and it is therefore we look really much forward to the input from other stakeholder groups.

I have defined some possible goals for this expanded working group. First, I propose that we create sort of a program committee. We had the program committee instead of two chairs or three chairs for the At Large working group so far and this was working very well, because a small group of people was working intensively on a specific item, forwarded it then to the wider working group for comments and got it back and revised and developed this further. We propose that a group consisting of different representatives from different stakeholder groups would be a good idea to have, and we would like reform the program committee.

Secondly, we hope...

[audio cuts out]

Sandra Hoferichter:

...explained already what At Large is proposing as the curriculum, but of course this needs the input from all other stakeholder groups. Also, when it comes to produced course material, we very much rely on the existing materials where are definitely there in the various stakeholder groups; also in company for information, [audio/video] materials, presentations and so on and so forth.

Of course we also have to discuss who will be the secretary, this is something which should be decided or which should be proposed to ICANN by the entire community is something we have to do very quickly.

And of course after if possible the Toronto pilot has been taking place, we have to run the pilot and propose improvements. Also for this task we like to go on with the entire ICANN community. So the next step for this year actually is the working group meeting in Prague which is scheduled for Wednesday the 22nd of June in the morning 9:00 to 10:00 meeting. I really hope that many of you and also those who could not join our call today and participate in this meeting because the discussion face-to-face is much better than presentation or discussion on the Adobe bridge.

We hope to get you to a pilot project in October which is ICANN meeting number 45. After this pilot has taken place, there must be a review and improvement phase. Our aim would be to have an annual ICANN Academy always in conjunction with the [AGM] because this has been after the NomCom head appointed, and the leaders have been selected by their community.

I thank also the name of Avri and Tijani for your attention and open now the floor for questions and for discussion.

Olivier Crépin-Leblond:

Well, Sandra it's Olivier, thank you very much for this. I thought I would just quickly take the floor for one thing though, to provide a little bit of an update on where we are after today. The presentation was really fine, but there is of course the question of funding, and that's something which several people have already asked. They said, but where is the money coming from? How is it being funded? Have you submitted a funding request?

Not all of the advisory committee has submitted a funding request unfortunately due to some mishap. It hasn't appeared in the list that has been published so far, but I understand that the request will be published soon, I'm not sure if it's – well, I hope that it will be before Prague, I guess it will have to be before Prague and at that point of course of the community will be able to comment on that.

The budget and so on are of course totally available for everyone to consult. There is a link from the ICANN Academy Wiki page, so you'll be able to consult that. Really the work of the working group here is assuming that the funding goes through of course and the problem of course is always a problem of timing. If we wait then we might have funding being given and then be totally unprepared for what comes next. There is a lot of work for this group to work on at the moment, primarily the building of the curriculum, primarily the building of the course material.

You know there are only three, three and a half months until the Toronto meeting if the green light is given, course material needs to be ready by that time, and of course I understand that everyone here is attending this working group as an individual, I have been scolding for mentioning that some might be representing their on SOAC or SG, at the same time I think we will all have to rely on our own SOAC and SG to bring the course material forward. As someone in ALAC, I have absolutely no idea what material there is in the GNSO different stakeholder groups or in the ccNSO or in the ASO, so you know you're all the best people to be able to bring this forward.

And then finally, of course the delivery, the faculty members as we say of course it's not expected that there are going to be some teachers that will be paid to you know a whole set of faculty that will be flown from around the world and so on. We rely a lot on the courses to be delivered by the community members who will be involved in this. I think ultimately who is best to talk about the ccNSO, than someone from the ccNSO? And that's also something to allay any fears of control. I think yes, there is a very big potential that whatever is going to be taught to the people attending the ICANN Academy will influence the way that they will think when they take on their position and this is why they need to have a very neutral and very balanced view of everything that takes place at ICANN.

So I'm very – well, I'm working this with a closed eye effectively, and I expect everyone who is here will be watching that with a very close view as well. So I've rambled a little too long, so yes, the floor is open for questions and I see Stefan has already his hand up and Chuck afterwards. So Stefan Van Gelbert.

Stefan Van Gelbert:

Thank you Olivier. Hello everyone, sorry I was late for the call. Just a couple of comments or questions. First a comment on the heart of the GNSO, I think the general agreement in that group that this is a positive, a good idea, something that we are thankful that ALAC has launched us on the part of, and appreciative of the work that's already gone into preparing some kind of draft model for this Academy, with possibly a couple of worries or questions that you've alluded to Olivier; the first obviously is the budget and as you've just given us a comprehensive explanation of where we are on that, I don't think we need to go into any more detail at this stage.

The second would be just the nature of the work that we are doing here. I can't help but notice that we seem to be laboring under the assumption that everyone's on board and this will happen, which is probably the right way to go if you want to make this happen. But that seems to be jumping one step and that's that making sure that everyone in the ICANN community is on board, because as this is a budget line item, everyone in the ICANN community will have to stand up for it. So I wonder, I mean I don't know if that has been addressed by this group so far. And I'm not actually sure how to address it properly and whether it's just you know full steam ahead, roll on and take objections if there are any as they come or a call for something. I think there's already been a lot of publicity around this, so people, who object, have probably had a chance to. But I think it's worth mentioning that at the outset so that it never comes back to haunt this initiative once it's started.

Olivier Crépin-Leblond: Thank you Stefan, and Sandra you wish to say a few words to this?

Sandra Hoferichter: No, I would like to give the floor to the next participant, Chuck.

Olivier Crépin-Leblond: Okay well let me just address quickly the question of Stefan. I think you're absolutely right in questioning this, and of course as you've seen in Costa Rica, some people have questioned the viability and the wisdom of launching that quickly into this initiative, and whether we shouldn't actually take more time and look at a bigger initiative that would be the whole capacity building of everyone at ICANN including those members – any newcomers.

You might misstated part of this earlier as you arrived a little bit late in the presentation, there was one pyramid which basically provided the details of where the Academy fits in the wider scheme of things of capacity building and et cetera, and thanks for [sending back], there we go, into wider capacity building and newcomers lounge and fellowship program et cetera, et cetera.

So yes, we might be putting the carriage before the horse in saying that we're assuming that this will be funded and the funding request will be given. But unfortunately at ICANN it's the historical truth that one coffin has to put the carriage before the horses for things to move forward due to the very nature of having to reach consensus.

So someone has to take a leadership position and say let's move forward, let's go ahead with it. And we've seen that in the launch of the new gTLD process, while some parts of ICANN might have not been still that forthcoming in saying yes, let's move forward and launch the process now; we're ready after so many years. Others were still saying oh no, no, we still need another six months another year, et cetera.

And you know ultimately I think everyone is glad that things have moved forward, because it might well be that had it not launched we will still be in the discussion stage, thinking over it, have we not turned that rock over you know how many stones have we not turned over yet, and how much more sand do we need to count?

So I do hope that this is not seen as being – being pushy in any way, but more in a kind of leadership saying look we need to do something, because otherwise we as a community, everyone at ICANN as a community is going to suffer from that because we will be taken up by events that are external to ICANN. And that will put us in a corner, having to implement things without having the time to think about them correctly. I hope that answers your question.

Stefan Van Gelbert: Yes, that's great, thanks Olivier.

Olivier Crépin-Leblond: Thanks Stefan. So next Chuck Gomes.

Chuck Gomes:

Thank you, let me start off by complementing all of you who have done the work today, because I'm very impressed with the quality of the work and the thoroughness. So my thanks and complements.

I have a few comments although they'll be brief, and I have several questions. So if it's okay, when I have a question that it would help to have a brief response to, I'll pause for the response then.

First of all with regard to approaching this from a bottom up process, I'd like to think I'm one of the biggest supporters of the multi-stakeholder bottom up process. But I think this is such an important initiative and so needed that for the pilot, I suggest we take a balance approach in terms of having you – I don't think we have time to have full community consensus in all the details of this, and still have a pilot in Toronto.

And I think that it's important enough to have a pilot in Toronto whatever that means, and whatever the funding will support, that we shouldn't be too idealistic in terms of having full consensus before we do the pilot. That's just kind of a suggestion and a warning, while at the same time doing our best in this short time period to get participation from everyone in the community who is willing to participate.

Now in regard to that though, I was – and maybe I didn't understand correctly, Olivier what you said about people representing their groups. What is wrong with people in this group representing their various groups, I must have misunderstood something there.

Olivier Crépin-Leblond:

Thanks Chuck. Yes, it's just that some groups are more open about having someone, an individual represent them in a working group like

this. Some are not. For example some cross-community working groups will make sure that the people who are in the working group only speak to themselves whilst others actually decide that the people are speaking on behalf of their own SOAC and organization. Specifically here the SSAC, Patrick Beltram has advised me that no member of the SSAC can represent the SSAC. So all of the people of the SSAC represent themselves and can relate back to the SSAC of course and inform the rest of the SSAC, but they can't speak on behalf of the SSAC.

So I guess because we're all maybe hearing a slightly different capacity, some might be able to represent their own SOAC or SG but others might not be able to. I think that we're taking it as everyone is here as an individual but of course would relate back to their SOAC and SG and if you able to represent your SOAC and SG so much for the better.

Chuck Gomes:

Okay thanks, that's good and of course in the GNSO we're fully aware of that, especially with the GAC when they participated in some recent working groups and so forth, so fully agree with that. I just wanted to make sure that there's no problem if someone can represent their particular group, whether it be a stakeholder group, a SO or whatever, that they can do so, because that's helpful to get a broader perspective. Thanks a lot, that's a good response.

On slide 7 there was – one of the target groups was new senior level staff, should I understand that to be ICANN staff; is that correct?

Sandra Hoferichter:

Yes.

Chuck Gomes: Okay thank you and that's fine, I just want to make sure I understood it correctly. On slide 8 there was – I'm conveying a basic understanding, number two was for the different perspectives of each group. Is perspectives the right word there. There's no intent I assume to try and convey the policy perspectives of particular groups is there?

Olivier Crépin-Leblond: Avri?

Avri Doria: Well I see Tijani also got his microphone up before I did.

Olivier Crépin-Leblond: So go ahead Tijani and then Avri.

Avri Doria: Yes, I think what we're mentioning here is obviously there's not going to be a...

Tijani Ben Jemaa: Otherwise it is a – okay, Avri yes. Avri go ahead please.

Avri Doria: I'm not sure who is supposed to speak in the silence, I'm one of those that can't stand silence. So I think the answer was the different perspective of these groups, obviously no one can for each item to get

people to go up there and say and such and such constituency and such and such ALS phrase it this way.

But I think there is an importance in making sure that A there are people from the various groups there that can represent those perspectives and that the group come away outside of you know we keep talking about silo mentalities. And many of us go into leadership positions from the group that elected us, the group that chose us or from the outside. So just to make sure that in the course of these three days, the people in the Academy come away with a good view of the various perspectives that pertain from the various groups that make up the leadership of ICANN.

Chuck Gomes:

Thanks that's helpful Avri, and we might want to be careful in terms of how we word that objective because to the extent that people participating in the training represent perspectives from their own groups, I think that's great. To the extent that there are third parties that are trying to represent their perspectives of other groups, I suspect we might get some pushback on that, but we can deal with that later. I just wanted to raise that.

A few general points that I don't think we need to discuss right not but that I didn't see mentioned here, but wouldn't be surprised if you guys have already talked about it, and that is what are the prerequisites for participants in a seminar? Something that will either be included, we don't need to discuss that right now, unless you've already talked about it and if so, you're welcome to comment on that.

One of the questions that strikes me is three consecutive days too much at a first shot for these people, and maybe it's not a first shot depending on what the prerequisites are. I think it'd be great to have three days if we can get people there and if we can get trainers there. I just throw that out; we can discuss that further as we work together as a team.

I think I understood that you would like the trainers to be there all three days, and again, I support that objective. That would be ideal whether or not it's realistic with people's schedules is something I think we'll have to look at as we pursue this further, and again possibly you've already talked about that.

Here's a question that I would like a brief response to and that is, is the intent to offer this session depending upon how the pilot goes and depending on the funding of course to offer one of these sessions at every one of the three ICANN public meetings?

Tijani Ben Jemaa:

Okay. I'd like to speak about the (inaudible) knowledge. Don't forget that these people who just have been appointed or selected for the leadership position inside ICANN. So they have – normally they have the necessary knowledge to be on those positions and so we cannot define (inaudible) knowledge because (inaudible) we have...

[audio cuts out]

Avri Doria: I think we have a problem, somebody has their speaker and microphone on together to get that wonderful feedback.

Tijani Ben Jemaa: Anyway so we are not controlling – we are not controlling the knowledge of those people. Those are people who are elected by their stakeholders or by their SO and AC, or appointed by the NomCom. So we will deal with those people and normally they have the necessary knowledge (inaudible).

Chuck Gomes: Okay, thanks Tijani, I couldn't understand all of that, but I would hope that assuming that it is scheduled that – I'd like to think that we're not just restricting this training to people who have already been selected to be leaders, that's good, but also this would be a very good training session for people who are perspective leaders and again, forgive me if I missed some of what you said there. Thanks. But somebody answer the question is this early thinking to develop – offer this at every ICANN meeting, or has that not been talked about yet.

Avri Doria: If I can jump in, the idea was this leadership one is only at the annual, but the other point is this is just a pilot this time restricted to newly-elected leaders. There's lot of discussion about how to expand it, but at this point what we said is no. We're not going to talk about how to expand it, until we've actually done the pilot successfully.

So the pilot is a one-time this AGM for newly elected leaders or selected leaders, elected/selected and then after that look at how it went, what worked, what didn't, what worked well, what didn't work well, and see how we progress both for as you suggest perspective leaders, though I'm not sure how we define perspective, and then also just for the general newcomers who ICANN whether the program makes sense, whether it needs to be changed in some way, have a wider audience, whether it's something that's done as web courses combined with in person courses, et cetera.

But this particular configuration and curriculum was really meant just for the pilot and then possibly if it works for yearly.

Chuck Gomes:

Thanks Avri, that's really helpful. Three final really brief comments. I want to point out that this effort fits very nicely into the GNSO improvement recommendations with regard to training and preparing leaders and so forth, so I think there's good synchronization there.

And then with regard to core topics on slide 11, I don't know if you've talked about and we don't need to talk about it now, but I think it would be helpful to provide some context by talking about ICANN's – a brief history of ICANN.

And then with regard to methods on slide 12 that Avri talked about some panels of experts would be another methodology that I think would be helpful.

Thanks a lot, sorry to take so much time.

Olivier Crépin-Leblond: Thanks Chuck, it's Olivier here. It's funny to hear you mention that this fits very well within GNSO improvements, when actually this also has come out of the ALAC improvements, just another thing where different parts of ICANN have reached a similar conclusion.

Okay, I'm seeing a lot of hands up at the moment and I see Avri's hand is up again, do you wish to just add a few things because time is ticking at the moment?

Avri Doria: I just wanted to point out to Chuck that indeed the history of the internet and milestones and accomplishments of ICANN, the history of ICANN was definitely included as one of the first day topics. And I like the idea of a panel of experts as one of the methodologies that are picked for an appropriate subject. Thanks.

Olivier Crépin-Leblond: Thanks Avri. Next is Hong Xue.

Hong Xue: Thanks, on page 7 this is a target group. I was fortunate to join early discussion in At Large communities so I fully agree with this proposal presented on this page. So these are the current status.

And on page 9, we can see the proposal is that there will be 15 participants with trainees. I have a rough calculation, some of them would be NomCom appointees, but every year NomCom will appoint 8

to 9 leaders to Board ACs or SOs. So it could be still 6 to 7 [seats] available, so I want to know – I have several questions. First, how to recruit the other members, would it be decided by the SOs or ACs or the Board to send the members to this Academy to be trained, or there will be a selection committee from this group apart from the program committee?

And the second question is that even for those NomCom appointees will all of them be mandatory to join the Academy to be trained? We have to be aware that for the NomCom appointees, there will be very much different, there is very much diversified group, some of them know everything about ICANN. So probably they will be very comfortable for this high level training. I really like the framework you presented on page 5, I think. So that's good they can be at this high level Academy for open discussion and debate.

But some of them may be more suitable for the beginner's level. I guess they're not ready to join the Academy in the first ICANN meeting and it's difficult for them to catch up, and so I want to know how to fill that gap.

And also I really want to know whether it's mandatory for all the NomCom appointees to join the Academy as a trainee. Okay, back to you.

Sandra Hoferichter:

It's Sandra Hoferichter speaking, let me answer on your two questions on; the first one is about the selection process. You are right, NomCom appoints about 8 new leaders, but the other leaders are selected by

their communities, and the Academy should be an offer for them to start their term, they should actually participate in the Academy before they start their term, so that they are in a good position right from the start. So this is how the number of 15 participants comes together.

And your question is it mandatory? Well we can't force people to do something, but we believe this could be an offer which is so attractive that the people...

[audio cuts out]

Sandra Hoferichter:

...instead of three ICANN meetings trying to catch up what ICANN is about. So we believe most of the future leaders will be very happy to participate in this Academy because they become a very comprehensive knowledge transfer and get to know the people and then they are sharing their active next two or more years. So it's not mandatory but hope it will be so attractive that everybody wants to join it themselves. I hope this answers your question.

And let me add something about newcomers. The pyramid which is here and seen in the slide again shows that for newcomer level, the Academy is definitely not the right place to be. There are programs like the newcomer's track, the newcomer lounge and the fellowship program and all the tremendous material which is given on the ICANN website. There could be some place for improvement of course, but we know that the SOs and ACs have – some have their own capacity building programs.

At Large for instance is developing capacity building program especially for ALSs in that region if an ICANN meeting is taking place. I know that the technical community has the [SOCA] so every community or every stakeholder group has its own little things. It would be a good idea for the future to harmonize this all a little bit and to bring it under one umbrella, but this is two steps ahead. At the moment, we are focusing on the yellow brick of the pyramid, the ICANN Academy for future ICANN meetings. Over to you, thank you.

Olivier Crépin-Leblond:

Thanks Sandra and we have three more people in the cue, I realize it's already five minutes past the top of the hour, so we'll extend the call if everyone is okay with it for a few more minutes and take those questions. I think it's a very positive discussion we're having here. I'm very glad that this is taking place. Stefan Van Gelbert.

Stefan Van Gelbert:

Thanks Olivier, I'll be very quick. I just wanted to clarify something which I may just send the information if I have, please accept my apologies for that. The teachers at the Academy are, if I understand correctly, people that come out of the community and have prior experience, but surely not necessarily only people like that; and I think I heard Avri say something along those lines earlier on.

If that's the case, is there a plan to actually compensate or pay those people to some extent? Do we feel that we can attract quality people without any form of compensation? Are we keeping this completely internal in which case everyone will gladly do it for free because they're

used to doing stuff for free for ICANN. Has this been given some thought?

Sandra Hoferichter:

Let me answer on this question, it's Sandra Hoferichter speaking for the transcript record. And yes we have given thought on this and in the budget you can see that we have three columns: voluntary work, contractual based, staff support. For the faculty we expect at least for the first pilot that is not done with an external expert where we have to pay for. We assume that the faculty is on a voluntary basis from ICANN community leaders which are actually when you look at the framework model which Kurt Pritz represented which is the ambassador level.

People who had a leadership position in the past you are old hands within ICANN who know this organization very well, or people who are currently in the chair or board for the season. These people should be the faculty, experienced staff as well.

For the future, and this is something which might turn out during the review phase, we might think about paying external experts or if it's good finance even paying the internal ICANN expert. It might be useful to think about from time to time is an expert another internet governance ecosystem from the broader environment had to be invited like the ITU or the [WIPO] or the internet governance forum. And I think then we have to think if those experts have to be paid. But for the moment we believe that all the knowledge which is within the ICANN community can be taken from there and we will proceed from that point thinking about it on a later stage. I hope this answers your question.

Stefan Van Gelbert: Thank you.

Olivier Crépin-Leblond: Thank you Sandra and thanks for the question, Stefan. Next is Carlos Aguirre.

Carlos Aguirre: Thanks, Olivier, thank you very much. I'm thinking in a loud voice. I'm thinking your words Olivier, I think the first step, first experience is good so could be called leadership one, because there are many other issues to [start] in LACRALO. (Inaudible) More budget would be necessary of course for the (inaudible). On the other side I want to support Hong Xue's words when she said faculty should be volunteers like other volunteers at ICANN. Thank you.

Olivier Crépin-Leblond: Yes, thank you Carlos and I had a little trouble hearing all of what you said, but I understood that you said this was a first step. We totally agree, in fact the discussion that's place in the chat of the – of the Adobe chat is pointing in that direction.

One of the problems of course is wanting to choose something bigger than what we can chew on day one and had we thought about launching some bigger project than this on day one. I'm not sure that finance would have agreed to that. Generally, as we mentioned this is really is a test case and find out if we can walk, if we can get this thing to work as a community, because as you said, it's important that the

community itself is able to run this, if the community is about to do that then perhaps the next year you can then continue to have a follow up if you want to this as something that goes further than that. And certainly there are a lot of voices out there that are asking for more than that.

But asked for everything from day would have probably been refused in the budget all together, because it's just too much of a risk and too much of a cost to take in one gulp. So leadership one, perhaps yes, perhaps that's the name of it. Krista, Krista Papac.

Krista Papac:

Thank you this is Krista Papac for the transcript record. So I just a couple questions about the budget, the one that's proposed is I believe for the Toronto meeting and certainly understanding that each venue can vary significantly from one to the next, with that in mind, I'm assuming; I have a couple parts to my question, so forgive me.

I'm assuming that this is generally what we think the budget would be if the program were to contain the same scope just factoring in the price of lodging and things like that might change slightly. Because this would be an annual budget I guess is what I'm trying to get out – item; is that correct.

Sandra Hoferichter:

This is the Toronto budget it's specifically designed for Toronto.

Krista Papac:

Understood but I guess what I'm saying we're looking at...oh, sorry go ahead.

Sandra Hoferichter: And if this Toronto pilot is going to be successful, then this might become an annual budget.

Krista Papac: Okay perfect. And then the next question I have is in the budget are we looking at, or has it been considered additional lodging expenses for staff and would the – I understand it would be for the three days prior, maybe it's two days for a staff member, an ICANN staff member prior to an ICANN meeting, and then the second part of that is as far as the lecturers go, is that travel that would be – is it anticipated that that travel would be covered for the lecturers, or that additional accommodation, or would they be doing that on a voluntary basis? Thank you.

Sandra Hoferichter: It's Sandra Hoferichter speaking for the record. Your first question, the budget is for 25 people which are 15 trainees and 10 faculty members, so the staff actually is included, the staff and the faculty.

As for the travel costs, we assume that the people are paid anyway they can travel to participate in the ICANN meeting. So there won't be any additional costs regarding travel, only regarding accommodation and (inaudible) for 25 people. Thank you.

Olivier Crépin-Leblond: Thank you Sandra. Krista has this answered your question?

Krista Papac: Yes, I think so, thank you. This is Krista.

Olivier Crépin-Leblond: Okay, thanks Krista, and then finally we have [Remi Canesh] who has a question. Remi you're on.

Avri Doria: Perhaps on mute?

Olivier Crépin-Leblond: You might be muted if you're connected via...

Tijani Ben Jemaa: *7 to unmute.

Olivier Crépin-Leblond: It's *7 to unmute. If you are connected via the Adobe Connect you do have to connect your audio. Adobe Connect, you have to connect your audio as well. I don't know whether you've done that. So you go over to the telephone and go connect – oh, it doesn't work, okay. If you want, you can type in your question and we can answer it.

Avri Doria: He had typed in a question before, perhaps that was his question, which was important to give some thought on how to select good trainers and how to monitor performance, knowledge, prerequisites of the trainers.

I don't know if that was his question, but that's certainly a good question that he posed in the chat.

Olivier Crépin-Leblond:

And that's the one also I see Heidi has also copied again on the chat. Well, Sandra do you wish to answer this? I mean I guess we're all in agreement on this definitely. The Academy is only going to be as good as the people who are going to be doing the teaching and certainly there is going to be a lot of eyes that will be looking at how this goes and how the format works and also the performance of the people doing the knowledge experts, et cetera doing the instruction. Avri, you put your hand up, maybe you have a few more words on this.

Avri Doria:

Yes, I think in terms of how, I think that's part of the work that the program committee in consultation with you all and especially with the current leadership of the various groups would get involved in. I see Remi typed another comment which was content knowledge experts are not necessarily good instructors and vice versa. That's extremely true, I've been through some very rich teaching that one had fight hard to stay awake because the facts were there but the charisma wasn't.

And so trying to find that balance between people that know so and people who can talk interestingly is always a challenge for a program committee or a curriculum committee or anything, and I think you do your best. But we'll be in consultation with the current leadership.

Obviously, if you're going to go find somebody to talk about intra-registrar (inaudible) piece, you're going to go to someone who is an

expert at that. You're going to talk to the chairs of those groups, you're going to talk to the chair of transfer protocol, sorry. You're going to talk to the chair of the GNSO, and in that discussion you'll find the best hopefully. Thank you.

Olivier Crépin-Leblond: I thank you Avri and I note that we're now at 18 minutes past the hour so we probably come to a close. I'll let Sandra explain to us what happens next and any other business.

Sandra Hoferichter: Well any other business as long as I lead the call is always a chance for the participants to go back to the public which was unclear or where they have another idea as the discussion was the last part of our phone call today, I would like to ask here is somebody is still unclear or like to be discussed and ask those people to raise their hands now, and I see Remi has raised hand, so I give the floor to Remi again. You might be muted.

Olivier Crépin-Leblond: It's still raised from the previous Sandra. But now, my question specifically to you what happens next. The next thing we're meeting in Prague is that correct?

Sandra Hoferichter: Yes, I just put on the next step slide again, exactly. I think I mentioned in my welcome and on the mailing list that we are planning to have two calls prior to the Prague meeting. At the moment I don't see the time

for this, because we are too close to the Prague meeting. Therefore I hope to see many of the people on the call and those who are not on the call today during the Prague meeting because there will continue the discussion and hopefully start to work on a joint curriculum and teaching materials.

And I also hope that we will have for Prague a better idea if our proposal comes through in terms of if it gets financed, because then to develop our or to organize such an Academy needs at least three or two months and we should be latest in August to organize the Academy to make it a successful first pilot.

After this of course the review and improvement phase is the two steps. And another thing which we will initiate from the large program committee is to create the program committee, taking into account the participation of other stakeholder groups.

I think we can do this on the mailing list. As far as I know all the people who are all the participants who have subscribed for this expanded working group are also subscribed to the mailing list and I think we can figure out that online through a call for volunteers for our expanded program committee which could be confirmed in Prague also. That's it for my side. If there are not any other questions I hand over to Olivier at this point, yes.

Olivier Crépin-Leblond:

Well, Sandra I was just going to say one thing, you mentioned that hopefully we have more information from finance by Prague. We won't, because the project is going to be confirmed only when the

budget actually gets voted, and that would be voted by the Board – I hope that it would be voted before July, but as it happens from budget call that I attended a week ago, it looks as though some of those projects might be voted after the fiscal year actually starts.

So a little question mark as to when approval would be provided but hopefully we'll know it soon enough and this is where we need to already start work, even if it doesn't get approved and if it doesn't get approved for this year, then we'll already have done some work to see for it to be approved for the year afterwards. But that's the worst case situation. I see Tijani has put his hand up. Tijani you have a few last words and then we really have to close this call. Tijani?

Tijani Ben Jemaa:

Thank you Olivier. It's just to say like Xavier said that we'll have information about the ICANN committee budget very soon. So we will have the information soon.

The second point I wanted to say is about the questions, more questions if there are things that are not clear, so please send your questions on the mailing list and we'll try to answer them. Thank you.

Olivier Crépin-Leblond:

Super, well thanks very much Tijani. Thanks to all of you for having attended this hour and 20 minutes or so. I hope it's been helpful for you and I really look forward to the work proceeding forward and I see that Sandra has done a great job in bringing things to where they are today, and I have no doubt that you will all be able to take it that much further and hopefully, hopefully have an ICANN Academy taking place in

Toronto. It will certainly be interesting to see people on the Board and in those places chairing things and actually knowing what they're talking about from day one rather than spending some time wondering what all these acronyms, and what ICANN is all about.

Anyway, I couldn't help not saying that. Thanks to all of you and this call is now adjourned. Bye-bye. Have a good week.

[End of Transcript]