| GISELLA GRUBER: | Thank you very much.  Welcome.  Good morning, good afternoon, and good evening to everyone.  Welcome to the ATLAS II Mentors and Mentees call on Tuesday the 10th of June at 14:00 UTC. |
| | We're not going to do a roll call today, but everyone's name will be listed on the meeting page after the call. |
| | We have French and Spanish interpretation on this call today.  So if I could please remind everyone to state their name when speaking, not only for transcript purposes, but to allow our interpreters to identify you on the other channel. |
| | On the Spanish channel we have Sabrina and Veronica, and on the French channel our interpreters are Camilla and Claire.  Thank you very much for all of you joining today, and I will not hand it over to Fatima. Thank you. |
| FATIMA CAMBRONERO: | This Fatima speaking.  Thank you Gisella.  First, I would like to thank all of the participants of this call.  I see we have plenty of participants, so I'm really pleased about that.  I would also like to apologize because some participants were not able to join the call.  In order to…  They asked for another call, or for the call to be rescheduled, but unfortunately, given our schedule, we do not have any other availability to hold another call or to reschedule the call. |
| | So apologies for that.  In any event, I received several private messages about this.  So what we will do is we will send out the minutes of this |

call, or the recording of this call, and you can send, or we gave participants the ability to send questions, in advance, prior to this call. So far I have received no questions, and if there are any pending questions after the call, we will be more than happy to address those questions by email.

So, thank you again for joining us. Let me explain what the objective of this call is. Mainly, we want to speak very clearly about this mentoring program, to explain what the mentoring program is about because you have received messages allocating you, or designating you, as mentors or mentees. So we would like to explain or describe what these groups are about, what the purpose of the group is, and of course clear any doubts that may still remain regarding the role that each of you will have to play.

I also want to explain the role of this working group. First of all, apologies because we should have posted material or questions on the wiki, and this led to some misinterpretation, or misunderstanding, sort out. And maybe if some people got a little bit angry because they were not assigned to the group they would have liked to be assigned. So again, I apologize in advance for this.

And I would like to leave the questions for the end of this presentations, however if you do have a question while listening to me, please put up your hand on the Adobe Connect room and I will give you the floor and we will answer your questions. And I see that right now, in the Adobe Connect room, we can see the slide or a screen showing the mentoring wiki. The idea was to develop this program in two stages. There is a

stage that is prior to the London meeting, and then there is another stage during the meeting, and then the third one after the meeting.

The first stage prior to the London meeting, focused on developing and drafting a document describing this program.  That was circulated for discussion.  Unfortunately, I did not receive replies from all the members in the working group, because this is a very large working group.  I would like to thank Siranush for working proactively on this topic in this planning stage.

This planning stage entails different activities such as drafting this document with a program objective with a timeline for the program, identifying people willing to participate in this mentoring program, and writing a guide for mentors so that they can take into account the tasks they have to perform.  So that was, of course, a guide, and then the idea was that anyone or everyone can proceed as they consider…

Interpreters apologize, but we do not – Fatima's audio.

Interpreters apologize, we do not receive Fatima's audio.  We want to check, interpreters are checking audio.

GISELLA GRUBER:        Gisella here.  We are dialing back out to Fatima.  Apologies for the inconvenience, it will be a couple of seconds.  Thank you.

INTERPRETER:           Interpreters on the English line.  Thank you Gisella.

GISELLA GRUBER:    We are still trying to connect Fatima.  Gisella here.  Apologies for the delay.

Still trying to get hold of Fatima.  Apologies for the delay.  Fatima is back, we will be able to resume the call.  Thank you.

FATIMA CAMBRONERO:    This is Fatima speaking.  Thank you very much.  I apologize because I lost…    I see that we have the mentor's guide in the Adobe Connect room.  This guide was circulated in the, or within the mentoring working group, and it was sent out to people that are expected to be mentors.  And as I've said, this is just a guide and we ask the working group members to circulate this guide among, or in their region.

We sent out an introductory email to be sent out together with this guide, and we also sent out a model so that everyone will find it easier and faster to distribute this information.  So I once again thank people engaged in this task oriented initiative.  After developing this program, we asked our working group members for their help so that they could identify with people that could be mentors, within each of the RALOs, because ALAC members automatically would be mentors.

That is something we decided, but we needed help or support from members from other RALOs because we have a very large number of mentees.  So we need more help.  And we received plenty of help from AFRALO, LACRALO, and AFRALO.  And when we finished this program, we will evaluate what happened with the other RALOs.  I don't know if

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it's because of lack of information, or because they felt they didn't have the necessary skills to be mentors.

So each mentor plays a role, the role of mentor precisely, and it doesn't mean that the mentor is more or less knowledgeable than other people. The idea is that members within this group can support one another, can share and exchange information and knowledge, can share and exchange experience, their experience after attending meeting. Some people in this group have never attended an ICANN meeting before, so it was important for us to share information, especially from those that have more experience attending meetings so that mentees feel more at ease, and can make the most of the meetings, and can understand not only the ALAC At Large meetings, but the ICANN meeting agenda or schedule in general.

Because it's important for them to know, for example, what meetings they can attend, what other sessions they can attend in line with their interests, beyond their interests within At Large. Then we have to reach consensus among all the working group members, consensus about this draft document. We consider the comments we received and after that, we published this draft document, which is a final draft.

So we completed or concluded the final draft. We ask for comments again from the working group members. We sent out an email to the mentoring working group members, asking them to distribute this information again within their RALOs in order to identify members that could play the role of mentors. And I forgot to mention something important.

We ask the mentors what languages they would be willing to speak, what would be their working language, let's say, in their role as mentors. Because we speak several languages, or different languages, in each of the RALOs. So it was important to find mentors that speak participant's native languages in order to facilitate interaction and participation.

Then we circulated this guide by email among all of the volunteers, and we asked for cooperation so that working group members can work with people within their RALOs, and can invite members of their RALOs to the pre-ATLAS II webinar calls, so that they have a little bit more privileged information, if you will, in order to participate in these sessions.

Then we have a wiki with an acronym guide. We again ask all the working group members to distribute this information among their RALOs. And also that recipients could add some more acronyms that were not included on this acronym wiki page. So this was collaboratively created, and we fed the acronym list in a collaborative fashion among all the RALOs. Especially this list was enlarged, or expanded, by the newcomers who had to find this big shower of acronyms, all at once, if you will.

We also wanted to know which group members didn't have credentials to access the wiki. And I see that there is a question in the chat room regarding people that still do not have an user account and a password. Well, you should contact staff so that staff can support you and guide you so that you can create your user account and your password. If you do not have that user account and password, those directory

credentials, please do ask credentials, because it's important that you should have them and that you should know how to use the wiki.

We held a webinar call in order to teach participants how to use the wiki. So it might be a good idea for you to review that material and learn how to use these wiki tools. Then one of the wikis within this program is the one displaying the list of mentors and mentees. I am going to post that link in the chat room. If you still do not know which group you have been assigned to, please do check the list. I have personally sent out emails to all of the group.

We have 36 mentor/mentees groups overall. And I understand that many of you are already in touch, or in contact, with your group. You have been ccing me on your emails, so thank you very much for including me in the dialogue you have started with your respective working group. That's very useful because people feel at ease and they feel like posing questions. Sometimes people feel afraid or embarrassed about posting questions.

On the contrary, they should ask as many questions as possible, because it is a little bit complicated to understand procedures within ICANN. And that's the purpose of each of these groups. Then as part of this program development stage, we assign mentors and mentees to the different groups. And at this point, I would like to explain something.

Right from the beginning, we had to decide on whether each of the mentees would be able to choose their mentors, or whether we would have, or we would assign mentors and mentees according to region and language. That was a very complicated decision because if we lead

everyone to their mentors, this choosing period or state would be never ending. It would delay the program. So we unilaterally will assign the mentors and mentees.

We believe this is going to work. We will see that at the end of the program, it is my understanding that this is the first time that this program has ever been implemented. So we will learn from our successes and our mistakes. To that end, we have created a wiki page intended to receive feedback on the program. And again, I am going to share that with you in the chat room, in the Adobe Connect chat room.

So that you can pose any suggestion that would us to improve this program, or should it be implemented once again, so that we can evaluate what were tasked, what was a mistake, what did not work out that well, etc. We have another wiki within this program. This wiki, and again I am sharing the link in the Adobe Connect room, it's a Q&A wiki for mentees. So mentees can post their questions, and any, any member can reply the questions posted there.

So far, there is no content on these wiki pages, but it would be interesting to start populating the pages so that we make sure that you are really using this program and making the most of this program, seeing what works out, what doesn't work. So for the mentors on this call, if you can please distribute this among your group, that would be really appreciated.

And before we address questions, or before addressing questions, I would like to add the following. On Saturday, June 21$^{st}$, we will be holding a meeting with all the mentors and mentees groups. If

someone from staff can please help me find the agenda, I need the agenda for Saturday the 21st. I think this is at 13:00 hours local time London.

The idea for us to get together, to meet and greet, to identify mentors, and to give out a badge to each mentors so that mentors can be easily identified and can be contacted or approached by people who have questions. This is an one hour meeting, and we will issue a certificate to each of the mentors. And once again, I want to express my gratitude for all of you playing this role as mentor.

And also, we would like to invite mentors to attend the fellowship program sessions early in the morning so that people can gain additional knowledge. With that, I am going to stop at this point so as to answer any questions that you may have. If I happen to skip any of the questions you posted in the chat room, please accept my apologies, and please feel free to raise your hand to ask for the floor. Thank you.

Fatima speaking. Okay. I see no hands up so I think I have been very clear in my explanation. I see Jean-Jacques. Jean-Jacques, go ahead please, you have the floor.

JEAN-JACQUES SUBRENAT: Thank you Fatima. Hello this is Jean-Jacques Subrenat speaking. Just to point out that I have not had any contact from the mentees which who were designated to work with me or each other. So I was thinking of writing to them individually via email. I'm just making sure that that is the proper process. Thank you.

FATIMA CAMBRONERO:     This is Fatima again.  Thank you very much Jean-Jacques.  We have suggested that mentors may address their mentees, taking into account that we have send them the names via email, because probably, and I don't remember the people participating in your group Jean-Jacques, but there are many people who do not have the necessary information or who are not used to participating in this type of meetings, or they do not know how to address other people.

So, if you have some time to talk with your group, it would be a good idea so that they will know that you are available for answering questions.  So that would be my suggestion.  Thank you very much.  I see Tijani.  Tijani you have the floor, go ahead please.

TIJANI BEN JEMAA:     Thank you Fatima.  Do you hear me now?  Do you hear me now?

UNIDENTIFIED:     Yes, Tijani.

TIJANI BEN JEMAA:     Hello?  Do you hear me?  Okay.  Thank you.  Thank you Fatima.  First of all, an information.  You spoke about an orientation session that we'll have on Saturday.  It will be between one and two PM.  That means that it will be during lunchtime.  So we have one hour orientation for mentees and mentors on Saturday.  This is the first one.

Second point, Fatima, I don't know if it is only a mistake or if other people have the same problem, but as it is with, who is not very good English speaker, have mentees assigned that are English speakers. And we put on the wiki that the languages preferred by Arabic. So if there is other problems, please try to address them, or at least try to modify.

I am ready to take more mentees if necessary. The problem now is that the mentees are not responding. Perhaps, as you said, they don't know and they are lost. So perhaps we need to contact them ourselves. I think the most important thing would be the [concise?] phase. But we need to prepare it. We need to have at least contact before, so that people will know to whom they speak.

And I will contact the mentees assigned to me. And again, Fatima, please try to fix the mentees assigned to [Aziz?]. Thank you very much.

FATIMA CAMBRONERO:     This is Fatima. Thank you very much. Tijani, thank you very much for your comment. So I once again offer my collaboration for those who were not able to get in touch with your mentors or your mentees, or who do not get any other. Please send me a private email and I will try to contact them. I will try to contact mentees whose mentors were not able to contact them. So please send me an email.

I have already mentioned that sometimes they cannot get in touch because they cannot find a mentors, or they do not know how to communicate. So please, if you have any problem in communicating with your group, please send me, do send me an email, so that I can

deal with this because I am busy. You know, these communications, or if you're going to have a call, or any type of contact…

I know that some groups are having calls. So please do not hesitate to contact me and I will be available to work with you. I see that Glenn has his hand up. Glenn, go ahead please, you have the floor.

GLENN MCKNIGHT: Yes, hi. Glenn McKnight for the transcript. A couple of questions. One, the link that's above for the mentors. When I click on it, it's not taking me onto the page. If you could put it into the chat, that would be great, then I could complete that form. Just a quick comment for myself and my three mentees. All three of them are Brazilian, are soccer fans, which is great.

I'm really happy that my mentees are similar to myself, so we've already had a phone call last week, and the forthcoming meeting we're having on Friday in the evening with Scott, Judith, and Constantine, to go over the actual agenda now that it's out, so that we can actually map what sessions would be of a great value for them. So that's my general comment.

FATIMA CAMBRONERO: This is Fatima speaking. Thank you very much Glenn. Thank you for working with your group. It's a great idea to have a call and to communicate with your group. So I repeat once again, the idea of the mentor role is to work with the mentees so that we can the necessary

information to attend the meeting and make the most of that information.

And the role of mentees is to keep up and to make the most of the suggestions that their mentors give to them. There are no rules in fact. Each group can work as they wish in the most convenient way. They can work in a different way. So try all of the methodologies that you think may be necessary for that. This is up to you and your group. So thank you very much Glenn. And Cheryl you have the floor. Go ahead please.

CHERYL LANGDON-ORR: Thank you very much. Cheryl Langdon-Orr for the record. And as everyone here knows me, everybody knows I'm a great friend for the mentoring program. So I'm delighted to see there is an organizing, formal session, integrated into the ATLAS II program. Well done to everyone, and particularly well done to all of you who have come on today's call.

I'm not going to go over the work that my group is already engaged in, but I do have a question on behalf of one in particular and some of them in general. The first one is to do with somewhat logistical issues regarding the meetings on the Saturday. We mentioned it was over the lunch period, what we weren't sure about was the simply water or any other form of refreshment was going to be available for purchase in the room, assuming this would not be a catered event.

We [?] which we would need to bring our own lunch and water to the meeting. And I'd like to know if that option is clear or not. [?] would be

good for mentors and indeed for all of us [?] to know what the availability of such food to take to a lunchtime meeting [?] all in the whole of an ICANN meeting. Some of the logistics setup for during an ICANN meeting are not [?]…

And the second mentee question about [?] is we had hoped that we would have adequate time during the one hour meeting on Saturday what they're talking about a small group activity. In other words, to gather in our own subunits and to work as a small entity, rather than a huge room of all agreeing of what was done and how we're going forward. So I'd like a little more detail on the agenda as opposed to the laudable gestures of the meeting, on the Saturday.

And finally…

GISELLA GRUBER:    Cheryl, Cheryl. Sorry to interrupt. Cheryl? Sorry to interrupt, it's Gisella. I'm terribly sorry to interrupt. I just need confirmation from the French interpreters that they're able to interpret what you're saying. Your audio is a little saturated and a bit low for them.

Camilla and Claire, would you be so kind as to confirm? And again, apologies for having interrupted you, but we won't otherwise have it on the French channel.

CHERYL LANGDON-ORR:    Not at all.

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| GISELLA GRUBER: | Claire and Camilla would you be so kind as to just confirm that we can continue with Cheryl's audio? |
| CAMILLA: | Hi Gisella, it's Camilla speaking. We're doing our best, but she's a bit close to the mic, it would seem. So may be if you can back up a bit. |
| CHERYL LANGDON-ORR: | Fine. Normally people tell me they can't hear me loud enough, which is what Glenn is going on in the room. Sorry [?] is… Not at all. |
| GISELLA GRUBER: | Sorry, Gisella. Let's try and continue. Thank you. |
| CHERYL LANGDON-ORR: | Thank you. Hopefully [?] listening can hear me, the interpreters be able to hear me and I'm not too loud now. I'll stop reading the chat and I'll start raising my voice. It's the microphone I'm using. Cheryl for the record again. |
| | And finally, particularly on behalf of one of my mentees, who is always a mentee on the audio [?]… Again, on the extraordinary [?] ALAC mentee, [?] as to while she's in [?] calls, and I just wanted to put that out there. She's probably not the only one, there are multiple mentees in the preexisting program. But I think it would be good to have that clarified during the call, I'm sorry, during the meeting on the Saturday, that the |

work to go on after ATLAS, I think needs to be also covered. [?] during that Saturday meeting.

That's it from me, but the logistics in particular about the lunch [?] is something that my group is interested in.  Thank you.


FATIMA CAMBRONERO:    Fatima speaking.  Thank you very much Cheryl.  Cheryl, I would like to personally thank you for your work, and the work that you've been doing with your mentors and mentees.  You will assess when, such in a clear conversation providing practical and clear information, so thank you because you have so much work to do and you are devoting time to this program.

So for me, you are an example to follow for those who are starting…  I mean, there are people who are starting with the program, and I hope they can imitate your example.  So I would like to re-phrase your point. It's very interesting what you said.  I do agree with you, organizing a program like this is a challenge, and this is a challenge because we have people with different cultures, with different backgrounds, with different ways of communicating.

People who understand information in a different way.  Some of them may be offended, for example, and I would like to say that some people got angry because they were placed in the role of a mentee.  So perhaps it was a mistake in not explaining what this was a supporting group, and these were roles assigned to each of the people.

I mean this is just a role.  A person is a person, and a person still being a person is fine, is assigned as a mentee.  So this was a supporting group, or a support group, to make the most of our meeting.  We know that we have to risk some participants may not take the comment, make the comment of participating, so they may not participate in the activities that they should.  Some of them might not answer to the emails or activities, and they will not make the most of the meeting.

So I already know that.  That there will be a group not committing itself to working.  Now, when it comes to your logistic question, when it comes to lunch, well I think that from 2 PM to 3 PM, we have a free timeslot, so that will be available for lunch.  But I think it is a good idea to take food to the meeting, because the idea of this meeting is to savor the working group, the team building activities.

This is the way which they will communicate throughout the week.  So each group is free to manage this question as they will.  And I think that it is a good suggestion that we can bring food to the meeting so that we can develop our activities.  And these are interaction activities, these activities present the program to introduce the participants, so I think it would be a good idea.

Now, when it comes to what you say about having only one hour and this is not enough, well I do agree with you.  One hour is not enough.  This is the only timeslot available that we had.  We had thought about having the meeting during the morning, but this was very early in the morning, and we need to take into account the ALAC agenda and the ATLAS II agenda.

We have so many activities to carry out that this was the only timeslot available, but I do suggest that each mentor may plan with their mentees the different activities that they may have during the week, so that they can gather together and speak about the agenda, about the meetings, or any other activity.

Now, when it comes to having a call, a follow up call after the London meeting, well that's a great idea. We can include that within the program and within the draft we are dealing with now today. So, after we finish, we will ask staff to create an action item to have a call so that we can assess what worked out, what didn't work out, and so on.

So once again Cheryl, thank you very much for your comment. So I see there is no one else with their hand up, so there are no further questions. I do apologize, I was not able to follow the questions written and posted on the chat, so if there is any question that was not answered, please you can take the floor and ask your question again.

Fatima speaking. If staff could help me with some of the questions being posting, I would appreciate that. Johnny, I see you're posing a question on the chat. The working group number three, with Jean-Jacques, Gunela, and some other participants work, well they will meet with the Internet users, and they are different stakeholders, so I do invite you to participate in this working group because we will be dealing with that topic on that working group.

Fatima speaking again. Siranush, thank you for your collaboration from the very beginning, and thank you very much for participating in the different groups. [?] I don't know if you have audio to be able to speak,

I know that you have posted some questions [?]… Could you please post your question again so that I could read it?

Fatima again. Okay [?], any question that you have, please do not hesitate to contact me by email.

Fatima speaking again. If there are any questions, this is the time. I see [?], I see he's asking about, what is the specific roles and the responsibilities that mentees have, well the mentors have? Well, this is a volunteer role in fact. We are not obliging anyone to participate. They have some responsibilities, and the mentees should follow the suggestions made by their mentors so they may ask all the questions related to the agenda.

As we know, the ALAC agenda is quite different from the rest of the agendas for the meeting. So they need to reply to the calls and the suggestions made by the mentors. And then they have to participate on Saturday at 1 PM, so that they can meet their group, they can meet their mentors and mentees group. This is not a responsibility. In fact, what we do want here is to facilitate participation so that they can make the most of a meeting, and to answer all of their questions and doubts.

Fatima speaking. Evan, in this meeting on Saturday we will deliver badges for mentees and mentors, so that everyone will know each other. And if we know, for example, that there is the next [?] on a specific topic, and that person is having a mentor role, any mentee will be able to approach that person and ask him or her the question. This

will be available for, mentors will be available for the host program, not only for their assigned group.

So I think this will be the best way to work.  Chester, I'm not understanding your question.  Could you please rephrase your question?  Or take the floor so that I can understand your question, because I don't understand quite well.

Fatima speaking.  Exactly Evan.  That's the idea Evan.

UNIDENTIFIED:                    [?]  Can anyone hear me?

FATIMA CAMBRONERO:        Fatima speaking.  So the meeting is on Saturday at 1 PM UTC, so this is on the At Large agenda.  So I would like to ask staff to share that information on the chat so that we can see all of the meetings that will be held that week.  Windsor, please, that will be our room, that is the meeting room, Windsor suite.

Yes [?], I don't remember who your mentor is, but you can be in touch with him so that you can be updated with the information regarding that meeting, or you can contact me.  I have no problem with that. Thank you very much Heidi for posting that information.  So if there are no further questions, I think we can bring this call to a close, to an end. So please keep on communicating and in touch with your working group, with your group, by email.

And we invite you to participate in the meeting that will be held on Saturday in London, so that we can go on developing this program. Once again, I thank you all for your participation.  I would like to thank staff because they have been very supportive with this working group, especially Silvia, Heidi, Susie, Gisella, all of them.  And thank you all. Thank you to the mentors because I know that this is not an easy task.

So once again, thank you very much.  Thank you for your participation and see you in London.  Good-bye.

**[END OF TRANSCRIPTION]**