TERRI AGNEW:	Good morning, good afternoon and good evening. Welcome to the AFRALO Rules of Procedure Working Group call on Friday, 5th December 2014 at 15:00 UTC. On the English channel we have Barrack Otieno, Remmy Nweke, Alan Greenberg and Nkem Nweke. On the French channel we have Tijani Ben Jemaa. We have apologies from Michel Tchonang, Hadja Ouattara, Beran Gillen and Silvia Vivanco. From staff we have myself, Terri Agnew. Our French interpreters today are Camila and Claire.
	I'd like to remind all participants to please state your names before speaking, not only for transcription purposes but also for our interpretation. Thank you very much and back over to you, Tijani.
TIJANI BEN JEMAA:	Hello everyone. We're going to start this call, regarding the revision of our AFRALO Rules of Procedure. I'm sorry the attendance is quite low, but we still have an hour here to try and make some progress. We're first going to adopt the Agenda before you. Does anyone have any items or amendments they'd like to add or make regarding the Agenda? I see no hands raised. The Agenda is now adopted and we'll move on now to AFRALO Member performance.
	Last time we started discussing this matter and I'm going to sum up what we discussed last time as well, which was the weight vote. May I remind you that everyone who participated at our last [audio pause 02:30] …The latest draft to which you all agreed is the following. There's no one on the French channel anyway. I'm going to read it in English. [It

presents 03:00] any country that the largest number of ALSes [unclear 03:00] pursuing an agenda [unclear] as opposed to the benefit of the region, and to avoid [unclear] to their own advantage, the vote of each ALS will be weighed according to the total number of ALSes in that country.

The system of the vote weighting, the sum of the weight of all ALSes in the country, which is equal to [unclear 03:50]. As an example, in Country A where there is N number of ALSes, the vote weight in that country is equal to 1/N. That is the draft I have prepared. Does no one oppose to this text? Since we've been discussing this item, it's considered to be concluded. Now, going back to our Agenda for today, we now have to discuss and compile the propositions from the Members of the group regarding AFRALO Member performance.

Unfortunately there haven't been any contributions and I was also away for a while so I wasn't able to put anything there myself. I'm going to tell you roughly what I think about this matter. What we aim at here is seeing how we can consider an ALS or an ALS representative to be performing. We have to have a list of their performance. I think the first of the actions we can expect from a Member is what they do to participate at our meetings – whether virtually or in person at a face-to-face meeting.

Now, the second element important to me is the participation at the [region 03:40] meeting; that is to say that you can attend a meeting – and there are many people who attend meetings – who are written down as being present, and then they do nothing – they don't take the floor and they don't participate in decision-making processes. There's

also the matter of voting, so we can take decisions, and then the performance elements. Those are the two aspects that I've identified as the performance of AFRALO Members. There's not just that. That would be the minimum requirement.

Then if you really want to be useful to AFRALO you have to participate at a Working Group – whether it's AFRALO's Working Group, ALAC Working Groups, or Working Groups through another ICANN constituency as well – whether that's an African Working Group or one from ALAC, or CCWG. The last performance element I've identified is regularly contributing towards this. What would that mean? You may attend all meetings and be party to any group and vote, without contributing.

You can attend a meeting without contributing, and at a Working Group without contributing, and for usual discussions there's also the need to contribute – whether it's about knowing what AFRALO's opinion on a matter is, it's good to contribute. Now, if you have to draft a statement from AFRALO to ICANN, it's very good to participate. Contributing is a way of participating. It's an element. It's the element of contribution that's [foreign 07:58] to us, because in our communities usually, we don't participate much in the substance of discussion. That is actually a great failure we have. It's what we lack.

So a very important element of participating would be contributing to the matter. Those are some of the elements. I don't have them written down; I don't have the draft. But those are the elements and points I've identified as to the Members' performance. At this point I'd like you to tell me whether you've identified any other elements. If you have

anything to add here, please take the floor. Barrack, do you have any opinion to share with us?

BARRACK OTIENO: So far, not really. I think we were reaching some sort of consensus regarding the matter at hand, and I would suggest that we maintain the same path that we're taking. I'd prefer to be a bit indifferent at this point in time.

TIJANI BEN JEMAA: Is that all you have to say?

BARRACK OTIENO: Yes. For the time being that's all I have to say, because we'd basically agreed on a certain mode that we were to try out, and I'd suggest that we attempt that, because there are a lot of strong feelings for and against the proposed approach that we've made, and we need some consensus. I'd rather try out what we had agreed as a group consensus. That's all, Tijani.

TIJANI BEN JEMAA: Thank you Barrack, but I think I'm not sure what you're talking about. The issue at stake today is AFRALO Members' performance – would the elements of their performance that we're going to be working on from now on are. How do we measure their performance? Here the question would be whether the different elements of a members' performance that I've just explained are all the elements that can be taken into

account to measure a Member's performance, or whether you don't agree with what I suggest, or whether you think there's anything else.

If there's anything else? If there is consensus – and of course everything is done through consensus building at AFRALO. We haven't reached a point where we have [different 11:43] people to follow our decision. Consensus is a basic matter, but it's nothing to do with the issue at stake today.   Today we're trying to see how we can measure AFRALO Members' performance – what their performance is – that is to say the performance of ALSes representatives. That is my question.

BARRACK OTIENO: If you allow me to come in on that particular point – one, I have to say that it's critical for any developing organization to be able to measure the performance of each Member and I think I agree with the proposal coming forth from Tijani. Because at the end of the day, even as a Secretariat, or as the leaders, we are measured best on certain performance metrics that the Members are tasked with.   It's also important that we do this, otherwise we might have a case of many Members who are not really contributing, or they're lacking, yet they expect service from their RALO.

TIJANI BEN JEMAA: Thank you Barrack.   [I suggest 13:26] for the performance of our Members as regards their attendance and their participation with the activities of our RALO, but we must not forget the activities of their ALSes in their countries in the region.   Normally they're supposed to represent the end users of the Internet – that is to say individuals. So

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we have ALSes that theoretically represent users at that level, in that country, and in our region. It wouldn't be normal for an ALS not to have activities within the country they represent – so one of the main performances of an ALS is to have some activity on the ground, and so those activities they have in the field are what I'd like us to discuss. I'd like to have all contributions on the Wiki, on the list, at that level, and the performance of the participation of Members with AFRALO and ALAC's work, and with ICANN's work in general terms, but also give us a sense of the performance of the participation of individuals in their countries, because we are ALSes and ALSes are supposed to represent AFRALO in the countries as well. Aziz, go ahead.

AZIZ HILALI: Thank you Tijani. I'm sorry I was late. I couldn't hear the different criteria or elements that you'd suggested as parameters to measure performance, but I'd guess they must be pretty much the same as you mentioned at our last conference call. When I asked for the floor, my intent was to speak of the activities of the ALS at a local level; at their country level. I think as AFRALO, together with staff, we put together a spotlight, the intent of which isn't to measure anything but merely to show that at the AFRALO level, ALSes work locally, and I think that is information we are missing.

I say this because we have 36 ALSes today, and as an AFRALO Member and as an AFRALO Leader I'd like to know what the impact of the activities of the ALSes are, even if it's minimal, but I'd like to know what those activities are within each ALS. If we take the example of ISOC, ISOCs report through ISOC what the activities they have undertaken are,

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what their events have been, in each Chapter. So I think it's now time to find a way with this specific matter today, and I think we should now find a way. I don't have an answer here.

I was going to say we should try to find a way to "force" ALSes to report to us what they have been doing, because I'm sure they organize many activities, but we are many, because like I just said, there are 36 ALSes at AFRALO, and if [unclear 17:45] we have local activities [unclear], there are only three or four people who take the floor. I think we should find a way to bring our Members to report to us what their activities have been in. This is also the work at ALAC and ICANN.

There's participation at Working Groups. There's participation into policies and into public comment periods. Fortunately many young people have recently joined AFRALO and they're very active, but still we'd like to have more participation, more engagement. Thank you Tijani.

TIJANI BEN JEMAA: Thank you Aziz. I would say what my criteria for the participation is at ALAC and ICANN. Your mentioned four or five parameters to measure performance for, and I would add one more, which is the activities of the ALS within its country. I asked, and you asked rhetorically, how we could force people to report to us. Well, if we're going to have that element as part of our parameters; to measure people's performance, I think it would be in their interest to mention what their activities were, because otherwise the drivers or parameters would be very weak.

I think now we should start working on the most important aspects, which is actually to measure each ALS's performance – but measuring it not to apply any punishment, but to know and to correct, and certainly if there is no solution to this, to arrive at some kind of remediation. I think the procedure is clear, but I'm speaking of the definition of performance right now. I'm going to repeat what I said a while ago, because I quoted a number of performance criteria; which was first attending meetings, both in-person and virtually; secondly to participate in decision making processes, thirdly to vote, fourthly to participate in Working Groups, both at the region or RALO level, at the ALAC level, and at the ICANN level in general terms.

So all the proceeding items will take regular, significant contributions. This is the minimum that the Member who doesn't make regular, significant contributions should do. [unclear 20:47] who attend every meeting, but if they make no contributions there's no point in having them. We need to hear the voice of the end user at that country, within that community. That is the importance of the contribution of our Members.

The other performance indicator, which is important to me, is the local activity in the field for each ALS, so the performance parameters I've jotted together, I haven't had time to jot any proposals down, so I'll ask you all to contribute, whether on the Wiki or on the chat, or on the mailing list, so that by the next meeting we are able to have enough participation to compile and put together our consensus text, which will represent the opinion of most of AFRALO Members, and the participation of each Member of the group is deeply important.

We are supposed to submit to AFRALO at the end of our week, a project or draft version that will either be amended, either accepted, either rejected. We're going to have to make proposals to which at least the great majority of Working Group Members can consent, so the participation at the drafting level is also important. You can write whatever you want – never mind the language. We're going to take your contributions on the Wiki and rephrase them if necessary so they're clear and understandable. But in order for us to be able to do that, we need your participation, please. Aziz, do you wish to take the floor?

AZIZ HILALI: Yes. I'd like to add to those parameters, as AFRALO Chair. Even when I was secretary I've always said that ALSes always had to update their information on their ALSes so that we always have updated information for the ALSes, because sometimes ALSes change chairs or representatives. They always have new activities they can share with us, so we must add here that people must fill in that sheet and share their activities with us. I think that should be added to the terms of performance.

Lastly, there's another matter here that I'd like to submit to you Tijani, because you participated at ALAC Metrics Working Group. I'd like to ask you to vote on the Wiki what the performance metrics used at the other RALOs are, and likewise, what their criteria is for decertification. Lastly, since we're discussing this, and I said this last time, [unclear 24:49] three or four ALSes we haven't heard from in five or six months, so I'd like us to talk about those ALSes, because they don't participate.

They haven't even responded to our offers for travel, so clearly these admins are not interested, so we should either decertify them or find a solution with those ALS's situations. Thank you.

TIJANI BEN JEMAA: Thank you Aziz. Several things, firstly, updating the task list. To me, it's not really relevant. What's important is to update the application, because we should regularly report the amendments [as the status 25:35]. Yes, well, the fact is it's a draft. There's no task list. We should have something more general – that is to say that each ALS should report any changes in the leadership or the situation of their ALS. In truth, that should be an application, but I don't think it's part of the performance of the ALS. What we're not knowing is whether a Member is performing or not.

If they haven't reported an activity there's no point in having that ALS. How do we know whether or not he's performing? Then you also spoke of the ALSes who don't respond. I just explained that this work we are undertaking now is merely to discuss performance. We're then going to discuss the metrics for the performance and then in the first phase we're going to see how we can remediate the problems identified. What we should do, once we know the performance of each ALS. We're not going to punish anyone but we're going to try and make amends, but how do we do that?

The ultimate solution would be decertification, which is what's going to happen to ALSes who show no interest in us, but that is going to depend on the way AFRALO works. In the Rules of Procedure right now, we have

no point explaining this. Aziz? Is there anyone who'd like to take the floor? Aziz, At-Large in general is working on those performance criteria and the different performance drivers. I'd like [unclear 28:27]. We have worked on metrics, and that is Alan's project. Yes, it's one of the projects. It's an action plan for next year, and no RALOs have any performance metrics.

They're all working on that item, so I think we're going to work with the work done in ALAC and in the other RALOs. We're share what we think about our region. Each region will have its opinion, and we'll be able to have some performance metrics for each region, but it's okay to also see what's happening in the other regions. In ALAC we are working on that. The RALOs need to work on that. We need to work on that before the next meeting on the AFRALO Rules of Procedure review.

I ask Ariel to send an email on the Working Group mailing list, to tell everybody that there was very few people participating in this conference call and that everybody is asked to see what is on the Wiki page, and to tell the Working Group Members that they need to give their opinion on the element regarding the performance metrics of AFRALO Members. This is an Action Item. Now, it's only me speaking. I'm very sorry about that. I'd like to know if anybody has another proposal or another idea. Who wants to take the floor?

We are going to work on the performance metrics. We're still defining them now. The link that we need to see now, Terri, is the Member performance from AFRALO. This is AFRALO Members' performance. Barrack?

BARRACK OTIENO: Maybe if I take us back a bit, I'd like to make the following suggestion.   I hope I'm not repeating what I've been saying before. For us to develop good performance metrics, it's important that we have a common vision as a RALO. I think that's the premise where we should begin – as ALSes in the Africa region. What is our common mission and vision? Based on that we can say we all abide by certain metrics, to be able to achieve the particular mission or vision that we've set.

That would be a good starting point; to rally everybody to write a common mission and vision, to avoid cases where there are ALSes that are not contributing or are not participating at all. Because that would be able to help us really measure who is doing something and who is not. That's just an issue I wanted to point out. Thank you.

TIJANI BEN JEMAA: Thank you Barrack. We have an MOU and the mission is very well defined. Now, if we need to modify or amend that mission of the RALO, that's okay, but related to the certification criteria, we have discussed this item. It is the decertification criteria of the ALS. We are working with the criteria that we were using lately, but those criteria don't give us very good results. We want to study the possibility of amending those criteria to have a better result.

The mission is very well defined. Now we need to find out what are the performances that the AFRALO Members need and must have, to remain AFRALO Members. Today we've made good work, I think. Unfortunately we're not a lot working on that today. There is only

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Barrack, Aziz and me. There is also Remmy and Nkem, but they didn't participate in the discussion. They didn't.

There are some people who are here but they don't participate. I'd like everybody to participate in that discussion on the Wiki list, or on the mailing list of our Working Group. Please can we have the link on the chat? Now we have the link of AFRALO Member performance on the chat where you can all provide your comments. Now we are going to move to the next Agenda Item, but first I'm going to ask if anybody wants to add anything? Do you want to add something to…? Okay. Nothing to add. I'm going to move to the next Item.

This is Item #4 – performance metrics. We are going to see what those metrics are for performance.   For example, for the elements of performance of the participation of that person to the meeting. If that person is participating in the meeting, what are the metrics for that? That is what we're going to do during the next meeting. I hope you'll think about it and next time we'll have your contribution about the performance metrics for the ALS, and secondly I'm going to ask you to please participate in the discussion on the performance metrics.

Tell me how you consider that the metrics must be; to assess those performances and measure them. For example, can we say that those who are not voting are not performing? Can we say that? Can we say that you can make only one vote, but we need to say if you don't participate in a meeting you nee to send an apology and if you don't, what is going to happen. It's all of that. It's not only the performance metrics to establish for the next meeting, but to think of those other

metrics. I ask you to please do a list of all those performances, that will allow us to do those performance metrics later.

Now we need to complete that list and if someone thinks that some performance metric is not good, please tell us during next week. On the next week we're going to write and discuss on the mailing list and on the Wiki list. Please send me your contributions, so during the next meeting we'll read your inputs and give our opinions on those inputs. Do you have anything to add? Nobody asking for the floor? Okay. Aziz?

AZIZ HILALI: If you allow me Tijani, I'd like to make a written proposal that could be discussed, because if each one of us has to do some written proposal I'm afraid we won't have anything. So as you made for the first Item, for the weighted vote for example, if you want, please write the proposal. It should be better than us writing a proposal and to add things afterwards.

TIJANI BEN JEMAA: Thank you Aziz for your proposal. I'm going to give my opinion on the Wiki list. I'm not going to develop a draft. I will only send the list of these performance metrics, and I ask you to add some performance metrics so during the next meeting we'll just say if we're agreeing and then we'll see what the metrics are that we'll be agreeing on the list for the next meeting. Okay? If there are no other comments, we have some time left, but if there is no other input or opinion, what are the next steps now?

As I said, I'll ask each one of the Members of our group to go to the Wiki and try to add things to the list I'm going to post on the Wiki page. Please add things into that list that I'm going to post on the Wiki page. I'm going to ask that for the next meeting each Member gives his opinion on what could be those performance metrics, so we can discuss that during the next meeting, deeply, and we can prepare something that we'll draft for the next meeting. These are the next steps. Everybody agreeing?

BARRACK OTIENO: Okay.

TIJANI BEN JEMAA: Okay, so we're going to move to the next Item of our Agenda. I'm going to ask you something. As the participation to our meeting is not very good, I'm going to ask staff to ask the Members of our Working Group what are the days of the week, and what time of the day, they prefer for this meeting. What time of the day and which day is everybody is available? Maybe we can do an Action Item please – to organize a Doodle for next week? The idea is to see if there are times or days of the week that are not good for the Members of our group, because I'd like to have some more participation.

Please try to participate online, try to participate on the mailing list, in every way. If there are no other comments I'm going to conclude this meeting. We are a little early. I hope that for the next meeting we'll have some more discussion and that you will participate on the mailing

list. Thank you very much. Thank you everybody. This meeting is adjourned. Thank you.

TERRI AGNEW: The meeting has been adjourned. Thank you for joining. Have a great rest of your day.

[END OF TRANSCRIPTION]