

Evaluation-14Sept17

YEŞİM NAZLAR:

Good morning, good afternoon, and good evening to everyone. Welcome to the ICANN Academy single-purpose call on Intercultural Awareness Program Candidates Evaluation, taking place on Thursday, 14th of September 2017 at 20:00 UTC. On our call today, we have Sandra Hoferichter, Abdul Saboor Malik, Glenn McKnight, Ines Hfaiedh, Nadira Al-Araj, Poncelet Ileleji, Sarah Kiden, Tijani Ben Jemaa, Renata Aquino Ribeiro, Sébastien Bachollet, Carlos Vera. And we have received apologies from Satish Babu and Amir Qayyum.

From staff we have Heidi Ullrich, Gisella Gruber, and myself, Yeşim Nazlar. Finally, before we start, I would like to remind everyone to state your name before speaking for the transcription purposes, please. And back to you, Sandra. Thank you very much.

SANDRA HOFERICHTER:

Thank you very much, Yeşim, and welcome to everyone to this single-purpose call. I have recognized that there are a lot of questions already, but I would kindly remind participants that this call -- the only purpose of this call is to identify those members who are going to be on the work team to set up this intercultural awareness program together with ICANN staff and Incite Learning, who are helping us, who are helping the community to establish this new program.

You are aware, because you are on the mailing list of the ICANN Academy Working Group that we had a call, or we actually had two calls. One call was for participants of this first pilot program, and here

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we gave preference to those who participated in the leadership program recently because we believe that participants in this cultural awareness program is of most benefit if you have gone through this leadership program already.

However, we agreed from the start that any seats which are not taken by alumni of the leadership program will be open to the wider ICANN community, as far as they are financed to participate in ICANN in Abu Dhabi. So, with this, we received now until 14th of August around 32 registrations. I would not call it applications; I would call it registrations because we are not applying in the terms that we submit our statement of interest and things like this, but we would like to offer this to the community as an opportunity to register.

However, I have the feeling that some people who did register for this course do not have funding. From experience, we also know that there will be also always last minute cancellations due to personal, health, whatever reasons. So, I expect the current number of registrations to go down a little bit.

On the other hand, we had a call for work-team members and this call was opened until 31st of August, as well, and those -- how can I put it? The form participants for the intercultural awareness program, it asked, "Would you like to become a member of the organizing team?" And a majority answered this question with yes, and I will copy/paste the link to this page, so that who -- maybe ICANN staff can put that link into the chat because my computer is somehow not reacting or Adobe Connect at least is not reacting.

Evaluation-14Sept17

Yeşim, could you please paste the new table where we have all the registrations and all the interests to participate in this course in the chat please, so that everyone can look at this?

YEŞİM NAZLAR:

Hi, Sandra. Sure, of course, let me first put it here on the AC chat and now I'm quickly going to display it on the Adobe Connect as well. Thank you.

SANDRA HOFERICHTER:

Thank you. Okay, this is the list, and we enlarged the screen so that we can see the whole table, including the last [inaudible] team.

YEŞİM NAZLAR:

Hi, Sandra, this is Yeşim speaking, I think there's a technical problem when it was converting to PDF, so I would like to kindly ask everyone to use the link that I've shared. Meanwhile, I'll try to re-export the document to PDF and see if I can get the last part or not. Please go ahead. Thank you.

SANDRA HOFERICHTER:

So once Yeşim -- it's Sandra speaking -- once Yeşim provides that link, I kindly ask you to look at this link just to have an overview, who explains interest to participate in the program as such, as a participant, and also those who expressed interest to be helpful to become a member of the organizing team. However, we consulted with Incite Learning, the

professional service provider who is going to help us, if it would be wise to expand the work team, the core work team, to more than five, and they said it would be not wise to assign more than five work-team members which are really in charge of setting up this course, together with Incite Learning.

So therefore, I think it will wise if we go back to the other list, where we had a call on the ICANN Academy mailing list, where we had around 15 applications, or 15 expressions of interest to be a work-team member. I think Yeşim is sharing, again -- accepting -- thank you very much, Yeşim, and maybe can you also provide this link in the Adobe chat so that everyone can look at the list on his own screen, maybe a little bit larger?

So this is the number of applications; we have around 15, and this group should decide today how we are going to make a selection. And we have to make a selection process because more than five will not be suitable. We have already identified certain criteria, which are, as usual, as ICANN, gender, geographical, and the geographical -- this includes cultural diversity. Tijani mentioned this on the mailing list already -- stakeholder, and yep, stakeholder, gender, and cultural diversity.

It was said that it might be of advantage that those who are going to be on this work team have gone through the leadership program also, because they know, in which way, in which direction the courses are going and they have a little bit background already on how to work with Incite Learning, and how to set up such a course. However, this I consider is a matter for discussion, and at this stage I would like to open the floor, asking the concrete question, "What would you consider to be

an eligible selection criteria for the five people out of this group who are willing to be on the work team?"

If you have comments or questions, suggestions, please just raise your hands now. So Tijani is the first one who raised the hand. Tijani, you have the floor please.

TIJANI BEN JEMAA:

Thank you very much, Sandra. Since this ICANN activity is about cultural diversity, I think that one of the most important criteria should be the cultural -- diversity in culture. So we need to have people from various cultures. Also, the gender diversity is something very important in my point-of-view, and then regional diversity.

So, if we manage to have these three criteria to decide, I think we'll have a good selection. Of course, we need also people with a little bit of skill in organizing and helping the organization in the conception of the event. Thank you.

SANDRA HOFERICHTER:

Thank you, Tijani. Poncelet, you raised your hand, you have the floor please.

PONCELET ILELEJI:

Thank you. Poncelet speaking for the record. I was wondering whether it was proper for the working group and then you also placed your name to be in this intercultural awareness program, whether it is right for

Evaluation-14Sept17

someone to recues themselves? I'm thinking of an example for myself. For example, that whereby -- I feel like I have the necessary criteria, and it's something that I really love in terms of intercultural awareness, but in this discussion, don't you think that if we involved, we should also recues ourselves, and just listen in? That was what I was wondering, and I felt I should throw this to you. Thank you.

SANDRA HOFERICHTER: Poncelet, I'm not sure if I quite understand the question you raised. Could you maybe reframe it a little bit so that it's more clear for me? I'm sorry.

PONCELET ILELEJI: Okay. Yes. Poncelet speaking again. What I feel, I said, if you are a member of the working group and you are also -- you put yourself up for selection for this intercultural awareness program, will it not be necessary for you to recuse yourself from the decision process for this. And I put myself as an example, whereby I'm in the working group, and I put myself up for selection in this intercultural awareness group? I personally would prefer to recuse myself and just listen in. Thank you.

SANDRA HOFERICHTER: I think I understand -- yeah? I'm sorry. I think I understand what you mean. Yeah. You're talking about a possible conflict of interest that if you did raise your hand as a participant, either for the working group, or as a participant and are also a member of the working group to decide

Evaluation-14Sept17

about it, this would put you in a conflict. Right? Is this right understood?

PONCELET ILELEJI: Yes, Sandra. That's what I meant. So, personally, for me, I would like to recuse myself. Thank you.

HEIDI ULLRICH: Sandra, this is Heidi. If I may?

SANDRA HOFERICHTER: Yes. Yes, please.

HEIDI ULLRICH: I wonder if you would like to describe a little bit about how you see the work-team participants and the role that they will play before any development of the course, but also what -- the integral part that they're going to play during the actual course? Cause given the interactivity and engagement that they will have during the course. That's the design that we're planning right now, is that these work-team members are going to be key people in terms of the panels that we're planning, and just the interactivity.

SANDRA HOFERICHTER: Yes. Thanks, Heidi. I will. The members who are going to be selected for the work team will automatically become participants because those

who are setting up the course together with Incite Learning will also be the ones who are helping over the course, during the course, as community facilitators. We have this concept of community facilitators, also for the leadership program, where Incite Learning is giving them the sort of, train the trainers intro, and where then they are actually trained to do the same work for our break out session as the professional provider would be doing.

So actually, it's a two-fold thing -- if you are selected for the work team, you are automatically participating in the course. But you are also responsible in setting up the course. This is also important for the sake of -- that we should learn from this pilot course and we will probably find other selection processes in the future, but for the first selection process, we consider it an advantage if those who are setting up the course, are also the community facilitators -- have maybe an understanding already from what has been organized so far, and help us to move forward with the lessons learned from this pilot program.

So, to make it short, as for all the other programs, we are here in a special situation where we would have special rules of where we design, or find agreement on processes, which might not be the same processes in the future, but which, would probably help us in the first round to set up this pilot program. This was the case in the past, and I assume this will be the case here again, and I hope with this, I kind of answer your question, Poncelet, that yes, you are here in the call and we are going to decide today, at least about the criteria on which we make the section, and we can transfer that to the mailing list, but I would even more welcome it if you find, declare -- you see, not even define the criteria

Evaluation-14Sept17

here, but also make the selections already because we only have to select five people. But keep in mind that this procedure will probably will not be the procedure of choice in the future. Poncelet, does this answer your question or do you have a follow-up question on this?

PONCELET ILELEJI: Thank you, Sandra. I think it answers my question. Yeah, I'll just go with it for today. Thank you.

SANDRA HOFERICHTER: Thank you. So the next in the queue is Glenn McKnight. Glenn, you have the floor please.

GLENN MCKNIGHT: Great. Thank you, Sandra. Glenn for the transcript. Couple of things come to mind, and I think this is a good point you are bringing up, or Heidi brought up that people who actually have been, I guess, either the chairing or leadership training, so they have a firsthand experience of: A) the process and the training to carry on. I guess where I'm coming from -- it's going to be difficult to bring it down to five from the current level. I guess another criteria that I put on to the list, beyond gender and geographical location, is what that person is bringing to the table, in terms of, knowledge of either training, or dealing with diversity issues and inclusion. So, I think that's -- rather than just looking at an individual because they are the right gender, or the right geographical

Evaluation-14Sept17

location, one has to ask, "What are they bringing as value added to make this more valuable?"

The other question that I have, Sandra, what's the motivation for this? Where did this come from? Was this a deliverable out of the diversity working group from evolution or is this an organic thing that happened, or the community said, "Hey, there's not enough, perhaps, multiculturalism within the training." Maybe it was too biased, and maybe you can give a little bit of background, what's the origin on this and why it's such a good thing to [inaudible]. Thank you.

SANDRA HOFERICHTER:

Thank you for the comment, and also for the question, Glenn. On your question, I can indeed confirm that this a -- you call it an organic process, which was the outcome of -- at least for the last two years of the leadership program, those programs, which last three days brought this group always very much together, but we found out about our different cultures and recognize that actually this would be a topic to follow up. That means once you have gone through the leadership program, it would make totally sense to elaborate on another program, where you go a little bit deeper into cultural diversities, which will help you then to work together with the community members for the terms you are elected for.

So, at the moment, when this request to organize such a training came up, this request came up from the leadership community. However, it was more or less evident that such a program would not only be of

benefit for the leaders at ICANN, but also for the entire community. So, we would therefore, not like to limit it to the leaders only for those who have gone through the leadership program, or others, but we open it for the wider community but giving preference to the leaders at that point. Because they are the ones dealing with other, sometimes fighting with each other, arguing with each other, and those are the ones who spend a lot of time together, also, while eating, or at meetings, where they really have to find consensus.

So, this is two-prong approach and at the leadership program, for instance, it has been proven to be a good thing that we mix newcomers with experienced leaders, and here I very much agree with you, Glenn, when you say we should look at what this person can bring into this course, and probably, the same criteria as that applies for the leadership program that we mix experienced ICANN leaders with incoming leaders, which have not yet so much of ICANN. Those mixture can actually be a very good one because, well, for the -- I don't think I have to explain why this could be a good mixture. I think you can understand that. Everyone can understand that. So Glenn, does this answer question, or would you like to explain me a little bit more?

GLENN MCKNIGHT:

No, I think it's pretty clear. I just have to -- you need to remove my name from the list because I did not participate in the leadership or the chairing, so I would not be eligible based on this criteria. So, that could reduce the number down to the five. So, I'd be happy to give you my

Evaluation-14Sept17

opinions, but I'm more than happy to drop my name off from the list based on that criteria.

SANDRA HOFERICHTER: A question -- it's Sandra speaking -- a question, Glenn, you mean from the list of work-team members, or did you also apply as an ordinary participant?

GLENN MCKNIGHT: I have not put my name down as an ordinary participant, but I'm not against that, but just for the working team cause I know the purpose of today is to get the list down to five, so to make it easier, just take my name off the list because of the criteria.

SANDRA HOFERICHTER: Okay. I just took Glenn. Well, by the way, you still have one day to apply or to register for the program as an ordinary participant as those who are on the list of work-team members and cannot make it to that one, you would have at least have a chance to participate in the program as an ordinary participant, and here I would consider that the work is not done after the course. We would rather be very much interested in your feedback and the follow-up work because as I said already, this is a pilot program. We have to learn so much, and we should use the experiences not only from the five work-team members, but from all participants who will go through that course to actually let us know and let us feed into the future process.

Evaluation-14Sept17

I have to make a comment of, or a housekeeping note, for some reason, I cannot move any of the arrows here, or whatever in Adobe Connect, so I see in the chat there are people typing, but the last message, I can see if from a while ago, which was still the place where we said hello to each other, and I cannot move down the bar to see what is in the chat, so I would kindly ask -- I can stop to make me aware of if there are any questions in this way because I simply cannot see them.

YEŞİM NAZLAR: Hi Sandra, this is Yeşim speaking, noted.

SANDRA HOFERICHTER: Thank you, Yeşim. So Glenn, you still have your hand up -- is that an old hand, or --? Okay, so this works, the hand goes up and down, but the checks bar is not movable. Okay, are there any other questions and comments on the selection criteria for the five work-team members? Renata, you raised your hand -- at least this works. Renata, please speak up, you have the floor.

RENATA AQUINO RIBEIRO: Hi. Can you listen to me here -- Renata?

SANDRA HOFERICHTER: Yes, I can hear you, clear and loud.

Evaluation-14Sept17

RENATA AQUINO RIBEIRO: Oh, good. My connectivity is a bit -- on the phone and on the computer, so forgive me if I get disconnected. Anyway, just to clarify -- Chairing [inaudible] alumni are they eligible and one question about diversity and inclusion -- of course, we know the criteria of stakeholder, region, gender, but how about also criteria like sophistication of groups, for instance, I am more concerned about indigenous issues? I am involved with the first pilot of the Global Indigenous Programs, so I would really like to have that represented or be brought in this course, in anyway, so even if I am not eligible here, I would like to volunteer for corroboration both me, and my team of this program. Thank you.

SANDRA HOFERICHTER: Thank you, Renata, and could you please clarify what you mean with indigenous program or indigenous courses?

RENATA AQUINO RIBEIRO: Sure. I guess the audio is going no properly. So, the Global Indigenous Program is the program that was initiated as a special project by at-large to bring in indigenous communities, who are initiating their own internet market project, like having their community websites and bringing their small business online, and also society organizations, and this began as a project by NARALO with indigenous communities from North American, and then it grew to be a global program, and now we have the first three ambassadors from indigenous communities coming to ICANN on ICANN 60.

Evaluation-14Sept17

So, I think it would be really important for an intercultural course to identify also diversity and include effort that are not, I would put it that it's not in the most traditional criteria for diversity in a multicultural model, so these communities are not participating just because they are business or they are [inaudible]; they are indigenous communities. They are first nations that Glenn has put it here so well, there first nations natives. They are tribes of the Andes Mountains, of the Amazon region, and their interest into internet policy and the DNS industry is completely different from other communities, so if we are discussing diversity and inclusion, those that self-identify as indigenous population, if they corroborate with this program somehow. Thank you.

SANDRA HOFERICHTER:

Thank you, Renata, I think we will come back to that question because I have the feeling I have not really fully understood who these people are or what they are doing, and how this is connected to the ICANN community. I've heard this for the first time, and I think it sounds very interesting, and would love to learn more about it. Are there any other comments or questions on the criteria? Renata, you have your hand still raised, I think that's an old one? Okay. Thank you, Renata. Ines, you have raised your hand. You have the floor, please.

INES HFAIEDH:

Hi, everyone, do you hear me?

Evaluation-14Sept17

SANDRA HOFERICHTER: Yes, we can hear you loud and clear.

INES HFAIEDH: So, if we are back to the selection criteria, I do believe that the process right now is not that perfect, and maybe for the interest of, and for efficiency, we could suggest criteria tonight in this call. So, this is just my opinion on the selection on the process and procedure. On the criteria, I would suggest, really, that the candidate has taken part in a leadership program, or leadership training because it does -- for example, I do have an experience as -- in elaborating courses and for example, for the Middle East course on IG, and right now, I'm coordinating the first-ever Tunisian school on IG and so, and we're thinking about creating a course on intercultural awareness also at this school on IG, but I do believe that when you have an experience in the leadership program, you do have a feeling of what has taken place and how the interactions take place, and how we learn through each other. It was really a great experience for me, and how we -- I discovered about other stakeholder groups, and about, especially the culture of other participants. And I really, really loved it.

So, I do believe that some experience and having attended one of those leadership trainings would be really helpful. In addition, I would also second, Glenn suggestion that the candidate must have some experience with elaborating courses and have something to bring to the table. Thank you very much. This is Ines Hfaiedh for the record. Sorry.

Evaluation-14Sept17

SANDRA HOFERICHTER: Okay. Thank you very much, Ines. So I understood or I take from your intervention that you are really happy about the process. I must I'm neither, but I really don't know how to set it up in a more transparent and more inclusive way than we are just trying now. So I think if we define criteria would be a crucial thing to go, and this will, hopefully, give us a legitimacy to -- after we decide after this criteria that the selection is made this way.

I'm a little concerned with the participation on this call because I know there are much more people on the mailing list, and also, much more people who did apply to be on work team, so I just hope they will not be negatively surprised if they come out of the selection, but on the other hand, we have to get this course on within the next month, and time is running, so I mean, we can either decide to spend more time on selection and on process, or we can decide to get this course up and running.

Are there any other comments on the process and on the criteria because otherwise, I would summarize here, and would try to go through a selection, which we then can propose on the mailing list. Ines, you raised your again, or is that an old hand?

INES HFAIEDH: Yes, sorry, I just wanted to clarify that I said the process is not perfect, but this is the best that we have right now, and that for the interest of time and for efficiency, this call can help a lot in the selection process

Evaluation-14Sept17

and in having like a bottom-up approach and to suggest. Thank you very much.

SANDRA HOFERICHTER: Thank you for the clarification, Ines. Any other comments, questions at this stage?

HEIDI ULLRICH: Sandra, this is Heidi.

SANDRA HOFERICHTER: Yes, please, Heidi. You have the floor.

HEIDI ULLRICH: Yes, just -- again, I'm just wondering if we could maybe, you know, pick through criteria, or maybe even pick selections of possible people and then send it to the working list and see if they're okay, or if they have any concerns about the selection that was done today?

SANDRA HOFERICHTER: My idea is -- it's Sandra speaking -- my idea would be that we define or extend selection criteria [CROSSTALK] summarize in a minute, and then propose names, which are sent to the mailing list for let's say, approval, or we ask for consensus call if the working group agrees with our proposed -- first criteria, and second, the names we are proposing.

Evaluation-14Sept17

HEIDI ULLRICH: Perfect. Exactly. I think we're in agreement.

SANDRA HOFERICHTER: A question to the working group, would you be in accordance or do you have objections if we go this way? I reiterate the define selection criteria and we propose names, send it to the mailing group for approval. Oh, that's very good. You make a green tick in the Adobe if you agree. So, please, also cross mark if you do not agree with this proposal. Okay. Thank you very much. I think we have consensus on this process. So, then I will summarize the selection criteria we just agreed on: gender, geographical, and cultural diversity was set from the beginning.

We also added as a criteria that it would be helpful to have been on a leadership program already, and that we maybe look for what they can bring into this course, in terms of, experience at ICANN, if they are experienced or less experienced people, which is not advantage or a disadvantage because we would probably need both views. Those who are in mafia, I would say for quite a while, and those who are bringing in kind of new blood. Did I forget anything some of you mentioned, that is not in the list? Tijani, you have the floor, please.

TIJANI BEN JEMAA: Yes, thank you very much, Sandra. I emphasized on the diversity in cultural. We don't need to have people based on geographical regions

Evaluation-14Sept17

because in one geographical may have very different and sometimes opposite culture, so the best, since we are talking about cultural, the best to have the varying culture. Thank you.

SANDRA HOFERICHTER: Okay. Tijani, I absolutely agree with culture. Would you suggest that we delete geographical and put culture in it instead?

TIJANI BEN JEMAA: No, I think we can combine both -- means that we try to have different culture, but also from different region. It would be good if we manage, and different gender. This will be very helpful.

SANDRA HOFERICHTER: Okay. I understood. So we might call it geo/culture diversity. Okay. Did I forget anything? I mention again we have the first would be geo and cultural diversity; the second, gender; third, [inaudible - 00:37:30] diversity. These are, I think, the usual ICANN criteria, and then we add they should have been in the leadership program and we would like to look at a new- and old-hand experienced people. These are on my list, five criteria. Anything I did forget? Nadira, you have the floor please.

NADIRA AL-ARAJ: This is Nadira. I'm just here as -- being aware of what you do, but I can give you some ideas, but also like -- to continue with what Tijani has mentioned, political affiliation, also, is smart. Affiliation might not be

Evaluation-14Sept17

clear, socio-political regions also, is necessary to be within criteria, as well. Maybe it's not clear [CROSSTALK]. Yeah, for example, like me and there is [inaudible] on the same table. So that's the idea like this is kind of also be -- we do understand or we might not understand each other, it's part of the culture also. [Inaudible] Pakistani and the Indian, for example, so that's socio-political criteria.

SANDRA HOFERICHTER:

Yeah. That's it? Thank you. Thank you, Nadira, and as I know you a little bit from various events, I also know a little bit about your background and can understand your reasoning. I'm just wondering how we are going to resolve that because then we would have really to look at many conflicting regions in the world, as you mention, Pakistan, India, Israel, Palestine, Latin American, Caribbean -- I mean, I think that's a criteria, which is difficult really to accommodate.

I would just like to ask you, would you rather suggest to, or would you like to be proactively bring those conflicting political diversity on the table, or would you like to avoid bringing those on the table? In which direction would you like to go?

NADIRA AL-ARAJ:

I would go towards the -- no bring them on the table, to have better understanding this because maybe sometimes, when you go about consensus, sometimes that's like people will go against the others' opinion, but when we understand each other, or coming and working for the common reason, common purpose, people understand where

Evaluation-14Sept17

are it coming and where the other coming from, but maybe with a shortlist, this is not easy to identify, but maybe for the future, you might put this as socio-political criteria. I don't know. Something maybe it could be included in some way or another, but not this time.

SANDRA HOFERICHTER:

Nadira, I think for the five people on the work team, it will probably cause an impossible to take this into consideration, but for the people participating [CROSSTALK] -- for the course itself, I think we will automatically get a variation of political opinions without even actively looking for it.

We had this case, for instance, at the leadership program, recently, where also, conflicting countries were on the table, but I think we should maybe not put it on top of the agenda, I think this can be maybe a topic in the set up of the course, and we can -- those who are on this call and maybe on the work team later on, might bring that forward that this maybe a topic, how to talk about politics at ICANN probably. This is a very interesting way to go. Would you agree with this approach?

NADIRA AL-ARAJ:

Yes. I would. Yeah. Thank you.

SANDRA HOFERICHTER:

Okay. Thank you very much. Glenn, you have raised your hand. You're the next.

Evaluation-14Sept17

GLENN MCKNIGHT:

Yeah. I just want to quick comment. I remember meeting a guy from the [inaudible], who was very political about the -- it had shut down, and he was running around trying to get sympathy when we were in Hyderabad, and needless to say, the Indian hosts were not very pleased with him, so one has to be aware of you know, sensibilities sometimes. I'm not saying censorship, but one has to be a little bit smart sometimes.

I just want to go back to the criteria. We had five criteria roughly, and I'm just going to through this out to the committee to think about, and I'm not sure if this is the time to put it in, but there's called emotional intelligence of the members, and that they can work together, and there's something called empathy. In both cases, we can get really good people, that smell right, they look right, but they're assholes when it comes to working with them, and so, I'm just being blunt that we need to be aware that this is a team. It has to work fast, and egos shouldn't get in the way, and I'll give you an example.

Tijani and I, we actually really see a lot of things very, very similar, but at first, in many ways, he was misinterpreting what I would say, and actually it's taken a while for him to actually become more aware of what -- how my perspective is, but perhaps I come across a little too sarcastic or something, but it's a question of delivery, but I can assure Tijani's a fantastic. We have a great working relationship, but it's taken time, so you know, we have such a little amount of time to develop that empathy or understanding and in German [person speaking a different

Evaluation-14Sept17

language] to understand people worldview, so it really has -- you know, whatever group composition is, it's got to set the ground rules fairly quick, so that and keeping on target. The idea of feature [inaudible] you know, getting on certain tangents, some of it is very valid, but you can't do it all in the first course. This is an evolution. Thanks, that's it.

SANDRA HOFERICHTER: Thank you, Glenn. Although, I tend to agree with you, I think judging someone on his emotional empathy is really a critical thing to do, and we should do that publicly. I mean you can do this in your mind, but I would hesitate to put out as an official criteria. But it's good that you mention it.

SÉBASTIEN BACHOLLET: Sandra, Sébastien Bachollet speaking. I am just on the phone, then --

SANDRA HOFERICHTER: Yeah. Oh, Sébastien, I didn't know that you were on the phone. Then please speak up.

SÉBASTIEN BACHOLLET: Sorry. And I was driving and just arrive. I'm still in my car. Yeah. I wanted say a few things, the first one is that we have just to pick of five peoples and it's always, always difficult to take into account all the different criteria we would like to have taken in to account, therefore, we are to trust that this small group will do the right job, and if we are

Evaluation-14Sept17

not happy with the training after that, with the session, we can tell them, but we need them to trust them at the beginning.

My second point is that taking into account all of what you have said, I think it's also important to some link, even indirect link with the people working on the work stream too, about diversity because I think it's one way also to take in to account what is happening there for the future of ICANN and this evolution. I don't remember where I put my name, if I put my name -- doesn't matter, if you need my help, even outside of the subgroup, I will help you, if you ask me for. Thank you.

SANDRA HOFERICHTER:

Thank you very much, Sébastien, and I would like to reiterate and clarify that everyone who is on the ICANN Academy Working Group, on the big one, is always, always welcome to help developing these courses, and those who will be the participants of the first class or of the first course, we will need input and feedback from all of them to further develop this course.

So, please do not understand that the five, who are going to be selected to be on the work team, will be the only ones working on this course, further, they will just be the ones who are sort of the advisory committee or the work team to work with Incite Learning. Ines, you raised your hand very quickly on the criteria [CROSSTALK] because we have just extended the call for another 15 minutes, and we would like to go through the names also. Ines, you have the floor.

Evaluation-14Sept17

INES HFAIEDH: Definitely, thank you, Sandra. So, I just want to check something. So, you were suggesting to share the criteria and names on the mailing list, right?

SANDRA HOFERICHTER: That was my proposal, yes.

INES HFAIEDH: Yes, which mailing list are we talking about?

SANDRA HOFERICHTER: The ICANN Academy Working Group mailing list. The big one.

INES HFAIEDH: Okay. So, it's part of At-Large, right?

SANDRA HOFERICHTER: No, it's [CROSSTALK] --

INES HFAIEDH: So, it's going to be shared -- [CROSSTALK]. Okay. Sounds good. Thank you very much.

SANDRA HOFERICHTER: Okay. Any other questions before we go on and start reviewing the names? Abdul Saboor Malik, you have the floor please.

Evaluation-14Sept17

ABDUL SABOOR MALIK: Hi, this Abdul from Pakistan, and I think I am not a part of this Academy -- the Leadership Academy, so I would like to facilitate the selection steps and process by, you know, by getting my name removed the list, so that the process can be much more easier for the team management to select, you know, these appropriate in the mailing list so that I can be also helping, you know, making in helping to selections also, to five-member group, so I would like to also remove from this list, so that it can be more easier for the team management, or the team at ICANN Academy to select the five people.

SANDRA HOFERICHTER: Thank you very much, Abdul, and I know we emailed about this already, although you might not be on this work team, you are very much welcome to become member of the working group and we will have to develop further courses and continue with this and here you are very much welcome to stay engaged and get engaged in the further development. Thank you very much, Abdul.

Okay, with this, let's have a look at the names. We have 15 minutes more. Yeşim, kindly ask the operator if she can extend for 15 minutes. I'm working here with an Excel sheet, which makes this a little bit more easier for me to further, according to our criteria, and that we can go through the list and it is on the ICANN Wiki, one-by-one actually. Just let me open that window.

Okay, so the first on the list of the -- and we are now on the [inaudible]. Yes, we are now also on the same list, which is in the Adobe Connect, but you can also find it on the link, which Yeşim provided earlier on, so there you have a better overview. So, the first one is Ana Neves. She's a representative from Europe and she did participate in the leadership program, so she would be, in general, eligible to participate in this course.

The second is Sarah Kiden, At-Large, Uganda; she also participated in the leadership program and would be, in general, eligible. The next one Juan Manuel Rojas is not a participant of the leadership program and would be crossed out according to this criteria. The same goes for Poncelet, as he was not on the leadership program. Next, Ines, she was on the leadership program, so she would be eligible. Faunda (ph), Abdul, both have not been participated in the leadership, and would not be eligible, according to our defined criteria.

The next one Fiona and Satish have been on the leadership program, would be eligible, for Fiona, I have to mention she was also a community facilitator during the last leadership program, so she has already quite some extended experience how to work with Incite Learning and how to set up courses. Marilyn Cade, has not been really a participant in the leadership program, but she was involved in the set up of the first one, and was giving a -- wasn't a lecture and it wasn't a seat, but she moderated the session, at the first pilot program in Buenos Aires.

Evaluation-14Sept17

We did not follow up with this concept of a moderated session because at that moment, the total concept was different, but I would say she is kind of in between being a participant and being not a participant. So, then we have Amir Qayyum, he was participant last year. Tina Dam -- [inaudible], Heidi, Gisella, can you help me, I do not remember if she was a participant, but I might be wrong. I know that name, but I'm not sure? Do you know by heart if she was or can you maybe check it -- research if she was a participant?

GISELLA GRUBER: Sandra, sorry, Gisella here, was it? Which name was it?

SANDRA HOFERICHTER: Tina Dam --

GISELLA GRUBER: Tina Dam [CROSSTALK].

SANDRA HOFERICHTER: Yeah. Because I'm really not sure from the general.

GISELLA GRUBER: Hi Sandra, it's Gisella here. I will double-check, but off the top of my head, she hasn't been part of any of the programs. Thank you.

Evaluation-14Sept17

SANDRA HOFERICHTER: Okay. Then we have Glenn McKnight, and he was involved as a photographer but he removed his name automatically because he said he was not participant. Also Renata, she was not a participant in the leadership program. Javier Rua-Jovet was, and Tijani was also. This makes it, on my list, one, two, three, four, five, six, seven, eight, nine. Nine people, which are -- Tina Dam, not yet sure, and I was going to check Gisella as Marilyn is kind of in between being a participant and being not a participant.

So, let's go from the top. I have in order now, a geographical order, and I will start with Africa, where we have most of the applications. We have four applications from Africa, which would be eligible according to our criteria, which are Sarah Kiden; Ines, sorry if I have pronounced your name wrong, Hfaiedh; Fiona Asonga; and Tijani Ben Jemaa. Tijani, as you mentioned in letter of cultural diversity, where would you see the biggest cultural diversity from this region? Sorry to put you on the floor, under spotlight like this. Tijani, can you hear us?

TIJANI BEN JEMAA: Sandra, can you please repeat your question? Yes? Now, I hear you. Can you please repeat your question?

SANDRA HOFERICHTER: With pleasure, Tijani, we have four participants, which would be eligible according to our criteria from Africa. These are Sarah Kiden, Ines Hfaiedh, Fiona Asonga, and yourself. How would you define the cultural

Evaluation-14Sept17

diversity aspect within Africa because I know you are advocating for this?

TIJANI BEN JEMAA:

There is here two different cultures. The two Tunisians have the same culture, and Sarah and Fiona have almost the same culture. So, this is how you can make the difference, if you want. So, [CROSSTALK] is it clear here --

SANDRA HOFERICHTER:

Thank you very much. Then, for Asia Pacific, we have two applications, which is Satish and Amir, and both of them are not on call as far as I can see. And I would be not sure if I would put them in the same cultural regional, although I know Pakistan and India, they have a conflict with other. Are there any opinions on this matter? I have two hands raised. One is from Abdul, then Glenn McKnight, and then Tijani. Abdul, you have the floor.

ABDUL SABOOR MALIK:

Thank you, Sandra, for the floor. So, you know, there's a very interesting thing that you know that you have only two people from the Asia Pacific and you know one is from Pakistan, and the other is from the India and like no one from [inaudible] or the China. Since this is a very big region, so how would you justify that, you know, the Academy only like one person from the whole Asia Pacific to have a good

Evaluation-14Sept17

understanding about the Asia Pacific interdynamics? So, what would you say on that?

SANDRA HOFERICHTER:

Actually, Abdul you raise a very important point because, indeed, I'm also aware that China and other regions are not really represented by these two people, and I can share with you the information that are board members, who was Japanese, who expressed interest that if we need them, they would be willing to participate in that capacity, but as all the other board members also [inaudible] from Europe, they did not commit officially because they don't know yet how much time they can dedicate.

So, I hope that if we are missing some aspects, even if we are missing them in the preparation stage for the work team, we will make sure that we have this aspect represented during the course itself. Would you think that would work for the pilot program, or do you object, Abdul?

ABDUL SABOOR MALIK:

Yes, I think that you know, more and more people from the Asia Pacific should be incurred in this program because the life we have, you know, we have a different diversity in the Asia Pacific regions because and you know, mostly if we look to the areas like [inaudible] Iran, and this whole belt, you know, the kind of, which are you know, because there are many land low countries within this mass, the geographical region, so you know, there's a very big need you know to have you know a sizable number of core people that can [inaudible] represent all these different

Evaluation-14Sept17

cultures and their issues, and know how they live and what are their way of living and culture.

SANDRA HOFERICHTER: Noted. Glenn McKnight, you are next on the floor, and I have to hurry up a little bit now because we are again running out of time. Glenn, short and then answering please?

GLENN MCKNIGHT: Yeah. Okay, you asked the question, which of the two, I say Satish. I know them both, nice guys both of them, but I know Satish's organizational skills, and he comes with a lot of strength in IG, so I'm just recommending Satish.

SANDRA HOFERICHTER: Okay. Tijani, your comment?

TIJANI BEN JEMAA: Thank you, Sandra. My comment is that -- if you have, for example, one Middle Eastern person from Africa, you should avoid to have another Middle Eastern from Asia Pacific. Because the Middle Eastern have same culture more or less, you understand? This is how we have to respect at the same time the regional balance, and the cultural balance. This is how I see the balance asset. Thank you.

Evaluation-14Sept17

SANDRA HOFERICHTER: Tijani, a follow-up question for my side, so you think that basically Tunisian, India, and Pakistan share kind of the same culture? Did I understand that right?

TIJANI BEN JEMAA: No. When I say Middle Eastern, Pakistan is not in the Middle East. Pakistan is closer to Asia in culture than Saudi Arabian, or I don't know -- or Egyptian, or Tunisian. I mean that people from the Middle East. They have more or less the same culture.

SANDRA HOFERICHTER: Yeah, but we do not have Middle East people [CROSSTALK]. Sorry.

TIJANI BEN JEMAA: You understand my point? We don't have to -- in this case it is solved because in Asia Pacific there's only one Pakistani and one Indian. So, there is no problem, but I give an example to show you how we can balance the culture and the region at the same time.

SANDRA HOFERICHTER: A follow-up question [CROSSTALK] yes, please Heidi?

HEIDI ULLRICH: Yeah, this is Heidi. You know, I'm just wanting to make sure that people are aware that even though these work-team members are going to be limited to five, and will have some work with the consultancy of Incite

Evaluation-14Sept17

Learning that the course is going to be very interactive, so if there are just participants from the broader, for example, Asia Pacific region, and I see Pam Little has signed up, they will definitely be able to contribute their culture. She is Chinese, I believe of her background, but living in Australia.

So, again, when we're talking about representation, that culture -- yeah, she'll bring her cultural expertise to the course, and that I would think is going to be reflected in all of the 32 participants. They'll bring their culture, and they'll be able to share those insights. So, I just thought that that might be something to keep in when selecting these five work-team members. Thank you.

TIJANI BEN JEMAA:

Heidi, that's why we need them to be balanced, in terms of culture. Each one should be bring its culture so we would have multiple cultures inside the work team. Thank you.

HEIDI ULLRICH:

Tijani, this is Heidi, but just again, the course is going to be completely interactive, so once everyone is there, all the cultures of the 32 participants, not just the five work-team members will be represented in that course. Thank you.

SANDRA HOFERICHTER:

Okay. I have a good message. We have another 15 minutes, but we really have to go to the core of this call now, and this is talking about

names. I think it's going to be difficult because all of them are really, I mean, it's good that we have such a great commitment and interest for this. So, we stopped at Satish and Amir, and I was actually asking the question, how you see the cultural diversity for the both? I think the two are quite close to each other, and I think we have to select only one of them. That's my personal opinion, but you can say otherwise, later on, if you believe I am wrong.

Then, from Europe, we have three people who said, "I would be available if you need me," which is Maarten Botterman and Lousewies van der Laan. They are both board members, and Ana Neves -- I mentioned her name already. And then we have Javier Rua-Jovet from ALAC. He is considered to be North American, this is actually wrong in the list. Yeşim just pointed me to that -- for me I would have also put him under the Latin American people, but by definition is not. He would belong to North America. And then Marilyn Cade, which is kind of flexible, and Tina Dam. So these would be the people up for discussion.

So, let's start again with Africa. We have Sarah, Ines, Fiona, and Tijani. Two are from Tunisia, so I think there can be only one of those considered, and then we have Kenya and Uganda. Fiona is kind of an old, experienced ICANN community member. Sarah, I would consider to be a younger one, but Sarah, you are on the call, yourself. I think you can actually speak for yourself if you consider yourself a newcomer to ICANN or if you feel confident enough already to say, "I'm an old-hander." Sarah, would you like to speak, or --?

Evaluation-14Sept17

SARAH KIDEN: This is Sarah Kiden for the record. I would consider myself a newcomer. [Inaudible] I have some things to bring to the [inaudible]. Thank you.

SANDRA HOFERICHTER: Thank you very much, Sarah, for the clarification. And I just got a message from Gisella, who checked on Tina Dam. Tina Dam is former ICANN staff in our GNSO, but she did never participate in the leadership program, and would therefore be, according to our criteria, not be eligible to be on this work team of five. But I think as former ICANN staff, she might be a really good fellow or participant in this course. So, we might encourage her if she hasn't applied yet, to apply for this one. Okay.

So, what would be your proposal how to assign -- let me put it the other way, let me make a proposal, we have four participants from Africa, four applications from Africa. We have two, more or less, from a similar culture from Asia Pacific. We have three from Europe, and we have two from North America. We would miss Latin America, which would probably be an issue. I would propose that consider Europe and North America as one region, in the U.N. context it would be called the WEOG, Western and -- what is the right thing for this.

Do we understand WEOG region, Western and European, whatsoever countries -- let me check what is it and -- Western European and Other Groups, that's the right explanation -- to give more space to those regions, who are usually under-represented at ICANN? I could imagine that it would probably enough if only one community member from this

Evaluation-14Sept17

region would be assigned for this, so that we don't need to have one for North America, and one for Europe, but that we consider this as one region.

Also, under the aspect that Incite Learning is actually from North America. Can I ask you for agreement or disagreement on this proposal to consider North America and Europe as one culture, and assign only one seat for this combined region? Would you agree to that?

SÉBASTIEN BACHOLLET: If I may, Sandra? Sébastien speaking.

SANDRA HOFERICHTER: Yes, Sébastien, please?

SÉBASTIEN BACHOLLET: I agree with the caveat is that, as you have said, you don't know -- we're not sure where to put Javier, and I think he's a good one to be link between North and South America, as in Caraïbes and speaking both language, Spanish and English. Therefore, I would like to Javier, he could be outside of this same pool of Europe and the North America. I think he could be a representative of cultural diversity with cultural language diversity also. Therefore, we should between the three from and the Marilyn Cade to just pick one, I am okay, but Javier must be outside of this gang, if I can it like that? Thank you.

Evaluation-14Sept17

SANDRA HOFERICHTER: Thank you very much, Sébastien, and as you were just and you cannot make green ticks in Adobe Connect, would you agree with the proposal to assign only one seat for the Western and European and Other Groups, excluding Javier as you said -- would you agree in general with this proposal?

SÉBASTIEN BACHOLLET: Yes. I have no problem with that. It's what I tried to tell you, but it wasn't clear. Yes, I agree.

SANDRA HOFERICHTER: Okay. Thank you very much. So, I have seen people remove the ticks already, but I have seen there was kind of a consensus to assign one seat to the WEOG region, and I would also like to pick up on the proposal Sébastien made that Javier could really represent a link between North and South America. So, let's not put him under the WEOG, but more under the Latin American region. Let's put it that way. Then we would have, if we have the WEOG, we have four more seats for the other regions.

And here, my proposal would be as we have four applications from Africa, indeed represented different culture that we assign one seat for Tunisia and one seat either for Uganda or Kenya, for Sarah or for Fiona. Would please tick again, if you would agree to this proposal or if you disagree, raise your voice? I see three, four, five green ticks. Are there any objections to this proposal -- to have two seats assigned to Africa? Ines is objecting. Ines, would you like to speak?

Evaluation-14Sept17

INES HFAIEDH: Hello. Do you hear me?

SANDRA HOFERICHTER: Yes, we can hear you.

INES HFAIEDH: Well, I was also wondering about stakeholder diversity in all this. This is my question. If the process we're going through right now, the majority of one stakeholder, I think. Thank you very much.

SANDRA HOFERICHTER: I do not think that we are there yet. Or that with our process at the moment, we cannot have stakeholder diversity because at the moment, we have further stakeholders represented still in the group. Where would you -- where do you see the -- or please clarify, where do you see the difficulty at the moment. Ines, would you like to clarify?

INES HFAIEDH: Okay. Because I have the list of those who applied right now, so if we are -- I see that, for example, there's a majority of At-Large eligible and - - I mean, if we are thinking about stakeholder diversity, as well, but if we are thinking about cultural diversity, so we have four seats for Africa, so it's going to be hard. Thank you.

Evaluation-14Sept17

SANDRA HOFERICHTER: Any other --

TIJANI BEN JEMAA: May I speak?

SANDRA HOFERICHTER: Yes, please?

TIJANI BEN JEMAA: Okay. Tijani speaking. The question now that Sandra asked, if you agree that we have two seats for Africa, since we believe on the regional diversity combined with the cultural diversity. Sandra asked the question, "Do you agree with having two seats for Africa?" So, this is another thing. We have people in Africa from ASO, At-Large, and from NCUC. So, we are not from the same stakeholder. We are not speaking about making all people from At-Large or all people from any stakeholder. The question is, "Do you agree to having two people from Africa?"

SANDRA HOFERICHTER: Thank you, Tijani. And Ines, but I see a little bit what Ines is talking about because indeed Javier, and the two Asia Pacific are from the At-Large region, so I think this makes it what appear, which we are going to choose from Africa, in order to gain stakeholder diversity on this allover group, and the solution for me at the moment would be that we go with

Africa, the two cultures, and stakeholder diversity; we would go with Ines, and Fiona. Ines from Tunisia, and Fiona from Kenya.

Ines, NCUC, and Fiona from the ASO, so with this we single out for the African region, the At-Large people, but as we have for other regions for Asia Pacific, for instance, and also for North America, only At-Large people available, we would probably need to -- I mean this would probably make the choice rather -- let's say, easier. Would the group agree with this proposal to go with Ines and Fiona for the work team? Please raise your voice if you have objections or put a green tick mark in the Adobe Connect room.

Okay, there's not a majority of people agreeing -- only three people. Glenn McKnight is showing -- Glenn, do you want to speak? Oh, Glenn has a green tick mark. Now, I have four green tick marks. For the other three, you have objections to go with those two, then please raise your voice now. Otherwise, we will tentatively agree on Ines and Fiona, and look at the final list, how it looks at the end. Okay, no one is speaking up, then let's go for the moment, Africa with Ines and Fiona, and let's see what the final list will suggest.

Then the next on the list will be Asia Pacific and here we have two applications, Satish and Amir. Both are males, both are from the At-Large and the culture is rather the same, so we should choose only one of them. Glenn already expressed support for Satish. This makes it really hard. I mean, this is not really [CROSSTALK] something -- Tijani, too? Is there anyone who would like to speak up in preference to either

Evaluation-14Sept17

the one or the other and have some more or less objective criteria as why to choose one of those -- please raise your hand now then?

INES HFAIEDH:

Me too. This is Ines. I would go for Satish, too. Thank you.

SANDRA HOFERICHTER:

Okay. Any other suggestions or proposals? Okay, then -- yes, Glenn, you raised your hand?

GLENN MCKNIGHT:

Sorry, Sandra. I don't know why my hand's up. I apologize. It's --

SANDRA HOFERICHTER:

Okay. No problem. We have all difficulties with the technical, but Abdul raised his hand. Abdul, do you want to speak?

ABDUL SABOOR MALIK:

Thank you, Sandra. Well, I would like to support Mr. Amir because I happen to have some kind of interactions with him, and you know, during the [inaudible] in Pakistan, so well, as you said that both are a very good choices, so it's difficult for us, you know, to choose between, but what else we have to go for us and good choice, so I would support Mr. Amir.

Evaluation-14Sept17

SANDRA HOFERICHTER: Does anyone know if Amir has travel support for ICANN 60, maybe ICANN staff could answer this? As far as I know, he's not on the NonCom in the next year. Does he have travel support [inaudible] or he is self-funded, maybe? Gisella, Heidi, Yeşim, do you have any information about that?

HEIDI ULLRICH: This is Heidi. Sandra, no, my understanding is that he has reached his maximum in the NonCom, so I don't think he's going to have travel support, but I would need to triple-check that.

SANDRA HOFERICHTER: Okay. Then I would like to ask this group to raise -- I mean we really have to take kind of a vote now, or kind of a consensus. Please tick mark if you would like to support to Satish on the team? Please indicate that in the Adobe check now, or raise your hand if you're not in the chat? Okay, I see one, two, three, four, five, six -- Abdul, do you want to speak, or is that an old hand? Okay, hand is down. And then please raise your hand if you would like to support Amir, consider that he has travel, which Heidi needs to check? Yeah, I have support from Nadira; I know we also have support from Abdul. Okay. Any other ones to speak against or in favor of any of the votes?

If this is not the case, then I would do it the easy way now, although we have no agreed voting procedure in all that, but I would go with the consensus and propose Satish, nevertheless, Heidi, kindly check if Amir is involved in any other means. It could be well possible that we also

encourage him to apply as a participant to participate, just as a normal participant.

Okay, then for the Latin American region, it was already mentioned by a mistake on myself but I put Javier in the South American region, but Sébastien actually supported this kind of mistake. He would be the only one who participated in leadership program and would be kind of representing the Latin region. Would you agree/disagree if we put his name forward as a linkage between the Latin American and the North American region? Then, please tick mark green or cross mark in red or raise your hand.

Okay, I see six green tick marks, and seven. Anyone want to speak, against, or in favor? I remember you again, because we have new people on the call who I don't see the check because of my -- I don't know what's wrong with Adobe Connect, so I cannot really monitor what's happening in the chat. I just see that people are typing. Luckily, I see the participant's hand raising, though. Okay. So, I have seen we had like six or seven agreements for Javier, so let's put in this name, Javier. So, at the moment, we have two females and two males, so this is balanced. We have two from the At-Large and two another stakeholder group. So, this is also still balanced. So, we are rather flexible to choose for the WEOG region, but we should probably not choose someone from the At-Large stakeholder group because we have two already.

So, from Europe, we have the expression of interest from Maarten Botterman, Lousewies van der Laan, and Ana Neves. Ana expressed

Evaluation-14Sept17

individually to me that she would be available. She is from the GAC. And also Olga Cavalli mentioned it on the mailing list, publicly that she would think government should be included in this course, because governments bring in a slightly different view from the stakeholder than the others might bring, so therefore, my proposal would be to include Ana Neves in that group, and I would like to ask you again for your agreement or disagreement on this proposal or if you have something to say, please raise your hand and speak up. Okay, I have two agreements and one raised hand. Poncelet, you raised your hand. You have the floor please?

UNKNOWN:

Agreeing with what, sorry?

PONCELET ILELEJI:

Poncelet speaking for the record. I think I would like to support Ana Neves. I would like to support Ana Neves because, I mean, she's been involved in this working group, and although, yes, she's government, but I think it were good balance, and so, I really like to endorse it, especially since, in terms of diversity, the other regions have been covered and those have a good balance that she's also lady, so it's also a positive for me, so I think if any colleagues don't have anything to say, I think I would likely to be endorsed. Thank you.

Evaluation-14Sept17

SANDRA HOFERICHTER: Okay. Thank you very much, Poncelet. Ines or someone had a question. Who was it? Please speak up.

INES HFAIEDH: Sorry. Ines speaking. I was asking what is the question again, Sandra. Sorry, what are we agreeing or disagreeing on? Thank you.

SANDRA HOFERICHTER: We are agreeing for one participant on the Western and European and Other Regions, which includes North America, and also Europe, and from here we have two board members who tentatively expressed interest, and Ana Neves from the GAC, and my proposal was to endorse Ana Neves from the GAC to be on that working group. And I ask you -- Sébastien, you raised your hand. Sébastien, please speak up?

SÉBASTIEN BACHOLLET: Yes, thank you. Just to be sure that you are -- it's completely clear. It seems that there is also Marilyn Cade where from North America who were a candidate. It's not to say that I disagree with Ana Neves to be the taken, but if you want to put altogether, don't just take the European one but also the North American one. And, but I agree with the conclusion, Ana Neves could be the right one to be on this work team. And I know her well. She is very good participant to working group. We were together in some group about the future of ICANN meetings, geostrategy. Thank you.

Evaluation-14Sept17

SANDRA HOFERICHTER: Sébastien, you absolutely right. The reason why I left Marilyn Cade out for the moment, is that she was not really a full participant of the leadership program but she gave, and I think you might remember because you have been on the same addition in 2013 that she moderated a panel discussion, which was on an evening event, and she not really participate, although, we must note, Marilyn was very active in setting up the course and is indeed a good resource. So, I bring this up for questions. Ayden. I see Ayden; you have raised your hand. Please, you have the floor.

AYDEN FERDELIN: Thank you for that, Sandra. Hi everyone. This is Ayden Ferdeline. I apologize because I am just an observer, lurking on this call, and I did come in later. I just have one question that I hope you might be able to clarify for me. Why is it that we are not using ICANN geographic region framework? I hear you using the regional term that the U.N. uses, Western, European, and Others, but that is not the geographic regions framework that the ICANN community endorsed last year, [inaudible] that's why that work. Thank you.

SANDRA HOFERICHTER: I think we can answer this rather easily. It was because on the mailing list, already a little bit, but here later on the phone as well, that we combined geographical with cultural diversity, and as the culture between North America, Australia, and Europe is quite similar, and we only have a group of five people, but have more cultural diversity in

Evaluation-14Sept17

other regions of the world, for instance in Asia Pacific, or even in Africa, we, more or less agreed that we give only one seat to the and Other Regions and rather assign two seats to another region.

And here we had to consider how many applicants for a region and we had the most number of applications from Africa and indeed, in Africa there were two regions, which are represented, one was Tunisia, the other one Uganda, and Kenya. So, according to the number of applicants and according to that decision considering North America, Europe, Australia as one cultural group, two seats will be assigned to Africa and one to the Western European region. Does that answer your question?

AYDEN FERDELIN:

Hi. Thanks. This is Ayden again. It does answer my question. Perhaps, I have a difference of opinion as to whether that is the best path forward. I'm not sure that I necessarily agree that there is a homogenous between North America and Europe, but that's another question. I find it bizarre that we would not respect the geographic regions framework that the ICANN community endorsed last year. I find that very, very strange. But again, I am just an observer on this call. It's not my place really to be speaking whatsoever.

SANDRA HOFERICHTER:

Well, Ayden, everyone is welcome to participate in the working group. The group is open and you can join this group basically at any stage, but indeed it has been discussed and agreed on, or discussed at the mailing

list and agreed during this call today that for this pilot program, we are going this approach. We might reconsider that for the next version, and we should also note that we do not single out a region per se because we are only talking about members of the work team, and not participants in the entire course.

So, whoever will participate in the course will be able to feed [inaudible] into the future development of the course. And here we will indeed have all regions equally represented, I'm sure about that. Let's look at the -- Sébastien, you raised your hand -- is that an old hand, or is that a new hand?

SÉBASTIEN BACHOLLET: It's a new but very short, just to add to your explanation that at the end of the day, the proposal, we'll have one from the ICANN North American region, and one from the European ICANN region, then even if we don't go through the same paths just to take one region and another, we end up to observe same results. Thank you.

SANDRA HOFERICHTER: Okay. And firstly, we have Javier, who is actually belonging to the North American region; we just link him somehow to the South because it's kind of in between. So, is there are now other questions and comments, and please raise your hand now if you do have a question or a comment for the moment. Then I would like to summarize this course. We identified criteria, which we will share with the mailing list. The five criteria are geo/cultural diversity; gender; stakeholder balance

-- we would like to have newer people and experienced peoples, old community members involved in this course; and this group agrees that those who set up the new course should have been somehow involved in the leadership program in the past.

Again, these are not the criteria carved in stone for the future, but for this pilot program, we agreed on these criteria, and we selected the following people. For Africa, two people, Ines and Fiona, from the NCUC and the ASO. For Asia Pacific, Satish Babu from the At-Large. For Latin America/North America, Javier, also from At-Large. And for the WEOG region, we have Ana Neves from the GAC. These are overall five people, and apart from that we have two from the At-Large community, we have more or less, fulfilled the criteria we set.

I would now go on and share this result with the mailing list, and I will also encourage all the others who have not been selected for this working group to at least apply or register for the course itself because as I said, this work of all the development of this course will not be limited to the five people, and the feedback sessions, and the review of this first pilot, we will need all of your opinions and for the next course, the work team might look different. So please, if you have not been collected and are on this call, please do not consider this as the end of your engagement in this one, and I will also raise this argument again on the mailing list.

With this, we are 45 minutes over the time, but I would ask for last time, if you have any other comments to make after we have this result -- and I'm very happy that we have this result -- is there any other

question or comment? Okay. If this is not the case, then I encourage you to defend or to argue in favor for our decision today on the mailing because I do expect that we will have questions and comments on the mailing list here, from those who could not participate in the call today. So, please get engaged into the upcoming discussion and help me and I can self to explained why the decision has been made the way it is.

Also, with respect to move forward because we have only about a month to go, and we should really hurry up a little bit to set up this course, so that we can work with Incite Learning. With this, I would like to adjourn this call, and heartfully thank you very much for participating at this -- for Europeans -- late hours, but I know this is different in other parts even worse, so thank you very much, and I look forward to hearing from you on the mailing list and to meet you in Abu Dhabi. Bye-bye.

YEŞİM NAZLAR:

Thank you. This meeting is now adjourned. Have a lovely rest of the day. Bye-bye.

[END OF TRANSCRIPTION]