
BEIJING – Joint Fellows - APRALO ALSes Meeting
Thursday, April 11, 2013 – 07:30 to 09:00
ICANN – Beijing, People’s Republic of China

JANIS KARKLINS:

Hey guys, good Morning! So happy Thursday, this is an interesting time of the week because you are just starting to feel, some of you, that you are getting the pace of the meeting, you are starting to understand the you know I have got 10 minutes to get across the hallway from the hotel to the conference center and this person I said I was going to meet and this session is scheduled, I know I can see this person at this session and your head is finally starting to wrap around the whole maze of ICANN, and we kick you out. So today is really focused on keeping you in, so today we'll have several members of the board who will share a bit about how they arrived at ICANN and why it's important for you, specifically those of you around the table, to be here. We will talk to the Chairman of the nominating committee who some of you got to hear on Sunday for newcomer, and we've got various ranges of individuals in this room, some of whom have been through the fellowship program once or twice and they are on their third graduating experience, other's are first time, some have been in the internet space for quite a while sitting on the GAC, members of CCNSO, members of NCUC, others have not had that experience yet, so it is a mixed bag around the table of who everybody is, and then after these three distinguished gentlemen get a chance to talk to you we will have several members of the selection committee for the fellowship program stop by, and actually Tan Tran is already here. Two of those members are

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alumni of this program, so know your experience very well, and then we will have Fadi, Akram, Derek, and Sally from our executive team come in at the end to welcome you backwards and just exchange a bit with you. So you know remember the attitude, I mean this is the chance that you have in a very intimate setting to have a chat, to ask some questions, it can be just about anything that has struck your door in the week or anything that you would like to know, so you have the opportunity with some pretty wonderful people this morning so I would like you to take advantage of it, and with that I'm going to hand over to Sebastien Bachollet, a member of our board.

SEBASTIEN BACHOLLET:

Thank you. I will try to give you a few insights, but I love this design just because here it's written 15, it's why I am holding this member. I joined ICANN, my first meeting was in Melbourne 2001 and since then I didn't miss one single meeting. I was fortunate enough to start with the business constituency and at that time I was working for a French company, a French not-for-profit organisation which gathers the chief information officer of the largest 100 French companies, and at that time they wanted to know a little bit more about TLD, and 2001 if you remember, but it was the first time ICANN was to introduce new GTLD's, the seventh first new GTLD was in 2000, decided just at the end of 2000 and I participated at the first meeting after that. And if you look to the participation pace of the meetings, we had an increase after the first run, we had an increase after the second run, we had an increase in 2008 when was announced the new program of new GTLD, it was in Paris in June and we had again an increase maybe partly because it is China but I am sure it is also because we are arriving very close to the

real launch of new GTLD for the third time in ICANN history. The next one was the business constituency and at that time I was elected as Chair of the ISOC chapters and we helped to organize EURALO; EURALO is European Regional At-Large Organization. You have 5 per region but I am sure that you already had a presentation by Olivier of At-Large and I will not get into that. I was elected to be one of the representatives from Europe in the ALAC and in 2010 finally the board of ICANN accepted to create a new seat full member of the board, selected or elected by At-Large. I had the fortune to be elected, it was very tough. I was with very good other people who might have been very good selection for the board and now since December 2010 I am a member of the board. What is important is that all of you will have different experiences, and what's interesting in this program, it's something I was dreaming when I arrived, you can't imagine how much it will help you to enter within ICANN to be able to be in this fellowship program, it's something marvellous, but it took me 3 or 4 meetings before understanding some things. You will have less meetings needs to understand what is happening here even if it is becoming more complex ICANN, I am sure. But I will make one decision because it will be one of the last one who will talk today. Don't forget that the board chooses you and if there are changes in the organization, it's not because we have one CEO, it's not only that; it's because the board decided to have this CEO, and it is not a personal view or personal way of acting, it is because it was a choice by the board that it was time to have such a type of CEO. He is a bright guy, but don't forget that we are an organization- we are not a single man organisation, and he is not asking for that, but remember always when you talk with a board member, he is one of the 16 voting board members here. We are equal except that

he spends 200% of his time to work for ICANN and we just spend 100%, and I really want to stress that because if we are here, it is not by hazard, it's not because oh yes we found a candidate. No, we do that consciously and I want take this opportunity to thank again George because George was in charge of running the committee of the board to help for the selection and he provided a very good candidate to the board to decide at the end. Now I will stop here because you have a lot of people today, but if you want to ask any questions, you can. Thank you very much.

JANIS KARKLINS:

Thank you Sebastien, and we may have questions but I have promised Yrjö to have the floor and I had gotten so overwhelmed by you sitting next to me that I forgot that, so I would like to turn it over to Yrjö right now and then come back for questions. Thank you.

YRJÖ LÄNSIPURO:

Good morning, my name is Yrjö Länsipuro, I come from Finland, I am the Chair of the nominating committee this year. The nominating committee is an important element in the ICANN structure, in the bottom-up structure of ICANN. These are the total numbers of leadership persons the nominating committee appoints. You see that it's a total of 8 directors on the board, 3 to GNSO council, 3 to CCNSO council and 5 to ALAC, and these are the numbers this year, so this year we are looking for 3 directors, 2 councillors for GNSO, 1 for CCNSO and 3 for ALAC coming from Africa, Asia Australia Pacific and Latin America and Caribbean regions and the next year again the two other regions their representatives will be elected. This is the composition of the

nominating committee, basically you see that all or mostly all constituencies are represented on the nominating committee, but especially as there are new stakeholder groups coming up constantly in the GNSO, it means that perhaps also the structure needs to adapt to the changes of ICANN, but the basic idea is that all groups in ICANN are represented here, so the nominating committee is as democratic as possible. ICANN has no shareholders, ICANN has no members, and that means that we cannot use those methods that are used in corporations or in organisations or NGOs and this is the best alternative in these circumstances. Our timetable this year is pretty tight, we are still in the candidate application period and the deadline for applications is 1 May, after that we start assessing the candidates, evaluating them and putting them in a green, yellow and red basket in Durban, we interview the most promising candidates, now I'm talking about board candidates, about 10 of them and after that we have a final selection meeting. After that there is due diligence period which is run by ICANN Legal and finally those selected will be taking up their new role at the annual general meeting in Buenos Aires. NomCom is not a black box, you may have heard that the nominating committee is like a bunch of cardinals who go to Rome to elect the pope and then the white smoke comes up, but no, we have to be confidential about one thing and that is names, we don't tell anybody who has applied and afterwards we destroy our papers so that they are not floating around. But the fact that we have to be confidential and secretive about the names is no excuse for us making mystery about everything about the NomCom, so we have decided to try to be as transparent and open as possible and meet the high standards of ICANN in this regard and basically the slogan is process is open, but data is confidential. We have implemented this

openness already in two ways; there is a monthly report card which is issued right after our meets and the NomCom members who come from these various constituencies and stakeholder groups, the members send these report cards of our work to the constituencies they come from and people have been quite happy about that, being regularly informed about what their representatives on NomCom are doing. The other thing is that there have been first ever open meetings of the nominating committee and its sub-committee on outreach here in Beijing, and that is a historic first. There are a few constraints when we select the board members that is to say there has to be at least one, but no more than five from any region, no government or IGO, Intergovernmental Organization, employees can be appointed and finally appointment by NomCom is not a secondary channel for supporting organizations or advisory committee representation. It means we have to look at other people, those who otherwise would not have a channel to go to the board. We are looking for experienced people obviously, I think the most important thing is that they already have demonstrated their ability in board-level positions, and been exposed to global issues, networks, reputations, all those good things, but especially in ICANN they need to have experience from bottom-up policy development in multi-stakeholder environment. Character straight, of course commitment to ICANNs values, passion for the internet, which has been much talked about here, and all those other good things. Cultural transposability - what do I mean by that? It means that there is an ability to apply ones skills in a linguistic and cultural context which is different from ones' own. That is to say like a musician, ability to play the melody in several keys, not only C Major but F Sharp. And of course willing and able to devote the time necessary, to travel as required, and

to accept a certain level of compensation, and finally free of conflicts of interest with ICANNs activities. So, ICANN needs you. Thank you.

JANIS KARKLINS:

Are there any questions? Lots of hopefuls in the room I hope for years to come. Go ahead Dasha.

DASHA:

Good morning, my name is Dasha, I'm from Russia. Just a little question to go to detail about the candidates for the NomCom - What will be the requirements in terms of their work, the obligations, people will be decently working and what will be the daily work requirements for those people working, reporting or writing, participating remotely, what kind of work will it be for the people chosen for this position? What will be expected of them?

YRJÖ LÄNSIPURO:

Yeah, so what we are telling the board candidates first of all is that it is about 20 hours of work weekly. Of course that's the average, and then you have to go to 3 ICANN meetings a year, you have a couple of board retreats and there is other travel possible, so it's quite a commitment actually and that's a problem because high quality people we are looking for don't necessarily have all that time to devote. There is compensation if they want, \$35,000 a year, but that's not a salary, that's what they call stipend or honorary, so you need to have your day job, or retirees or persons of independent means, but for ordinary people this is certainly a problem.

ROSALIA MORALES: Hello, my name is Rosalia Morales from Costa Rica .CR registry, and my question is I noticed there is an option to suggest members? How does that work and does that apply for board members?

YRJÖ LÄNSIPURO: There is a website and if you go to the ICANN website and you find NomCom website and basically it is nomcom.ICANN.org and from there you should be able to go, I mean there are like two ways - if you are interested in applying you go to the statement of interest part but then there is also a way to go and make a suggestion to suggest and recommend somebody, but then if you do that, the person, him or herself, has to fill an SOI. I'm sorry, I think I have to run because we are chairing our own meeting at 8 o'clock. Thank you.

JANIS KARKLINS: George, if you want to walk and talk, that'll be great.

GEORGE SADOWSKY: Thank you Janis, can you all hear me? Good thank you. My name is George Sadowsky, I am a member of the Board of Directors of ICANN. I first became involved with ICANN in 2004 when Vint Cerf who was then the Chair asked me to Chair the nominating community so I was there for 3 years actually and advised the committee the fourth year. I then became during that time interested more in what ICANN was doing and I put my name in as a candidate for the board and I think on the third time I was selected and I have served for 3 years and then applied again and I am now in my second term as a board member. So there is a lot to say. ICANN is an unusual organisation, it embodies what we call the

multi-stakeholder model which you have heard about no doubt this week as you've been going through various meetings. It is also the forerunner of a trend that the internet itself has made possible, that is the weakening and potentially the abolition of national borders eventually, and this is I think maybe more important than what it actually does. Those of you who have seen the internet grow understand I think that it is perhaps one of the most revolutionary advances in society that we have seen and one of the things that it does is it makes national borders essentially irrelevant for a lot of things. The internet doesn't know any boundaries. Vint Cerf has said occasionally that the internet is an experiment that escaped from the laboratory. And there is a lot of truth to that in that it started as an experiment and it was so useful to its initial community that it started to be used by more and more people and it became commercialized in the 1990s when it was clear that there were services that it could offer a very broad population. The internet and ICANN are now in adolescence, as a result of this we have gone through our infancy, we now have probably 2 billion users on the planet, maybe more, I don't know, the exact number doesn't matter a lot, and it became pretty clear in the late 90s that it was necessary to adopt a much broader system of addressing, system of routing information from one place to the other, and before that the domain system was a basis for allowing you to address sites for information or for email and in 1998 it was clear that that name space which had been privately held really needed expansion and so ICANN was formed. In 1998 I don't know quite how many names were there, maybe 2 or 3 or 4 million, something like that, but as the demand for internet services has grown it is clear that the way in which you can identify people and places is through that name space and ICANN was

formed as a result of that. Well we have grown, we have matured, we have a governance model which is fairly unique, the multi-stakeholder model, and I suspect that when we look back on ICANN and the internet 10 years from now we will say oh gosh we could all get in one convention center or we could get in one room. The internet will have explored by then and I think it will be a fundamental part of societal fabric. Now, why are you here? You probably have your own ideas of why you have been selected, but what I would like to say is that this is a win-win situation, this is an opportunity for us to invest in you and it's an opportunity for you to take advantage of that investment, but with that investment I think comes an obligation one, but you have had an opportunity that a number of other people who have applied and maybe a lot of people who didn't even know about it, who would have applied if they could, to come here and absorb the richness of these conversations that you have had this week, the material that has been presented, the contact with other people in this industry, because it is an industry among other things. This is going to give you substantial opportunities and I hope that when you go back to your countries that you will understand that the investment made in you is really made so that others whom you know can take advantage of it also, in other words you have an obligation I think to spread this, to educate people, to tell them about ICANN, to tell them about the internet, to help develop the internet in your own countries. Normally I talk to the fellows at the beginning of the week and I say I'd like to get to know you during the week, unfortunately that is not possible this week although I've met some of you and had a good time talking with you. So what I would like to say is good luck, take this as an opportunity to exploit for

the good of yourself, your colleagues and your countries, and for the internet community in general. Thank you.

JANIS KARKLINS:

Thank you George. I do love that word investment and I don't think I've used it at all this week, so I really appreciate that terminology because it really is. Are there any questions for George or Sebastien while you have them here?

ALI HADJI:

My name is Ali Hadji from Comoros. I want to ask one question for Sebastien. We saw in the NomCom a different number of the NomCom, we have many members from different countries or from different regions but in the board of ICANN we didn't know how many people in the board and what the selection criteria of the board.

SEBASTIEN BACHOLLET:

I think everything is in the website, that's an easy answer, but as Yrjö say, we have the obligation to have at least one per region, within ICANN there are five regions, and one at least must be coming from each of these five regions and up to five in one single region, and such a case in the beginning is mandatory, we can't get out of that. It's why the NomCom needs to have all the choice made by the SOs and ACs beforehand to make the final selection to balance and I am sure they take other topics on board like sub-regional, gender balance, knowledge, age and so on and so forth. Of course they have to commit their time but there is also all this balance that we need to try to better incorporate within the board, for example I really think we miss today

more women in the board, that's unbalanced, but the question is that for that you need to have candidate and you need to have good candidates and that's not so easy. If you know people, if you know good women who can jump into the board of ICANN, great, do it, send them to the nominating committee. Thank you.

GEORGE SADOWSKY:

I would like to add something to that. Yrjö didn't stress this as much as he could have because he didn't have enough time, but the NonCom also selects for the supporting organizations like GNSO - generic Network, Generic names and country code names and the ALAC, and in some way these are more important positions than the board positions because that is where the work gets done. For example, the ALAC, the At-Large, representing the community of users around the world, produced I think 40 position papers last year on various aspects of what ICANN was doing, and those position papers on issues of interest go into the decision making process regarding what ICANN policy should be, the board essentially looks and approves or disapproves and in exceptional circumstances intervenes. So don't forget the supporting organizations, they are interesting, they are important, they are meaningful, they do good work and I think a very enjoyable experience.

OLAF NORDLING:

My name is Olaf Nordling and I am in support of NonCom, the Chair had to rush to our own little meeting but I am staying around to respond to questions, additional questions, and I just want to provide a little practical advice. If you think about somebody or are interested yourself like George has said, in the SOAC positions that NonCom appoints as

well, well, the way to get to the NonCom site, you go down to the fine print on the front page of the ICANN, the opening page on the ICANN site, and there you will find in fine print nominating committee, click on that and then you will see how to apply and also how to suggest useful candidates that you think are good and I think you are an excellent crowd to do that if you spread around the world and we need diversity which has been spoken about and you certainly know people that would be excellent board candidate and you can recommend, suggest candidates either anonymously or providing your name and of course somebody gets sort of an advice or a suggestion because we will contact them and say that you have been suggested, are you interested, in that case please fill out an SOI, which is our name for an application form, it's a bit well arcane statement of interest, in our case it is an application form. So think about it and go down to the fine print on the ICANN page, get your NonCom and suggest somebody. They will be happy probably that somebody was thinking about them, so that's my little advice.

ALBERT DANIELS:

One question for Internet, question for George. In 2013 what would you consider to be important to the developing countries' workshop, how like INET95, which can create internet evangelists from developing countries who will go bring internet in their regions?

GEORGE SADOWSKY:

Well I think I understand the question. I was the director of the workshop that you talked about in 1995, I suspect you know that, so I think I can make the comparison, what you are referring to are the

series of workshops run by the internet society to train people in network technology, and I think there are two repetitive events now that are performing that function, well really three. One is this fellowship program, that you are learning about internet governance and you are learning about it from the bottom up, the details, we don't practice theory here very much, this is practice. The second is the IGF, the Internet Governance Forum, which is a quasi United Nations event that is held every year, this year it is going to be held in Bali, Indonesia in October and they are a relatively unstructured set of activities and the fact that it is unstructured and doesn't come to make decisions is its success, where you can meet several thousand people who are concerned about internet issues all over the planet from governance to content to technology. And the third is what the internet society is continuing to do through a whole variety of workshops and educational events that are primarily local now in cities or in countries that provide this kind of exposure and education to the myriad features of the internet environment.

NICOLÁS CABALLERO:

Hello, my name is Nicolás. I have a question for going back to the NonCom thing, let's say you apply and you pass all the filters and they finally decide that you're good enough and everything else, that your jokes are good and you are funny, what is the procedure, I mean you sign up a contract, how long, so I want to know what is the legal bind, is it a two year contract or three year contract, what is the procedure?

OLAF NORDLING: It's not a contract quite simply, it's an appointment and well you are a volunteer and well that's a round budget of course. In the situation for the board members and in particularly if they receive compensation well there is a little stronger bond in a sense, George help me here, in those cases I mean you do receive compensation which is honorary but there is no sort of contractual relationship that comes with that either. I hope that answers your question and I wish you good luck.

BARRY: Hi, Barry from Papua New Guinea. I have learned throughout the week that there are certain things that are happening that I believe I should ask now. Maybe the answer is in the fine print, maybe we will find it later, but I if I may ask, learned that your NonCom is also supporting the other constituencies like CCNSO, but I have learned that some CCTLDs are not members, are not contributing, are not supporting ICANN through their constituency, how are they going to be eligible?

OLAF NORDLING: Well to start with, all CCTLDs are not members of the CCNSO which is the supporting organization related to CCTLDs matters. Now, that doesn't preclude while these other CCLTDs and their leadership to apply for being a NonCom appointee to the CCNSO, by no means.

JANIS KARKLINS: I think Sebastien is going to follow up.

SPEAKER: For the CCTLDs to have positions in the managements of the CCNSO it is really a plan for users, representatives of the community in general, community of the internet as Sebastien said we have to think that it would not be a closed formula, the managements of the CCNSO.

JANIS KARKLINS: Stakeholder engagement group, she does have another meeting and I do want to let her introduce herself to all of you and to the meeting that's coming up this morning. And I know you have a couple of other staff members in your team you might want to introduce.

SALLY COSTERTON: Very nice to meet all of you, my name is Sally Costerton, and I lead stakeholder engagement for ICANN. Engagement seems to be the word of the week at this meeting. It's quite extraordinary, I don't think I've been into a single meeting even ones that have nothing to do with engagement apparently where engagement didn't come up and I think if there is one thing that this entire community agrees with, and it doesn't agree with much as you might have learnt by now, it's that ICANN is a community that needs to increase its engagements around the world, to bring new people into ICANN to help them to understand how the internet works and how it's governed, and I would go further and say that we want more people to care, we want more people to know so that they can care and want to have a say about how the future of the internet is created, and this group here you are and I come from as you might be able to tell from my voice, I come from the UK, and we have a slang an idiom or expression for this in the UK, and we would describe this group as the pointy end of the stick, in other words you are

the vanguard, a much better way of putting it, you are at the front of this initiative and the fact that you are here at all and the fact that you have committed so much of your time, for some of you probably wondering why you are coming almost, it's like this is a completely new experience for some of you, not now but after four days, a bit of an adventure, but I really admire you for doing this because to come here I think there is a process that you go through. I have been now here for six to seven months and this is my second meeting and as you come and you become part of the ICANN family I hope that you will go through the process that I have been through or I am going through, which is waking up every day and realizing that you can really make a difference here, you really can. Now we need more people to come and join us to make a difference but just being here you have made an enormous step in that process and I suspect, and I hope I'm right, that you will never go back. I said to somebody last night, I don't think people ever leave ICANN, I really don't think they do. ICANN of course is a community, it's not a company, it's a unique organization, so if you look around you this is the only industry that I have ever come across, maybe the only industry, where every single person, and there are only about five or six of them, with side exception of Jon Postel who left us very young, who invented the internet, who built the internet, they are all still alive and they are highly active and you will meet them and you will get to know them over time at ICANN and you really will, it is quite extraordinary. So you can go to the people that built the internet and you can sit with them and you can say, hey, what did you think was going to happen when you did this? How did you see the future coming? And the ability to have that kind of involvement, that kind of access, and that kind of learning to yourselves will invigorate you to want other people to join, I

am really confident, so as an engagement head and an engagement person, I really hope that you will be part of our community in the future and you will continue to be very active and I thank you for being here and for showing your commitment and I hope that you will continue to do so. Now I have some colleagues here who I would like to introduce themselves, we have a team that spans the world, we can't just engage from Los Angeles, and you will all have heard about our internationalization exercise we talked about a lot this week and you've heard Fadi talk about it, so I'm going to hand the mike over to them to introduce themselves.

SAMMY: Hello, my name is Sammy and I represent ICANN in the Pacific Islands, Australia and New Zealand region.

BAHER ESMAT: Good morning, I am Baher Esmat, I work for the global stakeholder engagement in the Middle East.

NIGEL HICKSON: Nigel Hickson, global stakeholder relations, Europe, and I had the pleasure of speaking to you earlier in the week, you might remember, well you might not.

EVERTON LUCERO: Good morning, I'm Everton Lucero, I recently joined this extraordinary team and I'm based in Brazil working with stakeholder engagement in Brazil.

VENI MARKOVSKI: I'm Veni Markovski, I'm Vice President for Russia and Eastern Europe and I encourage everyone here, I see several people from the region to please send invitation to people to join the board and other governing bodies of ICANN because so far for 13 years there has been only one East European on the board, and that is very unacceptable.

ANDRE BIKALI: Good morning everybody, my name Andrea Bikali, I am the regional manager for stakeholder engagement based in Brussels for Europe. Nice meeting you.

SALLY COSTERTON: Thank you. Andrea and Everton are new joiners to the team, but they are not new joiners to ICANN. Both of them have been involved in ICANN extensively in different roles over the last few years and we have many people in our team who have touched this program, some have been fellows, so I would definitely say that if engagement and outreach is something that interests you, who knows, certainly we hope our team will work with us but the potentially is really that, so I hope that you will get to know those of you who live in the regions will get to know these guys, they are the first point of contact for you, they are responsible for pulling the community together and helping that community to coalesce and engage at a regional level as well as working as a global team. So I hope you enjoy working with them. Now I think probably I'm going to hand over to Fadi who will probably speak to you in French, which seems to be the order of the day. Have a very good day, and I wish you very safe travels home, and enjoy the public forum this afternoon,

which is an exceptional experience if you've never had it before, you will enjoy it.

FADI CHEHADÉ:

It's becoming harder and harder to follow Sally. Sally and I are both new to this community, just like you are, so in the way we share with you in fact that we have to learn a lot about how the community works and how ICANN works, there is a lot going on it the ICANN all the time and I am sure you feel the same thing when I come into the ICANN community understanding all the things going on and understand where your voice can be heard is important so in a way get courage by watching Sally and I are feet to yet to this community where in the same boat as you. Good morning to all of you, it's good to be here, I think you heard enough from me in the last few days, I am sure that you are tired of hearing from me, but I will start with few words and then be happy to take in your questions. If I look three years forward when my term will end at ICANN and I think what would be the thing that I would like to leave and say we have done with that I have told you that one thing we do by the time I am done 2 ½ years from now or 2 years from now is to say that we have been able to bring new blood into this community this is the community that has grown together for many years and needs to go to the next step of breaking down walls and enabling more people to come into the community. I said this in my very first speech in Prague that ICANN sometimes feels like a Fortress and within that fortress we have many little fortresses. You have the unique possibility especially with the new leadership, to actually break down these walls, break down the fortress and really turn us into an oasis, and for those of you who live near deserts and I come from Egypt so I know what a desert is,

an oasis in the desert is a place you can see from far and a place where you can see life from far and it never has walls, it is always open, it is always open, it is always welcoming, and it's a place where people feel a kinship. Even if they fight in the desert when they come to the oasis typically they sit down, they drink from the same water and they find life together. ICANN needs to get to that stage and any organization after many years some people become a bit of a fortress and especially if people believe in what they have, then they want to defend it, it build walls, make sure people don't come in and rule in the great thing they have, but I think right now the worst defense is to actually wall off ICANN and that's why you heard me say when the Wicket conference was going I got an invitation, now I will give you a little bit of insight. Most people in the community said don't go, don't go to the Wicket, you cannot give an opening speech at the ITU, and Sally and I sat down and said that's actually not the right thing to do, we should go. When we get invited by the so called other side to open their forum, we should go, but no one would adhere to that position and then we realize the three of us are really the new comers just like you with the people who did not necessarily feel like we have to be in the Fortress, but quite the opposite we have to go, and we spent two to three weeks talking to all the members of the community saying why we should go there, why we should lean as I said, lean into the ITU not run away from the ITU and throw stones to them, and the result what is really remarkable, it was remarkable all the people they told us not to go right after my speech, many of them were there, they came up almost in tears saying so good that we came, so good that we spoke, so good that we expressed ourselves in the heart of the ITU at the Wicket and I want to commend my team, the members of my team, specially Nigel sitting

there in the corner, who fought very hard for me to go and speak, and I really give him the credit for not giving up when everybody else was saying don't go. But to me this is who you are, so you are my allies in many ways, you are the new people coming into this community, you are the fellows who bring the view from outside into the oasis and break down the walls with me, so I consider you to really be my allies and I want more of you, you know there is 29 I understand or so of you, I hope we have 50 and 100 and 100s of fellows that can come into the ICANN community and change the dialogue and open it, and Alan who is sitting back there was also one of the people who kept telling me to go to them and he leaned personally hard to make sure that I went, but that's a voice that I look for you to bring to the ICANN community. Now what do I do for you? Whatever you want me to do, if you guys come back and say come to our countries, come to our communities, speak to them, engage with them, let them know how ICANN can be a place where they come and get their voices heard, get their business done, get their work advanced, I am ready to do that. I think you can see from my schedule and my time and my focus that going out and spending time with you and having this great team of people who are building of engagement professionals, people who understand what engagement means, an engagement which you will do also with us, the number one rule of engagement, and this is actually what you study and ICANN sent me to a school last summer before I started because they said you don't know how to engage so we'll send you to a school, so I did, I really did, and it was a superb class I attended and I wish many of us can attend this class. It was a 2 week class, all day, every day for two weeks, but the number one rule of engagement is listening, that's what they teach diplomats, listen, and listening is not just appearing to listen, listening is

action, listening is taking the other persons view point, it's analyzing it, it's processing it, it's taking action based on it, it's changing how you think what you do. You know one of the communities at ICANN that is very hard on me and their mode of communicating with me is an attack mode, is the noncommercial side, they are very tough on me and their mode of discussing things with me is very strong, and I respect that, they have some very important views and so what I did for example when I felt that they felt not heard, I have been spending time with them privately saying listen, I am listening, you don't need to attack, let's sit down and talk, and in your communities you will find that, you will people who know the only way that you can hear them is that they attack; it's okay, sit with them, let them express themselves. This morning I met with my old staff and I told them, I said today we have the public forum, it's the most important forum, and people will come and attack us in that forum. Perfect! Listen and take notes because if people do attack it means they have grievances. It is our job to listen and when you go back to your communities please listen. Let's not be defensive, let's be proactive, let's take to listening in, and that's the number one rule of engagement, is to listen, is to take it in, process it and analyze it and do something with it. And when you feel down, and some days I feel down, I was quite dispirited Tuesday night, went to my room on my own at night and my wife was with me so I told her I really need some time alone to just absorb all the negative I heard during the day, but you know I have to remember two things - one, and I am sharing this with you so you do too, when you go back and people attack us and attack ICANN. Remember two things, one, for every person that comes hard at us, there is probably 10 who want to tell us good things but just don't get a chance to. So that should give us a little

bit of calm. Secondly, that if people are attacking, 99% of the time they are because they have real grievances, it is just how they know, that's the only way they know how to do it. Yes, you may argue with them, there is a better way to attack, maybe we can sit down, we can take your points in a different way, but maybe that's the only way they know. So I am asking you to be soldiers with me, this is a tough job. What we are proposing at ICANN is new, and let me close by telling you this, this is very important. What we are proposing at ICANN, the reason we are all sitting at this table and coming to ICANN is because ICANN is doing something that has not been done in history before. I know people focus on our technical functions and we have technical functions, but what are we here for? It is not just the technical functions. We are here to also project that humanity, all men and women of this world, can actually sit down together and agree on how to manage a common resource. So many times in the past the world has failed to manage things like water, air, look at how we have managed air, because it is a borderless resource, how have we managed air? Terribly; look at Kyoto, what came out of it, nothing. Meanwhile people are dumping into the air because who cares it will go to the neighbors, there are no borders, but the internet is a borderless open resource and it is on us, to actually make sure the status way and it is shared equally, fairly, with everybody. This is the reason I get up every morning to do this job and you know that you and I have many other choices we could spend our time on and doing many things, but what makes me get up every morning and say I want to do this, not a anything else, is that I feel in trusted with you to actually protect this incredible resource called the internet. Yesterday, who was at the Great Hall, many of you are into Great Hall and I am sorry we could get there, I

told my team this morning this is the last time we have a Gala event where everyone at the ICANN meeting should attend and if the host can't do it, let's not do it. No more, this idea that some of us got there, anyway that's a separate issue. But let me just tell you, standing in that Great Hall of the People in China, to me was a sign that this nation here that has the most internet users on the planet, the most people as a nation on the planet, has come to the agreement with us, and many of you probably can imagine that I know what took place before we were given the permission to be at that hall. This was China telling ICANN we will be part of your one-world, one-internet. That's why I said this when I made the toast, and I have been in meetings all along the last few months so that China came to the conclusion that the best thing to do is to actually be part of our mission of one-world one-internet as opposed to only 8 months ago in Budapest their Vice Minister saying we want internet sovereignty and we have our own route. We have come a long way. How did we do that? We did that through engagement, through listening and through working with them, and we find ourselves in the Great Hall of the People, this is a great achievement of engagement, so to all of us goes the credit, and let's keep doing that with that spirit and I know sometimes when we get into the weeds of ICANN we forget the mission, but that's our core mission, that's why we are here, don't forget that. Any questions for me before I go, any thoughts, please?

SIVASUBRAMANIAN:

My name is Sivasubramanian, I am from Internet Society of India, Chennai, and my question to Fadi is what are you doing, I mean I know that you are doing quite a lot, I am just asking you to tell us what are you doing to reach out to the people in the top level of politics and

government and that is where policy decisions are made, that is where decisions that affect internet are made, what have you been doing and what do you plan to do to reach out to the leaders of countries, please tell us.

FADI CHEHADÉ:

Traditionally ICANN has not engaged in a substantive way with political leaders, traditionally we have not, we have kept this largely to the GAC and the GAC itself. With the new leadership in the GAC and the new leadership at ICANN, we have had a substantive dialogue that while the GAC has to deal with certain matters in a structured way according to the ICANN model, it does not preclude the ICANN staff and board from engaging with political leaders, in fact if we do it well, we could help the GAC by doing it properly. So once we reach that general understanding with Heather Dryden, the Chairwoman of the GAC, we brought on board people. For example take Tarek Kamel, who by the way apologizes very much for not being here, he called me last night, he is not well, he got a bad cold and he has been pushing himself for a few days and it was getting really bad so he apologizes to all of you, but I will speak for him. As you know Dr. Kamel was the Minister of Telecommunications of Egypt and one of the real pioneers of making the internet and telecommunications a great reality in Africa, so he is on the board, and for the first time we have a full time senior executive whose sole job is to engage with governments and international governmental organizations, and he started building a team, not just Mandy Carver, he brought Nora Abusitta. Nora was the right hand person of the minister of the UAE in Washington DC, has great political experience, we are growing that team now, we are bringing more people and frankly I am

very engaged and I am very engaged with as many leaders as I can in a substantive way. I don't need more photo opportunities with senior leaders, I have enough photos, I think I have 700 photos taken last night that's good enough with my little bowtie, but I think what we need to do is have substantive discussions. I will give you one example of such substantive discussion. Lebanon. I had one literally half-day free when I was rushing from Africa back to Europe so I said why don't I stop by in Lebanon, call the community there and immediately we had meetings with the Prime Minister, with the Minister of Telecommunications, with the Minister of the Economy, and in one day we convinced that country that they need to change the way they have internet policy made in Lebanon, and we told them the model they should look at is the Brazilian model, which is a good model with CGI.br. In the same day we convinced the Prime Minister and the two ministers to go forward with it and since then, which is only three weeks ago, they changed the law in Lebanon to allow governments to sit on nonprofit boards, they formed a nonprofit organization like CGI.br, they funded their people to go to Brazil to meet in Sao Paulo with CGI.br and learn from them how they manage that board and they are moving forward with creating the first Arab region model that looks like Brazil. That's engagement, at the right level with the right people, to actually move forward with a model that works for these countries, and I will be doing this. India is another example where the Indian government wanted what I called superficial engagement and I said I am not going to do superficial engagement, and they said you need to come to Delhi, I said to do what, I will come to Delhi when we have a model of moving forward. So we are putting pressure on the Indian government to form a multi-stakeholder body, so they did and then they called us and said we are ready, we have a

multi-stakeholder body, it was all government, we said we are not coming, we don't want to go meet a multi-stakeholder body that is all government. So we are engaging with governments but we are engaging in a meaningful way and we will continue to do that as best we can. Unfortunately there is too many of them, there is a 100-some governments, so there is so much I can do as fast as I can, but we now have people like Everton, people like Nigel, who have even more experience than me, even more experience than me in dealing with governments and they will bring a lot of value. Veni himself is still part of the Bulgarian government, so we have a lot of new focused blood at ICANN with the leadership of Tarek to actually think of our government engagement. I think I am running out of time for you, I can take one last question.

LYNDEL MCDONALD:

This is Lyndel McDonald, I am from Jamaica. What is currently your biggest challenge as CEO and what approaches have you carved out to address them?

FADI CHEHADÉ:

Without doubt it is figuring out how I can work with four hours of sleep per night, that is my biggest challenge. I love to sleep and since I took this job I haven't gotten my seven hours, I think maybe a few times that I can count. But seriously I think it is evident from the comments you have heard and from many conference attendees, it's finding the balance between my natural instinct to get things done and the need to balance that with the deliberative process that is needed to ensure everyone stays involved. So naturally I am inclined to find the most

efficient truth to get something done. I'm an entrepreneur, I build companies, I build nonprofits, I get things done, this is my nature, is to get it done, but yet I am actually very deliberative. Even in my family we don't reach any decision on anything, going to holidays, buying a home, whatever, unless my two boys and my wife and I sit and even in my own home my parents live in my home, my wife's parents live in my own home, so we are a big family, and we reach every decision together. So it's my nature not to just top-down do things, but yet in the ICANN community we have so many things that need to get done that frankly have not been done for years and are dragging us, but at the same time I cannot just do them. Finding that balance is the most important thing I need to do and I am committed to it, I just have to find that balance. It can't be that we just grind everything back to a halt, it can't be that we get things done despite and against the deliberative process. I need to find that balance, that's my biggest challenge, and I am committed to it, I am not running away from it. Thank you.

JANIS KARKLINS: If you would please introduce Akram.

FADI CHEHADÉ: Akram doesn't like the way I cooked in boy scouts 30 years ago when we were both little boys, he always make fun of my cooking. He is the only one at ICANN, you know Akram and I were boy scouts together when we were 12 years old and I think the name of our troop was Jaguars and we were partners since then. Of course I really like Akram because he was the only boy in a family of many beautiful sisters so I used to really like to hang around him and his family, but Akram and I go

way back. We went to school from 1st grade to I think 8th grade or something like that and then the war started in Lebanon and the war divided, I mean we completely each went into our own way, my parents who are Egyptian shipped me to Egypt where I lived with my grandmother during the war and I did some years there, and then I reunited with him in boy scouts for the last couple of years of high school and then the war raged again. In 1980 we all went our ways, and I think I did not see Akram for decades after that. Many people in our class either got killed in the war or moved to different places, we were dispersed by the civil war, and then we met again in LA, and we are working together, so he is my partner and he is someone I trust to tell me the truth always. He is known in my leadership team to be the contrarian but it's really because he is one who can just say it to me, and I need that, because all day I get people telling me what a great job I am doing or what a terrible job I am doing, but from Akram I get straight talk and I like that and I appreciate it in him, and I appreciate his friendship and his partnership. So, Akram?

AKRAM ATALLAH:

Thank you for having me here, welcome to ICANN and it's a pleasure to see you all here. I think that you have heard enough from everybody that came up to say that you are the future of ICANN, and that's a fact, we count on you to actually carry the flame moving forward and keep ICANN on its toes and keep us all working together towards a better future. So with that said, I want to reflect on a couple of things. I received an invite on LinkedIn from somebody and I usually don't go to LinkedIn enough and I looked at the person, we had some common friends so I accepted the LinkedIn invitation, and then I received an

email, a long email saying I am a Fellow, I am doing this, I am doing that and it was very encouraging to see that, the enthusiasm that came out from this Fellow and she is actually here, Maria, and you know I listened to her and she was like wondering how do I go from here to here, should I choose this, should I choose that, and through ICANN or through Akram fashion, I said I am going to reply and I never did reply, so I apologize for that. But she was on the right track so I didn't really need to guide her or anything, but that kind of made me think, and it's important to get your feedback on this, it seems like maybe it would be helpful to mentor somebody that has been in the ICANN system for a while as you come in that you could actually you know get guidance from or maybe get ideas of what to do next or where to go and if that is something that is interesting for you guys, you should actually mention it so that we can try to put a program together to help you with that, I think Janis would be the right person to reach out to if that is interesting, I think that would be helpful. It's kind of like a mentor or a partner that can guide you through the ICANN complexities and different things and where to go next and how to push your engagement within ICANN. The other thing that I wanted to touch upon before I give you the opportunity to take some questions is that, and I don't know if we did that or not yet, but we are moving towards a better platform for engagement online and that platform should actually be a continued engagement for not only the Fellows but everybody that comes to ICANN to be able to reach us online and participate and engage at different levels depending on their time and availability, so you slide up an engagement and then you can slide down an engagement. So I think that at some point it would be important to have Chris also come in who is putting this thing together and get your

opinions and share with you his ideas on that. With that I just want to tell you a bit about my role at ICANN and take your questions. I am the COO of ICANN, so I work on the plumbing basically and make sure that the plumbing works and there is hot water and heat and all the necessary stuff for ICANN to function, at least from the staff perspective as well as for our stakeholders and less of participation in that but as well for them. So with that I would like to give you the opportunity to ask me any questions that you have and I'd be happy to answer them.

RINALIA ABDUL RAHIM:

Good morning Akram, Rinalia Abdul Rahim, I am a member of the ALAC appointed by the nominating committee. This is my fifth ICANN meeting and I just wanted to say that the importance of mentors is not just in the beginning where you are trying to figure out your way around ICANN but also when you are serving you still need these mentors, and it's possible that you don't need just one mentor, you need several depending on the subject matter that you are interested in. And now a question for you - When there is a change in leadership, there is usually a staff transition and I noticed that there is quite a high rate of hiring, I just wanted to know what is the ratio of old-to-new staff right now and what is your projection in terms of what the ideal level ICANN should be?

AKRAM ATALLAH:

The ratio of old to new if you think from the beginning of the fiscal year, I would say we were about 140, we are short of 200 so it is about 60/140, about 45%, but this is growth, it's not really transition, and the reason for growth is that we put in our staged plan that we are going to

support the new GTLD program so the new GTLD program is a huge growth area for ICANN. We used to have 20 GTLDs to support, we are going to have 1500 GTLDs to support, so it affects the infrastructure of the ICANN staff which means finance has to be able to do more things, the engagement team for the registries, the contracting, everything gets affected by that, so that's a big factor of growth and then we have had also a globalization initiative that we are trying to engage with a lot of more globally so that's a huge growth area for us and that also when you have people engaging the world, that only generates more work, so when you have people going into places we didn't actually go to then that generates more work and that generates more meeting and more calls for support, more travel and we are forecasting to grow even further next year as we open the two hubs in Singapore and Istanbul. So when you think about that, the growth is going to be happening at a fast rate, so I wouldn't worry about the ratio of new versus old. I think that the most important is to make sure that we stay down the right path and we don't deviate from our mission and that's already in place in our mission and structure as well as in our strategic planning, and the community will make sure we don't stray. I hope that answers your question.

JANIS KARKLINS:

Akram, thank you.

AKRAM ATALLAH:

Thank you very much and keep up the good work, and if you need anything please do not hesitate to reach out. Thanks.

JANIS KARKLINS:

Akram, thank you very much, I really appreciate your time and the information, and you know as Gaby did, you can reach out and get answers or just have your phone go off just at the time I call her name, one of the two. So we are going to turn this room over to the At-Large, we are going to move down to room 2A-B for the rest of our meeting. Alaa, I am hoping you could just move down with us and speak for just a moment. Alaa who is the Chair of the not-for-profit constituency was unable to join us yesterday due to a conflict and I would like to just give him a couple of minutes since there are several of the fellows who are engaged in not-for-profit organizations. I would like to be able to give him just a few minutes. Our selection committee, I really appreciate that you have been here this morning, if you could come down to Room 2A-B with us so that we could introduce you, and then you are not obligated to stay with us during our talk but just to be introduced, so Room 2A-B right here on the first level.

[END OF TRANSCRIPT]