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MONTREAL – NomCom ICANN66 PUBLIC Meeting  
Monday, November 4, 2019 – 17:00 to 18:30 EDT  
ICANN66 | Montréal, Canada

UNIDENTIFIED MALE: This is the NomCom ICANN 66 Public Meeting in Room 513-D, Monday 4<sup>th</sup> of November 2019, 17:00 to 18:30.

DAMON ASHCRAFT: Hello, everybody. Is this on? Okay. All right. Everybody, we're going to start in just one minute, okay?

All right. I'll tell you what, if we could all just have our seats. This is the public meeting of the Nominating Committee (or NomCom). So, I want to welcome everybody here. I want to thank everybody for attending this meeting. My name is Damon Ashcraft and until Thursday, not that I'm counting down, I am chair of the NomCom, and I'm joined by the chair-elect of the 2019 NomCom who will be the chair of the 2020 NomCom Jay Sudowski. Jay, do you want to introduce yourself?

JAY SUDOWSKI: I'm Jay Sudowski from the BC within ICANN. I've did two years as regular NomCom member and then half a year as a chair-elect and look forward to being the chair this year.

DAMON ASHCRAFT: And we are also joined by Ole Jacobsen, who is a member of the 2019 NomCom, and he was appointed by the Board Governance Committee

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to be chair-elect of the 2020 NomCom. So, Ole, you want to introduce yourself?

OLE JACOBSEN:

Sure, so I'm Ole Jacobsen, I've done six NomComs altogether, with some of the familiar faces around the room here served with me in previous years. Day job is print publishing this thing called Internet Protocol Journal, which I have some copies of here, with a very timely article. I'm looking forward to working with the chair and associate chair for the next year or two. Thanks.

DAMON ASHCRAFT:

All right. Well, thank you very much, Jay. Thank you, Ole. And I would be remiss if I didn't thank all the people and all the members of the Nominating Committee from 2019 in the room, and those that could not join us. The nominating committee and the members, they do an enormous amount of work. I don't think it's any secret they frankly do a lot more work than leadership does.

We'll go through all the statistics and the number of applications we had, but we started off with ... It's an open meeting, come on in. We started off with well over 100 applications, and we had to winnow those down. We had some very strict geographic diversity requirements that we faced in 2019. We met four times in person. There was an in-person intercessional in Los Angeles, plus the three ICANN meetings. So, that's four meetings, four continents, and we winnowed it down, and we

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came up with, we selected I think some wonderful leaders at ICANN. And so, I'm really proud of the 2019 NomCom.

So, if you're a member of the 2019 NomCom, if you could just raise your hands, and if you could just quickly introduce yourselves and which constituency you're from.

PAUL MITCHELL: Paul Mitchell, from the Business Constituency.

UNIDENTIFIED MALE: [inaudible] from the ISPCP Constituency.

UNIDENTIFIED MALE: [inaudible] from ASOAC Constituency.

TRACY HACKSHAW: Tracy Hackshaw, from At-Large Latin American Caribbean region.

CAROLINE GREER: Caroline Greer from the Registrar Constituency.

ERICH SCHWEIGHOFER: Erich Schweighofer, EURALO.

OLE JACOBSEN: And I guess Ole Jacobsen from the IETF, since we're still talking about 2019.

DAMON ASHCRAFT:

Yeah. This is a bit of an odd meeting because we're talking 2019 and we're going to switch over to 2020 here in a few minutes. The clicker they gave me is not working. It's fine, just so you're aware. That'll work, too.

What we're basically going to do on a substantive nature today is we're just going to go over what happened in 2019 and our selections and then we're going to go over the recommendations of the 2019 NomCom has formally made the 2020 NomCom. It is a tradition that once a cycle is finished, that that particular NomCom will meet and memorialize a set of recommendations for the next NomCom. We have done that and we have those recommendations. And then I'm going to turn it over to Jay, who is going to tell us a little bit about the 2020 NomCom, some of the changes that he's instituting. I think some of the changes that he's doing are really welcome changes and they're good. So, I think we're going to have a really good cycle in 2020.

So, with that, let's go ahead and let's advance the slide, and we can talk a little about 2019. Just for those in the room – and I know we have a lot of people that are familiar with the structure of the Nominating Committee, but for those that aren't, I want to kind of go over a little about what the structure is. It is a larger committee than ICANN.

here is leadership, which is composed of three individuals. For 2019, the chair-elect originally started out as being Cheryl Miller, and she had to step away, and then the BGC very wisely appointed Jay Sudowski in his

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place. I am the chair for 2019, and the associate chair was Zahid Jamil. The leadership is non-voting.

Then we go down and we look at some of the other voting members of the NomCom. The other voting members we include, we have representatives from the GNSO. We have representatives from the ALAC from each different geographic region.

We have two non-voting advisory members. They are from the SSAC and the RSSAC. We also have a slot for an advisory member from the GAC. We did not have a member from the GAC on the 2019 NomCom. They elected not to submit anybody. But that's been the case also for 2020. There are also individuals from ... There's a gentleman from the ccNSO and from ASO as well. So that's generally the structure. Everyone is voting, except for the RSSAC, the SSAC, the GAC, and leadership. There's our picture from last year. Those were some of the members that were there.

All right. So, here was the timeline of what we did in 2019. And I want you to pay attention to this, because this is going to be different in 2020. We started off with the original phase of when we met in Barcelona. That was basically preparation. And then we immediately went into recruitment, and we did candidate outreach. And you'll see in some of the subsequent slides that the candidate outreach that we did last year was pretty extensive.

We engaged three separate professional recruiting firms and we saw a lot of good results, particularly from one firm that was focused on the African region.

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The recruitment phase last year basically started from the end of Barcelona and went just past the Kobe meeting. Jay's going to explain how that is going to change this year. That's going to be basically, that's going to be shortened and bumped up to give us a different schedule for our meeting in March.

Then after that, we went into the assessment phase. The assessment phase happened after the applications were closed off in March and that went from March, all the way into our selection meeting in June. And what happened in assessment is it was a series of calls and there was also an in-person meeting.

We took all candidates, and every single candidate was reviewed by all members of the NomCom. They were ranked, and then we had an in-person meeting. We had an intersessional in Los Angeles in April of last year and we went through. We discussed every single candidate. And that is a task because of the number of candidates that we had, but we also find that if it's very valuable and it's very important to talk about each candidate as a group. So, everybody who applies through the NomCom definitely gets a discussion. No one is skipped. No one is missed. No one is just passed over. That's one very important thing.

Then after that, we had a virtual intercessional, which was basically just a series of a couple phone calls. Fairly lengthy calls where we went through, we winnowed down the candidates again. And at the end of the second telephonic intersessional, we had our short list of candidates and our short list of candidates were the ones at the Board level, that we invited for interviews in Marrakesh. Also, for the non-

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Board positions for the GNSO, for the ALAC, for the cNSO, and for the ...  
Actually, PTI we interviewed as well. We basically discussed and we made the selections for in Marrakesh.

Then, after we made our selections, that does not necessarily mean that a candidate is “done.” Then they go through ICANN’s due diligence. And I have to confess, I am not an expert at all the steps that ICANN takes for due diligence, but I know that there is a professional due diligence firm that is retained and it does take several weeks to get through that.

The due diligence process has been a bit of a challenge to us in the last couple of years. Not because of the due diligence itself, but because of some of the new privacy laws, GDPR in particular. I know that phrase never gets mentioned at ICANN. That has made it more difficult to do the due diligence, but we’ve gone through it, and then we’ve made our announcements. And here we are at the Montreal meeting. Do we have any questions on our timeline or process that we’ve filed in 2019?

All right. So, what were the results? The results were Maarten Botterman, Mandla Msimang, Ihab Osman were elected to the ICANN Board of Directors. As most of you know, Maarten was a re-election, and he has subsequently been appointed to chair the ICANN Board, and so we’re very happy to have learned of that.

Mandla and Ihab are both from the African region, and I want to take a little bit of time to talk about that. Last year, because of the geographic diversity requirements for the Board of Directors, the NomCom had to select at least one candidate – at least one board member from Africa.

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And if you're not familiar with the geographic diversity requirements for the Board of Directors, in short, what it means, is that if you look at each geographic region, each region must have a minimum of one director and it could have no more than five.

So, last year, our North American region was completely closed out, because there were five directors. Our African region had two directors, but we learned that one of those directors was not going to seek another term, and then the other director was Cherine, who is term limited.

So, the situation we found ourselves in was that this meeting, had we not appointed anybody from Africa, it would be outside of the bylaws for our geographic diversity requirements. Hence the need to appoint at least one person from Africa. That's typically an underrepresented region on the ICANN Board, and so we worked with ICANN staff.

And I want to thank Christine Willett and Gia for their efforts in this. They helped engage a recruitment firm in Africa. They just did a fantastic job. And we got fantastic candidates from Africa, and two of those candidates, Mandla and Ihab, were selected. If you haven't had an opportunity to meet them, they are just fantastic individuals. And I would say there was a geographic requirement, but these two people could have been from any region in the world, and I think absent the geographic requirement, would have been elected. I am very, very proud of both of those appointments, and obviously Maarten as well.

PTI Board. If you're not familiar with the PTI Board, the PTI Board basically administers the IANA function. It's a separate company that



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ICANN formed and it also has a Board of Directors that NomCom selects. And we elected Lise Fuhr. Lise is also a reappointment, very capable and very happy that she's on the PTI Board continuing on for another term.

Then we look at some of our other appointments that we appoint to, and one thing I want to point out which Jay will follow up with later on in the presentation, is that for the ALAC, for the CCNSO and for the GNSO, we previously did not personally interview candidates, and that's something that's a change that Jay is instigating, and I think it's a good change. We did have a lot of information about our candidates, and we did appoint the individuals that you see up on the screen. Does anybody have any questions on our appointments from 2019?

Okay. Let's look at our applications. We got a total of 127 applications and this is where they came from in the world. Basically, there were two from North America. And Gia, were those Board applications? Do you know? Okay. We had two applications from North America. Mainly applications were down in North America, because the Board spots were closed, essentially. We had 21 from Latin America and the Caribbean region. We had 56 from Africa, 35 from Asia Pacific Australia, and 13 from Europe. Europe was also down, because I will tell you that while Europe was not officially closed, it was higher up in the members, I believe they had four people on the Board from Europe.

But, pay attention to that Africa number with 56. So, as underrepresented as Africa has been in the past, last year through our efforts, and I think mainly through the efforts of that recruitment firm,

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we increased the number significantly. We got more from Africa than any other region in the world. Asia Pacific is a region that I will tell you this is not a report of the NomCom – it's my personal opinion. 35 applicants from Asia Pacific, I think we have work to do in there. We probably could get more qualified candidates out of that region on a going-forward basis. Yes?

HADIA ELMINIAWI:

So I think going back to the previous slide, that I think it is not enough to look at the number of candidate applications, but the quality and how many of these actually applications are qualified candidates is important to put with regard to those numbers, or in addition to those numbers.

DAMON ASHCRAFT:

Absolutely. I agree with that. The one thing I will tell you – and it kind of goes into this next slide as well – let's look at the gender balance for 2019, we had 67% male 33% female. The numbers on gender balance are improving. I think in a perfect world, you would have 50/50 to match up with the population.

At the end of the day, though, one of the things I think that everyone should understand is that, when you talk about geographic diversity, gender diversity, the NomCom can only pull candidates from the pool that we have. And so it is really important that when we do outreach, when we go out there and we recruit people to apply, that we get as many female candidates and as many candidates from other

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underrepresented regions of the world as we possibly can. Because, if you wind up like we had last year – and I think we did a good job last year. But if you look at our numbers, we're 2:1, and so that off the bat makes it more difficult to appoint more women leaders within ICANN. Just there's a numbers issue because of the pool we have to pull from.

This is a slide if you like math and you like numbers, it kind of goes into the regional distribution of different candidates. I don't know if there's a whole lot that needs to be said about that slide. It's kind of self-explanatory. Again, I would just sort of echo back to look at the numbers for Africa. The reason I kind of keeping harping on that is there was a real concerted effort made towards Africa. And I think, as we continue to improve as a NomCom and as an organization as a whole, when we really focus on particular regions, we can make really good things happen.

One of those good things we had happen last year is we had a whole lot of outreach efforts. They're all listed on there. Some of them were fairly traditional, some of them were not. We had an outreach committee and these are some of the different things that they've done to reach candidates.

Part of outreach in communicating for the ICANN Board is to think outside the box. In my opinion, it's not enough just to wander around the halls of an ICANN meeting and say, "Hey, I think you'd be good for a Board position. Please apply." As the organization grows, as it gets more sophisticated, handles more sophisticated issues like it's doing right now, it's real important for outreach that we think outside the

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traditional ICANN sphere and we go elsewhere. We did a lot of that last year. And some of those examples are listed on there. I think the recruiting firms were a big part of that. We're looking for good leaders and good people. You don't necessarily have to be within the ICANN sphere, and in fact, the NomCom's remit as a whole is to find people generally outside of ICANN, but we obviously will also look within the organization as well, and we've made many excellent appointments that are ICANN insiders.

So, we've got here ... Where did people hear about the application forms? Again, just sort of a general distribution. If folks have questions, I'm happy to answer questions about that, if we need a big discussion on that.

These are the formal recommendations that the NomCom, the 2019 NomCom made for the 2020 NomCom. What has happened so far with the 2020 NomCom was we have met for two days, and Jay has been doing an excellent job leading those meetings and part of that is we have gone through a detailed review of all these recommendations and actually two slides of those. The recommendations came out of a recommendations subcommittee that Jay held and that Jay chaired and those recommendations will be valuable as we go into the 2020 cycle.

At this point, I'm going to pass it on to Jay, who's going to talk about the 2020 NomCom and some of the changes that he's going to be implementing. Before we do that, does anybody have any questions or comments on the 2020 NomCom? 2019, picky, 2019 NomCom. All right.

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And I'll hand it over to Jay, and I also want to say thank you to the ICANN community, to the Board for selecting me as chair. I really enjoyed it, and it was a great honor and privilege, and so with that.

AJAY DATA:

I just wanted to talk about that outreach program of NomCom. For the record, I am Ajay Data, chair UASG and ccNSO council member appointed by NomCom.

I see that there are no SO/ACs being approached here to [inaudible] the message here. And I see no internal ICANN bodies taking the message further for NomCom positions and I would be happy to in 2020 take this message via UASG if required to the community which are around 500 people. So, I just wanted to comment why we have not approached these people who are just within our reach.

DAMON ASHCRAFT:

Well, first off, thank you for your willingness to go out there and help us spread the word. We have always relied upon other people within the ICANN community to help us do outreach. Have we been as aggressive on that as I think that we should have been? No. So, that is a point for improvement. I think offers like yourself to come help us, those are fantastic. And actually one of the things that we're working on in 2020, is – and Jay can explain this more – we're going to be working more with the communications team. That's going to be a major change.

Before, the NomCom was really separated by itself and we didn't take advantage of all the resources that ICANN Org had to offer. We're going

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to be doing a better job of that, and I think a part of that is going to be better recruitment, better outreach. I mean, it is the job of the NomCom members, or one of their principle jobs is to go out and recruit. They can't do that by themselves. They need to be telling people within the ICANN community what we're looking. They need to be telling people and looking for folks outside of the ICANN community what we and what the organization is looking for as well.

Other questions? All right. Jay, it's all you.

JAY SUDOWKSI:

Thanks, Damon. Actually, I think leave the recommendations from 2019 up for a little bit just to talk about some of the changes – the most substantive changes – that we're making to the NomCom for 2020.

The biggest change that we're making, is that we're moving the date that we open the application up from January to mid-December, and we're also moving the date the application window closes from the end of March to mid-February. The reason why we're doing this is because having that date be at the end of March creates a tremendous amount of work that the committee needs to do in a very short period of time.

A couple years ago, we added a face-to-face intercessional where everybody got together first in DC and then in LA, and that was very helpful, but what we heard from a number of the committee members is 2019 was that they felt that coming to the March meeting and doing only outreach work wasn't an extremely effective use of their time, and that they would prefer to be able to use that meeting to begin candidate

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assessment work. So, that is really the biggest change that we're making to the NomCom that will impact the community.

So, along those lines, we are working with the ICANN communications team. They have drafted a communications strategy, that will take us really all the way through the end of our work in August of next year. We're also working with ICANN's global stakeholder engagement. They're going to integrate slides about the NomCom, our processes and our timeline, so that when they go out and attend events and inform people about what's going on at ICANN and the multi stakeholder model, they also get to hear about NomCom.

Members of the NomCom can only do two consecutive terms in a row, except if they're non-voting. So, this year we have a handful of folks that are returning. We have a handful of folks that are returning but served some years ago. And we also have a handful of members that are brand new to the NomCom. So we have spent the past two days in this room drinking information from a firehose. Everybody is actually drinking it from my microphone, I guess. Yeah, bad analogy. So, it's kind of boring work that we're doing now, but it's important to lay the foundation.

In terms of what the NomCom is going to be recruiting for, for positions, it's less positions than last year. We're looking for one director for PTI, two directors for the ICANN Board. Sarah and Avri were appointed by the NomCom and their terms will be ending, so they're both eligible to be reappointed by the NomCom, but even currently sitting Board members need to go back through the NomCom process.

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In addition to that, for the GNSO, we have one person we'll appoint for a two-year term. They're a non-voting, non-affiliated member in terms of contracted or non-contracted party house. We'll appoint two people to ALAC, one from the North American region, one from the European region, and finally we'll appoint one person from the ccNSO council as well.

There also has been ongoing the NomCom review implementation working group, and I saw Tom earlier. Oh, there he is. I don't know if you want to say anything about the work that you're doing, but if you do or you don't, either way there will be an open meeting here in this room Wednesday morning. And our committee will be there to better understand the work that they're doing, but it's also open to anybody in the community.

TOM BARRETT:

Thanks, Jay. As you can see, we have our public meeting Wednesday morning. The NomCom review process started about two years ago and we've gone through various stages of an independent evaluator who generated 27 recommendations after conducting countless interviews. We went through a feasibility review of those 27 recommendations, and more recently completed the implementation plan for those 27 recommendations.

We expect to have Board approval of that plan this week, and then we'll start to kick off the actual implementation of those 27 recommendations in a few weeks' time.



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Of the 27, some of them are common sense. Some of them you're already doing, which is great to see. Some of them involve more overarching issues that involve the entire community. For example, we're proposing a mechanism for continuous improvement. That includes a standing committee to help out with some of those year-to-year recommendations you discover that perhaps are not so easily implemented without more community input. So, I welcome you to come Wednesday and listen to what we have done so far, and if you're interested in participating, you can shoot us an email for that.

JAY SUDOWSKI:

Thanks, Tom. I think this is our last slide. I'll open the floor up for questions or comments about the 2020 NomCom.

AJAY DATA:

See the last slide, which was the positions slide. So sorry for my ignorance if it any. I see this diversification for the geographies and only ALAC, not others.

JAY SUDOWSKI:

Yeah. So, geographic diversity, the way it works on the Board is that each of the five regions that are identified in the bylaws can have at most five board members, and at least one board member.

In terms of the ALAC, the ALAC structures are geographically organized as well. And so, we specifically appoint people in this year to Europe and North America, and then next year we appoint them to the three

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other regions. GNSO and ccNSO Council are not particularly ... They don't have any diversity requirements from a geographical perspective, either in the bylaws, or within their own operating procedures. The one limitation that ccNSO Council has is that they ask us not to appoint anybody who is currently engaged in management or operation of a ccTLD, because they already have other mechanisms to get on ccNSO Council. And then the PTI Board also does not have any specific geographical diversity requirements. I hope that answered your question.

AJAY DATA: Thank you.

JAY SUDOWSKI: Anybody else? Go ahead.

RAOUL PLOMMER: Raoul Plommer from NCSG. I was wondering why is the GNSO Council seat a non-voting one?

JAY SUDOWSKI: Yeah. So, in total there's three NonCom appointees to GNSO Council. Two-year terms. So, in the previous cycle, we appointed both voting members to the contracted party house and the non-contracted party house, and this year, the only slot that we fill is a non-voting member on GNSO Council that's not affiliated to either of the contracted party

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house or the non-contracted party house. That is something that came out of how the GNSO is split up. I think 2008, 2009 into the two houses.

RAOUL PLOMMER: So it needs to come from outside NCPH?

JAY SUDOWSKI: In terms of the actual individual that we appoint, I mean, we look for people who will do the best job for GNSO Council. It's possible for people who are affiliated with either house to certainly apply and be a candidate for that position. It's also possible for people outside of GNSO that are otherwise involved in ICANN to apply, or total outsiders as well.

DAMON ASHCRAFT: All right. Well, thank you very much to everybody who has attended this meeting. We really appreciate it. Also, as we go forward in 2020, I know Jay is going to try to continue what I strove to do as well, which is to keep the NomCom more transparent. We have to keep candidates and their information confidential, obviously, but we are here, we are available, we do want to engage with the community and so we really appreciate your time to come to our meeting this evening.

ALFREDO CALDERON: Alfredo Calderon from At-Large. Why does the NomCom select or has voting members and non-voting members? What is the role of the non-voting members?

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DAMON ASHCRAFT:                    Within the NomCom?

ALFREDO CALDERON:                Yes.

DAMON ASHCRAFT:                Well, basically, if you look at the non-voting members, the non-voting members, there's typically a reason why non-voting members are non-voting.

So, for example, with respect to the leadership positions, the chair, chair-elect, and the associate chair, two of those positions are directly appointed by the Board. And plus, the way the chair ... The way the leadership's supposed to work at NomCom is we're not supposed to influence the members. We're supposed to run the process and keep it fair. Our opinions, frankly, as to candidates are irrelevant. We're not there to influence people, so that's one reason.

The other reason is that when you have a chair and a vice chair or chair-elect that are appointed from the Board directly probably doesn't make sense for them to then turn around and potentially vote on people that appointed them, and then the associate chair is appointed by the chair, so it's almost like a de facto Board appointment at times. So, there's that rationale.

And then for the SSAC and the RSSAC, those groups are formed by the Board as well. Now there is a recommendation – and Tom can speak to

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this more – to make those two individuals voting, but as of right now, they're a non-voting member. But, I can assure you that those individuals that are on our committee that are non-voting are certainly encouraged and given all the opportunity to speak and to share their opinions, and GAC is also non-voting. And, to be honest, I've been on five NomComs, we've never had a GAC appointee. They just have chosen never to appoint somebody in recent history. Jay, do you want to say anything else?

JAY SUDOWSKI:

Not really. I mean, I think it would be nice if we could have a GAC representative on the NomCom. I think one of the interesting things about NomCom is that the work that we do really transcends the individual SOs and ACs and we're charged with finding the best candidates, who will fulfill the duties needed by ICANN. So, I think there is a good way for the GAC to put someone on the committee from that mindset or perspective. Also, for the record, I certainly support have the RSSAC and the SSAC members be full voting members on the NomCom. I think that's a very logical and sensible recommendation. I understand, I think, the genesis of it was because that's the Board that constitutes those bodies, but I think it would be pretty unusual for people from those communities within ICANN to sort of be beholden to the Board, while they do their work on this committee.

[TOM]:

Yeah. I can talk about how the non-voting members are allowed to participate. So, they fully participate in all parts of our process, in terms

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of candidate assessment work. So, the way our assessment work starts is candidates appl. There's an online application portal, so both voting and non-voting members get full access to that.

Initially, there's a candidate ranking, which is just a way of filling out a spreadsheet and providing some indication of your sense of is this a qualified candidate or unqualified candidate? Or maybe a candidate that is needing further discussion. We'll meet this year in Cancun and we'll go through each candidate individually.

What that process looks like is we have an assigned member of the NomCom who delivers a little one to two minute introduction about the candidate under consideration. Anybody on the committee, other than the leadership, is then free to have a discussion about the merits and the capabilities of that candidate.

Once the discussion has come to a conclusion, we do a poll and non-voting members also participate in the poll. We do the poll, because we want to measure the nature of the level of consensus that seems to be in the room before we move to an actual vote. If the poll is close, we re-open the floor for discussion. I mean, technically, even if the poll isn't close, we re-open the floor for discussion as well.

Then, finally, once the discussion has concluded, we go ahead and have a vote on that applicant or candidate. And it's just that part of the process where the non-voting members do not get to actually vote. Otherwise they're fully involved, fully engaged and, honestly, I think everybody in the room considers them to be fully fledged members of

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the NomCom in every other way. Their input is valued, and respected, and welcomed.

ALFREDO CALDERON: I do have a follow up question. What is the perception of the NomCom in terms of not having a representative from the GAC? Have you asked them why they don't want to have a non- voting representative?

[TOM]: Yeah, we've chatted with Manal. I actually chatted with her last night at the CSG GAC reception. I think the reality for the GAC and what was expressed to me is that it's just very challenging for them to pick one person from one country to theoretically represent the views of all the governments that are in ICANN. So, they're reluctant and hesitant to do that.

I know that there's a working group within the GAC to actually look at the NomCom issue. My understanding is that the person who's running that, Olga Cavalli, she's actually a supporter of having someone from the GAC to be on the NomCom. So, I've offered the leadership team to be available to them if they want us to go and perhaps explain how we think the GAC could participate in the NomCom in a manner that would work for the GAC. Hopefully, they'll take us up on it. Maybe not this year, but hopefully next year.

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DAMON ASHCRAFT: It would only be an improvement if we had that slot filled, because I mean it's a non-voting slot and I think Jay and Ole and I will certainly work with the GAC. They're being very diligent about their concerns, but we would certainly like to do whatever we can to facilitate a member of the GAC joining the NomCom.

RAOUL PLOMMER: Just a quick one. So, has GAC ever filled a seat?

[TOM]: My understanding is that they have. So, in 2007, maybe somewhere in the interim but it was a one year only. It's been awhile, needless to say.

UNIDENTIFIED MALE: As a former member, I remember that sometimes we discussed if the NomCom must select outsiders, because we have another election process for insiders to support the organization, and we never had a [formal] agreement in the past it is must recommendation. Do you have a position for the next year?

[TOM]: I think my advice to the committee and my position on that is that they need to consider each candidate individually, and see how they can best fit the role that's needed and required by ICANN. So, we go out to all the SOs and the ACs and the Board, we collect their feedback about the skillsets and the attributes and the capabilities of the people that they need, and the committee gets to do the hard work of measuring all



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the candidates against those requirements. I do say that I think, in my experience, it still can be a contentious issue as the members go through their deliberations.

Personally, I understand the reason why there's a necessity for dual track, particularly in the GNSO, which is largely driven by a lot of political things, and I imagine similar things exist within ALAC, but I'm not as familiar with ALAC as I am GNSO. So, I think it would be a detriment for ICANN if talented people who are familiar with the organization did not have the ability to come through the NomCom, just because they had a theoretical possibility of getting to the Board or another leadership position some other way.

[DAMON ASHCRAFT]:

Maybe I can add to that. At least in my experience in the past, the NomCom has never held ... The fact that someone has another path to the Board is not a consideration for whether we should select them or not.

ANNEBETH LANGE:

To the GAC, I've been in the GAC in the past as well, and I can understand why they don't want to select one, but they could do it in the same way as they have an election for vice chairs and chairs. So, those who want to be here in the NomCom could voice that and then they could have the election inside the GAC. So, at least that could be something that you can talk with Olga about or with whoever you talk

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with. I think it would be really good to have the governmental view here as well.

DAMON ASHCRAFT:

All right. Well, seeing no other questions or comments, I will thank everybody and I will give you approximately 42 minutes of your day back. So, we'll go ahead and we'll be adjourned. Thank you so much.

**[END OF TRANSCRIPTION]**