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Martin Silva: ...procedure today with I'm going to say this once. Everyone has to give their name when they speak. I haven't. I'm Martin Silva. I'm the Vice Chair of NPOC. I am replacing Klaus Stoll that couldn't (unintelligible) but he's going to be arriving one of these days. And then so reminder, please state your name so the transcript can properly identify you. And always use the microphone so that's the only way to get you in this transcript and to allow the more participants to hear you. So the first thing is a roll call of who's in the room. We can start on the right if you can.

John Laprise: John Laprise for the record. I'm with AOS. I'm also the head of an AOS in the US, the Association of Internet Users which is a fledgling non-profit. Thank you.

Philippe Collin: Philippe Collin with OP3FG with a Paris based non-profit in charge of the Frogans technology.

Tapani Tarvainen: Tapani Tarvainen. I'm NCSG Chair based in (UM) but I'll have to leave halfway through but want to see what you're up to.

Joan Kerr: Joan Kerr, Membership Chair NPOC.

(Dejay): Good morning. I'm (Dejay) from a non-profit organization representing India.

(Manesh): Hi. This is (Manesh). I'm a domainer. I'm from (Endoit).

Joan Kerr: Want to say that I found (unintelligible). Is this working?

Sam Lanfranco: Yes. And I guess - yes it's working. Sam Lanfranco, NPOC Treasurer. I'm a member from the Canadian Society for International Health. I'm also a member of ISOC Canada.

Tapani Tarvainen: Oh thank you. We're going to start with the - well first of all I want to welcome the numerous that might be listening or waiting this afterwards. We are still growing and with our base membership clean and more reliable than ever. I think we're going to be enjoying the welcoming new members more and more and more. And related to that I think we can start with the chair's report. Basically I would like to hear first from (Shranker). I will be the (unintelligible) the membership (unintelligible). It's been, very, very, very active in the last month. I think it probably was one of the most active committees at NPOC. So (barely) started at any pointed.

Joan Kerr: Thank you. It's Joan Kerr speaking. Oh my gosh, there we go, better. Okay I'm going to do as quickly as possible a report on membership, not quickly as possible, just details okay. So as Martin mentioned we've cleaned up the database. We had 62 verified authentic members and growing so we're pretty proud of that. It gives us an opportunity to market and to engage our members and knowing that they're actually active and updated.

There is an ongoing application process right now. We have an old Web site that we're trying to update and which has an application on it. And I've just been informed by a not-for-profit today that it's quite challenging. So I think that's something that we have to look at. They were trying to send an application in. But just to rest assure that we are actually creating a new Web site which will be something Sam will talk about later. And we're also working with NCSG to have a database on one application process as well. So all of those things will sort of come together and make it a nice smooth process.

Our - the next thing we had to do as a membership - all the chairs did it I guess was to create a structure for our membership committee as per our charter. And so we had done that. I have done that and we had two members. You have to have two other members and any more. So we've invited a previous member of NPOC to join who is Cintra Sooknanan youth young member new (Agostina). And I thought that was a really good balance to sort of hear the history and then look at some of the ways that we can improve and be innovative. So they've agreed to become part of the committee as well. And we are meeting today at 3:30 for the first time as a committee face to face which is fantastic.

Tapani Tarvainen: Congratulations.

Joan Kerr: Yes. From the very onset the challenge was to have a consistent strategy to outreach to our members. And like I just said we - the first thing was to clear up the database. So we have to get better at engaging and informing. And one way that we're doing that is to use the onboarding strategy developed by

ICANN which has been very helpful so we don't have to create it from scratch. They've created a template and we can use it as our own. And it includes a template for a welcome letter and - go ahead.

Tapani Tarvainen: Just have a correction. Actually I can. Being relevant, the template came out from...

Joan Kerr: From NPOC.

Tapani Tarvainen: ...(Agostina) and me so...

((Crosstalk))

Tapani Tarvainen: ...technically it's...

Joan Kerr: (Unintelligible).

Tapani Tarvainen: ...community development.

Joan Kerr: Okay yes.

Tapani Tarvainen: I can support it as well for...

Joan Kerr: Yes that's true. We actually did quite a few work that was taken by NPOC and by ICANN so yes that's true. I remember that. That was in Argentina the first time. In any case we are using it. It's of use. The rest of the community is using it so we're quite happy about that. But it is a great way to start developing a toolkit with a welcome letter as a first of having a guide for new members to know what to do where, to go get - how to get information, how to get involved. We want to create links to some of the working groups because obviously that's our next focus is to try to get members to participate in many of the working groups and PDP work because we haven't address that. But that's definitely one of our big focuses as membership engagement.

We have two strategies in terms of outreach. There's an in reach strategy which is to the existing members and outreach to get new members. So some - Lanfranco's going to talk about some of the outreach activities so - sorry, In-reach activities that we're doing for this conference so I'll talk about the outreach if that's okay. We have an event on November 8. And to date we have 52 confirmed not for profits attending our event and two local speakers. Yeah so pretty excited about that. I mean that took three weeks to - of hard work to get those people in.

So our strategy is that wherever there's a conference we want to develop a relationship with an umbrella organization and work with them and have an event that we can develop a relationship in that region with those not for profits so that it's almost a personal relationship with NPOC. And then they talk to their members. And after about a year we want - we'll get the community to help us create an ambassador program, and NPOC ambassador program and mentorship program from those relationships. And so we'll get input from the community to do that as well. So that will be sort of the secondary focus of having new members as well.

I think that's all I have to say. There's so much more happening but we have new brochures that have been printed. The Web site is going to be redone. And we hope to be communicating consistently at least once a month with our members. And that's my report.

Martin Silva: Thank you Joan. Yes I think I have just a - well at least there's a few issues that maybe they overlap between chairs or leaderships. For example here we have someone working also in In-reach and I think - what can you tell us about that?

Sam Lanfranco: Okay. Sam Lanfranco for the record. It's - the In-reach comments are going to be very brief. We're having a session to just explore more the issues around In-reach and how we work better together within ICANN. It's a

complement to the outreach program in which we're reaching out to involve people more in what ICANN does and be more sensitive to what our constituencies concerns are in this area. I don't think I need to go into any more detail about that on the In-reach now so I'll put back to you.

Martin Silva: I think I can ask you something and I think you're the expert on this about at least inside this room. There's some in which initiative that we would I - that I never seen happen in NPOC again which is the INGOs and it was created initially because INGOs didn't find themselves inside the non-commercial approach that they had and where they house inside GNSO for operational concerns. And it seems that the most important initiative of operational concerns has been developed after a GAC advice from the observer members which basically are (unintelligible) on Olympics. So how can we address that one and what was that?

Sam Lanfranco: Yes for those of you who aren't aware and this was shortly before my time before I was brought in by (Elain Balengey) who helped build NPOC the original impetus was concerns on the part of the International Olympic Committee and the International Red Cross around possible abuses of second level and domain names that would infringe on their territories even more than just their intellectual property rights. And so that's what started NPOC. NPOC of course has gone well beyond that to worry about civil society not-for-profit organizations in general.

And that initial concern has really escaped NPOC. It is actually written into the registry contracts between ICANN and registries. There's a specific section on how to deal with the internal Olympic Committee, the International Red Cross strings related to them and (raising) and additional committee groups at that level. And the lawyers for those two organizations have consistently dealt with ICANN above NPOC, above NCSG and occasionally at the GNSO level. So I - that's just an area that's basically outside our control and our focus needs to be on the rest of civil society NGO organizations in the world. That's my personal view.

Martin Silva: So you don't think we have to spend any effort in trying to bring them in?

Sam Lanfranco: I don't think we need to extend any effort because I think and for the most part their lawyers have extracted what they want from ICANN. You can bring up almost any of the registry contracts between ICANN and .whatever you want and you'll find the clauses in their in the schedules in the appendix.

Martin Silva: That's true but I'm just thinking out loud that and if there are other international NGOs or big NGOs that might see what the Red Cross and Olympics did and say we also want to or we also need something like that and instead of doing the same event we can try to show them that there is a space for them to do that and they don't need to be playing probably in somewhere else. Like there is an institutional way to do that. Can we target those sorts of big players that aren't yet found a way or haven't even found out that this is something we want for them?

Sam Lanfranco: The short answer is yes the long answer is that that's a little more complicated than it would appear. Some of the larger organizations like the Salvation Army or Rotary International have reached their own solutions. In some cases they discovered that they don't have any problems and they don't care. And it would be our - we would have to work hard to get them to say there is something here you should be worrying about. I think there's an approach there.

The other is if there's some complications with respect to the charters and some of the international organizations how we would approach them. The International the Rotary club for example it's not clear within the way the charters are worded that we are allowed to work with them or not. There's some confusion there.

But I think as part of our outreach -- and this would be a general statement for all civil society NGO -- we have to work towards two things raising their

awareness with respect to ICANN's role in Internet governance and their stake in that and raising their awareness of their role as a citizen of the Internet ecosystem so that they're involved not just in ICANN but in policymaking at all levels because policy making is becoming more and more pervasive across the Internet eco-system.

We're an important part of it. We're not the only part. And one way of bringing in somebody to work with us is to raise their awareness of the broader issues.

Martin Silva: I think in the same line I think there are two drivers that we can try to see in this. And I don't know if she also wants to comment on this or anyone else. The one is when money's at stake. The reason why Red Cross or Olympics are so interested and they're investing so much money is that they have a little money at stake when they have a DNS struggle or a DNS problem. So the first one is to look after for NGOs that actually depend on DNS to do their work like not just because it's a useful tool but because it's a necessary tool. It's something that they cannot live without.

And I'm pretty sure we're going to find more than one NGOs that are actually using the DNS in such a strong manner and it's not just a better way than using (unintelligible). They're actually using DNS as a base for all their whole operation. So that would be one driver you know, and I will give you the floor. And the second driver may be NGOs that deal with IG issues that brand now their only interest usually in the end user aspects and I'll just to put on an example access now or APC. Their interest is in human rights at the end but since they have the knowledge, they can understand the impact the DNS has.

They also might be willing to engage in these sort of things. And I know in ICANN there are many of them so I'm also in the - in this case it would be an In-reach thing, you know, who else inside ICANN can address and help us address operational concerns? That way, you know, they're not doing it because maybe they don't know they had this base or maybe they feel it

wasn't well and but we can try to convince them otherwise because they do have the tools to do that.

Sam Lanfranco: Thank you Martin. Yes Sam Lanfranco again for the record. I agree with you on that and there are three points I'd just like to make. One is there is a significant presence of course of our constituency of the not-for-profit organizations and community organizations in the social media space.

And the social media space is very young and it may not mature the way in which a lot of us think it will mature. It may not mature in ways that are in the interest of not-for-profit organizations, community organizations and this goes well beyond issues of data mining. It goes into the - how some of these things remain financially viable. I cite twitter at the moment. So there's a dialogue there that needs to take place with respect to where not-for-profits position themselves in the spectrum of opportunities within the Internet ecosystem. And even if only as a defensive move I think we need to have them better understand the risks and benefits of various options.

The second one is reaching out to those organizations for whom Internet governance is an issue but it's only a special slice. For some of those they are outside the remit of ICANN so we have to kind of figure out how their understand the part of what they're interested in is within ICANN. The other one the risks for organizations similar to the ones that motivated the International Olympic Committee and the International Red Cross yes they are there.

Every time there is a crisis in the world whether it be a flood or an earthquake the number of fraudulent Web sites that pop-up are considerable. And I've had to occasionally go in most recently to help close down a Romanian Web site that was basically claiming to be part of (Meza Frontières) and taking donation and it was closed down fairly quickly. But that happens very quickly. People do it in the startup arenas everywhere. I mean anything - any platform

they can get to to try and scam some money they do within hours. And so we have a limited remit but within that limited remit we should be doing work.

Martin Silva: Okay if we don't have any other specific membership issue that this (unintelligible).

John Laprise: Hi. John Laprise for the record. I think one of the biggest problems I have found because I've been lately I've been doing a lot of work with nonprofits is that there's simply just a lot of ignorance out there. Most nonprofits have no idea about any of the issues we're talking about. Even organizations that you would think would be knowledgeable about the DNS. I mean even a lot of human rights organizations are very late comers to the issues surrounding DNS.

So there's a lot of education that has to happen and a lot of outreach that has to happen even to organizations that you would think would - should know and should be aware. So I think that's the biggest initial membership hurdle is just outreach and education. Thank you.

Sam Lanfranco: Yes thank you John, Lanfranco, Sam again for the record. The challenge for NPOC is that we will have to partner with others to do that because part of that education the initial the front end of it goes well beyond getting them to understand ICANN. And so we have to do it in partnership with others.

Martin Silva: I agree. We will actually have some experience with that in the past. Okay if no one else has a specific membership issue to address I think we can spend a few minutes talking about then the policy strategy that (Ponsolate) was last was developing. And this was since Helsinki. We put forward the idea that we have a fairly developed team doing outreach or at least Joan has been leading the way very, very good.

And we are lacking or we are missing the proper policy team and we are supposed to be a policy body. It is true that we cannot just pretend that the

ExCom is just going to do the community work but we can do or try to do a policy strategy that facilitates the community engagement towards that.

And they will have to look inside the different policy states inside ICANN. It may be working groups, communities, public comments. But we felt that intuitively they were relevant to the NGGO suppression our concerns and to try to promote them inside our community to for them to join and facilitate the tools to do that where it may be the Webinars and the (preparation) policy that ICANN has or facilitating the names, the content and I think that's also related to the on boarding kind of program that Joan is developing specifically the mentorship mentor relationship which is very crucial for people to start doing policy work.

At least in my experience I tried to join working groups without a (unintelligible) and was - it was really hell and it wasn't until I got some guidance that I could feel comfortable and not afraid of that even when I was in ICANN for a few years. And obviously (Ponsolate) cannot join us here but Joan is going to say a few words.

Joan Kerr: You know how my mind is right? You're talking and of course it goes out thinking. Might I suggest something that might help (Ponsolate) because he also asked me to be his policy committee but I told him I would concentrate on membership. Maybe what we should be doing is taking a two-stage approach and having it clearly defined on whatever our marketing material is. So we say when you become a member here is what we're going to do first. We're going to teach you about - we're going to show you about how to learn about ICANN where - what the working groups are, et cetera. We're going to do that anyway and then work with (Ponsolate) to help with the policy work how to make policy statements, you know, so that people understand that there, you know, we understand that there's a lot to learn about NPOC but I mean ICANN but NPOC will take a role to help them.

Martin Silva: Well we can since we're in the policy chair if you may report we can also the working groups that NPOC has been involved with. In (unintelligible) we have a few of them but they are not updated. And I think we want - we (unintelligible) how to spell some of the working group reports because the people is just simply not here. They couldn't join us so at least they can speak for the ones that I've been following specifically the right protection mechanism working group which is sort of a new working group that kickoff in April and March.

I think that this is one of the most relevant working groups you can find inside ICANN for NGOs because this is where the - these people chose - these resolution systems are going to be discussed and reviewed. And the main impact on that is of course the names of NGOs that have such an present value for their personal stuff specifically for the value they harvest, their reputation the fund raising capacities.

Right now my report of this of the RPN working group is basically that's in, they have developed these two stages work plan. The first one regarding the new gLTD around and the second one around the old UDRP system. And right now they're in the first stage and inside the first stage they also divided from the different mechanisms inside the gTLD, the new gTLD program. And they're right now inside the reviewing if you may of the trademark clearinghouse and they post delegations conflict resolutions.

It's very complicated and yet I have enough of course my good amount of trouble following them but I definitely think that this one of the things that when they get done they will be there for many, many years. For instance the UDPR hasn't been touched since 1989 so 17 years with the same policy consensus. That's - I don't know if there's many places that are that old and that relevant inside ICANN.

And I don't know if someone else wants to add something or have been following any other policy issue? (Unintelligible)? Yes please go.

Sam Lanfranco: Thank you, Sam Lanfranco for the record. I'm the new Treasurer for NPOC so I'm going to do a very brief report on two things that and also just a little bit on the Web site because I've got both tasks at the same time. First the Web site. We are moving the website from its Belgium location to a German Web site provider and it will be the same one that is going to be used for the membership application that services NPOC, NCSG NCSG where the application forms will be more rationalized and easier to access and so forth.

I'm also changing the ownership. We have - we're moving the ownership of the domain name. That's all in process. It's taking a little more time than I had hoped and I'm largely responsible for that but it will be speeded up yes.

Martin Silva: And not to mix the subject I think we can address a few names for the domain names in the work...

Sam Lanfranco: Okay.

Martin Silva: ...first let's talk about finance.

Sam Lanfranco: Okay on the finances we're moving the bank account from Belgian to Canada. That - and that's those documents are ready to be signed as soon as Joan and I returned to Canada. I am looking at the finances of NPOC for the past three years and will be producing a report that has transparency and accountability built into it for two reasons. One is we're committed to that and the second is that there's an awful lot of misinformation floating around with respect to what our resources are, both our financial resources. And I will stay for the record that in the past several years our revenue has been \$5000 a year and the revenue has come from the Public Interest Registry. We have had no other cash revenue.

We do get some support in-kind when we do joint programs with somebody else and I do not have all the numbers it but I will have the numbers to the

extent that we have received in-kind support from ICANN. I intend to attach dollar figures to those in collaboration with the ICANN staff involved and that will be part of the transparency report.

And I'm doing that in part because as the treasurer I'm quite upset with the rumor mill stories that I hear about the abundant resources that we have. I will note that for our outreach we are spending \$3000 of our money. And we have asked ICANN for help. They are giving us \$600. All of that goes to the people that have organized on - all that goes to India to organize the Indian participation in our outreach program.

Martin Silva: And I remember they were drafting some bank management rules or spending rules and how's that about?

Sam Lanfranco: Yes the spending rules are fairly simple that there will be no dispersal without executive committee approval. The only unusual rule is that Joan and I will have independent right to sign the check or authorize the financial transfer simply because we live 200 kilometers apart and both of us signing the same check. And the other way is there one signs a bunch of checks and the other holds them but then that's no more accountability than one person signing it. And since everything will be handled through executive committee approval and all - everything will be transparent I - we think we'll meet the integrity requirements of ourselves and the organization.

Martin Silva: I'm sure you - regarding that I think we can also mention well that we have one expense to deal with in the next month basically the one IGF travel slots to return to the NCSG workshop at IGF since NPOC is co-organizing it. Since it's going to be a priority ticket on my own I can comment on that.

Man: Just a quick comment that I find it rather strange from the European perspective that you still writing checks instead of using (unintelligible).

Sam Lanfranco: A correction no we will be doing money transfers but we will not require two physical signatures to execute one money transfer.

Martin Silva: I assume that because in Latin America checks are something from - we are not dealing with much. Wire transfer are probably blocking half of the countries because it is just too hassle so we are still dealing mostly with cash.

Woman: (Unintelligible).

Martin Silva: It's been working for the last 12,000 years so I don't know. Oh we have someone else on the floor. Please present?

Cintra Sooknanan: Yes so this is Cintra Sooknanan.

Martin Silva: They...

Cintra Sooknanan: Sam you mentioned...

Martin Silva: (Unintelligible) your name?

Cintra Sooknanan: I said it.

Martin Silva: Sorry.

Cintra Sooknanan: Cintra Sooknanan. You mentioned moving the domain but what about the bank account? Where is the bank account held now?

Sam Lanfranco: No that was what I said. We're moving the bank account from Belgium to Canada.

Cintra Sooknanan: That has already been done or is it in process?

Sam Lanfranco: The documents they're being moved it's going to reside in the Bank of Montréal which is a national Bank, one of Canada's five national banks. And the documents are ready now to be signed by Joan and by I who will have the signing privileges. And then we have to arrange for (Rudy) to give us the information on all the wire transfer takes place to move the \$3000 or \$4000 that are in the account from Belgium to Canada.

Martin Silva: And I stopped you before but you can tell us now what are the new Web page, the domain names? How is that going on?

Sam Lanfranco: Okay. I have I've gotten partial information - Lanfranco again, Sam again. The Web page of it says it's moved it will be updated and I'm going to try to get that done in the next month. I've been deeply involved in other activities for the last little while and couldn't deal with that. I have to coordinate with the former chair of NPOC (Rudy) because it's currently on I believe his server, his company's server and I have to do the transfer to Germany and it's a bit complicated because they want the information in German. They're giving the information in German. I'll get that sorted out. And the once it's at the new Web site we'll then address how we update it. And I hope to have that done in - by January.

Martin Silva: And what are they -what were they saying or who's going to - are we going to hire someone or is like...

Sam Lanfranco: Well initially we will probably - initially we will see what - I have to see if it's in Word Press or what which I haven't had a chance to see where I could bring it up to date in terms of current information and then we have to sit down and figure out how we're going to manage it going forward. That was never discussed in the past. But it would be an issue for the executive committee and the membership to discuss with ideas and suggestions. I don't have a template answer for that.

Martin Silva: Yes I know something I think we do have to think about because and if anything happened to us or we move on I mean the domain name, the bank account those are things that should be reasonably (unintelligible) (seat) to transfer and we don't have to do our new process of transfer like from scratch.

Joan Kerr: We do have a budget for the updating from ICANN so we do - there is a budget for that. So we just have to find out how much?

Martin Silva: For the (where)?

Joan Kerr: Yes.

Martin Silva: Well so we are closer to 12 o'clock. I think we can if you want to or you can do a little break before going into a charter (unintelligible). I think we are ahead of time. So yes?

Philippe Collin: Philippe Collin with OP3FT. Since we were doing the Web site for POC, NPOC sorry, may I suggest we also do a new kind of site on the Internet called a Frogans site. And I would be happy to do that for NPOC for free.

Martin Silva: Thank you very much. I think we can address this generous offer. Do you to take - at least I know but a few minutes to tell us about what this Frogans thing you're talking about?

Philippe Collin: Thank you. Philippe Collin OP3FT. Frogans is a new layer software layer on the Internet that aims to introduce a new type of site. They're not Web site. We still use a DNS but a Frogans site basically is a site that works on every connected device whatever the bandwidth. So it's very useful in all kinds of conditions.

I was in Africa recently where as you know the bandwidth is not the most common resource but I live in Paris and when I take the subway I also have

bandwidth problems. But the beauty is it changes the way things are published on the net. It doesn't aim at replacing the Web but just as a complement and it could be used for I mean by members of NPOC that all NGOs in general as well as a number of publishers online publishers in the world.

And lastly and especially for our friends from India the Frogans technology is available natively in every language in the world. So you cannot only publish using different (library characters) but also register addresses using different (library characters) natively.

Martin Silva: I have a quick question about this technology. Is it proprietary or open source?

Philippe Collin: No it's an open standard. And we ask and actually were granted the use of gTLD for that by ICANN. We use the .org and a secured infrastructure and it's open and it's free of charge too.

Tapani Tarvainen: I still have (unintelligible) I must leave now but thank you for having me here and have a good meeting.

Martin Silva: Thank you very much for being here chair...

Woman: Can you say your name?

Martin Silva: So for the record that was Tapani Tarvainen, NCSG chair. Thank you very much. Sam?

Sam Lanfranco: So I have a question the application you're talking about spell it out? I'm not sure just give me the spelling. I don't know I've...

Philippe Collin: (Unintelligible) a quick Web research...

Sam Lanfranco: What's this? All I have is the oil, the spelling of what sorry?

((Crosstalk))

Philippe Collin: Oh, sorry Philippe Collin of OP3FT. The spelling is Frogans F-R-O-G-A-N-S.
And you can find all relevant information at their Web site at frogans.org.

Sam Lanfranco: Okay that's all I wanted. Thank you.

Philippe Collin: Thank you.

Martin Silva: Okay we can discuss one more topic and then do a little break before we have a charter review bylaws, the finances department. We're going to have a (unintelligible) is talking about GNSO Council the NCSG and the (unintelligible) house party (Provost). For those who haven't been to the GNSO review session earlier this week there's some news about that where we turned up with (Sandra Hoferichter) that is going to talk about the leadership program.

So the last thing before the break I think we could talk is about the - we be talking about the travel policy inside NPOC which I think is something that we don't have trouble specifically with because we are not many and we're not really hungry for travel. I think most of us are trying to travel the less we can.

But it is an issue inside ICANN who gets to travel and to where and to do what. So since we're doing a transparency issue to the end, an end to end transparency report and transparency concern I think we - this we have something we have to address at least for the future of NPOC even if it's not specifically useful now.

Sam Lanfranco: Sam Lanfranco for the record. I want to put this on the table. We don't have to deal do with it here but I came to India in April at the invitation of the

Maharashtra government to celebrate the 125th anniversary of the birth of Dr. Ambedkar. That Visa procedure was very simple and very direct.

The conference procedure was not only very complicated and burdensome, it was particularly complicated and burdensome for people in less affluent areas in Africa in particular. I was not supposed to be at this conference but the process of getting a Visa for one of our colleagues in Africa was absolutely impossible. It was costly, burdensome, timely and I complained to a friend of mine who apparently knows your Prime Minister of the Indian Prime Minister and said that we are aware that there are problems there. But I would urge that ICANN worry about that in the future because it means that it's not that hard for me to come but it's very hard for somebody from Central Africa to come.

Martin Silva: I understand there is a group beginning or trying to deal with the Visa application issues. There's we have someone who wants to speak?

John Laprise: John Laprise for the record. I want to second that in that even coming from the US there were significant delays in processing Visas. There was only after actually going through ICANN's Visa processing agent after contacting ICANN staff which I very much applaud ICANN staff for offering this up that things started moving very swiftly indeed. So ICANN staff was incredibly helpful in facilitating and accelerating Visa process.

Sam Lanfranco: So one more complementary comment I'm in Canada and the Indian Embassy and consulates use a DSL, a private company to handle this and it is extremely good -- much better than trying to deal with the staff at the consulate or the embassy or the high commission.

Martin Silva: Yes. The Visa issues are not fun thing to talk about. I think actually it's at least for me it's (unintelligible) in the sense that this is really not ICANN related but if it has become a barrier for participation so it's definitely for the

operation of our constituencies so I think it's relevant to have at least a few minutes to talk about this.

And the other travel policy is how we decide who to travel where. I think is the other part. As I said, we specifically don't have an issue with this because we're a small constituency with almost no tickets and also we don't have a specific interest in travel (unintelligible). We already do that. But we do want to set rules for the future on how the constituency is going to assign travel slots. We've been still creating a draft regarding this. I think the basic concept behind that the creativity for our (unintelligible) has to do with who is going to do what and how important is that work?

And that outranks everything else. It doesn't matter if you have an institutional position. If we are not having a specific or important work to do then you don't have a special place. And I think that's one of the incentives that we want to keep inside the constituency.

If you are doing work and you need to be somewhere then you have already over age or over history inside the constituency. I think that solves our part of breaking the tower of power that it usually comes with the leadership inside the different ICANN institutions.

If anyone has anything else to add if not we can take a break of a few minutes and we can be back for 12:24 the charter review bylaws. And we continue there. We have someone else.

(Ghanda Perpandi): Yes. I went to the wrong room and got introduced a little bit late so I would like to introduce you with your permission.

Martin Silva: Please do.

(Ghanda Perpandi): Yes. I'm (Ghanda Perpandi). I am a founder of (unintelligible) with IT. We spread our (unintelligible) about the new (unintelligible) using Internet in

addition to traditional (unintelligible) and where our (unintelligible) for Hyderabad. And to (unintelligible) for the membership.

Martin Silva: Very good to know that. Joan is smiling. She wants to say something.

Joan Kerr: Well he applied today and he retweeted me as well.

Martin Silva: That's great then. Okay let's have a little break and see each other in 20 minutes or less.

Hello, welcome back to the NPOK session. As we have mentioned, we have now our presentation of the operations from the finance department of ICANN. If you want to introduce yourself first?

Pallavi Ridout: Good afternoon, everyone. I am Pallavi Ridout and I manage the Global Talent Management function at ICANN.

Becky Nash: Hello everyone. My name is Becky Nash and I'm the VP of Finance at ICANN.

Xavier Calvez: Xavier Calvez, CFO. Thank you for the opportunity to come and speak with all of you. We have about twenty minutes. We'll try to go quick, but also try to allow for interaction and question as you have any. We have a set of materials here that contain different topics. And I'll go very quickly over those different topics and then we can then choose which ones are of most interest for this group to look at. But we will be happy to look at any of those topics as you wish.

So, without delay, going into the agenda, sorry. The agenda that we have- and again, this is a presentation that we use across different organizations to do presentations. So, we can pick and choose as we would. We have a certain amount of information on our planning and budgeting process for FY '18 that's coming up. We have a quick financial overview which looks at the

past financials that closed at the end of FY '16 which closed at the end of June. And for the first quarter of the fiscal year which closed at the end of September.

We have a quick update on enterprise risk management which is a function with ICANN. We have also quick update on the KPI dashboard. We have some statistics on human resources, basically on the employees of ICANN and their geographic distribution and diversity. And a brief review of security. We propose that we tackle the topics Number 1 planning and budget and Number 5 human resource statistics because we only have 20 minutes, if that makes sense to you. But is there any other topics out of that list that you would like we touch particularly? All good?

Martin Silva: I think if we could have the basically what sort of systems you have to understand what's the structure of the team. You know, I can have so many different things and places, just to get a hold of how the structure works to do the financial decisions at ICANN.

Xavier Calvez: Let me try to address that very quickly now because it also will explain why we have all those topics here. So, we have grouped under this labeling of Operations a number of activities that pertain to either financial activities. We can see the first two topics are financial. Risk management is another function at ICANN that his also managed under the Operations.

We- the dashboard and KPIs is also pertaining to the business excellence or operational excellence function at ICANN to help develop processes and measure progress and quality of outcomes. That's what the dashboard helps us do and is also best practice. HR human resources is also another function within the Operations that obviously supports the management of the entire group of employees as well as compliance with social and security laws and (unintelligible). And security operations is also another function within the Operations of ICANN that support he security at ICANN meetings like here or for travelers across the organization as well.

These various functions basically address one of the strategic goals of ICANN of operational excellence is goal Number 3. And this is why we group them under that overall presentation and we have various presenters participating to this update like we do today.

With that, does that help? Okay, thank you. With that, I'll ask Becky to address the first section of planning and budgeting. Thank you.

Becky Nash: Thank you, Xavier. This is Becky Nash and the next section that we're going to over is the planning and budgeting item- agenda item Number 1. Advance the slide one- actually two, Slide 5. So, in this first slide this is an overview of the planning process. And as you can see on the right-hand side of the slide, we have a diagram depicting the various stages of the planning process.

The first item noted is the ICANN's strategic plan. So, ICANN's objectives are described in its strategic plan. And we have a five-year strategic plan that is available on the website. It covers five years beginning July 2015 through June 2020. The work that is identified is then described in an accompanying five-year operating plan which is reviewed and updated each year.

After that, the next stage is a fiscal year annual operating plan and budget process. And that is the process that we're underway in for FY '18 at this time.

Then just going around the drawing all the way to the left-hand side, achievement and progress and reporting on all of these processes- the annual operating plan, the five-year operation plan and the annual update to the five-year strategic plan, happens throughout the year. We have community engagement opportunities at each ICANN meeting. We also have webinars and other types of engagement. We have a dashboard and a portfolio management system again to report out on achievement and progress throughout the year.

Next slide please. So, this next slide focuses on the planning calendar for FY '18. So, as I had said we have embarked upon the FY '18 annual operating plan and budget process. This is a high level calendar just so that we could walk through the different stages. Something that is new this year as we actually have on this calendar two budgeting processes. The first one at the top is the new PTI IANA functions planning calendar. And at the bottom we have the ICANN operations and new gTLD program planning calendar.

We split these into two different layers on the calendar although its one large planning process only because of the fact that the PTI or IANA services budget is submitted well in advance for public comment to the community prior to the ICANN operating plan and budget. And that's because PTI is an affiliate of ICANN. And that based on the recommendations from the CWG that the IANA services or PTI budget should be submitted nine months before the beginning of the fiscal year.

So, we're very happy to announce that we did prepare a budget. We've submitted it for public comment. And I do want to make everybody aware that it's been submitted for public comment beginning the 24th of October. And that public comment period will be for 45 days and we do welcome input on the FY '18 operating plan and budget.

But now looking at the ICANN process, we are here at ICANN 57 and we are underway in community consultation. So, I also like to let everybody know that we do have a budget working group this Tuesday evening which gives an opportunity to go over in more depth about budget assumptions. That's our next key step for the ICANN FY '18 operating plan and budget. And then as you can see moving further along in the year, the ICANN draft FY '18 operating plan and budget is expected to be posted for public comment early March. And then further along we do have the adoption by the Board for the entire consolidated FY '18 operating plan and budget would be later in mid-June.

Next slide gives an overview of the types of documents that we prepare and that are available in the FY '18 operating plan and budget. So, ICANN Operations five-year operating plan and budget updates, we have updated portfolio KPIs with their dependencies. We have the phasing of the projects. We also have a five-year financial model.

For the current year FY '18 operation plan and budget for ICANN Operations and PTI, as you can see we have a series of different documents including assumptions regarding our funding which would be our revenue. We have schedules that provide input on our operating and capital expenses. Risks and opportunities are outlined in the document. We have schedules related to headcount. The multi-year view of the new GLTD program. And we have operating plan and budget input by objective goal portfolio and by project.

The last two items listed here are the SO and AC additional budget requests. And then we have we something called the caretaker budget which is part of one of the recommendations. Yes, Xavier.

Xavier Calvez: Just a quick comment for you on that second to last line. The S1 AC additional budget request process is one that this group has used in the past to put forward requests for funding on specific activities or projects that are of interest to you. And that you would like to obtain funding for. So, the process is a reminder for those of you who know or -- of course for those of you who don't -- the process includes a period of application of request where there's a form to fill to provide information about the activity that you would like to get funding for and then you submit that to the team- Becky's team to be able to have us look at it. Evaluate it. And there's a group within the staff that looks at those requests and recommend then to the Board from a decision of funding or not.

And that process will kick in soon in the month of December. I just wanted to make sure I flag it for you so that you're aware of it and you can participate to

it and submit requests within the deadline which I think will be - do you remember from memory Becky what it will be, the deadline for submission?

Becky Nash: We start the process in December. So, I think the deadline is mid-January or a little bit later than that.

Xavier Calvez: Martin.

Martin Silva: Yes, Martin speaking. How does this compare with the CROP programs?

Xavier Calvez: Not to confuse. The CROP program is- has been over the past two years one of those programs that we have put into this process of so SO AC additional budget request. So, in this process we use a lot for pilot-type of activities. Let's find out how it works in if it is useful, works well then it becomes a permanent item in the budget. So, the CROP program has so far been part of this process. So, what the team does is when they receive the requests, they look to see if the CROP program can actually fulfill that type of request.

So, I think that if you have requests that you think could be funded through or organized through the CROP program, I think you should make them- make those requests and maybe flag that. That could be maybe part of the CROP so that the team ensures that they look at it from that perspective and evaluate if the CROP could be effectively a good project to integrate those requests.

So, don't limit yourself by thinking well that's not a CROP type of activity. Just submit the request and then at least we'll have a chance to look at it whether through the approach of the CROP or maybe through another approach

Thank you for that question. You had also a question.

Joan Kerr: Joan for the record. Define project for me.

Xavier Calvez We can give you the link where all those requests are in the past. But let me think of a couple of examples. There's been groups of funding to go to an IGF meeting for example because, you know, these workshops at IGF. There's the MAG that evaluates application. If someone is granted the possibility to organize a workshop at the IGF and that- the staff- based on the evaluation of their request considers that it's in the benefit of ICANN because that's what we would be funding is activities that in the benefit of ICANN. Then there would be funding granted for that. So, that's an example.

I really need to give you a completely different example. The business constituency produces a newsletter at each ICANN meeting. And ICANN funds that newsletter on the basis of the request that's been formulated by the BC in the past to have that being funded by ICANN. And it has been in a pilot mode for a couple years in the past and actually come a regular item of the budget, but that's another example completely different of a request.

Becky Nash: Yes, one more question?

Martin Silva: Is there ever some practical information, this comment- public comment period of 45 days starts when?

Becky Nash: Yes, for the PTI, or the IANA services budget we already posted it for public comment, and that was posted on October 24th and will run through December 10th. Then for the ICANN Operations, the public comment period is expected to start early March.

Okay so, if there are no more questions on this slide, let's go to the next slide. And this next slide just quickly shows how we organize the FY '18 and our financial reporting documents. So, what I'd like to highlight on this particular slide is that this is a picture of total ICANN where on the far right you do have that green bar that says total ICANN. And so, on the left-hand side we have a segment or a section that we call ICANN Operations and on this side we are

displaying the funding, the operating and capital expenses and also you can see that the PTI or IANA services costs are listed there.

At the bottom we have the ICANN Operations operating fund and reserve fund. And over to the right in the yellow is where we have the new gTLD program and the related funding and expenses to the new gTLD program along with at the bottom are our funds under management and under the new gTLD program we have the new funds related to the application funds. And then we have the auction proceeds. So, again the summary of this slide is just to show how we organize the documents that we do post on our website.

The next slide is a status update of where we are. We've a lot talked about this already where as it relates to the draft FY '18 PTI operating plan and budget. It is currently published for public comment and we do look forward to comments. That period closes on the 10th of December and we're on schedule for the PTI Board adoption of the FY '18 operating plan and budget at the end of the January. Then for the draft ICANN Operations five-year operating plan update and FY '18 operating plan and budget, the budget is under development at this time, we're on schedule again to publish in March for public comment. And I've listed here, again the FY '18 SO and AC additional budget request process is underway or scheduled to be underway beginning in December.

So, moving on to the next slide. This next section just due to time we're not going to cover it. I just would like to highlight that our financials are published on our website and we have also recently published our audited financial statements for FY '16 also available on our website.

So, now at this time we're going to move to the human resources section and I'll hand this over to Pallavi.

Pallavi Ridout: Hi, Pallavi. We'll focus on, again in the interest of time, a couple slides which I think will be of far much interest to you. So, if you can move to the next slide,

yes that one. It's a very busy slide. So, acknowledging that and I think Xavier has a handy pointer. So, on this slide we're going to show you is a global reach with the ICANN staff and we wanted to show you how the staff is dispersed over the various regions in the globe.

So, if I can call your attention to those very last- yes that one. That particular column, so here what it shows you is the- in the dark green which is the lowest number that says that 33 staff members who are located in IMEA. So, before I go with the individual count, just so that you know the total count right now is 358 employees. So, out of that 33 in IMEA which is represented by Italy, France, Kenya, Benin, Switzerland, Egypt, Israel, Jordan and Netherlands.

Then if you go up slightly higher, the 17 other ones in Istanbul and higher than that is the 7 folks Brussels. And we have 21 folks in Singapore office and then we have 6 in the APAC region which is in addition to Singapore of course, which is India, Pakistan, China, Japan and Australia. And followed by the Latin America places which St. Lucia and Argentina, Bolivia, Brazil, Costa Rica, Mexico and Uruguay.

And the very top number is 266. Now that would have been a very tall graph which is the folks based in North America, so we chose to represent it by a dot and the makeup of that is we have about 208 folks in the Los Angeles office which constitutes 78% of that particular group of people. We have 28 people in DC. Twenty-nine people who work remotely in the US in 19 United States overall and one poor lonely fellow in Canada but we take good care of him. And that makes it 266 for the North America and other remote offices.

The next thing we wanted to show you was the diversity at ICANN and diversity in terms of male/female ratios, executives. How does that look like? And then on the last, we wanted to show you a little bit on the demographics around age, etc. So, I want to focus first on the left side of this slide, and on those bar graphs. So, this shows you the years- the average year of service

at ICANN and as of September of this year, the average year of service was 2.6 years and the smallest population that you see there which is 5% of staff has been here for 10 years or more. So, you can see that our tenure is kind of on the lower side with three years.

In terms of age, the maturity of the population if you follow the generations, it kind of falls in the Gen-X category which is approximately 41 years of age. And the lowest range of population is what we call the baby boomers which is about 60 we have- about 60 years of age our population is about 6% of staff.

And then if you look at the pie charts. This is-- I'm personally very proud of this. So, thank you for Chairing in that. We have a pretty, you know, solid line between male and females. Thank you Xavier for pointing this- the pointer. We didn't need to. Females, outweighing the males by a few percentage points there - so, 53% female, 46% males. So, if you look at the executive makeup up though that obviously is a little bit different there. So out of 13 executives, we have three female. This is actually changed at this point. The numbers are- as of the most recent edition, we have four female executives now. And then the remaining are male which is 76% of the population. You have a question?

Joan Kerr: Joan for the record. I actually had a question for the previous slide. Is that okay?

Pallavi Ridout: Yes.

Joan Kerr: So, from my perspective, I'm in business and when you make decisions in terms of strategy, do the strategic plan for five years, right? You go where the business is going. You don't make decisions statically about because it's been successful. I mean it's good to celebrate success, I'm not saying. So, are there plans to increase presence in the developing markets for example? To service some of those- I mean we're trying to get people from the developing worlds to become part of ICANN, right? And one of the ways to do

that is to build relationships. Language is an issue, those sorts of things. Are there plans for that?

Xavier Calvez: Thank you for the question. This is a very important topic obviously and it has been for a long time at ICANN. So, there is as part of our strategy plan as you indicated, there is a globalization objective for ICANN. And again, this is not new- anything new at ICANN. And it's something very much in development. So, we do need to globalize ICANN so that our representation and our structure is reflecting the users, which is exactly the point that you're making. And when you look at it from a dynamic standpoint, if you look at five years ago versus today, we have now offices in several different parts of the globe. And we are since May, we are on every continent. So, that's a first step. It's not obviously the end of it. It's more I would say the beginning of it.

Now we are on five continents. North America, South America with Montevideo, in Africa we're in Nairobi. In Europe, Pallavi has listed the countries and in Asia we're now in Singapore with a number of staff members distributed across the region from their office. So, that's the picture today. But we need to continue towards that path of globalization and there is an ongoing globalization strategy that's being developed with the staff and the world to be able to further that distribution of our resources and infrastructure across the globe to support best the (unintelligible) work in the engagement of the stakeholders.

So, this is an ongoing topic, but certainly over the past five years, there's a tremendous amount of progress which is just the right thing to do and it's not dumb. But we're happy to have at least- to be able to say today that we are everywhere and now we need to increase that presence. Thank you.

Pallavi Ridout: Thank you, (Xavi). That was actually the end of the HR presentation. Are there any other questions? No.

Joan Kerr: Joan for the record again. So, I would- thanks for your answer. It was excellent. So, I wasn't advocating that there was an increase of human resources. More there's a disbursement of (unintelligible). I just want to clarify that. And my other question now is what's percentage of the budget is allocated to staff? And what percentage is allocated to constituency development and support?

Xavier Calvez: So, bear with for a second. So, no- that's not what we call nosy. That's what we call participating. So, bear with me for a second. If I look at the expenses of ICANN being 100%. About 55% thereabout correspond to personnel costs. Now, the distinction for me is not between personnel and community support. The personnel-- of course-- is there to support the community. So, if you put aside the personnel costs versus other costs and you look at community support versus infrastructure or the organization, no earlier than two days ago, we had this conversation with the Board. And we did a very rough analysis of the various types of community support activities whether it is travel funding. Whether it is policy development support. Engagement in the regions with the various stakeholders.

So, it's a very detailed comprehensive challenging exercise. But on the basis of the very rough analysis that we've done, there's about a third of the entire money spent by ICANN that is directly in the support of the communities' activities. And I insist on directly because for example, in the two-thirds that's not under our- that exercise qualified as direct community support, there is for example, my team. Right, so Becky in our finance and accounting team, we said it's not direct support. But we're here in front of you, right? So, it's not necessarily a clear cut. If you see what I'm saying.

But direct support is about 33 or so percent. Which is about \$40, \$45 million based on the US dollars, based on the FY '17 budget. And we will refine this analysis going forward because this is a very useful exercise to do. And, as we will go through it, I'm sure everyone will start to understand that it's actually quite difficult to know what's community support or what is not.

Because I feel that we support the community, but we didn't include ourselves in that number simply to try to have a very binary approach of yes or not. If you see what I'm saying.

And at the end of the day, the entire of ICANN is in support of it. But, it's a very useful exercise to actually look at the very direct support that the community will recognizing. So, you guys know very well about the travel support, about the meetings in the regions, about the ICANN meetings and do on. And there's a whole level of support also that's sometimes that's visible. Our teams that don't come to ICANN meetings also there to support the community but indirectly, so anyway. I hope that it helps answering your question. And I think we have another question over there.

Philippe Collin: Thank you, (unintelligible) for the record. If you could push a slide one forward, I just wanted to ask what polices are in place for both retention and recruitment of female executives at ICANN given the disparity in the percentages?

Pallavi Ridout: I'll let Xavier answer part of the question. So, currently we have been fortunate enough that these hires of- the one that has been the addition is an internal one. And ICANN in general, we do from a retention perspective believe in offering opportunities for internal staff. So, over the past few years, we've tracked about 30 individuals who've gotten a better opportunity or have moved into different roles at ICANN.

In terms of overall hiring, I just want to comment on that first, is we hire for fit and skill, right? And that's regardless of region, geographic disbursement, your sexual orientation, your gender, etc. So, those efforts are underway. We don't have a set policy on what exactly of what you asked for. But that's something we look at on a regular basis. If you want to add to that Xavier?

Xavier Calvez: I would. Thank you, Pallavi. The way I would look at the purpose I think of behind the question that you're asking about, retaining executives- female

executives. I would actually look slightly differently at the topic. To me, what's important is this, right? Because who is an executive before being an executive is the manager talent across the organization and the fact that we have more- a little bit more female than male in the organization is potential for these qualified and performing individuals to become executives over time. And to me, this is the pool of talent that then is promoted and developed and continues to progress.

Maybe more practical if you- we need to be really careful having specific policies that would discriminate actually female against men. So, that would be something we want to be careful about, but the performance management, the development of qualified individuals from a basis of staff that has more female than male, naturally should lead the executive team to reflect that as well. And I think that over time, this percentage should evolve. And certainly, when you look at a relatively small number of individuals, of course the percentage is going to vary relatively quickly and sometimes a bit erratically, right? So, the percentage of 23.1 right now female that was a month and a half ago. So, with one individual added it's now 33% or something like that, right?

So, it changes quickly and it's good. So, anyway let me stop there and let you react further.

Philippe Collin: Yes, I guess I have I guess two follow up- or three kinds of follow ups. One is that okay, so let's accept the rapid change. If we look at this longitudinally, what is the rate of the ratio over time? That's one point. The second point is I take your point about the organization balance overall. However, the executive sets leadership patterns. So, it's a role model question, right? Thirdly and this sort of on a new fact, is there parity in pay between genders within ICANN? Is there pay parity?

Xavier Calvez: I don't think we have yet measured the parity of pay across genders on the- currently. So, what of course the company has a very strict policy of equal

pay opportunity. The- I think that when we measure that and I know it's in the plans to be something that needs to be measured. We will need to be really careful like for any other organization it's the same for everyone, to be very careful to disclose adequately for the purpose of understanding the various jobs and functions and so on, so that we look at equality of pay for equality of jobs, right? Which is not again, something specific to ICANN, but makes the analysis difficult. But I don't- we don't yet as of yet have that data available, but it's in- along with exactly those slides, this is the type of topics of course that we will tackle. Thank you. This is a good direction for us to pursue.

We've run over time. If there's no other questions.

Philippe Collin: I do have another.

Xavier Calvez: Please.

Philippe Collin: (Unintelligible) for the record. I have a question about financial risk on the revenue side. It's a five-year plan and one of the high- one of the variables that's- may be highly variable is the expected revenue from the recent round of gTLD. Do you have a kind of optimistic forecast? A pessimistic forecast? Or what that means in terms of the overall budget of the- of ICANN? Is it like up and down 2% or up and down 200%?

Xavier Calvez: This is the CFO you're talking to, so I am cautiously optimistic. No, so the new GTL, the program as you remember the first gLTD was in the root in October 2013. We're now at about 850 or 900 in the root. We have about 1,100 contracts signed for new TLD. So, it's still- now we're arriving at the end of that period of onboarding those new TLDs right? But now they are starting to ramp up. I mean a few of them have not yet even gotten any registrations, right? Because they're just starting.

So, what I can tell you over the past few years is that the start has been slower than we had tried to modelize it. And the modelization that we had

done was on this honestly with a lot of, you know, feeling the wind. It was very difficult to accurately predict. The more recent past has been showing a higher growth than we were expecting and maybe it was simple- simply us being more cautious than we had been earlier and therefore by being more cautious we had underestimated the growth. But the growth is very strong in the new gTLDs.

And it- the more the growth happens, the more also we see the concentration of the growth on small group of TLDs. So, as the TLDs age, we see this demographic of a few TLDs going high up and continuing to grow into the hundred thousands and so on. And you can expect those to reach a few million registrations in the future. And then you see the other group probably the majority in number that are hovering over the 50,000, 100,000 registrations and many of them probably staying in that range. Because their market in quotes is simply more limited, right? So, the dot web or the dot shop or those very generic ones will of course have an audience that's much broader than if you have dot New York or you have dot London, your audience of course is more limited. And the more specific the TLD is, in terms of the audience, the more limited the growth will be to a point of stability.

So, that's what we see so far, but from a purely budgeting standpoint of our funding, using the assumptions that we've looked at and that we've gathered a lot of a lot of input from the community on, we've been over the past year or two we've been above what we through we were going to be when we planned for those years. So, from a purely ICANN Corp. standpoint, we have a bit more revenue or funding as a result of those projections that what we through we were going to have.

No, but the more funding for ICANN means more support for the community, so that's a directly share of the pie. Thank you very much for your time. Sorry we ran over, but we had very good questions. Thank you for your participation and for having invited us.

Martin Silva: Thank you very, very much the financial team. It was a great presentation and think we all have more questions we want to do, but we're going to catch up on you later.

Xavier Calvez: With pleasure.

Martin Moving on with the presentation because we are running out of time, I want to invite (unintelligible) to talk about (unintelligible) of council and the NSG working now under.

Ed Morris: What should we be aware of?

Ed Morris: Fantastic. First off, thank you Martin for inviting me here. I want to introduce someone who's actually new to the community, (Sara Clayton) who is serving as really our temporary alternate council. She asked to come here with me today to learn more about NPOK. She's an NCUC member, but as I am, as a member of the council we represent both groups. And I try to take that seriously. As part of that, I just want to thank NPOK. I want to thank Martin. I want to thank Sam & Klaus who's not here.

During the election process, I was invited to speak to the executive committee. And I was shocked. I have never before been in a non-commercial EC meeting that was respectful, oriented towards the topic and straight on point. So, I want to thank everyone in NPOK for that experience. It reaffirms faith to me that some way, somehow, we can bring all of that to the entire non-commercial community.

How could I help you on council? Is one of the things I'd like to ask. If you have questions about anything that you've heard going on the GNSO council, please ask me. If not, we can talk about what's been going on with the non-contracted party house. There was a meeting this morning. So, basically I'd like to open it for questions first, if not I'll try to talk about the NCPH.

Martin Silva: I think the few issues I would like to hear about mostly is so the constituency can be aware of is first one, which are the main issues you see that the GNSO is tackling and that you personally feel like, hey you have to look at this, in general. I mean, I invite you to lead us there. And then, yes the second one is what happened with the (unintelligible) report and the GNSO review? And the reforms that we're going to have from here on at (unintelligible).

Ed Morris: Okay, thanks. I'll take the first thing first. I think the what's going to be going on in our informal sessions and in the formal council meeting tomorrow afternoon. The big one is the- what we call the drafting team. It's the group of folks that were put together including myself to port the accountability reforms into the GNSO. It's quite contentious to say the least. There have been friendly amendments which folks like me consider unfriendly motions and it's sad because we're doing a lot of bickering over form. When I think what we came out with on the drafting team is good for the community.

The principal dispute is literally between the NCSG representatives. I was on the drafting team as an appointee of the noncom appointees. So, we had actually an extra member on the drafting team that came from the NCSG. The contractor party house we're all on pretty much one side which is that we want to situate the powers- the new powers to come with the empowered community within the NCSG council.

The commercial stakeholder group and the representatives on the drafting team wanted to situate it in the stakeholder groups and our constituencies. For example, in our view the powers would immediately go into council. James Bladel who's a council Chair would them become a representative to the empowered community which he is temporarily due to a motion we passed last meeting. Under the other plan, we would have almost an ad hoc structure of the different stakeholder groups. We could even appoint someone as a GNSO Chair which was proposed during the drafting team.

So, we're having almost these two directly opposed views as to whether where to situate the powers and whether council is the location for everything or whether there should be an alternate power-structure. I can't tell you what's going to happen tonight. It's still under discussion. There are some alternative friendly amendments, I guess being drafted. I don't know what's in it. And I'll find out tonight. But it's important.

What I can tell you about the drafting team report is we went over 101 new powers that come down to the GNSO from the empowered community. And for each one we had to determine whether the voting threshold would be super majority, majority, etc. What we decided for most issues is simple majority would be sufficient to make the new community power go forth for the GNSO. The reason we did this is we recognized to exercise most of these powers, we have to have cooperation with other decisional participants. We have the ccNSO, the GAC or ALAC propensity.

So, we didn't want to set the thresholds too high. On seven instances, such as recall the entire Board, we did make it super majority. And to get documents, I'm sort of proud of this because this was my focus in the CCWG. We have a think called an inspection right. Where we're able to examine Board records and we're able to port that in our drafting team report down to the constituency level. So, let's say the nice folks here at NPOK decide, hey ICANN isn't telling us something. There are documents here we wanted. NPOK alone can decide to request the documents. They transmit the council. And the only function of council in that regard is to accept the document and transmit it to ICANN. So, we tried to put that at the bottom level. So, information really will be free.

So, does anybody have any questions about the drafting team and sort of the big controversy going on? I'd like to give you the opportunity. Council, have you heard anything about us? Any issues you've heard of that are before us you'd like to comment on let me know what you think about them. I am here as your representative. I'm just trying to get some feedback.

Martin Silva: I think basically what we're - in my opinion is what- my concern the most about. What I've been following. No, the other thing is the GNSO review. Is this- that post has ended and we are now drafting the new thing after (unintelligible). What are the next steps? Where should we be aiming at in the next six months?

Ed Morris: (Mary) probably knows more about the GNSO review than I do. Could you update the group? Would that be possible.

Mary Wong: What was the specific question, Martin? Sorry, this is Mary from staff for the record.

Martin Silva: What are if is that they're going to be a next step on the GNSO review? Or the session this I can make this the last one?

Mary Wong: So, for the GNSO review especially for those who have been following, the review work is done. We're actually in the implementation phase. So, there is a working group of GNSO community members. Nothing to do with the independent reviewer. That has been formed and they're meeting here as you noticed. And they will continue with the work and then they will deliver a plan to the GNSO council at some point and I can't offhand recall the date. So, the work is basically ongoing is the short answer.

Ed Morris: Martin I- well make sure. Martin? Was your question to the GNSO futures group? Is that you were talking about? That we did have a meeting yesterday. Is that what you were interested in or the GNSO review, the actual review?

Martin Silva: I mean the question could go both ways. In the general sense, yes they are separate things. But in the mind of someone that is from both sides, what is going to happen with GNSO? That's the bigger question behind that.

Ed Morris: Well in the Los Angeles intersessional last year, a group was set up. One of the co-Chairs was your former Chair (RudyVasnek). To take a look from the non-commercial party standpoint in terms of the future of the GNSO and try to put together a plan. They have- we had a meeting I guess two days ago. A plan had been drafted by lord knows. Who drafted that, (Mary)? Who is the remaining chair, was (Tony)? The GNSO futures group, the non-contractual party house.

Mary Wong: Actually the futures group is a group that was formed by the NCPA side. I have no information about.

Ed Morris: Was it (Tony Harris) that was the chair? I believe.

Mary Wong: It's not a staff-supported. I have not information, sorry.

Ed Morris: Well in any event, the group is now dead. Two days ago, when we consider the report and the report basically said we want to breakdown the house structure. The NCSG contingent did not agree with that. We had a discussion about where to go and we decided to kill the group. That's about it. It's dead. It's gone.

But I will say what we did agree with the commercial stakeholder group is we want to take a look to the 2019 GNSO review which is the next review that is mandated. And so, what we're going to try to do is work with it- work with the CSG which, in case you don't know, are the ISPCs, the business constituency in the intellectual property constituency. We're going to try to work together to create terms of reference. So, that when ICANN hires a contractor to actually review the GNSO, we'll have some input in terms of what they're talking a look at and how they'll go about the process.

There was widespread dissatisfaction with Westlake consulting the company that we hired last time to do the independent review. So, what we are going to try to do is work with our commercial colleagues to create terms of

reference so that the next independent contractor perhaps will take a more wholesome view, whole skill view and be able to maybe take a look at things we'd like them to take a look at as well as those that they come up with themselves.

Martin Silva: Thank you very much. We have almost run out of time. We have a few minutes we can spare of. And they are all for (Sandra Hoferichter). The floor is yours.

Sandra Hoferichter: Thank you very much. I don't think I need much. Thank you for having me here. Why I'm coming here is to as I did last year already or no, I think it was even before then.

Martin Silva: Before that.

Sandra Hoferichter: Before that. Announcing the new academy programs which are just being launched. The one is already well known which is the leadership program. Martin was a participant I think two or three years ago. Yes, so this will be the fourth program in a row. And the leadership program is designed for incoming and current ICANN leaders. So, leaders does not mean necessarily a Chair but also those who are active member of the community. And it's a program that you meet with the other leaders. The purpose of it is to get some facilitation skills in terms of how to be most effective leader in ICANN meetings, how to listen to each other, how to understand each other. Also, to give you an overview about all the other stakeholder groups because we might all be aware of that one stakeholder group did not give you really an insight to what happened in all the other stakeholder groups.

So, that would be a great exchange on this as well. And also, of course, on hot topic ICANN issues which are just a discussion in the past and obviously, the transition. Now this might change, but accountability discussion I guess they will go on.

And last but not least, it's a great networking opportunity. For those who are currently contributing actively to the community to meet these others. I mean it's much more easier if you have had a beer or if you have had a cooking school together to bump each other into the corridor. Say hello and say hey what is your group deciding? What are they discussing? We do not understand. Can you give me some more insight on this? Or if you have an initiative you can easily reach out when you have a personal relationship.

So, this leadership program will take place in Copenhagen. The call is out now. You will see- you will find everything on the community Wiki and if you to go the leadership page on the bottom of that page, okay that's Mac. I'm not used to that one. Oh, I have two- oh it's not scrolling. Oh okay. So, on the bottom of that page, there is a little small registration form available here. I will ask to make it a little bit more visible. So, here you can register until 20 of December. I would kindly ask your group not that all of those who are interested just simply register because the academy working group will not make a decision. We don't want to be in the position to decide for other stakeholder groups.

Please make a decision among yourself whom to send and ask this person then just to register and we will simply accept them. In case, we receive multiple applications from one group, we will come back to you anyway asking you to take a decision on this because we will not make that decision.

So, this will be- this course will take place the three days before the ICANN meeting in Copenhagen. It's from Wednesday, Thursday, Friday and then Saturday the meeting starts. So, and only participants which have already travel funds. Hotel will be covered. The additional hotel costs will be covered by the program, but we will not cover any travel costs. So, this person who is going to be selected must have travel support, otherwise we cannot invite that person. Your stakeholder group will get assigned one participant.

And then the other program, this is an outcome of the latest leadership program because we realized that this is a very high level program. You look at the topics from a very top perspective, but on some point it needs a deeper understanding or a deeper training on skills and especially for Chairs. I mean those who are taking responsibility at ICANN can easily be challenged in Chairing working groups or Chairing stakeholder groups. And sometimes it needs really or it's really useful to get a feedback about your Chairing skills.

We know this is something very person because you are going to be observed. You're going to be not criticized but you will get a feedback. Feedback from a person- from a professional trainers and also from community trainers because we think the professional trainers cannot really deep dive understand our communities. We think community facilitators should put it sometimes into the context and we will ask for more participants of the leadership program to work as a community facilitators. And we will start with that program in December. Just click on that.

We will find more details here. So, in December we will probably not have more than a coordination call. We will try to find a group and so and so forth. And we will first look into facilitation skills for the Chairs while Chairing a telephone conference. Because we think that there are two different things; Chairing a teleconference and Chairing a face-to-face meeting. So, at first we will look at your teleconference Chairing skills. We will have you assigned to groups. We will make a coordination meeting among all of us among each group. And then, I guess, we will start around January, February with the actual work and this will be like this for instance. It's more Chairing a conference call. He will have two people observing and listening to him and giving feedback on what he might improve. And there will be another call and they will see how he caught up on the recommendations.

And then if that works well, we can also go one step further and look at Chairing skills during face-to-face meetings. Same procedure, feedback, looking again, feedback again. And then of course, all participants, trainers,

trainees, and organizers when meeting at the next ICANN meeting in Copenhagen and I guess the subsequent ones as well just for an exchange of best practice how it works. What can be improved? Because this is still a pilot program and we will like to improve on that. Just the way we had to improve from the first leadership program to the third.

So, for this training, this actually has the potential to be an ongoing effort because it does not indicate a lot of costs. We will do it either telephonically or during the meetings where we meet anyway. So, this is probably going to be an ongoing effort. We will see. But here you can actually forward more interests but those people should be in the position of being a Chair either for a group or for a working group. If you are not going to be a Chair, we simply cannot do that program. I think that's easy to understand, right?

For both programs, you are invited to assign one person and maybe one as for backup option because it always happens that we have last minute cancellations. And so, it's good to have a fallback option. Just a person who is prepared to step in in case this does happen. Because when the seat is lot, well we cannot fill it up in such a short timeframe because travel's all arrange and it's simply not possible anymore.

For more interest, you can look at those pages. You will find them under ICANN Wiki. But I still have like 15 minutes to answer your questions if there are any. (Adam) please.

Adam Peake: Probably rude for staff to jump in. But I don't know. I think this is really important program because we ask so much of our Chairs. Put so much in their hands. You think about the great skills that the three Chairs at the CCWG had and they've changed and transformed the organization. So, I think this is a great program. I have one question. Is it for people who've had Chairing experience or only new Chairs that are eligible?

Sandra Hoferichter: I would say many people who are currently a Chair would say I have Chairing experience already. I would so for myself, but I think I would definitely need to improve my own Chairing skills. So, the only condition is you need to be a current Chair for the second program. A current Chair, you need to Chair any group or working group at the moment. The other program is not specifically assigned for Chairs but for support the community leaders.

Ed Morris: Thanks (Sandra). That program's needed. I mean I'm Chair of my fifth group now. I still don't know what I'm doing. But the question I have is where do- as I am currently Chairing two groups at the moment as it happens, where do I find the time to do this program on top of actually Chairing? It's a problem. And do you have any ideas? What would the time commitment be? I guess I would ask.

Sandra Hoferichter: I am- for you I think it wouldn't be any more time commitment at least not for this program because you will Chair a group anyway. And the facilitators they will just observe you and join your session. They are just observing while you are Chairing. So, you will have a coordination call beforehand. Just in order to get the things clear. What we are doing. How it works and so and so forth. And you will have the feedback afterwards. And if you are interested, you can then participate in the leadership program just to improve and because you are on the track now. And if you like the telephonic Chairing skills part, you can then go to the face-to-face part.

One thing I have to mention. We have to see how many community facilitators we get and how many appointments we get with the professional facilitator. We might say okay we can start with two or three for the telephonic part but might start after Copenhagen with the others. Starting with the face-to-face part, so this is a little bit flexible thing. The only condition is we can only do it while you are Chairing.

Martin Silva: I don't have a specific question, but I definitely want to encourage first congratulate (Sandra) for the program because when I did it was very useful.

I mean having every other leader inside can explain to me what they were doing. What there were problems. How to deal with that. And the forum meetings with some of the pioneers and founders of ICANN with literally the newest newbies that you can find like me. So, it was an amazing experience. I cannot recommend it enough. I think it's definitely something that the community is going to look forward to once it becomes more and more use. So, congratulations.

Sandra Hoferichter: Thanks.

Martin Silva: If anyone else wants to ask (Sandra) something. Sam, yes?

Sam Lanfranco: I just want to endorse the program. As somebody as aged, we learned all this stuff by fire. Having some mentoring is an extremely valuable asset.

Martin Silva: Yes, they tell me to please remind you to say names before we speak. But this, I think, is one of the last speakers. It is Martin. Joan?

Joan Kerr: Joan for the record. I just wanted to have a clarification. Did you say a current Chair of a working group or is a current Chair of for example I'm a membership Chair for NPOK?

Sandra Hoferichter: It's Sandra speaking. The group decides. If there is a Chair which has a very active working group and they think this working group is so important that we should send a Chair to that one, it's the group to decide on that. It's possible for working group Chairs and for stakeholder group Chairs. So, each constituency group makes the decision. Yes, that's the case.

Martin Silva: Yes, please go head.

Philippe Collin: Just one more question. Philippe Collin with the (unintelligible). How long has this been- this program been in operation? And do we have an analysis of its effectiveness over the period of time?

Sandra Hoferichter: Sandra speaking. The first program, the leadership program is in- was firstly done with a pilot in 2013 in Argentina. And we used to do it at the (unintelligible) meeting, but we found that it's- there are too many conflicts with other onboarding processes. So, we had one in Argentina. We had one in Los Angeles and one in Dublin. And we improve from one to the other and we all felt facilitators and the community and this is the most important part. We had feedback forums about how effective this was.

So, this was our measurement at the moment. To have these feedback forums and we could see quite a good portion of criticism on the first. And on the second one we improved already. And on the third one, I had the feeling we were close to perfect. It was really a good training. I'm really hesitant to say something, but there was not much where we say we could further optimize the three-day programs because we got positive feedback from all stakeholder groups. And meanwhile when I go in the corridors and talk to the people there still even those who attended the first and the second one. They still recommend this to do it because it's just a great value to meet those people from the other communities. And while we had not put more effort into doing more measurements. Because what we got on feedback was enough for us to move forward. And I think mouth-to-mouth recommendation is the best you could get.

Philippe Collin: Thank you.

Martin Silva: Well actually our time has run out because we have until 1:45. So, if you anyone wants to do enough comments you are welcome to use the floor. If not I will.

Man: I'm sure this was asked before I came in. Sorry for being late. When does the program open for people to request to join?

Sandra Hoferichter: Sandra speaking. It is open.

Martin Silva: Okay, I'm going to close with one last issue that we have to discuss because it's not yet in the face of discussion. But it's going to be got from this meeting on and that is the review of the charge of NPOK that is aligned review with the charge of the NCSG and the how new drafting things that are happening after the (unintelligible). So, this kicks off now and from now on we are going to start discussing this in a much more openly and timely manner. Expect the first steps from this in the next weeks. So, thank you very much for wanting to participate. We are ending the session and see you around on the emails.

END