



NARALO Meet the Candidates Call

May 5th, 2025

Michelle DeSmyter - ICANN Org: All right. Well, I would like to welcome everyone. Good morning. Good afternoon, and good evening, and welcome to NARALO. Meet the candidates. Call on Monday, the 5th of May 2025. I will note all attendees on the Wiki agenda page. After today's meeting we do have apologies, though from Eduardo Diaz and Marita Moll. From Staff. We currently have Heidi, Ulrich, Sylvia Vivanco, Josie McGinty, Nayela Saras, and myself. Michelle DeSmyter on call management.

A friendly reminder please state your name each time you speak, and with this I'll turn the meeting over to Greg Shatan. Please begin.

Greg Shatan: Thank you very much, and welcome to the candidates. Call for the 2025 NARALO elections.

Let's take a quick look at the agenda, and then we can adopt it up. The 1st section will be candidates, presentations. 1st for the NARALO secretariat and then for the ALAC delegate to the NOMCOM from NARALO. Then we'll have a Q and A session where questions will be taken in the order they are received.

Next our ALAC member is being reelected running unopposed, and thereby the winner by acclamation. According to NARALO rules Jonathan Zuck will make some brief remarks if time permits, and then we'll go over next steps with Sylvia Vivanco. That's our agenda. Any questions or concerns?

Seeing none, I will consider the agenda adopted and we will move directly on to the next part of our call, which is the candidates, presentations. Each candidate will have 3 min, and since we have several candidates. We really need to stick to the 3 min deadline for each candidate.

So please go ahead, Rookaya.

Bibi Rookaya Gulmahamed (BI9473): Hi! Everyone can you hear me, Greg?

Greg Shatan: Yes, I hear you fine you should put on your camera if you don't have it on already. That would be good.

Bibi Rookaya Gulmahamed (BI9473): Yep. Yeah. Sounds good. Hi, everyone. My name is Rookaya. I'm honored to be running for the NARALO secretary position.

As an active member of NARALO, and a proud ICANN fellow. I have consistently engaged with capacity building initiatives, outreach efforts across the At-Large community last month itself, together with Louis and Glenn. We organized the NARALO UAD. I'm also volunteering in the NARALO Advisory team and outreach and engagement Plan 2026.

My background in records and information management along with professional experience in coordination and stakeholder engagement positions me well to fulfill the Secretariat's administrative and communication responsibilities effectively. I also have a background in information, technology and cyber security as well. I have enrolled in data analytics recently, and I'm waiting for my certifications.

I am deeply committed to transparency and accountability also to strengthen participation across the North America region, especially for underrepresented voices.

If elected, I will work collaboratively with the leadership and community to ensure timely communications, accessible documents and well organized processes that support our collective mission within ICANN. I appreciate your vote. If you think that I am worthy to be your secretariat. So I'd really appreciate you all. Thank you so much for your support and trust. Thank you.

Michelle DeSmyter - ICANN Org: And, Greg, if you are speaking, we don't hear you.

Greg Shatan: No, I was not speaking.

Michelle DeSmyter - ICANN Org: Actually, Greg, your line is muted.

Alan Greenberg: Somebody should speak.

Greg Shatan: Okay, now, my line. Better not be muted. Can you hear me now?

Dana Cramer: Yes.

Greg Shatan: Great. Thank you. Now let's turn to Denise Hochbaum, who is also running for the position of Secretariat Denise, please go ahead.

Michelle DeSmyter - ICANN Org: Denise.

Greg Shatan: We don't hear you, Denise.

Denise Hochbaum: Hi.

Michelle DeSmyter - ICANN Org: Denise. We do see you, but I think it might make having your video on might make your Internet a little more unstable.

Greg Shatan: Yeah, you seem to be freezing. So probably turn off your camera.

Michelle DeSmyter - ICANN Org: Oh, go ahead!

Denise Hochbaum: I going to close.

Michelle DeSmyter - ICANN Org: I'll stop your video. If you could.

Denise Hochbaum: Try to. You can. It's modern. Can you hear me?

Michelle DeSmyter - ICANN Org: Yes, we can hear.

Denise Hochbaum: Okay, please go ahead. Okay, perfect.

So Hi, everyone. I thank you so much for being here. I'm very happy to introduce myself. You share my, since you serve in our secretariat. For a long time I wasn't sure if I should take this. I it is very supposed to personality, but after being with NARALO for a while. See how it's working. I realized how important the secretary position really is. So not just about the handling tasks, but about building connections. To me, the roles working closely with the chair Greg Shatan, supporting the ILs individual member, work with this and help your community grow up is true responsibility and creativity.

For who don't know me. My name is Hochbaum. I'm Brazilian American with PhD in architecture. I began interior design, interior maintenance and teaching at the

devices and graduate level, publish papers, a magazine organized grassroots routine cultural events from creating the budget by managing budget and media outreach. I'm proud of my part in the journey, but when I discovered governance and the ICANN Mission I really opened up my new world for me.

It's new. It's totally interesting to get in. I quickly saw Internet important, meaningful for our participation. My 1st approach was in 2016, but I only in 2018 was engaged and At-Large as a member, and consistently attending our lunch, contribute where I can, and learn as much as possible.

I also participated in GPWG. That is a deep learning. I come plenty comedies. I saw Kentucky pretty much webinars, and the other activities that promote the understanding of the space. One of the most remarkable was being participating as a volunteer at NAZIK.

Beginning with the Varsity meeting in Puerto Rico. The quality of the training insights for experts have been fundamental for my education. I have to take part in the South school of the Internet governance in person and online, and IGF meeting NDC with a great support. Our reach strategies to believe our message you learn from each campaign, successful sometimes not, but make yours to grow now happy, to see a dedicated At-Large committee, a formal strategy and collaborative assistant team.

I also serve as a lackey metaphor. The exchange program across 6 ICANN meetings over 2 years. Honestly, I feel like I was born for this with students, for the 5 regions supported, the research, helping them navigate. Their 1st has been an amazing experience from my life.

Many of young academics, academics, became young individuals, and see and seeing them are here. It's wonderful. Korean parted the next Gen selecting committee and I received many outstanding application, because it's fascinating for 100 to see Americas and talents around the world. For the other hand, I unfortunately can select only 12. I'd like to bring of them other activity. That's very close to my heart was a DNSI Oma, which I co lead 5 and a dear colleagues from the RALs.

This program has grown across regions employing women to share expenses and UAP imports. For example, in ICANN 282 in Seattle, we propose a connection to inspired forces. Jacob, Mother, the who is and the former name Donna Crummer who both had experience for organized young team and IGF Canada.

Each ICANN means you always look great woman in local areas and young leaders to participate. And across generation of leadership. I stopped and I'm waiting for questions for the great assistance. Thank you. Can you hear me?

Greg Shatan: Thank you very much, Denise. Much appreciated.

We will now move on. We'll be taking questions for everybody at the end of all presentations, and we're now moving on to the candidates for position of ALAC Delegate to the Nomcom.

We have, as you see, in front of you, Waqar Ahmad, Alan Greenberg, Dana Kramer, and Adrian Schmidt. So we will turn 1st to Waqar. Please go ahead.

Waqar Ahmad: Good afternoon, everyone. I would like to request to at last stop to share my presentation. Thank you so much. Next slide, please.

So 1st of all, thank you so much. Everyone for joining this call. And thank you. Who considered me for this role. I'm a telecommunications and networking professional, with extensive technical experience, holding a master of engineering degree in computer networks from Toronto, Metropolitan University and PMP. Certified with more than 10 years of experience at leading service providers. I currently serve as a senior specialist at Rogers, Canada, who is a large telecom operator in Canada, where I focus on network infrastructure, design and implementations. I have industrial experience in DNS, architecture and operational management core networking technologies like TCP, IP, BGP, MPLS and end-to-end network infrastructure solutions.

Beside my job. I'm affiliated with different organizations. Like, I'm a individual member of NARALO, where I am contributing to global Internet awareness and policy discussions and advocate for the best interest of Internet and users. A member of Internet society Canada Chapter. I'm also a member of IEEE Toronto local section. I'm a team lead at VSIC for Urdu translation project, where I am leading a volunteer group that breaks down language barriers by translating technical VSIC course content into Urdu directly sporting universal acceptance goals to create a more inclusive multilingual Internet.

Moreover, I am also part of one of ITU working groups for the sustainable smart cities, AI and digital transformation under United for smart Sustainable Cities Group. And lastly, I'm a community member of ARIN where I'm active on PPM discussions next slide, please.

So My motivation for serving as the elect delegate to the NOMCOM stems from a deep commitment to ICANN's multi-stakeholder model and its mission of maintaining a secure, stable and unified Internet through my participation in ICANN fellowships like ICANN 79 and 81 as well as the policy development accelerator program. I have developed a strong understanding of ICANN constituencies processes and the broader ecosystem. I'm currently serving as an advisory member for the fiscal year 26 to 30 North American regional engagement plan.

Which has further depend my connection with the community and strengthened my policy engagement. My background uniquely combines technical expertise policy, insight and active community involvement. I am well aware of the NOMCOM critical role in selecting leaders who shape ICANN's future. And I bring with the ability to evaluate leadership potential across sectors with a focus on technical competence, innovation and organizational stability.

Most importantly, I am committed to ensuring that the selection process reflects the values of diversity, transparency and accountability. So that the leadership within the ICANN truly represents the global Internet community. I respectfully request the support of community members for this position. So we can work together to enhance our shared motivation, strengthen our contributions and bring forward thoughtful representative ideas into the NOMCOM process. Next slide.

Yeah, please feel free to reach out if you have any questions. Thank you.

Greg Shatan: Thank you very much, Waqar. I think we now have next Alan Greenberg.

Alan Greenberg: Thank you very much, and thank you for giving me this opportunity to talk to you today. I guess the 1st question is, why am I running? I was approached by a number of people with extensive NOMCOM experience who I deeply respect, and essentially they suggested that I would be a good candidate and serve ICANN well by doing that, so I decided to throw my hat in.

I guess the next question is why me, I won't go into my background. It's all in my written CV. Or written statement, and you can take a look at that. If you have an interest.

I have extensive knowledge of and experience with many parts of ICANN ICANN itself. I've served on the ALAC for much, or serve on the ALAC, or with the ALAC. For all of my 18 years in ICANN I spent 10 years on the GNSO. I've worked extensively

with board members and I have a very deep knowledge of IANA and PTI, largely due to the IANA Transition, where I played a key role in essentially the creation of PTI, and how it does its job.

Over the years I've seen many, many good NOMCOM appointees. I've also seen my share of those, I guess, who are not quite as good and I think I could recognize which is which and hopefully can speak eloquently enough to sway other people in the NOMCOM to make good selections.

I guess time will tell if that really happens or not. But I certainly believe I have the skills and capability. I have a demonstrated ability to work hard, and I deliver. I think there are a huge number of projects over the years, and I can where I've demonstrated that.

And I guess, in short, I'm asking for your support and allow me to serve ICANN At-Large and NARALO in this capacity. Thank you.

Greg Shatan: Thank you, Allen. Much appreciated. We'll now move on to Dana Kramer Dana.

Dana Cramer: Great. So Hello, everybody. First, I want to thank Kathleen for nominating me in the next few minutes I'd like to share. Why, I believe I'm a strong fit for this role. While some of this builds on points from my SOI, I'll expand a bit further here.

Over the past few years I've had the opportunity to be involved across multiple parts of the Internet governance ecosystem that includes ICANN starring as a next Gen. At ICANN 79, ARIN in the RIR space since 2023, the IGF. And the NRIs. Through my work with the Canadian IGF and the Canada youth, IGF Giganet and TPRC. In the academic space since 2022, and the Internet society since around 2021.

I mention these affiliations not just to list them, but to show that while I may be newer to NARALO, this space is far from new to me. I've seen some concerns raised on the NARALO listserv about newer members running for this position. But I also recall Judith, noting on the Listserv on December 9th when Glenn stepped down, that this role could be a great way to bring in new people, so I hope my newness and age aren't seen as a drawback, but rather as strengths, bringing fresh perspectives and energy.

I bring leadership and selection experience to this role. I've served on university level committees, selecting graduate students, adjudicating scholarships and hiring tenure track and non-tenure track professors I've also helped appoint research chairs and review tenure applications at a leading Canadian university. In every case the work involved analyzing CVs assessing readiness and ensuring fairness in appointments skills directly relevant to leadership selection within ICANN.

Since 2018 I've also served on multiple nonprofit boards and though I've only recently begun attending ICANN meetings in person. I've been researching ICANN since 2019, and I published academic works related to this since 2021.

I'll end by saying that my participation across the broader Internet governance space, not just within ICANN gives me perspective on the kind of leaders we need. Many contributors are involved in multiple arenas. IGF. RRs Academia, etc. And recognizing that interconnectedness, sorry interconnectedness, is key to selecting the right people, and I have this interconnectedness myself.

While I may not have years of institutional memory. I bring a cross-cutting view, strong analytical skills. And I'm a fast learner. I hope you'll consider supporting me. Thank you.

Greg Shatan: Thank you very much, Dana. Much appreciated. Now we'll turn to the final candidate for the position. Adrian Schmidt, Adrian, please go ahead.

Adrian Schmidt: Hey? Can you hear me? Okay, there? Oh, that's a big picture. I'm sorry. Yes, we hear you. Well.

Yeah, it's some of you might remember that a phrase is coming from a back of a T-shirt that you prepare Glen long ago, and I had it as a while. This is perfect for the introduction for good afternoon. Good morning. Maybe some of you are more west than us. Good evening. I'm here as your current secretariat for your consideration as a candidate for the NOMCOM position.

I bring to the table a diverse background. Being an engineer myself. Engineers at heart are problem solvers you probably have dealt with more than one. Not always in the best way. We look at issues not as obstacles, but as puzzles waiting to be solved.

This approach has been invaluable in my work with multiple stakeholders and multicultural environments. As you can see there in that slide. I've been around the

world in many, many different places, and I do bring a multicultural experience. Having lived in Asia, North America, South America, even Canada.

What is important of bringing multiple stakeholders, especially for the NOMCOM position. In the many years working on technical and non-technical fields, I had the privilege of working with incredible diverse group of teams. I was called. When I did my master in business in the Philippines, I was going to be called to be a communicator communicator between executive leadership, that they focus on different things that were the technical teams, they seem to have a different language.

Each group always speaks or seems to speak, a different language, has different priorities and work with different constraints. My strength lies in translating between these different worlds, helping technical teams to understand business needs and helping executives understand technical limitations and their language as well, and finding common ground where progress can be made.

Why is this important for NARALO, as we have seen over the years, the North American regional At-Large Organization thrives in collaboration, bringing together diverse stakeholders with varying perspectives. And we want to bring more of those NARALO serves as a bridge between policy discussions and the needs of everyday Internet users. That's what we are there for to represent normal users, all of you including everybody, including my mom and my dad, this environment demand someone who can build meaningful connection across different communities, navigate complex multiple stakeholder environments, listen actively to different perspective, facilitate dialogue and find common ground and develop lasting relationship based on mutual respect and trust.

These, as these are exactly the skills that I developed through my career, particularly during my tenure as an IT director that I've been holding for many years now, where relationship building was essential to success. I consistently brought people together, helping them understand each other's needs and working toward shared goals. What is my commitment to you?

If I'm selected, I promise to bring my full technical expertise to bear on the challenges we face as a community as the global Internet. I commit myself to ensure that all voices are heard and respected. I will do my best to build consensus where possible, and clearly articulate articulating difference when they are needed. I will always maintain open lines of communication with all the stakeholders and I will do my best to represent our region with integrity and dedication.

I believe that the Internet future depends on thoughtful collaboration between technical experts, policymakers, businesses, everyday users. NARALO plays a vital role in this ecosystem, and I will be honored to serve in this capacity. I want to thank you for considering me for the NOMCOM position I bring with me, not just more than 30 years of technical expertise as an engineer, but also a lifetime of experience in building bridges between people, technologies and ideas. I look forward for the possibility of working together to strengthen our digital future. And I ask you for your support today. Thank you very much.

Greg Shatan: Thank you very much, Adrian. That brings us to the end of our presentations which just brings us to the beginning of our question and answer session, so you can either put up your hand to ask questions orally, or you can put your questions. In the chat.

Jonathan Zuck. I see your hand is up. Please go ahead.

Jonathan Zuck: Thanks a lot. I guess I have one question each for the the 2 roles for the folks that are running for Secretariat. One of the things that I feel like NARALO needs more of is a broader collection of ALSes. I think there's maybe 15 ALSes in NARALO, and I'm wondering if any of you have some ideas about how to expand that base, because, as we, you know, as Adrian put it, etc, the need to connect with individual end users means having some connection to them. I'm wondering if any of you have some ideas about how we might expand that base of member organizations within NARALO.

Greg Shatan: Whoever would like to go first, please, just go ahead.

Bibi Rookaya Gulmahamed (BI9473): I can go first. So I believe, with the community outreach and partnerships. There's lots of, as mentioned, underrepresented groups that I know would like to become an ALS, like, for example, in Canada itself, there's lots of Francophone, NGOs, or even indigenous NGOs grassroots, civil groups, all of that like that work for like these kind of things like, you know, ICT the Internet stuff like that. But they don't know where to represent themselves. So those could be organization people that could become an ALS. So I think everything would start from community outreach yep.

Greg Shatan: Thank you, Rookaya. Whoever would like to go now.

Denise Hochbaum: Hello! Can I go?

Greg Shatan: Yes.

Denise Hochbaum: Okay, I haven't. When I read very clear about, I think the secretary I told you in the beginning, in my presentation is bridge you have to make bridge. You have to develop a connection that I think very strange to NARALO. I think your other RALOs has much is very apart you have in NARALO a group from Canada. You have a group from Puerto Rico. My state is funny. You don't have the group.

I think ALA has to have be connected gently. And the same way the young individual members and newcomers the same people, the same that you have to connect the last you have back to the others one.

Of course, in different. I was surprising. Shaq. This time I saw 23 ALSes. Oh, my God! 23 last, but many are from Canada, from, and I think 6 from Puerto Rico. I don't know but it means in United States heavy, but United States cannot be so apart. But anyway.

That's important. You connect the people from Canada from other dialogue. I think. Think that it is ALSes. Because ALSes is a new guidance, guidance. Keep it then, because to invite them to participate, they have to be guided and convey part of the ICANN, even though they disappear. Many, many newcomers come in because they don't have space. It's hard to understand hard to give them open their hand to get you their voice. It's hard.

I think it is important to have. It is not something that they should order. It's a tiny, but you have 2 years for duty, so I am. Believe that Reggie and all community has to work together for this. I think it's not one route that you want a person, going to but it's have to be the end discussion. I think it's very important not all to be strong and connected. Your other RALOs are. It's my point.

Greg Shatan: Thank you very much, Denise, who would like to go next.

Waqar Ahmad: Yeah. So Greg, I think you know, the outreach to existing civil society and technical groups is very important in order to identify and engage with local digital rights organizations, ISOC chapters, libraries, community networks and

academia institutions and indigenous communities. So we need to present the benefits of becoming an ALS, such as influencing Internet policy, global visibility and access to capacity building programs. So that's the like core component that we should work on this. Thank you.

Greg Shatan: Thank you. Waqar. Who would like to be next.

Dana Cramer: I'm happy to go, but I think I have the same question that Alan posted into the chat just checking Jonathan. If this is a question for Nomcom.

Jonathan Zuck: I have a yeah, I have a separate question for Nomcom.

Greg Shatan: Okay. Why don't you

Jonathan Zuck: If you, whenever you would like me to, so I might. Danny, you brought up the the the issue of sort of new blood and new people, you know, making their way in, and that that could be a a part of a contribution you could make. And you know, I think classically, we think of Namcom as a place where we want experience, because we're bringing people into a complex system and and knowing what the needs of that system are are important. So I guess my question, though, is to to to everyone once again, which is what do you think we need to do. And how do we bring new faces into the ALAC in particular? Because that's what's of most interest to me, but also the board that that aren't just sort of the usual suspects that seem to to continue to rotate in and out of of leadership positions via the Nomcom. There are some that advocate getting the Nomcom out of the business of choosing ALAC members and just giving another member to each Rollo to select. But it feels to me like the reason to keep the Nomcom in place is because of this ability to bring in people from outside the community. And I'd I'd be interested in your perspective on how we go about doing that.

Alan Greenberg: You start if you'd like, Yeah.

Greg Shatan: Shortcut.

Alan Greenberg: I think the answer is somewhat different for each of the groups the ALAC, and has a built in process through not a process, but an ability through its ALSes and individual members to attract new people.

One of the issues with ALSes is making sure we get our message out, not just to the representative of the ALS, but to the actual members within the group. And and they're a wealthy source of new people. And and we've used that well over the years, but I think we can do better with that.

New people on other groups are a different situation. The GNSO, for instance, has a constant set of new people coming in from its various constituencies. Nomcom is a source of new people, but it's not the only one you know. The Board domcom is the only source of new people, because implicitly, the rest of the board is made up of appointees from the ACs. And SOs. So I think the answer is somewhat different in each case.

If you look at the history within ALAC, for instance, or for that matter, within the GNSO or CCNSO. The Nomcom has not always been a good source of new people coming in. We we certainly had a good share of new people. Not all of them stay around occasionally someone does. And, as I said in in my statement and my my expression of interest, I think it's key to be able to identify what the characteristics are of a good person for each of the groups and for that I think you need pretty extensive experience in those groups to know what the characteristics are that we're looking. Thank you.

Greg Shatan: Thank you, Alan, who would like to go next.

Dana Cramer: I can jump in here next.

Greg Shatan: Go ahead and.

Dana Cramer: Great. Well, 1st off. I always like listening to Alan just in general, because that institutional memory and I just really appreciate him. Kind of jumping off and starting off this question, and thanks Jonathan for the question, too, in terms of kind of like that complexity of a system. I don't disagree that there needs to be a strong learning curve to understand all the various areas of ICANN in order to identify strong candidates.

I think it would be quite naive and a certain level of audacious to argue otherwise. What I will say, though, is that having, like a fresh perspective and having somebody who understands the broader Internet governance ecosystem, in my view, is a

strength for identifying those like that new blood and those new faces, because these people who, as Alan was just mentioning having kind of a rotate and rotate out.

If you want kind of new people to rotate into the ICANN space, they're likely going to be propping up in other areas first, before they make their way here, for instance, and so having it that a noncom delegate, who's kind of starting to already see some of those budding seeds for it in different contexts, and trying to bring into the fold and nudge and try to emphasize like. Take away some of the complexities and have that good open conversation to bring in. That new blood is also important. That, admittedly, is what I'm kind of positioning as my selling point myself.

Where I recognize Alan before me is talking a lot about institutional memory. And again, I think that's highly valuable. I, though, for your question, Jonathan, to get in that new blood. You're going to have to have somebody who's permeating across all these different spaces, too, and I hope that I'm recognized as somebody who is like that, and I'm a fast learner with high attention to detail, and I tend to be pretty personable, to go up and chat to people. So I hope that those characteristics and strength can help achieve that goal.

Greg Shatan: Thank you, Dana. Adrian, I see your hand is up. I'll let you be the next answerer.

Adrian Schmidt: Yes, I will try my best. Thank you very much. Thank you, Greg. And yeah, it's very interesting to see the different positions. I didn't see the different people, and some are bringing a lot of experience, and some are bringing new blood for me. And this position, and it was great the comments that we had on the email group that was kind of started by Evan and some of those are also underlined by Greg and Glen especially. And talking about that. This is a different position. This is not a leadership position. This is a place where you carefully need to do a specific task, and is very careful to be done, and it needs to be done with a lot of care not to break what is already working, because it's not a time to say, Oh, let's change everything, and let's hope for the best. But also, if we wanted to make a change and make NARALO a little bit more active. I see a lot of activity in the last 2 years on NARALO, and that's good.

But we need to keep the momentum going. So a good balance between experience and blood. These 2, new to understand the whereabouts, and especially the inners of NARALO, will be important. So that's my position. Just strike a balance will be the best moving forward. Thank you.

Greg Shatan: Thank you, Adrian. I think we've now covered all of the candidates on Jonathan's questions. But if I'm wrong, let me know. Now.

Seeing no objection, I'll go on to an online question that was put into chat by Glenn Mcknight, which I will read out what groups or individuals are underrepresented with NARALO. And how do you propose to recruit and retain these organizations and individuals?

I think this is a really a question for the secretariat. So I'll let the Secretariat candidates go for it. Go for it.

Bibi Rookaya Gulmahamed (BI9473): I could go first. So the yes. So the underrepresented groups. I think they are like the francophone population, the indigenous communities, rural and remote communities. I guess the youth students, grassroots, civil society groups. Oh, and what was the other part of the question? Sorry it's in the chat. Glenn.

Greg Shatan: How, how do you propose to recruit and retain these individuals and organizations?

Bibi Rookaya Gulmahamed (BI9473): Okay? So again, I think, outreach and engagement tailored capacity building activities. Maybe mentorship programs like, there's like lots of possibilities. 1st of all, like mapping and identifying the the potential candidates that could be like presented, represented, I guess, like feedback mechanisms like, there's an endless possibility. So it all depends on which community we want to like, retain and recruit. That was the question. Yeah, sorry. Thank you.

Greg Shatan: Thank you, Denise. Would you like to go ahead.

Denise Hochbaum: Yes, sure. I think to have the solid engagement. I think, one key is to connect action with, try always to 40, the local. Could, you know, representative or super representative like in New York? They had, or in us, or DC.

But ISOC is very important. Canada, you know. It is very important to bring the people.

I think the connection. If the Secretary promote twice in a year, one a year, we promote a meeting, connect you all North America. I think you make something more appropriate. So I'm thinking possible that people start more confident to bring.

And also, I think it's important to have clear planning strategy, strategic planning for our timing for our job, because even if then, they know inclusive people can see representative. So it is one way that is important. Isaac and local groups be connected. I think. Papa, papa, step by step, and act with the people. If you don't to have the people with yours. It's my part that did you guys.

Greg Shatan: Thank you very much.

Denise Hochbaum: Hear me!

Greg Shatan: Yes, thank you very much, Denise, for your answer.

Denise Hochbaum: Okay.

Greg Shatan: We have a couple of other wife. Yeah.

Alan Greenberg: Greg.

Greg Shatan: Yes, all right.

Alan Greenberg: I'm I'm not sure what who that question was aimed at from Glenn. But I'd like a quick opportunity to answer, he said. Retain, he said recruit and retain, and I think the retain is a really critical part. During the last, At-Large review we were criticized for only having old people around and never having new people. And an analysis of the data showed something very different. It showed, we get lots and lots of new people but they don't stay.

I think one of the critical issues is how to retain them. And one of the keys to that is, selecting people and having people select us who actually have an interest in ICANN not just an interest in the Internet and that, I think, is a really key part of this. The retention is exceedingly important, not just not just attracting them. Thank you.

Greg Shatan: Thank you, Alan. Would any of the other nomcom candidates like to answer this question.

Dana Cramer: I can add on to it unless someone okay, in terms of retaining. I think a lot of that is building long term relationships with people and having it that people feel accepted. People feel like they're heard. And so if you're having it that you want people to stay a long term. You're going to need every single role in every single position to build kind of that culture of retention, because that's what keeps people around. People don't leave spaces that they feel incredibly welcomed and invited to. They leave spaces that they don't.

So I just wanted to kind of note that that's part of kind of a broader culture question of ensuring that every single role contributes to it. Thank you.

Greg Shatan: Thank you, Adrian.

Adrian Schmidt: I think Caitlin's hands was first.

Greg Shatan: I think Kathleen is asking a question, not answering the question.

Adrian Schmidt: Okay, okay? So I want to answer Evan's question, if I may about experience on HR type roles for the non composition. Is that okay? Greg.

Greg Shatan: But we haven't gotten to that question yet. So anybody else to answer this question. If not, we'll go on to Kathleen's question, and then Alfredo and Evan's questions in in the chat, and that is all. We have time for. California.

Kathleen Scoggin: Yeah, my question is very related. It's for the secretary candidates. There's a lot of talk around retention. We've spoken at the last ICANN meeting, as well as I am sure the one for that, and maybe the one for that, on creating a more comprehensive onboarding procedure for NARALO in that exists in other RAILOs in different ways, and so was wondering if the candidates could provide, like an example of what that a specific onboarding procedure would look like in their mind, because we speak a lot generally about, you know, retention and having people feel accepted and lots of other things. But a a lot of the backbone of that is more of the like administrative. Follow up, and that kind of thing. So what your vision for that would look like, I know we don't have a lot of time so very short, because it's a related question to the last one as well.

Greg Shatan: Thank you, Kathleen, who would like to answer.

Bibi Rookaya Gulmahamed (BI9473): I could go so like to simplify the onboarding process, I guess, like there could. I think there's already a document somewhere, but like with the change, with the Atlassian system and everything, I think it's kind of lost, because well, it's kind of hard to find documents, I guess, like creating new documents like to have step-by-step guides like how to like, how to be like.

Sorry I was going to say, how to be a member like like how to participate and like maybe have a I don't know buddy and mentor program like for beginners like the new people like also like recognition. I think, like I agree with Dana what she said. Like, if you don't feel welcome in a space, and you don't feel like you're being recognized like people start leaving, and that's, I think, the same, for ALSes as well. So maybe demonstrate value like share examples like showcase. How like individuals that joined, or ALSs have influenced ICANN's policy, or how ICANN has benefited from the engagement those kind of things.

So like. If all of these are like integrated in our processes. And actually, while onboarding, like, you know, we make things clear like more transparent. There's more accountability. I think that's going to be better. Yeah, does that answer your question.

Greg Shatan: It has to, since it's now 6 min left. Like to ask any remaining answers to be 1 min or less. This is lightning round. Please go ahead.

Denise Hochbaum: Hey? Can I.

Greg Shatan: Yes.

Denise Hochbaum: Yeah.

Greg Shatan: Go ahead, Denise!

Denise Hochbaum: Perfect. Oh, yes, I think it is common sense for everybody to have a special action for bringing no representative for people who started to come in and left because not included.

I have experience for bringing people to NARAL. I brought a lot of people from NARAL, and they don't have the space. They don't know what's going on, because

you need have you special connection. You have it. You have it. It's not as ordinary, but you have to have it give you the guidelines the guideline, give to them an opportunity to develop, develop some thoughts about what is going on. Also you have to give it tasks.

Key activities. It's not because they have the leadership position they have not achieved. I did 7, 1 without any leadership position. So it is our inclusive. So if the people coming to listen, but without any task much more difficult, for they being because they have to connect with your others, they have to connect you with your other RAILS, and of course, pre-New York, North America. But the RAILS is fundamental, for they understand the spell. That ecosystem. Yeah, it's my back.

Greg Shatan: Thank you. Just in the last few minutes. If anybody would like to answer Evan's question and or Alfredo's question, which are both in the chat. Please go ahead. In the interest of time I will not read out the questions, Adrian, please go ahead.

Adrian Schmidt: Yeah, very shortly until the point I am responsible for. I am the IT director for a large, the 7 Day Adventist Church. We are a nonprofit. Our building is 600 people. I'm in charge of 20 plus people team. So I do have experience of looking at resumes trying to separate what is valuable from the rest. So I can bring all that experience to. And yeah, as a volunteer. So thank you.

Greg Shatan: Thank you. Alan.

Alan Greenberg: Yeah, in one of my previous lives I ran a large department in a university with guess a hundred 50 to 200 people depending on which year it was, and did an awful lot of recruiting and you know, interviewing. So I think I have a pretty good experience on that. It's a somewhat different area than what we're doing with the Nomcom. But of you know, I I think I meet that criteria pretty well, and I'm afraid I didn't see Alfredo's question, so I don't know what it was, but if you can find it and tell us what it is, I'm happy to add to it.

Greg Shatan: I think we'll leave that question for online. Just go through this question. Dana.

Dana Cramer: In terms of interviewing. I have worked in coordination roles where I've interviewed and hired staff below me for that. I've also been on tenure, application review committees as kind of a tokenized grad student, well, not tokenize as part of it, but as representative young person there, but on various tenure review applications and also chair positions, too.

I have. I also have a certificate in adult learning as well. Which part of that is teaching a significant level of management skills to be able to understand that human resources element of understanding, like what makes certain people click well together because it's not always about the individual. You have to think of the broader team as well that like, when you're trying to figure out how to interview people and how they'll interconnect in different spaces.

And there's some other key points. But I think I'm right on my minutes. So just check the recording. For when I was talking earlier, Evan.

Greg Shatan: Thank you. Denise, and really keep it to 1 min or less.

Denise Hochbaum: Yes, it's just my last comment. I think it. Oh, I think my heart moves to the people. And I think basically. I deeply care of the community. It's not joking, it's not crazy because we establish. It's a very tight and it is very good. I'm not a loudest voice in the room, but I strongly fought to be always present, always learning, always report and respect my peers. ICANN brought for me many wonderfuls in my life, and in turn. I have introduced Young People to ICANN, basically is is my.

Greg Shatan: For 1 min to me.

Denise Hochbaum: Ocean. Yeah, Denise, 1 min is to connect the people. Okay. Okay? Alright.

Greg Shatan: I meant I meant it. I think that covers everyone and it is exactly 4 o'clock on the dot. So, Jonathan, I'm sorry you won't get to get. Make your brief remarks by acclamation, but I'm sure people will hear from you. And congratulations on returning to the ALAC and and to the chair. So with that Sylvia, just very briefly, what our next steps.

Sylvia Vivanco - ICANN Org: Yes, yes, this is Sylvia Vivanco from staff first. Thank you all for your active and enthusiastic participation in this year's elections, and this call, and according to the election calendar published in the Wiki page, the next stage is the online election from Friday, 9 of May until Friday, 16th of May so stay tuned for the ballots. Please be on the lookout for the e-ballot, and please cast your vote and thank you very much. All that's all. Greg. Thank you.

Greg Shatan: Thank you. I'd like to thank each one of our candidates for participating. I'd also like to thank each one of our questioners. I am staff and all NARALO members who attended this call. We will now adjourn, and good luck to all. Thank you. And goodbye.

Michelle DeSmyter - ICANN Org: Thanks, Greg, thanks everyone for joining today's meet. The candidates call. Have a great rest of your day.