2023-January-17: Minutes NRO EC Teleconference

FINAL

Date: Tuesday, 17 January 2023, 11:00 UTC

Attendees

Executive Council:

Paul Wilson (PW)	APNIC	Vice-Chair
Hans Petter Holen (HPH)	RIPE NCCC	
John Curran (JC)	ARIN	Chair
Oscar Robles (OR)	LACNIC	Treasurer

Observers:

Nirmal Manic (NM)	AFRINIC
Richard Jimmerson (RJ)	ARIN
Pablo Hinojosa (PH)	APNIC
Ernesto Majo (EM)	LACNIC
Chris Buckridge (CB)	RIPE NCC

Secretariat:

German Valdez (GV)	NRO Secretariat

Agenda

1.- Welcome

2.- Agenda Review

3.- AFRINIC Update

4.- RIR CEO Updates

Outline

- Optional updates from the CEO on internal news of their RIRs

5.- Open Actions Review

6.- Minutes Review

- 2022-December-20: Minutes NRO EC Teleconference - DRAFT (Pending: AFRINIC, ARIN, LACNIC, RIPE NCC)
- 2022-November-15: Minutes NRO EC Teleconference - DRAFT (Pending: ARIN, LACNIC, RIPE NCC)

7.- Next Meetings

a) Tuesday, 21 February 2023 Teleconference

b) Tuesday, 21 March 2023 Teleconference

c) Tuesday 18 April 2023 Teleconference

8.- AOB

9.- Adjourn

New and Updated Action Items

No new action items were recorded in this meeting.

New Resolutions

No new resolutions were recorded in this meeting.

Minutes

1.- Welcome

JC welcomed everyone and opened the meeting at 11:03 AM UTC.

2.- Agenda Review

The agenda was shown on screen and accepted as written.

3.- AFRINIC Update

JC invited NM to provide an update on how things are going at AFRINIC.

NM reported on the situation in AFRINIC

All CEOs thanked NM for his update.

4.- RIR CEO Updates

HPH presented the following update for the RIPE NCC:

- Kaveh Ranjbar will be leaving the RIPE NCC. The immediate change is that HPH will be stepping in, and the three teams currently reporting to Kaveh will be reporting directly to HPH. We have yet to decide whether we will hire a replacement or do a reorganization. We aim to reach a decision by mid-February.
- Since May last year, there's been an ongoing investigation about harassment from a board member towards a staff member. The report from the independent investigator, a law firm we contracted specifically for this, found that there were no violations of the code of conduct, no bullying or harassment from the board member towards the staff member during his time on the board.

OR asked HPH whether this case is closed or if there is a review process.

HPH replied that there are follow-up options. The Board has asked him to look into giving the Board power to suspend Board members, but the RIPE NCC articles say that only the GM has this power. Also, a vetting of board members before they run for an election is something that the Board has also asked HPH to look into.

HPH has made a statement to staff and will make it public that going forward he will have zero tolerance for bullying and code of conduct violations. There was also a staff survey that revealed that 15 to 20 staff members have experienced harassment from either colleagues or members of the community. This is a serious issue for the RIPE NCC as an organization and for the community, so we've had internal training on how to handle this. There has been a community effort to establish a code of conduct but there is no enforcement mechanism in place. Until there is a community-appointed mechanism for that, we will appoint somebody to fill this function for all RIPE NCC-organised events, one or two people authorized to ultimately ask people to leave the venue if needed.

And then we need training and discussion internally on how to handle community members that may be very assertive in their claims and may project a lot of informal power. And if there are actually incorrect things being stated in order to drive decisions or development, we need to refer back to the facts. It's a complicated matter and a lot of work ahead for us.

PW provided an update for APNIC:

- APNIC has an election code of conduct which has been published. It clarifies the inappropriate uses of whois, mailing lists, and unsolicited email, as well as the offering of gifts or bribes in exchange for votes.

OR presented the following update for LACNIC:

- Several months ago, LACNIC added an assessment of the candidates to the board. This is a good step to make sure that all candidates comply with certain levels of knowledge of LACNIC's internal procedures, the ecosystem, and have knowledge related to the governance of this type of organizations.
- To conduct the assessment, we will first offer a training course which will include three modules, one on each of the topics mentioned above. We are currently working on this training course and will also apply the assessment to the current members of the Board to determine where we should set the threshold to accept new candidates. This will all happen in the next six months.
- We are also reviewing our code of conduct. We hired a company in the United States that has a lot of experience with codes of conduct around the world and they provided a few recommendations to simplify the LACNIC code of conduct. We are in the process of reviewing these recommendations. This week, we will launch a survey among our community to see whether they feel okay with these changes, which will likely be launched by March if everything goes well.

Finally, JC presented the ARIN update:

- The ARIN board is getting ready for the January meeting, we are still pondering ranked choice voting vs a single transferable vote. The ability to weigh the candidates in an order is being felt as more representative, which adds some complexity. We did a consultation with the community, which was generally supportive but wanted additional information.
- Now we're trying to figure out how to proceed from this point forward. There is a bit of a question among the board about how much detail of the election process needs to be included in the bylaws versus the election procedures.
- Christian Johnson is now formally our Chief Information Security Officer.
- Erin Alligood is our Chief Human Resources Officer and now sits on my executive team. We're seeing a lot of human resource matters becoming strategic for our organization and some of the issues involved affect what we do as an organization.

5.- Open Actions Review

GV went over the list of open action items as follows:

Action Item 221220-1: Based on the direction received from the NRO EC during the 20 December 2022 meeting, the Legal team to come back with a firm proposal re the incorporation of the NRO and present it at the February NRO EC meeting. OPEN

GV will make sure that the Legal team is reminded of this open action item.

Action Item 220920-1: GV to draft and send to John Levine of the IETF Trust a reply as suggested by JC in his email to the NRO EC mailing list dated 6 September 2022 (subject: Response to IETF Trust). IN PROGRESS

GV will push to obtain a response from the IETF people.

Action Item 220726-4: HPH will share with the EC draft output of the RIPE NCC'S recommended approaches to crisis response once this output is ready (2022 Q4). OPEN

6.- Minutes Review

- 2022-December-20: Minutes NRO EC Teleconference - DRAFT (Pending: AFRINIC, ARIN, LACNIC, RIPE NCC)
- 2022-November-15: Minutes NRO EC Teleconference - DRAFT (Pending: ARIN, LACNIC, RIPE NCC)

JC we are all lagging on November and December, so let's spend some time on this.

7.- Next Meetings

a) Tuesday 21 February 2023 Teleconference

b) Tuesday 21 March 2023 Teleconference

c) Tuesday 18 April 2023 Teleconference

No objections to any of the three dates were raised.

8.- AOB

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9.- Adjourn

There being no further business to discuss, the meeting was adjourned at 12:08 UTC.