NomCom2 Review

Progress and Implementation Status Report

NomComRIWG
[29 June 2020]

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1 Executive Summary

This is the first progress and implementation status report of the NomCom Review Implementation Working Group (NomComRIWG) that is overseeing the implementation of the second Nominating Committee Review (NomCom2) recommendations. This Report is a required periodic update to the Organizational Effectiveness Committee of the ICANN Board of Directors (OEC).

The Working Group was initiated on 14 March 2019 and has been meeting weekly. Following approval of the NomCom Review Detailed Implementation Plan by the ICANN Board on 7 November 2019, the NomCom Review Implementation Working Group commenced implementation activities.

This progress report is a summary of the group's efforts from 21 November 2019 through June 30 2020.

There are a total of 27 recommendations in the implementation plan. Of these 27 recommendations, the NomComRIWG has started to work on 21 of them.

On 17 June 2020, the implementation status of these recommendations were summarized during an ICANN68 Prep Week Webinar entitled "NomCom Review - Implementation Milestones and Next Steps" presented by Chair Tom Barrett and Vice-Chair Cheryl Langdon-Orr.

2 Background

ICANN's second Nominating Committee Organizational Review began on 7 June 2017 with the following phases[1]:

1. Review
2. Feasibility Assessment and Initial Implementation Plan
3. Detailed Implementation Plan
4. Implementation

The Review phase concluded on 5 June 2018 with the publication of the independent examiner's Final Report, containing 27 recommendations. A NomCom Review Implementation Planning Team (IPT) was then convened for assessing the feasibility of the independent examiner's recommendations, and for developing an initial implementation plan. The independent examiner and the IPT respectively presented the Final Report and the Feasibility Assessment and Initial Implementation Plan on 8 January 2019 to the Organizational Effectiveness Committee (OEC) of the ICANN Board, who made a recommendation to the Board on next steps.

On 14 March 2019, the ICANN Board accepted the NomCom Review Final Report and the NomCom Review Implementation Planning Team's Feasibility Assessment and Initial Implementation Plan (FAIIP), and resolved that *"the NomCom Review Implementation Planning Team convene a working group that drafts a detailed implementation plan of the recommendations, as detailed in the FAIIP, within six months from the adoption of this resolution, and for that implementation working group to oversee the implementation of these recommendations, once the Board has approved said detailed implementation plan".* The Board also directed "*the NomCom Review implementation working group to oversee the implementation process, once the Board has accepted the detailed implementation plan.*" See full resolution here.

Therefore, on 25 March 2019, a call for volunteers was published for volunteers to join the NomCom Review Implementation Working Group (NomComRIWG). 32 volunteers joined the NomComRIWG, with Tom Barrett (SOI) elected as Chair. Cheryl Langdon-Orr (SOI) and Zahid Jamal (SOI) assumed the positions of Vice Chairs.

The NomComRIWG started its work on 17 April 2019 (all meeting proceedings can be found here) to draft a detailed implementation plan setting out to provide for each of the twenty-seven (27) recommendations: a realistic timeline for the implementation, a definition of desired

[1] See announcement : https://www.icann.org/news/announcement-2017-06-07-en

outcomes, an explanation of how the implementation addresses underlying issues identified in the Final Report, a way to measure current state as well as progress toward the desired outcome, and details on the expected budgetary implications for each of the implementation steps. On several of the recommendations, the NomComRIWG sought additional input from the ICANN community and org.

The scope and potential impact of the recommendations vary from over-arching to straight-forward operational improvements. In particular, the NomComRIWG has determined that a number of recommendations (2, 3, 4, 5, 6, 12, 13, 18, 19, 20, 21, 22, 23, 25, 27) require, once implemented, the support of an 'empowered body' (hereafter: Standing Committee), itself the result of recommendation 24. The NomComRIWG has identified a number of these recommendations that require participation from the Standing Committee – even before the Standing Committee itself may be fully established. Therefore, as part of the detailed implementation plan, the NomComRIWG plans a subgroup of NomComRIWG members to take on the tasks of the Standing Committee on an interim basis until recommendation 24 is fully implemented.

This Detailed Implementation Plan was completed on 12 September 2019 after 19 plenary meetings and was approved with full consensus by the NomComRIWG, and submitted to the Organization Effectiveness Committee (OEC) the following day.

On 7 November 2019, the ICANN Board accepted[2] the NomCom Review Detailed Implementation Plan and directed the NomCom Review Implementation Working Group to commence implementation, in accordance with the Detailed Implementation Plan, and to provide updates to the Organizational Effectiveness Committee of the ICANN Board (OEC) through six-monthly written implementation reports on progress.

On 21 November 2019, the NomCom Review Implementation Working Group commenced implementation activities per the approved plan.

[2] See ICANN Board resolution:
https://www.icann.org/resources/board-material/resolutions-2019-11-07-en#2.b

3 Implementation Summary

Many of the detailed implementation plans for the 27 recommendations involve conducting outreach to the ICANN community and ICANN organization, including those bodies that receive appointees from the NomCom and those bodies *providing* members to serve on the NomCom. In order to be efficient, our initial outreach to each of these bodies consolidated inquiries across multiple recommendations.

The NomComRIWG also prioritized recommendations requiring potential input from ICANN org, such as training courses and potential Bylaw changes.

As of June, 2020, we have completed a first pass through 21 of the 27 recommendations. A summary of those 21 are presented here.

	#
Recommendations with no action required	**2**
Recommendations with implementation in process	**21**
Recommendations not yet started	**4**

4 Implementation Details

Status of implementation tasks for each recommendation will be reported as follows:

- ✓: Completed
- ⬎: In Progress
- ✗: Not Started

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Recommendation #1 - Member Job Description	
Recommendation Description	Formalize a job description for NomCom members that emphasizes experience, diversity, independence, and provide that description to the SOs/ACs.

The Nomcom RIWG has reached out (LINK) to the NomCom Leadership Team, the NomCom Support, IETF, and all SO/ACs appointing members to the NomCom to provide feedback on the following questions:

- Please provide any document(s) you have that describes the roles and responsibilities for NomCom members, other than what is in the Bylaws requirements
- What specific content would you like to see in a 'job description' utilized by SOs/ACs for future NomCom members?
- In your opinion, what experiences and other applicable criteria make a productive NomCom member?
- What is your annual timetable to select NomCom members?
- Do you always adhere to your timetable? Why not?
- Would you be able to select a candidate earlier in the year, if not what are the obstacles?
- What document do you have that describes the roles and responsibilities for NomCom members?
- What specific content would you like to see in a 'job description' for future NomCom members?
- Which information, if any, on desired diversity would you incorporate into the job description?

The input received was consolidated and reviewed. (See appendix). Based on this input, NomComRIWG drafted a job description (LINK) which was reviewed by HR professionals within ICANN org.

Next Steps: The NomComRIWG will provide the draft job description to the bodies that appoint

members to the Nomcom and ask for feedback, before it is finalized and posted on ICANN.org and provided to bodies appointing members to the NomCom.

Status of Recommendation #1 Implementation Steps

#	Description	Status ✓ |⋰| ✗	*(Estimated)* Completion Date
1	Compile the SO/ACs timetable for selecting their NomCom members.	✓	Q1-2020
2	Enquire with all bodies that appoint members to the NomCom if they have a 'job description' for NomCom members, and also, which, if any, criteria they apply during their selection process.	✓	Q4-2019
3	Enquire with current and former NomCom leadership what content they would like to see in a job description for future NomCom members.	✓	Q4-2019
4	Enquire with ICANN org what in their experience makes a productive NomCom member.	✓	Q4-2019
5	Create an overview document that summarizes all responses.	✓	Q1-2020
6	NomComRIWG (via ICANN org) to ask for review of summary document(s) from HR professionals (ICANN and/or others).	✓	Q2-2020
7	NomComRIWG, with support from ICANN org, to draft proposed job description(s) for NomCom members, based on input received and NomComRIWG's discussion	✓	Q2-2020
8	NomComRIWG to provide the draft document to the bodies that appoint members to the NomCom and ask for feedback.	✗	*Q3-2020*
9	Finalize job description(s) based on NomComRIWG consensus.	✗	*Q4-2020*
10	NomComRIWG, with support from ICANN org, to post job description(s) on ICANN.org and send document to bodies that appoint members to the NomCom.	✗	*Q4-2020*
11	Ensure that the Standing Committee (Rec 24) provides revisions, in cooperation with the bodies that appoint members to the NomCom, if and when appropriate.	✗	*TBD*

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Recommendation #2 - Member Training	
Recommendation Description	Implement and formalize training to further NomCom members' understanding of the roles and responsibilities of Board directors and the practices of high-performing Boards at other nonprofit organizations.

NomComRIWG liaised with ICANN org about NomCom's training needs, content requirements and estimated costs, in order to submit a potential FY21 budget request for recommendations 2, 3, 4. A budget request was submitted on 30 January 2020 as part of the FY21 Community Additional Budget Requests, which was rejected. See details below:

Estimation (for all three recommendations)**:**

Course Development (estimation provided by ICANN org Public Responsibility Team)**:**
$35k first year, $15k annually thereafter (assuming no relicensing fee)

- Bespoke online course – NomCom - *(ICANN-tailored)* – The roles and responsibilities of ICANN Board directors; overview of the candidate evaluation process
- Bespoke online course – Leadership – *(ICANN-tailored)* - Roles, authority, and responsibilities of the leadership
- In-person – NomCom – Full day – *(General*) - Roles, responsibilities, and best practices of nonprofit Boards; strategies for effective selection; putting theory into practice – sample evaluations and group exercises

Course Delivery : $3k for one person (estimation by Travel Services)

The NomComRIWG also reached out to the NomCom Leadership Team and Support on the following questions (LINK):

- Do you believe the NomCom training course to teach an understanding of the skills and attributes required to become a successful Board member at ICANN can be done online or needs to be done in person?
- What content should be included in such a course?
- If such a course would be in person, what are the logistical dependencies? Assuming that all training could be done in 20-25 hours, what would be a feasible time (i.e. ICANN AGM?) for such in-person training?

Revised Implementation Steps

The NomComRIWG decided that a step would be added here for the NomCom Standing Committee to periodically, when it's appropriate, refresh the NomCom training.

NomComRIWG also decided that steps 5 to 8 will be managed by the Interim Standing Committee.

Budget Request

The budget request was rejected, as reported in the FY21 Additional Budget Requests: Assessment Team Report (LINK), p11. See excerpt below for the rejection rationale:

Nominating Committee Review Implementation Working Group Request: Training for Nominating Committee Leaders and Members

As with Request FY21 -1, resources and funding for work relating to Reviews implementation should be requested and funded outside the ABR process. The ABR process is not equipped or intended for this purpose. ICANN org encourages the NomCom Review Implementation Working Group to consider if existing or planned training for Board members and community leaders can be leveraged to reduce the impact on costs and other resources in implementing the Review recommendations in question.

The NomComRIWG decided that a step would be added here for the NomCom Standing Committee to periodically, when it's appropriate, refresh the NomCom training.
NomComRIWG also decided that steps 5 to 8 will be managed by the Interim Standing Committee.

Status of Recommendation #2 Implementation Steps

#	Description	Status ✓ |⇵| ✗	*(Estimated)* Completion Date
1	Identify, in consultation with current and former NomCom members, what kind of course, online/in-person etc., might meet the needs of the NomCom and also addresses the issue identified by the independent examiner.	✓	Q4-2019
2	Work with current/former NomCom and ICANN org to identify content requirements for the training course, as well as logistical dependencies.	✓	Q2-2019
3	Make a FY21 budget request for possible pilot program.	⇵	*Q3-2020*
4	Determine what metrics should be applied to determine success of training program.	✗	*Q3-2020*
5	Based on steps 1-4, NomComRIWG to:	✗	*Q4-2020*
5.a	Work with ICANN org to identify suitable vendors	✗	*Q4-2020*

5.b	Work with current/former NomCom members and ICANN org to agree on final course logistics and course content	✕	*Q1-2021*
5.c	Work with ICANN org to determine what budgetary requirements for the course are necessary, and, if required, initiate budget request for future budget cycles	✕	*Q1-2021*
6	Make budget request as part of ICANN's budget cycle.	✕	*Q1-2021*
7	Once budget is secured, work with ICANN org to contract vendor, and determine when training for future NomComs can start/take place.	✕	*Q2-2021*
NEW 8	NomCom Standing Committee to periodically, when it's appropriate, refresh the NomCom training.	✕	*TBD*

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Recommendation #3 - Leadership Training	
Recommendation Description	Implement and formalize training for NomCom leadership to further their understanding of their roles, authority, and responsibilities, and confirm or appoint the next Chair earlier in the cycle.

NomComRIWG liaised with ICANN org about NomCom's training needs, content requirements and estimated costs in order to submit a potential FY21 budget request for recommendations 2, 3, 4. A budget request was submitted on 30 January 2020 as part of the FY21 Community Additional Budget Requests, which was rejected. See details below:

Estimation (for all three recommendations)**:**

Course Development (estimation provided by ICANN org Public Responsibility Team)**:** $35k first year, $15k annually thereafter (assuming no relicensing fee)

- Bespoke online course – NomCom - *(ICANN-tailored)* – The roles and responsibilities of ICANN Board directors; overview of the candidate evaluation process
- Bespoke online course – Leadership – *(ICANN-tailored)* - Roles, authority, and responsibilities of the leadership
- In-person – NomCom – Full day – *(General*) - Roles, responsibilities, and best practices of nonprofit Boards; strategies for effective selection; putting theory into practice – sample evaluations and group exercises

Course Delivery : $3k for one person (estimation by Travel Services)

The NomComRIWG also reached out to the ICANN Board, NomCom Leadership Team and Support on the following questions (LINK) :

- The NomComRIWG is discussing whether it might be useful to have the incoming NomCom Chair selected earlier than is currently the case, not least so that the leadership can undergo appropriate training. What factors determine the current selection cycle and is an earlier selection feasible?
- Do you believe the training course for the NomCom leadership, to teach them about their

roles authority and responsibility can be done online or need to be done in person?
- What content should be included in such a course?
- When do you feel is the ideal timing for the Chair appointment?
- If such a course would be in person, what are the logistical dependencies? Assuming that all trainings could be done in 20-25 hours, what would be a feasible time (ICANN AGM?) for such in-person training?

Budget Request

The budget request was rejected, as reported in the FY21 Additional Budget Requests: Assessment Team Report (LINK), p11. See excerpt below for the rejection rationale:

Nominating Committee Review Implementation Working Group Request: Training for Nominating Committee Leaders and Members

As with Request FY21 -1, resources and funding for work relating to Reviews implementation should be requested and funded outside the ABR process. The ABR process is not equipped or intended for this purpose. ICANN org encourages the NomCom Review Implementation Working Group to consider if existing or planned training for Board members and community leaders can be leveraged to reduce the impact on costs and other resources in implementing the Review recommendations in question.

The NomComRIWG decided that a step would be added here for the NomCom Standing Committee to periodically, when it's appropriate, refresh the NomCom training.
NomComRIWG also decided that steps 5 to 8 will be managed by the Interim Standing Committee.

Status of Recommendation #3 Implementation Steps

#	Description	Status ✓ |⬈| ✗	*(Estimated)* Completion Date
1	Identify, in consultation with current and former NomCom and Board members, what kind of course, online/in-person etc., might meet the needs of the NomCom and also addresses the issue identified by the independent examiner.	✓	Q4-2019
2	Work with current/former NomCom and ICANN org to identify content requirements for the training course, as well as logistical dependencies.	✓	Q2-2019
3	Make a FY21 budget request for a possible pilot program.	⬈	*Q3-2020*
4	Determine what metrics should be applied to determine success of a training program.	✗	*Q3-2020*

5	Based on steps 1-4, NomComRIWG to:	✕	*Q4-2020*
5a)	Work with ICANN org to identify suitable vendors	✕	*Q4-2020*
5b)	Work with current/former NomCom members and ICANN org to agree on final course logistics and course content	✕	*Q1-2021*
5c)	Work with ICANN org to determine what budgetary requirements for the course are necessary, and, if required, initiate budget request for future budget cycles	✕	*Q1-2021*
6	Make budget request as part of ICANN's budget cycle.	✕	*Q1-2021*
7	Once budget is secured, work with ICANN org to contract vendor, and determine when training for future NomComs can start/take place.	✕	*Q2-2021*
8	Work with current/former NomCom and Board members and Standing Committee to determine optimum timing for the appointment of NomCom Leadership and ensure this is reflected in the Board and NomCom calendars	✕	*TBD*
NEW 9	NomCom Standing Committee to periodically, when it's appropriate, refresh the NomCom training	✕	*TBD*

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Recommendation #4 - Evaluation Training	
Recommendation Description	Formalize training for NomCom members in the candidate evaluation process.

NomComRIWG liaised with ICANN org about its training needs , content requirements and estimated costs in order to submit a potential FY21 budget request for recommendations 2, 3, 4. A budget request was submitted on 30 January 2020 as part of the FY21 Community Additional Budget Requests, which was rejected. See details below:

Estimation (for all three recommendations)**:**

Course Development (estimation provided by ICANN org Public Responsibility Team)**:** $35k first year, $15k annually thereafter (assuming no relicensing fee)

- Bespoke online course – NomCom - *(ICANN-tailored)* – The roles and responsibilities of ICANN Board directors; overview of the candidate evaluation process
- Bespoke online course – Leadership – *(ICANN-tailored)* - Roles, authority, and responsibilities of the leadership
- In-person – NomCom – Full day – *(General*) - Roles, responsibilities, and best practices of nonprofit Boards; strategies for effective selection; putting theory into practice – sample evaluations and group exercises

Course Delivery : $3k for one person (estimation by Travel Services)

The NomComRIWG also reached out to the NomCom Leadership Team and Support on the following questions (LINK) :

- Do you believe the training course for the NomCom leadership, to teach them about their roles authority and responsibility can be done online or need to be done in person?
- What content should be included in such a course?
- In addition, we would be keen to hear from you about your experience of the training courses you have received at ICANN64 (Kobe) and how this can be used to designing additional training, compatible with recommendations 2, 3, and 4
- What would be the content requirements, and logistical dependencies for the training course?
- If such a course would be in person, what are the logistical dependencies? Assuming that all training could be done in 20-25 hours, what would be a feasible time (ICANN AGM?) for such in-person training?

Budget Request

The budget request was rejected, as reported in the FY21 Additional Budget Requests: Assessment Team Report (LINK), p11. See the excerpt with the explaining rationale below:

Nominating Committee Review Implementation Working Group Request: Training for Nominating Committee Leaders and Members

As with Request FY21 -1, resources and funding for work relating to Reviews implementation should be requested and funded outside the ABR process. The ABR process is not equipped or intended for this purpose. ICANN org encourages the NomCom Review Implementation Working Group to consider if existing or planned training for Board members and community leaders can be leveraged to reduce the impact on costs and other resources in implementing the Review recommendations in question.

Status of Recommendation #4 Implementation Steps

#	Description	Status ✓ |▞| ✗	*(Estimated)* Completion Date
1	Identify, in consultation with current and former NomCom members, what kind of course, online/in-person, etc., might meet the needs of the NomCom members and address the issue identified by the independent examiner.	✓	Q4-2019
2	Work with current/former NomCom members and ICANN org to identify content requirements for the training course, as well as any logistical and timing dependencies.	✓	Q2-2019
3	Determine what metrics should be applied to determine success of training program.	✗	Q3-2020
4	Based on steps 1-3, NomComRIWG to:	✗	Q4-2020
4.a	Work with ICANN org to identify suitable vendors	✗	Q4-2020
4.b	Work with current/former NomCom members and ICANN org to agree on final course logistics and course content	✗	Q4-2020
4.c	Work with ICANN org to determine what budgetary requirements for the course are necessary, and, if required, initiate a budget request.	✗	Q1-2021
5	Once budget is secured, work with ICANN org to contract vendor, and determine when training for future NomCom's leadership can start/take place.	✗	Q2-2021

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Recommendation #5 - Recruiting Consultant	
Recommendation Description	A professional recruiting consultant should continue to be involved in the role of identifying potential Board candidates. The role of the recruiting consultant should be clarified and published.

The NomComRIWG reached out to the NomCom leadership and support teams and received feedback (LINK) on the following questions:

- Please provide any document you have that describes the role of the recruiting consultant(s)
- In your view, should this remit be modified or extended?
- How does the NomCom communicate to the recruiting consultant their role?
- Please provide the role of the recruiting consultant and, if applicable, how this may have changed for the past three NomCom cycles
- In your view, how should this role be modified or improved?

Status of Recommendation #5 Implementation Steps

#	Description	Status ✓ |-| ✗	*(Estimated)* Completion Date
1	Enquire with ICANN staff and the current NomCom what the contractually defined role of the recruiting consultant(s) is and whether further steps are required.	✓	Q4-2019
2	Revisit the current timeline for BGC and others to provide the incoming NomCom with job descriptions and other relevant information for recruitment process.	✗	*Q4-2020*
3	Create an overview document that summarizes the consultant(s)' role (paying attention to the need for capacity outreach to underrepresented regions with similar proficiency)	✗	*Q1-2021*
4	Ensure that there is an ongoing outreach effort to under-represented regions within ICANN. This should be done in coordination with the marketing efforts, detailed in recommendation 13.	✗	*Q2-2021*
5	Draft a proposed role description for a professional recruiting consultant(s), based on input received and any additional NomComRIWG's input.	✗	*Q3-2021*

6	Provide the document to ICANN Org and ask for feedback/concerns	✕	*Q3-2021*
7	Finalize proposed role description for a professional consultant(s) based on NomComRIWG consensus	✕	*Q3-2021*
8	Post role description on ICANN.org	✕	*Q4-2021*
9	NomComRIWG to establish metrics for the Standing Committee and/or ICANN.org to use to assess the consultants performance.	✕	*TBD*
10	NomCom Standing Committee (see Recommendation #24) and/or ICANN.org to maintain and, if needed, update the role and responsibilities document of the recruiting company	✕	*TBD*

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Recommendation #6 - Evaluation Consultant	
Recommendation Description	A professional evaluation consultant should continue to be involved in the evaluation process for Board candidates. The role of the evaluation consultant should be clarified and published.

The NomComRIWG reached out to the NomCom Support on the following questions (LINK):

- What were the responsibilities of the evaluation consultant when used by the former NomComs and what did and did not work in your opinion?
- What needs to change before evaluation consultants are used again by the NomCom?

Status of Recommendation #6 Implementation Steps

The NomComRIWG notes that: on an annual basis, each NomCom will determine whether the evaluation consultant will be utilized for their particular cycle.

#	Description	Status ✓ |-| ✗	*(Estimated)* Completion Date
1	NomComRIWG to decide what the process is of hiring an evaluation consultant and how it fits with the NomCom's annual selection cycle:	✗	*Q3-2020*
1a.	Enquire with ICANN Org and the current NomCom what are the responsibilities of the evaluation consultant vis-à-vis the current job descriptions for the vacancies to be filled by the NomCom.	✓	Q4-2019
1b.	Create an overview document that summarizes the responses	✗	*Q3-2020*
2	Draft a proposed role description and Statement of Work for a professional evaluation consultant, based on input.	✗	*Q3-2020*
3	Ensure the written job descriptions described in Recommendation #15 are utilized.	✗	*Q1-2021*
4	Finalize proposed role description for a professional evaluation consultant based on NomComRIWG consensus.	✗	*Q1-2021*
5	NomCom standing committee (Rec #24) to maintain and, if needed, update the role and responsibilities document of the evaluation consultant role – and publish it where appropriate.	✗	*TBD*

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Recommendation #7 - Two-Year Terms	
Recommendation Description	NomCom members, except for leadership positions, should serve two-year terms, and be limited to a maximum of two terms.

The NomComRIWG reached out (LINK) to the SOs/ACs, IETF on the following questions:

- What concerns do you have, if any, if the NomComRIWG proposes that the [*SO/AC Name]* NomCom member is one of the seats appointed for one year in the first cycle and then switched to two-year appointments after that?

Based on this input, the NomComRIWG drafted (LINK) what principles should apply during the transition period for this recommendation whereby approximately half of the NomCom members will initially serve one-year terms while the other half begin two-year terms, in preparation for their Bylaws change.

Status of Recommendation #7 Implementation Steps

#	Description	Status ✓ |▞| ✗	*(Estimated)* Completion Date
1	Determine which NomCom seats will be elected initially for one year and which seats immediately for two-year terms. Note: the seats that will be initially elected for one year will turn into two-year positions in the following year, resulting in half of the NomCom being replaced each year going forward.	✓	Q4-2019
2	Work with ICANN org to draft changes to Bylaws language:	✓	Q1-2020
2a.	Decide whether term limits are 'consecutive' v 'life-time' limits.	✓	Q1-2020
2b.	If term limits refer to consecutive terms, determine the minimum gap between terms	✓	Q1-2020
2c.	How to deal with NomCom members who have been appointed by different SO/ACs.	✓	Q1-2020
2.d	Assess whether past NomCom terms are counted towards the life-time limit in (a).	✓	Q1-2020
2.e	Decide criteria determining how partial terms served impact the term restrictions.	✓	Q1-2020

NEW 3*	NomCom RIWG to agree on answers/principles to the questions under 2, provide this list to ICANN org Legal. Legal to draft proposed Bylaws language based on NomCom RIWG input, and agree with NomComRIWGon finalized proposed language. NomCom RIWG to transmit proposed language to OEC for review and its recommendation to the Board to initiate Bylaws change		*Q3-2020*
Now 4* ~~3~~	ICANN Board directs initiation of Bylaws change and oversees the process	✕	*Q3-2020*
Now 5* ~~4~~	Bylaws change process takes place	✕	*Q4-2020 - Q1-2021*
Now 6* ~~5~~	Subject to the outcome of the Bylaws change, NomCom RIWG to inform bodies appointing members to the NomCom about new term conditions going forward.	✕	*Q1-2021*
Now 7* ~~6~~	Review and update NomCom Operating Procedures.	✕	*Q1-2021*

* *The NomComRIWG took a different approach because it believed this new approach to be more effective in achieving the desired end result of the recommendation.*

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Recommendation #8 - Maintain Current Size	
Recommendation Description	Maintain the current size of NomCom
Was Implementation Completed As Originally Planned? If not, Why Not?	Yes. No implementation steps were needed.

This recommendation was a factor in the implementation for the “Rebalancing” Recommendation (See #10).

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Recommendation #9 - Voting Members	
Recommendation Description	All NomCom members should be fully participating and voting members, except for NomCom leadership.

The NomComRIWG sought input from RSSAC, SSAC and GAC on the following questions:

- Aside from the ICANN Bylaws changes, does your organization need to amend its charter or applicable operating document to ensure that all NomCom members will be fully participating and voting?
- The GAC has indicated they are not planning to make any appointment to the NomCom but would like to keep that seat open. Please explain why the GAC is reluctant to fill that seat

The Bylaws update for this recommendation will be bundled with Bylaw changes from recommendations (7, 8, 10, 24). In preparation for this update, boilerplate language for updating SOs/ACs charters (LINK) was drafted to reflect that all NomCom members should be fully participating and voting members.

Although the GAC seat is not currently filled, it is assumed that if they chose to fill the seat that this recommendation would apply to their seat as well although they could elect to abstain from voting .

Status of Recommendation #9 Implementation Steps

#	Description	Status ✓ |⬈| ✗	*(Estimated)* Completion Date
1	NomComRIWG to reach out to all bodies that are appointing NomCom members about planned Bylaws change, including rationale, as detailed in the Final Report	✓	Q4-2019
2	ICANN Board directs the initiation of Bylaws change, Section 8.2., to allocate the same voting and participation rights for all NomCom members, and oversees the process.	⬈	*Q3-2020*
3	Bylaws change process takes place.	✗	*Q4-2020*
4	If Bylaws are changed, NomComRIWG with support from ICANN org, to review and update the NomCom Operating Procedures.	✗	*Q1-2021*
5	Subject to the outcome of the Bylaws change, NomCom RIWG to ensure that bodies appointing members to the NomCom are	✗	*Q1-2021*

	informed about all relevant changes to the NomCom members' participation rights.		

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Recommendation #10 - Rebalancing	
Recommendation Description	Representation on the NomCom should be re-balanced immediately and then be reviewed every five years.

Discussions on rebalancing the NomCom's composition lead to NomComRIWG reaching out to the GNSO constituencies and stakeholder groups chairs (Appendix 3) to determine whether the GNSO bodies would be supportive of a Bylaws change that maintains 7 seats for the GNSO but leaves the detailed distribution of the seats to a rebalancing exercise conducted by the GNSO itself.

The NomComRIWG also reached out to the GAC and received input (LINK) on the following questions:

- If the GAC is not planning to make appointments to the NomCom for the foreseeable future, should the GAC seat on the NomCom be preserved or can it be 'reallocated' during the re-balancing process? Please, provide a rationale for your answers

Status of Recommendation #10 Implementation Steps

#	Description	Status ✓ |▞| ✗	*(Estimated)* Completion Date
1	NomComRIWG to propose definition of relevant terms included in the recommendation and identify the intended purpose of the recommendation – as detailed in the final report.	✓	Q1-2020
2	Assess what principles and other factors were used to determine the current NomCom's composition.	✓	Q2-2020
~~**3***~~	~~NomComRIWG, in consultation with the community, to propose what principles and other factors should apply to determine the optimum NomCom's composition, based on the current ICANN community.~~		
~~**4***~~	~~Perform a gap analysis between the outcome of steps 2 and 3~~		
~~**5***~~	~~NomComRIWG to examine the gap analysis and, in consultation with the ICANN Board, and the ICANN community, propose which principles should apply. Based on this, the NomComRIWG to propose, inter alia:~~		

~~5a.~~	~~Whether "rebalancing" in this context means to rebalance the seat allocations to all SO and ACs or whether the overall seats allocated to each SO and AC should remain constant and the SOs and ACs should, if desired, reallocate 'their' seats to ensure adequate representation of all their constituent groupings.~~		
~~5b.~~	~~Propose whether the GAC seat, even if unfilled, should remain allocated to the GAC or whether it should be 'absorbed' by another SO/AC.~~		
~~5c.~~	~~Propose if we envision a future where there might be more SO/ACs and whether this would have an impact on the proposed review period of five years~~		
~~5d.~~	~~Ensure that a re-balanced NomCom can continue working effectively in accordance with its mandate as detailed in the Bylaws.~~		
Now 3	Consider Recommendation 8, and assess whether SOs/ACs seats need to be redistributed	✓	*Q2-2020*
~~**6***~~	~~Draft one or more rebalanced NomCom seat allocation scenarios and present this to the ICANN Board and the ICANN community for input via public comment and/or face-to-face interaction with the community during a public meeting, webinar, etc.~~		
Now 4	Draft one or more rebalanced NomCom seat allocation scenarios and present this to the impacted SOs/ACs. Inform ICANN Board and the ICANN community during a public meeting, webinar, etc.	⬋	*Q2-2020 | Q3-2020*
~~**7***~~ **Now 5**	Taking into account the input, including a consideration of whether a potential Bylaws change may receive community and Board support, NomComRIWG to revise the rebalancing proposal and ask the Board to initiate Bylaws changes, if needed, or recommendation to the Board that no Bylaws change should occur.	✗	*Q3-2020*
~~**8***~~ **Now 6**	If Bylaws changes are needed, and the ICANN Board is satisfied that the proposal will not impact on the effective conduct of the NomCom's selection work, the Board will direct the process to change the Bylaws.	✗	*Q4-2020*
~~**9***~~ **Now 7**	Bylaw change is accepted and NomCom is rebalanced or Bylaw change is rejected, and status quo is maintained	✗	*Q4-2020 | Q1-2021*

* *The NomComRIWG took a different approach because it believed this new approach to be more effective in achieving the desired end result of the recommendation.*

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Recommendation #11 - Staff Reporting	
Recommendation Description	The senior staff member supporting NomCom should be accountable to and report to the office of the CEO.

Implementation for this recommendation has not been started.

Status of Recommendation #11 Implementation Steps

#	Description	Status ✓ |-| ✗	*(Estimated)* Completion Date
1	Assess WS2 recommendation #7 for potential impact: https://www.icann.org/public-comments/ccwg-acct-ws2-final-2018-03-30-en	✗	*Q4-2021*
2	NomComRIWG to communicate with ICANN org about NomCom support reporting structure	✗	*Q4-2021*
3	NomComRIWG to assess what options there are, according to implemented WS2 Rec #7, for NomComRIWG to provide input into the reporting structure.	✗	*Q1-2022*
4	Further steps depend on the outcome of task 3.	✗	*Q1-2022*

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Recommendation #12 - Budget and Staffing Resources	
Recommendation Description	NomCom leadership should have input on the NomCom budget and staffing resources.

Implementation for this recommendation has not been started.

Status of Recommendation #12 Implementation Steps

#	Description	Status ✓ |▞| ✗	(Estimated) Completion Date
1	NomComRIWG, with support/input from ICANN org, to identify a process, including detailed mechanism and appropriate timing, for NomCom leadership to provide meaningful input on resources via ICANN's annual budget cycle.	✗	*Q3-2020*
2	NomComRIWG to discuss with ICANN org and current NomCom leadership the feasibility of identified process.	✗	*Q4-2020*
3	NomComRIWG to coordinate with NomCom staff and NomCom leadership to assure leadership has the support needed to provide meaningful input.	✗	*Q4-2020*
4	NomComRIWG to devise any applicable metrics.	✗	*Q1-2021*
5	Review and Update NomCom Operating Procedures to reflect budget input of NomCom leadership.	✗	*Q1-2021*
6	Identify the role of the Standing Committee to assist with this recommendation, once implemented.	✗	*TBD*

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Recommendation #13 - Process Diagram	
Recommendation Description	Publish a “Process Diagram” and codify key elements of the NomCom process. Each year, the NomCom should be required to highlight and explain process changes to the ICANN community in an open session.

Implementation for this recommendation has not been started.

Status of Recommendation #13 Implementation Steps

#	Description	Status ✓ |⋰| ✗	*(Estimated)* Completion Date
1	Consult with current/former NomCom members and ICANN org to document the NomCom’s annual cycle; including (but not limited to) appointment of the leadership team, seating of the incoming members, communication with Board and other ICANN bodies about skill requirements for new appointees, recruitment outreach, interviews, selection, and announcement of incoming appointees.	✗	*Q3-2020*
2	Draft up a process diagram incorporating all relevant steps in the NomCom’s lifecycle, ensuring the process includes: determination by the current NomCom if they are going to follow the previously codified process; if not, how they plan to / have already communicate(d) the change to the ICANN community.	✗	*Q2-2021*
3	Consult with current NomCom and NomCom staff to enquire about the comprehensiveness of diagram, including whether too little or too much details are included in the draft.	✗	*Q2-2021*
4	Update/finalize diagram	✗	*Q3-2021*
5	Reach out to decide if additional visual improvements to the diagram are desired and whether ICANN org can provide needed services.	✗	*Q3-2021*
6	If a third-party vendor is required, NomComRIWG to enquire with ICANN org if current budget allows for the procurement of a third-party vendor; if it does not: NomComRIWG to coordinate a budget request for the	✗	*Q4-2021*

	next fiscal year via ICANN's annual budget cycle.		
7	Publish where appropriate and publicize among the community.	✕	*Q4-2021*
8	Ensure that the diagram is periodically reviewed and updated, if required and that the community is duly updated about any those process updates.	✕	*Q1-2022*
9	Ensure that any deviation from the standard process by the NomCom is clearly communicated to the ICANN community	✕	*Q2-2022*

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Recommendation #14 - Communications to Receiving Bodies	
Recommendation Description	Formalize communication between the NomCom and the Board, SOs/ACs, and the PTI Board to understand needed competencies and experience.

The NomComRIWG received input (LINK) from the ICANN Board, PTI Board, NomCom Leadership Team, ALAC, ccNSO Council, GNSO Council on following questions:

- What information regarding desired competencies and experience of future NomCom appointees to the Board do you currently share with the NomCom? For the past three years, when has the Board typically communicated these to the NomCom?
- What information regarding competencies and experience do you currently receive from the bodies to which you make appointments?
- For the past three years, when have you received these?
- Is there additional information that could be shared between the NomCom and the [*SO/AC NAME]* so that the NomCom can better target its selection to the needs of the [*SO/AC NAME]*?
- Which information, if any, on desired diversity would you add in your annual communication/advice to the NomCom?

Status of Recommendation #14 Implementation Steps

#	Description	Status ✓ |-| ✗	*(Estimated)* Completion Date
1	NomComRIWG to work with the current/former NomCom members, ICANN Board, ICANN org, and representatives of PTI to understand what information is currently shared between the NomCom and the bodies to which the NomCom makes appointments, including the timing of these communications.	✓	Q4-2019
2	NomComRIWG, in coordination with the current/former NomCom members and ICANN org and the bodies that receive NomCom appointees, including the ICANN Board and PTI Board, to identify what additional information (if any) can be shared.	✓	Q4-2019

3	NomComRIWG, in coordination with the current/former NomCom members, ICANN org and the bodies that receive NomCom appointees, including the ICANN Board and PTI Board, to identify whether improvements should be made to the timing of this exchange of information.		*Q4-2020*
4	NomComRIWG, in coordination with the ICANN Board and impacted portions of the ICANN community, to draft a communication process and timeline, including desired information to be shared, that the NomCom and the bodies that receive NomCom appointees should follow each year, including what information should be shared with the recruitment agency(ies).		*Q2-2021*
5	If applicable, updates should be made to the NomCom's operating procedures.		*Q4-2021*

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Recommendation #15 - Candidate Job Descriptions	
Recommendation Description	The NomCom should publish detailed job descriptions for Board, SO/AC, and PTI Board positions. The job descriptions, in combination with specific needed competencies identified each year by the NomCom, should form a basis for recruiting and evaluation efforts.

Implementation for this recommendation has not been started.

Status of Recommendation #15 Implementation Steps

#	Description	Status ✓ |▞| ✗	(Estimated) Completion Date
1	Await and collect the finalized job descriptions as per Rec 14.	✗	*Q3-2021*
2	NomComRIWG, with support from ICANN org, to establish the process for the NomCom to make sure that when publishing the job descriptions, the NomCom is transparent if it decides to include other factors than those received through the suggestive Board advice or input from other bodies that receive NomCom appointees.	✗	*Q4-2021*
3	NomCom with support of ICANN org to update the NomCom Operating Procedure Manual with this new process	✗	*Q1-2022*
4	Assure that the NomCom Standing Committee (Rec #24) performs annual outreach to Board, SO/AC, and PTI Board to receive feedback on specific needed competencies	✗	*TBD*

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Recommendation #16 - Feedback on NomCom Appointees	
Recommendation Description	Implement and codify a system for providing feedback to the NomCom regarding the contributions and participation of members up for re-appointment by the NomCom.

The NomComRIWG received input (LINK) from the ICANN Board, PTI Board, NomCom Leadership Team, ALAC, ccNSO Council, GNSO Council on following questions:

- What information pertaining to recommendation 16 do you usually share with the NomCom, and when does such communications usually take place in the annual NomCom cycle?
- In your opinion, what additional information pertaining to recommendation 16 could be shared between the Board and the NomCom?
- What information do you currently share with the NomCom, and what is the timing of these communications?
- In your opinion, what additional information could be shared between you and the NomCom?

Status of Recommendation #16 Implementation Steps

#	Description	Status ✓ |⬈| ✗	*(Estimated)* Completion Date
1	Work with the current/former NomCom members, ICANN Board and ICANN org to understand what information is currently shared between the NomCom and the bodies to which the NomCom makes appointments, including the timing of these communications.	✓	Q4-2019
2	NomComRIWG, with support from ICANN org and in coordination with the current/former NomCom members, ICANN org and the bodies that receive NomCom appointees, including the ICANN Board, to identify what additional information (if any) can be shared.	✓	Q4-2019
3	NomComRIWG, in coordination with the current/former NomCom members, ICANN org and the bodies that receive NomCom appointees, including the ICANN	⬈	*Q4-2020*

	Board, to identify whether improvements should be made to the timing of this exchange of information.		
4	NomComRIWG, in consultation with the ICANN Board and ICANN community, to draft a communication process and timeline, including desired information to be shared, that the NomCom and the bodies that receive NomCom appointees should follow each year, including what information should be shared with the recruitment agency(ies).		*Q2-2021*
5	If applicable, updates should be made to the NomCom's operating procedures.		*Q4-2021*

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Recommendation #17 - Maintain Current Diversity	
Recommendation Description	Maintain current diversity requirements for NomCom appointees.
Was Implementation Completed As Originally Planned? If not, Why Not?	Yes. No implementation steps were needed with additional action noted below

Additional Action for #17

#	Description	Status ✓ |▞| ✗	*(Estimated)* Completion Date
1	Recommend that bodies receiving NomCom appointees, as part of the implementation of recommendations 14 and 16, include any relevant information on desired diversity in their annual communication/advice to the NomCom.	✓	Q2-2020

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Recommendation #18 - Candidate Communications Schedule	
Recommendation Description	Publish a candidate communication schedule and codify a communication process with candidates.

The NomComRIWG received input (LINK) following outreach to NomCom Leadership Team on following questions:

- Please describe the candidate communications process, and how, if applicable, it has varied over the past three to five cycles
- What improvements would you suggest to this process?

Status of Recommendation #18 Implementation Steps

#	Description	Status ✓ |▞| ✗	*(Estimated)* Completion Date
1	Gain an overview of the current candidate communications of the NomCom by enquiring with current/former NomCom members and NomCom Staff.	✓	Q1-2020
2	Talk to previous NomCom appointees to understand how they perceived the communication process.	✗	Q3-2020
3	Propose a communication schedule including timing of communications with both successful and unsuccessful candidates.	✗	Q4-2020
4	Discuss with current/former NomCom members, NomCom staff, and previous NomCom appointees whether proposed communication schedule meets requirements and what further improvements could be made.	✗	Q1-2021
5	Finalize communication process; this should include annual surveys of all NomCom applicants.	✗	Q3-2021
6	Update NomCom's workflow (recommendation 13).	✗	Q4-2021
7	Publish communication schedule and timelines for candidate communications.	✗	Q4-2021
8	Ensure the Standing Committee reviews the annual applicant survey results and makes any changes as needed for the following year.	✗	

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Recommendation #19 - NomCom Marketing Plan	
Recommendation Description	ICANN staff and the recruiting consultant, along with NomCom members, should leverage the detailed job description and desired competencies and experience to develop a marketing plan to better target prospective candidates.

The NomComRIWG received input (LINK) following outreach to NomCom Support on following questions:

- What are the current outreach and marketing efforts with regard to ensuring a diverse candidate pool in response to the NomCom's annual recruitment efforts, and how has it changed over the three to five years?

Status of Recommendation #19 Implementation Steps

#	Description	Status ✓ |▞| ✗	(Estimated) Completion Date
1	Reach out to NomCom, ICANN org, ICANN communication team, and the recruitment consultant(s), to understand what the state of current outreach and marketing is with regard to ensuring a diverse candidate pool in response to the NomCom's annual recruitment efforts.	✓	Q4-2019
2	Identify possible improvements to the marketing plan and decide, in cooperation with the current NomCom, ICANN org, and the Standing Committee (if already in place), what additional efforts should be undertaken to target candidates for future NomCom's recruitment cycles.	✗	*Q4-2020*
3	This marketing effort should also help educate potential outside candidates about ICANN.	✗	*Q3-2020*
4	NomCom to conduct annual measurements related to the quality of the applicant pool.	✗	*Q2-2021*
5	Standing Committee (or NomComRIWG as long as the Standing Committee is not yet in place) to assess effectiveness of outreach/marketing efforts on an annual basis and work with the NomCom, ICANN org and the recruitment consultant(s) to make improvements for the following year as required.	✗	*Q3-2021*

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Recommendation #20 - Blinded Candidate Assessment	
Recommendation Description	The evaluation consultant should undertake a preliminary screen of all Board candidates and provide blinded assessments to the NomCom to assist the NomCom with reducing the pool of candidates to the deep-dive shortlist.

The NomComRIWG received input (LINK) following outreach to NomCom Leadership Team on following questions:

- We understand that the NomCom decided not to utilize an evaluation consultant for the recent NomCom cycles. Please explain why this decision was reached
- What improvements or changes would be needed if future NomComs decided to utilize an evaluation consultant?
- If you were to receive a deep-dive shortlist of blindly assessed candidates by the evaluation consultant(s), what information must be included for the NomCom to make an informed selection from this reduced pool of candidates?

Note: The NomComRIWG proposes that use of an evaluation consultant will be determined by each NomCom. See Recommendation #6 (re: continued use of evaluation consultant).

Status of Recommendation #20 Implementation Steps

#	Description	Status ✓ |-| ✗	*(Estimated)* Completion Date
1	Consult with current and past NomComs as well as ICANN org to determine what candidate attributes/data should be anonymized during the blind assessment (and when to reveal all data points), including steps to prevent:	✓	Q4-2019
1.a	losing access to candidate data prior to sharing with the NomCom	✓	Q4-2019
1.b	limiting the NomCom's choices of candidates	✓	Q4-2019
1.c	making the firm's recommendation for a short list binding on the NomCom	✓	Q4-2019
2	NomComRIWG to establish when in the NomCom cycle the short list should be produced to have maximum benefit for the NomCom.	✗	*Q3-2020*
3	If necessary, NomComRIWG to work with ICANN org to amend evaluation firm contract with the need to provide blind assessments and propose a deep-dive	✗	*Q4-2020*

	shortlist of the applicant pool (in accordance with 2 above), while preserving all application materials and making them available to the NomCom if so requested.		
4	Establish a feedback mechanism to assess the effectiveness of the evaluation consultant providing a deep-dive shortlist to the NomCom and adjust the consultant's remit for the following year, if necessary (to be maintained by NomCom Standing Committee, see Recommendation #24).	✕	*Q2-2021*

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Recommendation #21 - Standardized Evaluation Tool	
Recommendation Description	The NomCom should use a standardized tool to evaluate and prioritize candidates, based on desired competencies and experience as determined annually. This tool will not replace qualitative assessments of candidates.

As part of the first implementation step and the process information and data that need to be captured in the evaluation tool, the NomComRIWG received input from the ICANN Board, NomCom Leadership Team ccNSO Council, GNSO Council, ALAC, RSSAC, SSAC on following questions:

- In your opinion, what tools, assessments and skill analysis should be used by the NomCom to make the best possible selection?
- Which tools and processes to evaluate and prioritize candidates are you planning to use during this NomCom cycle?
- What new tools would you recommend be made available for NomCom's use?
- In your opinion, what tools, assessments and skills analysis should be used by the NomCom to make the best possible selection

Status of Recommendation #21 Implementation Steps

#	Description	Status ✓ |-| ✗	(Estimated) Completion Date
1	Determine what process information, and other relevant data (including diversity requirements), needs to be captured in the tool by:	✓	Q4-2019
1.a	Consulting current and former NomCom members	✓	Q4-2019
1.b	Consulting those bodies that appoint members to the NomCom	✓	Q4-2019
1.c	Consulting with ICANN org	✓	Q4-2019
1.d	Consulting with other sources to determine industry best practices, possibly ICANN HR	✓	Q4-2019
2	Decide which additional tools should be part of the tool kit.	✗	*Q3-2020*
3	Outreach to current and former NomCom members to solicit input what the toolkit should contain.	✗	*Q4-2020*

4	Draft the tool kit components based on feedback and NomComRIWG input.	✕	*Q1-2021*
5	Ensure that the evaluation toolkit information is shared in a timely manner with the incoming NomCom and overall community.	✕	*Q2-2021*
6	Incoming NomCom should amend the standardized toolkit based on the updated/latest job descriptions for positions to be filled.	✕	*Q4-2021*
7	Ensure the Standing Committee is aware of the necessity to maintain and update the evaluation toolkit on an annual basis accordingly to input from the outgoing NomCom, as well as each year's specific job description.	✕	*TBD*

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Recommendation #22 - Interview Question Library	
Recommendation Description	The NomCom should provide consistent interview questions and an interviewer evaluation form for the candidates interviewed during the deep-dive phase and the final face-to-face interviews.

The NomComRIWG reached out (LINK) to the ICANN Board, NomCom Leadership Team ccNSO Council, GNSO Council, ALAC, RSSAC, SSAC on following questions:

- In your opinion, which questions should be part of the "interview question library" and which would then be used by every NomCom?
- What questions and evaluation tools are NoCom members planning to use during the upcoming deep-dive and final interview phases?
- In your view, what questions and tools should be part of the "interview question library" which could be used by every NomCom going forward?
- How does the NomCom capture the actual interview questions asked of prospective candidates?

Status of Recommendation #22 Implementation Steps

#	Description	Status ✓ |-| ✗	*(Estimated)* Completion Date
1	Communicate with NomCom to capture and review what questions and evaluation tools are typically used by the NomCom during the deep-dive and final interview phases.	✓	Q4-2019
2	Establish which questions and tools should be included in the 'interview question library' used by every NomCom, (with the library included in the toolkit) by consulting:	✗	*Q4-2020*
2a.	Current and former NomCom members	✓	Q4-2020
2b.	Current and former NomCom appointees	✓	Q4-2020
2c.	NomCom supporting staff (HR)	✓	Q4-2019
2d.	External firm(s)	✗	*Q4-2020*
2e.	Bodies receiving NomCom appointees	✓	Q4-2019

3	Once finalized, integrate these questions into an interviewer evaluation form and incorporate into the evaluation toolkit (see Recommendation #21).	✕	*Q1-2021*
4	Deep-dive team assignments should consider additional factors beyond simply time zone availability, such as, e.g., potential conflicts and different cultures.	✕	*Q1-2021*
5	Each new NomCom can generate its own questions as well as pull from the 'library' to conduct a 'semi-structured' interview.	✕	*Q2-2021*
6	Instruct Standing Committee to capture the actual questions asked, scrubbing them of all identifying personal data, used at all stages, as well as seek feedback from each NomCom to assess usefulness of questions and update evaluation tool kit if and when needed.	✕	*TBD*

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Recommendation #23 - Candidate Pool Data Metrics	
Recommendation Description	The NomCom should publish additional data on the candidate pool and the recruiting source of candidates.

The NomComRIWG reached out (LINK) to the ICANN Board, NomCom Support on following questions:

- Does the Board believe additional non-confidential, non-identifiable data points about the candidate pool should be collected and published by the NomCom, if so, which ones?
- What data points about the candidate pool have been gathered by the NomComs over the past 3-5 years?
- What data about the candidate pool has been published over the past five years?
- Is there any non-confidential, non-identifiable data that has not been made public, if so, why?
- Is there any additional non-confidential, non-identifiable data points about the candidate pool that you recommend be collected?

Status of Recommendation #23 Implementation Steps

#	Description	Status ✓ |⋰| ✗	*(Estimated)* Completion Date
1	Work with ICANN org to establish what data about the candidate pool has been published over the past five years.	✓	Q4-2019
2	Work with ICANN org to determine what non-confidential, non-identifiable data has not been made public and why.	✓	Q4-2019
3	Consult with the wider ICANN community what additional non-confidential, non-identifiable data points should be collected and published.	✗	*Q4-2020*
4	Reach consensus within NomComRIWG on what additional data, if any, should be published going forward and capture this consensus in the toolkit.	✗	*Q1-2021*
5	Coordinate with ICANN org to assure the additional data is captured and published.	✗	*Q1-2021*
6	Instruct Standing Committee to oversee the continuous publication of data, as defined, and to ensure analytics/trend analysis is conducted to decide if adjustments should be made (and if so what kind) for future NomComs.	✗	*TBD*

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Recommendation #24 - NomCom Standing Committee	
Recommendation Description	An empowered body of current and former NomCom members should be formed to ensure greater continuity across NomCom's, and in particular, to recommend and assist in implementing improvements to NomCom operations.

NomComRIWG is currently developing the Standing Committee's Charter; our current thinking is as follows:

Charter Elements

- Distinct from the NomCom Operating Procedures
- Contains guidelines on **Role of Standing Committee**:
    - Not involved with the NomCom annual selection process
    - Ensures institutional memory of the NomCom
    - Oversees recommendations contained in annual NomCom Reports
    - Suggests and assists in implementing improvements to NomCom processes.
    - Helps to improve NomCom relationship with ICANN community

- The charter will reference the recommendations (2, 3, 4, 5, 6, 12, 13, 18, 19, 20, 21, 22, 23, 25, 27) which require the Standing Committee's support. A subset of NomCom RIWG members will serve as the interim Standing Committee to support these other recommendations until this recommendation #24 is fully implemented

Tentative Composition and Size

- Five members total
- Four members rotating from among the SOs/ACs who appoint members to the NomCom. All should be former members of the NomCom
- Rotation process tbd
- One permanent ex-officio member: Someone such as the current or a recent NomCom Associate Chair.
- Term lengths: tbd.

The Charter proposal for the Standing Committee will undergo public comment, with final adoption subject to Board approval. To ensure transparency and accountability, future changes to the Charter would also require public comment and Board adoption.

Status of Recommendation #24 Implementation Steps

#	Description	Status ✓ |⬈| ✗	(Estimated) Completion Date
1	NomComRIWG to discuss proposals for the structure and charter of this Standing Committee:	✓	Q2-2020
1a.	**Nature**: Cross-community group, Empowered NomCom Standing Committee, Working group	✓	Q2-2020
1b.	**Composition**: SO/AC appointed members, NomCom members… Large vs. Small group	✓	Q2-2020
2	NomComRIWG to propose the scope of this new body, including:	⬈	*Q3-2020*
2a.	Advisory/community feedback role, identify which processes are part of its remit, including but not limited to those listed in this detailed implementation plan.	⬈	*Q3-2020*
2b.	Avoid duplication of the NomCom's work (e.g. body will not participate in any way in the annual recruitment, evaluation or selection of candidates).	⬈	*Q3-2020*
2c.	Role of the NomCom leadership team vis-à-vis the Standing Committee.	⬈	*Q3-2020*
2d.	Protecting the NomCom from undue influence from the Standing Committee.	⬈	*Q3-2020*
2e.	Clarification on how the Standing Committee interplays with regular organizational review cycles.	⬈	*Q3-2020*
2f.	Ensuring that the definition of the Standing Committee does not negatively impact other improvements identified through the NomCom review process.	⬈	*Q3-2020*
3	Propose how communication between the body and the NomCom will be conducted, how it will be captured and how it will adhere to ICANN's transparency and accountability standards.	⬈	*Q3-2020*
4	Propose a membership size of the body, including its possible composition.	⬈	*Q3-2020*
5	Propose performance metrics for the Standing Committee, and how to review them annually.	✗	*Q3-2020*
6	ICANN Board, or a chosen delegate, to lead community conversation on all governance-related proposals put forward by the NomComRIWG.	✗	*Q3-2020*

7	The Board, or its delegate, to work with the NomComRIWG and in consultation with the ICANN community to finalize a proposal on the governance structure of the Standing Committee, including protecting the NomCom from undue influence from the Standing Committee, clarification on how the Standing Committee interplays with regular organizational review cycles, and ensure that the definition of the Standing Committee does not negatively impact other improvements identified through the NomCom review process (see also 2 above).	✕	*Q3-2020*
8	Following public comment, and based on feedback, ICANN Board, or its delegate, to finalize the governance structure.	✕	*Q4-2020*
9	ICANN org, in cooperation with NomComRIWG and ICANN community, to discuss what level of staff support and/or other support may be necessary to help the body perform its duties.	✕	*Q3-2020*
10	ICANN Board, or its delegate, to work with NomComRIWG to put the new body into place, i.e. Bylaw change, including additional public comment.	✕	*Q4-2020*
11	ICANN Board will direct any Bylaws changes.	✕	*Q4-2020*
12	NomComRIWG to work with ICANN Board and ICANN org to initiate any budgetary requests needed for the operating of the body.	✕	*Q1-2021*

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Recommendation #25 - Improve NomCom Selections	
Recommendation Description	Improve NomCom selection decisions by assessing the performance and needs of all bodies receiving NomCom appointees.

The NomComRIWG consulted with the ICANN Board, NomCom Leadership Team ccNSO Council, GNSO Council, ALAC, on following questions to understand what (if any) performance assessment of the body itself is conducted and what skill set needs derive from that for future NomCom appointees, to avoid creating a new line of assessment or review of the receiving bodies:

- Is the ICANN Board performing any self-assessments, or third-party assessments pertaining to recommendation 25? If applicable, how do you communicate the outcome of such assessment to the NomCom? What performance assessment, if any, do you think is feasible by the ICANN Board to better inform future NomCom selection decisions
- Is the [*SO/AC NAME]* performing any self/assessments, or third-party assessments?
- If yes, are there any identified skills needed for future NomCom appointees to your organization?
- If applicable, how do you communicate this to the NomCom?
- What performance assessment, if any, do you think is feasible by the ALAC to improve future NomCom selection decisions

Status of Recommendation #25 Implementation Steps

#	Description	Status ✓ |-| ✗	(Estimated) Completion Date
1	Consult with receiving bodies to understand what (if any) performance assessment of the body itself is conducted and what skill set needs derive from that (or any other assessment) for future NomCom appointees, to avoid creating a new line of assessment or review of the receiving bodies.	✓	Q4-2019
2	Propose additional/improved performance and needs assessment of receiving bodies, if needed, as it relates to identification of needs from NomCom appointees.	✗	Q3-2020
3	Propose how the NomCom can use the information from the receiving bodies (step 1) to assess the needs of these bodies to improve NomCom's selection decisions during its annual selection cycle.	✗	Q3-2020

4	Agree with the receiving bodies how assessment and improved selection will be incorporated into the annual selection process, if appropriate/necessary.	✕	Q1-2021
5	Incorporate this assessment into the relevant job descriptions developed annually by the NomCom.	✕	Q1-2021
6	Determine how to facilitate the receiving bodies performing the assessments.	✕	Q2-2020
7	Ensure that interdependency with other, relevant recommendations is taken into account.	✕	Q2-2020
8	Standing Committee analyze the performance assessment of the receiving bodies on an annual basis and make adjustments (if/when needed) for the subsequent NomCom.	✕	*TBD*

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Recommendation #26 - Leadership Development	
Recommendation Description	ICANN should investigate advancing its nominations process into a Leadership Development function.

NomComRIWG reached out to NomCom support as part of implementation step 1 to ask the following questions:

- In your experience, could rejected candidates, who have no prior relationship with ICANN, be interested in such a program?
- What problems and what opportunities can you think of?

Status of Recommendation #26 Implementation Steps

#	Description	Status ✓ |-| ✗	*(Estimated)* Completion Date
1	Reach out to ICANN org to discuss what would be involved in developing a leadership development function for unsuccessful NomCom applicants.	✓	Q4-2019
2	Provide an overview of what kind of leadership development is currently in place, or how current outreach and volunteer development efforts could be adapted to harness unsuccessful NomCom candidates.	✗	*Q1-2021*
3	Discuss with current/former NomCom members and ICANN org how to identify unsuccessful applicants that would benefit from leadership development.	✗	*Q1-2021*
4	Provide ICANN org with suggestions on what a leadership development could look like, what its goals would be, and what criteria might be relevant for its success.	✗	*Q3-2021*
5	Investigate and to report back to NomComRIWG about the feasibility of such a leadership development function, which costs would be involved and what potential metrics for success could be applied.	✗	*Q4-2021*
6	Launch development function if deemed feasible and potential for harnessing new volunteer talent is sufficiently high.	✗	*Q1-2022*
7	In addition, the NomComRIWG to ensure that the communication with unsuccessful candidates explains other volunteer opportunities within ICANN – such communication should be codified within the NomCom operating procedures.	✗	*Q1-2022*

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Recommendation #27 - ICANN Unaffiliated Directors	
Recommendation Description	Provide clarity on desire for and definition of "independent directors". Upon clarification of desire and definition, determine the number of specific seats for "independent directors".

The term "independent directors" here was intended by the Independent Evaluator to mean ICANN outsiders who do not have any perceived, or real, conflicts of interest to any ICANN SOs/ACs and should not be confused with the legal definition of "Independent Directors" under California law. For avoidance of doubt, it was renamed by the Working Group as "ICANN Unaffiliates".

The Working Group is still refining the definition of an "ICANN Unaffiliate" to include principles such as:

- Have no or very limited chances of being appointed to the Board through any of the SO/AC-appointed seats.
- Brings an outside perspective to ICANN
- Does not have any perceived or real conflicts of interest with any of the ICANN's SO/ACs

NomComRIWG is currently exploring how the goal for appointing "ICANN unaffiliates" can be accomplished: options include: a Bylaws change, including it as part of the Charter for the Standing Committee and embedding it as part of the NomCom operating procedures.

Status of Recommendation #27 Implementation Steps

#	Description	Status ✓ |⇡| ✗	*(Estimated)* Completion Date
1	Define 'ICANN unaffiliates', based on the findings of the Final Report, and whether a different term should be used.	⇡	*Q2-2020*
2	NomComRIWG to engage with the ICANN community, ICANN Board, and ICANN org, to obtain feedback on the definition of 'ICANN unaffiliates', and the questions of whether being an 'ICANN unaffiliates' should be an additional requirement for some of the NomCom-appointed Board seats, and, if so, how many.	✗	*Q3-2020*
3	NomComRIWG to develop a proposal for this recommendation regarding the need (or not) of NomCom-appointed Board directors who are 'ICANN	✗	*Q3-2020*

	unaffiliates'.		
4	Review the proposal and ensure that it aligns with all relevant laws and IRS's regulatory standards applicable to the selection of ICANN's Board directors.	✕	*Q3-2020*
5*	Update NomCom Operating Procedures with definition and requirement	✕	*Q4-2020*
~~**5**~~	~~Subject to positive feedback from the Board that the definition aligns with all relevant legal requirements, NomComRIWG to propose how to incorporate its proposal into the NomCom's selection process.~~		
~~**6**~~	~~Publish its proposal on NomCom-appointed Board directors who are 'ICANN unaffiliates' for public comment.~~		
~~**7**~~	~~Based on feedback from the public comment, NomComRIWG to update its proposal for the definition of, need for, and number of NomCom-appointed Board directors who are 'ICANN unaffiliates' and, if deemed necessary, propose a Bylaws change, or changes to the NomCom operating procedures, or determine another way to codify the proposal.~~		
~~**8**~~	~~If changes to the Bylaws are required, these will be directed by the ICANN Board.~~		
~~**9**~~	~~If the Bylaws change is successful, the Standing Committee should ensure the NomCom produces appropriate documentation that shows how the new requirement is followed.~~		
~~**10**~~	~~Based on the outcome of the implementation, determine if additional steps or safeguards need to be taken to ensure a desirable number of NomCom-appointed Board directors who are 'ICANN unaffiliates' serve on the Board at any given time.~~		

* *The NomComRIWG took a different approach because it believed this new approach to be more effective in achieving the desired end result of the recommendation.*

Appendix

1. NomComRIWG Attendance Summary

NomCom2 Review Implementation Working Group (NomComRIWG)

Participation as of: 25 June 2020

Participation: Plenary and Leadership

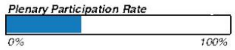
Overall Review Team Participation Rate

34%

Number of Calls:	52	Total Hours:	509.75		
• Plenary	42	• Plenary	494.50	Review Team Members:	31
• Leadership	10	• Leadership	15.25		
		Total Hours:	215.25	ICANN org (individuals involved at various times throughout Review):	14
		• Plenary	207.75		
		• Leadership	7.50		

Plenary Calls

Plenary Participation Rate



33%

Call Opportunities to Date: 42 Calls

Total Hours Attended by Review Team Members: 494.50 Hours

SO/AC Participation Rate

SO/AC	Attended	Apologies	No RSVP	Rate
At-Large	201	51	210	44%
ccNSO	22	6	99	17%
GNSO	189	21	294	38%
RSSAC	6	1	35	14%
Other/ Individual	18	0	158	10%

Plenary Calls

Member	SO/AC	Attended	Apologies	No RSVP	Participation Rate
Arinola Akinyemi	GNSO	39	2	1	93%
Bruce Tonkin	ccNSO	1	0	41	2%
Cherie Lagakali	At-Large	4	0	38	10%
Cheryl Langdon-Orr	At-Large	40	2	0	95%
Dave Kissoondoyal	At-Large	31	5	6	74%
Dejan Đukić (resigned 24 June 2019)	N/A	2	0	6	25%
Dessalegn Yehuala	RSSAC	6	1	35	14%
Elvis Ejikeme Egbuogu	GNSO	17	2	23	40%
Fanny Salyou	N/A	5	0	37	12%
Ferran Farre	At-Large	0	0	42	0%
Herve Mbaya	N/A	3	0	39	7%
Ines Hfaiedh	GNSO	5	0	37	12%
Jay Sudowski	GNSO	8	0	34	19%
Ken Stubbs	GNSO	9	7	26	21%
Kristina Hakobyan	ccNSO	15	2	25	36%
Leah Symekher	At-Large	29	11	2	69%
Lilian Ivette De Luque Bruges	At-Large	17	1	24	40%
Liz Williams	N/A	0	0	42	0%
Manmeet Pal Singh	GNSO	4	0	38	10%
Margarita Valdés Cortés	ccNSO	6	4	32	14%
Nadira Alaraj	At-Large	36	4	2	86%
Osvaldo Novoa	GNSO	10	6	26	24%
Raoul Plommer	GNSO	6	1	35	14%
Raymond Selorm Mamattah	GNSO	12	1	29	29%
Remmy Nweke	GNSO	35	2	5	83%
Satish Babu	At-Large	5	8	29	12%
Shreedeep Rayamajhi	At-Large	6	9	27	14%
Tom Barrett	GNSO	42	0	0	100%
Tracy Hackshaw	Individual	8	0	34	19%
Vanda Scartezini	At-Large	30	10	2	71%
Wale Bakare	At-Large	3	1	38	7%
Zahid Jamil-IG	GNSO	2	0	40	5%

*Opportunities to participate include plenary and face-to-face meetings. Total opportunities to date: 42

Leadership Calls

Leadership Calls Participation Rate

70%

Call Opportunities to Date: 10 Calls

Total Hours Attended by Leadership: 15.25 Hours

Leadership Calls

Member	Attended	Apologies	No RSVP	Opportunities	Participation Rate
Cheryl Langdon-Orr	10	0	0	10	100%
Zahid Jamil-IG	1	0	9	10	10%
Tom Barrett	10	0	0	10	100%

2. Outreach & Responses

Rec. 1:

Formalize a job description for NomCom members that emphasizes experience, diversity, independence, and provide that description to the SOs/ACs.

- **Please provide any document(s) you have that describes the roles and responsibilities for NomCom members, other than what is in the Bylaws requirements**

NomCom LT:
The NomCom uses a detailed procedures document as well as a participation agreement that every member is expected to read.

NomCom Support:
We do not have a specific document that describes the roles and responsibilities for NomCom members, however, in addition to the Bylaws, we do point NomCom members, or those seeking to become NomCom members, to the following links:

https://www.icann.org/resources/pages/nomcom2020-participation-agreement-2019-12-19-en; and
https://www.icann.org/resources/pages/nomcom2020-operating-procedures-2020-02-05-en#obligations.

- **What specific content would you like to see in a 'job description' utilized by SOs/ACs for future NomCom members?**

NomCom LT:
Relevant understanding of ICANN as well as ability to work in a collaborative environment.

NomCom Support:
In addition to the requirements set forth in the Bylaws, it might be beneficial to highlight in a "job description" that members of the NomCom must act only on behalf of the interests of the global Internet community and within the scope of the ICANN mission and responsibilities assigned to it by the ICANN Bylaws; they must not act on behalf of the ICANN group that appointed them to

the NomCom. Further, it could be beneficial to set out the amount of time that they are required to devote in order to properly perform their duties.

- **In your opinion, what experiences and other applicable criteria make a productive NomCom member?**

NomCom Support:
Experience in serving on a Board of Directors or in a candidate selection process would be helpful. Further, an understanding of the ICANN Community, Board and organization, as well as an understanding of the multistakeholder model would be quite beneficial.

- **Since the NomComRIWG may propose changes to the appointment process of NomCom members:**
  - **What is your annual timetable to select NomCom members?**

ASO:
The timetable for 2019:
Announcement of call for nominations for 2020 ICANN NomCom: 5 July 2019
Nomination period ends: 28 July 2019
Evaluation of nominations by the ASO AC: 28 July – 7 August 2019
Voting period by the ASO AC: 7 August – 14 August 2019
Announcement of selected delegate: 15 August 2019

ccNSO Council:
When ICANN Org sends a request, the ccNSO sends out a call for volunteers for a ccNSO appointed delegate to the NomCom and follows the procedures and timeline as included in the relevant ccNSO Guideline:
https://ccnso.icann.org/sites/default/files/filefield_10978/appointment-nomcomdelegate-05nov08.pdf/
The most recent call for volunteers is published here:
https://ccnso.icann.org/en/announcements/announcement-08jul9-en.html

CBUC:
We select our NomCom reps around the May/June timeline.

ISPCPC:
We're coordinating with the NomCom timetable requirements.

RrSG:

The RrSG has usually been able to meet the regular timeline for the NomCom appointment process, with nominations/elections typically occurring around June.

RySG:
Elections are generally held second quarter of each year and appointments confirmed in June.

ALAC:
The ALAC generally appoints the ALAC Voting Delegates to the NomCom, using an agreed-upon process that includes input from the Regional At-Large Organizations (RALOs) by no later than June. RALO members are invited to recommend a delegate for the ALAC to appoint as an ALAC Voting Delegate.

RSSAC:
June - Begin NomCom liaison election process
July - Continue NomCom liaison election process
August - Finish NomCom liaison election process

SSAC:
The SSAC Admin Committee issues a call for volunteers when the SSAC Chair receives an invitation from the NomCom Chair. The call for volunteers usually lasts 1-2 weeks. A subsequent SSAC election, if needed, takes another 1-2 weeks.

IETF:
Solicitation of nominations (4 weeks)
Call for community feedback on candidates (4 weeks)
Interviews by IAB: (2 weeks)
Announcement of selection by IAB: (After candidates notified)
The process is designed to allow the interviews to take place during the second IETF of the year, so the start varies slightly.

- **Do you always adhere to your timetable? Why not?**

ASO:
The timetable is set each year based on timing to fit the calendar. Additionally, it has been moved forward based on requests from the NomCom to provide our appointed member earlier.

ccNSO Council:
Yes, unless urgent and exceptional circumstances prevent us from doing so.

CBUC:
Yes.

ISPCPC:
Mostly.

RrSG:
To the extent possible, this process happens in parallel with other elections (GNSO Council, ExCom positions, etc.).

ALAC:
At time delays occur due to either a voting issue within the RALOs, or the need for the ALAC to review, and at times, replace, the RALO suggested Delegate.

RSSAC:
Yes.

SSAC:
Yes.

IETF:
We have been late on occasion, if the interviews were difficult to schedule, though not generally by more than week.

- **Would you be able to select a candidate earlier in the year, if not what are the obstacles?**

ASO:
The request can be considered, If appropriate notice and rationale is given by the NomCom. The final date requested by the NomCom should be available in the prior year to allow for calendaring.

ccNSO Council:
Yes, assuming there is sufficient advance notice, allowing for the ccNSO internal procedures to be adhered to.

CBUC:
Yes, if it is so constrained.

ISPCPC:
The candidates' pool for NomCom, ISPCP officers and GNSO council members elections is to be coordinated in a certain way.

RrSG:
With appropriate notice, the RrSG can be flexible on the scheduling of selection.

RySG:
It is unlikely that we would want to hold elections any earlier than we already do for appointments that effectively take their seats at the ICANN AGM.

ALAC:
If needed, the ALAC could start the election process earlier to aim to complete the appointment in May.

RSSAC:
Yes.

SSAC:
Yes. SSAC can appoint candidates at any time of the year. The process and the time the process takes is described above. It would be very helpful to know at the start of such candidate selection time if the expected appointment would be for one or two years.

IETF:
We could shift the selection easily so that the interviews took place during the first IETF of a year (generally March). Shifting it to so there was no overlap with an IETF is also possible, but it would likely mean all candidates got a remote interview.

- **What document do you have that describes the roles and responsibilities for NomCom members?**

ASO:
The roles and responsibilities are set out as part of the call for nominations. No additional formal documents are utilised.
https://aso.icann.org/nomination-call-for-aso-representative-to-2020-icann-nominating-committee/.

ccNSO Council:
When sending out calls for volunteers, the ccNSO refers to the roles and responsibilities for ccNSO appointed members to ICANN's Nominating Committee as specified in the NomCom Operating Procedures. Latest version: https://www.icann.org/resources/pages/nomcom2020-operating-procedures-2020-02-05-en/

CBUC:

BC Charter.

ISPCPC:

We're just updating the ISPCP constituency charter where some description shall be included - in accordance with the bylaws.

RrSG:

Information about the duties and obligations of the RrSG Nominating Committee representative is available in the Registrar Stakeholder Group Charter (e.g., see sections 4.4 - 4.7): https://rrsg.org/wp-content/uploads/2018/06/RrSG-Charter-6.0-May-2018.pdf

RySG:

None.

ALAC:

The ALAC has two types of documents:

1. **NomCom Description for ALAC - 2020**

ICANN At-Large Advisory Committee
The At-Large Advisory Committee (ALAC) is the ICANN body responsible for representing the voice of the end user in policy and operational discussions. For more information on the work of the ALAC, see https://atlarge.icann.org/alac.

To fill vacancies on the ALAC, the NomCom is seeking accomplished persons of integrity, objectivity and intelligence who have:

- a commitment to ICANN's mission and an understanding of the potential impact of ICANN decisions on the global Internet community
- an understanding of the DNS and the impact of ICANN policy on end-users
- demonstrated capacity for thoughtful group decision-making and sound judgment
- an interest in bottom-up consensus policy building in a real-life environment
- an ability to chair or otherwise provide leadership and support for a multi-stakeholder group working to reach consensus
- the following knowledge, qualities and experiences are specifically sought:
    - A strong advocate for the needs and interest of end-users not only those of the region they will represent, but globally
    - Experience and skills that bear on gathering, understanding, and communicating the interests of individual users and in group decision-making.
    - Consumer protection and or consumer advocacy experience particularly in communications/telecommunication sector
    - Specific experience and/or expertise in internet-related policy development.
    - An interest in and knowledge of internet governance issues.

        - Leadership experience in local or regional internet-related or DNS policy experience in gTLD or ccTLD activities including issues relating to Internationalized Domain Names.
        - Ability to work as a team leader bringing perspectives not otherwise reflected in the existing ALAC membership and is intended to diversify the skill and experience sets of the ALAC.
        - Strong local networks that will positively enhance the current ALAC and Regionally focused strategic and project planning as they relate to the wider ICANN Strategic plan and ALAC Improvement Implementation.
        - Ability and interest to work in a multi-cultural environment.
- a willingness to serve as a volunteer, without compensation other than the reimbursement of certain expenses
- an ability to work and communicate effectively in English (although there is no requirement that English be the candidate's first language)

In filling these positions, the NomCom will be seeking to identify ALAC members who reflect the global diversity of the Internet community and the wide range of technical, commercial and civil society activities that are impacted by the DNS.

Time Commitment and Working Practice

The successful candidates will be appointed to ALAC following the 2020 ICANN Annual Meeting, through the end of the 2021 ICANN Annual Meeting.

The basic responsibilities of an ALAC member involve a minimum of 25-30 hours per month on Committee related activities. This includes participating in online (email) discussions, commenting on/contributing to documents/proposed actions (drafted in English), participating in monthly ALAC telephone conferences (in English), held on the 4th Tuesday of the month, participating in ICANN Working Groups outside of the ALAC and meeting with/making presentations to local and regional organizations.

ALAC members chairing or participating in working groups, taking on an ALAC Leadership Team position or serving as liaisons to other Advisory Committees or to Supporting Organizations, can expect to spend more than these basic hours per month. ALAC members are expected to make a commitment to attend all Committee meetings and to participate actively in policy-related issues and other working groups.

The ALAC operates in a transparent manner and publishes participation statistics on its website. Committee members also will be expected to attend three face-to-face meetings each year held during the ICANN Public Meetings, which generally run about seven days with potentially extensive responsibilities on most days for ALAC members. There may occasionally be additional face-to-face interim meetings or regional meetings.

Position: At Large Advisory Committee (ALAC)
Number of Seats: Two
One (Europe)
One (North America)
Start of Term: After conclusion of Annual Meeting 2020
End of Term: Conclusion of Annual Meeting 2022

For a definition of ICANN's geographic regions see https://meetings.icann.org/en/regions.
The At-Large Community provides a mechanism for individual user participation in ICANN and ensures that the interests and needs of Internet users are duly considered in ICANN discussions and decisions. Individual users may be consumers, registrants, non-for-profit or profit or business users but the key term is that they are 'individuals'. Users typically participate through user organizations called At-Large Structures (ALS), or as individual members, all of which are grouped into Regional At Large Organizations (RALOs). The ALAC is the entity that oversees all of this and is the formal voice of the At-Large Community within ICANN.ALAC members, like members of other ICANN Advisory Committees, receive no compensation for their services as Committee members. The Board may, however, authorize the reimbursement of the actual and necessary expenses incurred by Advisory Committee members performing their duties as Advisory Committee members. (Bylaws Article 12, Section 12.6.)

The NomCom will use the Criteria for Selection of ICANN Directors (see above) in choosing selectees for ALAC. ALAC members are expected to support the ICANN mission and the implementation of the ICANN Core Values. The NomCom will also take into account the following eligibility factors and additional considerations.

ALAC Eligibility Factors

No person who serves on the NomCom in any capacity is eligible for selection by any means to any position on the ALAC (the Board or any other ICANN body having one or more membership positions that the NomCom is responsible for filling) until the conclusion of an ICANN annual meeting that coincides with, or is after, the conclusion of that person's service on the NomCom. (Bylaws, Article 8, Section 8.8, see https://www.icann.org/resources/pages/governance/bylaws-en/#article8)

The five members of the ALAC selected by the NomCom shall include one citizen of a country within each of the five Geographic Regions (Africa; Asia/Australia/Pacific Islands; Europe; Latin America/Caribbean Islands; and North America) established according to Bylaws Article 7, Section 7.5. Only citizens Africa; Asia/Australia/Pacific Islands; and Latin America/Caribbean Islands regions as defined in ICANN's definition of geographic regions https://meetings.icann.org/en/regions are eligible for ALAC vacancies in 2017.
Additional Considerations

For the ALAC positions, experience and skills that bear on gathering, understanding, and communicating the interests of individual users would be advantageous. Perspectives not otherwise reflected in the existing ALAC membership would be advantageous, as well as basic knowledge of the DNS. The NomCom's selections for ALAC are intended to diversify the skill and experience sets of the ALAC.
Current composition of the ALAC is available at https://atlarge.icann.org/alac. The Bylaws do not state a limit on the number of terms ALAC members may serve.

Time Commitment

The basic responsibilities of an ALAC member demand a time commitment of approximately 25-30 hours per month on Committee related activities, although some ALAC members report spending more time than that. This includes participating in online (email) discussions, commenting on/contributing to documents/proposed actions (drafted in English), participating in monthly ALAC telephone conferences (in English), held on the 4th Tuesday of the month, participating in ICANN Working Groups outside of the ALAC and meeting with/making presentations to, local and regional organizations.

ALAC members serving as liaisons to other Supporting Organizations, ALAC Members who comprise the ALAC Leadership team (1 per region) or ALAC members who take on specific working group responsibilities can expect to spend more than these basic hours per month. In person attendance at three ICANN meetings per year is not included in this monthly time estimate. ICANN has traditionally reimbursed expenses incurred by ALAC members for attending ICANN meetings.

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2. **Noted on the At-Large Appointment, Election and Selection Workspace**:

The following criteria are provided to all members of At-Large who may be interested in applying for a NomCom position or who will play a role in the appointment of the ALAC Delegates to the NomCom.

IMPORTANT: Criteria for NomCom Delegates

The NomCom is responsible for selecting members of the ICANN Board, ALAC, ccNSO and GNSO. This is a very important function and all candidates should meet important criteria.

- ¤ Familiarity with the ICANN groups to which the NomCom appoints (Board, ALAC, GNSO, ccNSO).
- ¤ Ability to judge people (such as when interviewing and hiring).
- ¤ Comfortable and preferably fluent with English (listening, reading, speaking).
- ¤ Good on-line skills such as on Google & Social media

¤ Time Commitment - Must be willing to devote substantial time under tight deadlines (March-June). Will involve travel to up to 4 meetings.
¤ Ability work in a group environment, standing up for what you believe in a discussion with other "strong" people, but at the same time, must be a good listener and be willing to change your mind if someone else has a good argument. Diplomacy is important.

RSSAC:
RSSAC000v4: RSSAC Operational Procedures
https://www.icann.org/en/system/files/files/rssac-000-op-procedures-13mar19-en.pdf.

SSAC:
The SSAC Operational Procedures, Section 2.8.3.3 SSAC Non-Voting Liaison to the ICANN Nominating Committee
(https://www.icann.org/en/system/files/files/operational-procedures-30nov18-en.pdf).

IETF:
https://www.iab.org/activities/iab-appointments-and-confirmations/ lists the bylaws as the core reference. The IAB also produces a summary during the call for volunteers; the most recent is here:
https://www.iab.org/2019/06/10/call-for-volunteers-or-nominations-for-the-ietf-delegate-to-the-icann-2020-nominating-committee/.

- **What specific content would you like to see in a 'job description' for future NomCom members?**

ccNSO Council:
The ccNSO appointed Liaison to the NomCom is required to be associated with a ccTLD manager. In general, the ccNSO appointed NomCom member should have:

1. An understanding of the purpose of the Nominating Committee.
2. Analytical skills, ability to interpret quantitative and qualitative evidence, and capacity to draw conclusions purely based on evidence.
3. The ability to work and communicate in written and spoken English.
4. Effective communication skills.
5. Experience in managing and/or participating in committees (e.g. meeting coordination, reporting, and escalation) in order to contribute meaningfully to the work of the NomCom.
6. Demonstrated ability in relationship management to support constructive discussion, consensus driven decision making, and productive negotiation.
7. Time availability to dedicate to the appointment.

CBUC:
A minimum of 1 year experience in any of the ICANN SO/ACs.

ISPCPC:
Expected type of active participation in course of the various phases

RrSG:
Details on the desired skill set and experience of NomCom members, along with the required time commitment - with as much information as possible on the typical 'rhythm' of the year - would be helpful. The independent role of NomCom members should also be flagged (vis-a-vis their stakeholder groups).

RySG:

- Description of anticipated duties, including desired (nice-to-have) skill sets and expertise (e.g. experience in hiring, particularly for Board or executive-level positions). This could include examples of past NomCom subcommittee so applicants could understand what sorts of work will be required and what specific skills they will bring to the team.
- Description of time commitment expected, particularly as relates to windows or bursts of NomCom activity.

ALAC:
See above

SSAC:
The SSAC does not have any specific content to suggest for the job description for future NomCom members.

IETF:
Discussions of the working methods of the NomCom would be valuable, especially if these are being changes.

- **Which information, if any, on desired diversity would you incorporate into the job description?**

ASO:
If the NomCom has additional requirements, it should be shared as early as possible. The guidance provided should be non-binding to our selection process.

ccNSO Council:
As the ccnso currently appoints only 1 person to the NomCom, the first priority is the skill-set, and diversity comes secondary. We observe that there is no balance at the moment in the

current NomCom membership. We will revisit the diversity requirements, as soon as the overall NomCom composition is more balanced.

CBUC:
No responses yet for this question.

ISPCPC:
Regional and gender diversity. But this cannot be managed on constituency level since only one position is to be filled.

RrSG:
Diversity - in all its forms - should be incorporated into the job description as a clear goal.

RySG:
Since diversity is a recommendation, we suggest guidance to SO/ACs on the sorts of diversity that benefit NomCom, but we do not recommend the RIWG implement any form of requirement or quotas, as we have to choose only from the pool of competent, willing, and available members (and we should not sacrifice competence for diversity).

ALAC:
The ALAC has global diversity given it appoints five (5) Voting Delegates to the NomCom from each of ICANN's five regions.

RSSAC:
The primary requirements for a nominating committee member should be for competence in their role. Diversity issues (selecting for religion or lack thereof, race, gender, national origin, and geographic location) are secondary - not without value, but a secondary consideration. Selection primarily on a “diversity” basis is a violation of the Civil Rights Act of 1964 as subsequently amended.

SSAC:
None. The SSAC considers that the primary consideration is for NomCom members to have the requisite skills to undertake the role. While diversity is certainly desirable, given that each member of the NomCom is appointed by different entities within the ICANN Community, it is impractical to specify diversity characteristics as requirements.

IETF:
If the NomCom moves to a two-year term, as outlined below, then the ongoing membership should be available to volunteers and the nominating bodies. That will help focus on the diversity aspects (which is difficult for the IAB to do now, since the pool of new members is not as visible).

Rec. 2:
Implement and formalize training to further NomCom members' understanding of the roles and responsibilities of Board directors and the practices of high-performing Boards at other nonprofit organizations.

- **Do you believe the NomCom training course to teach an understanding of the skills and attributes required to become a successful Board member at ICANN can be done online or need to be done in person?**

NomCom LT:
I believe that either is possible, but in-person is better.

NomCom Support:
If the appropriate training course is implemented, either face to face or via online, training should be equally effective as long it meets the requirements set forth in the current NomCom Operating Procedures (which change from year to year).

- **What content should be included in such a course?**

NomCom LT:
An overview of the work of the board, possibly taken from ICANN's Board onboarding process.

NomCom Support:
The core of the training should be around understanding ICANN org and Board, how they work together, and how they work with the ICANN Supporting Organizations, Advisory Committees and constituencies. Emphasis should be placed on the role of the NomCom and the importance that their choice of candidates must be made in the interests of the larger Internet community and not chosen to act as representatives of, or to lobby or advance the interests of, any particular Supporting Organization, Advisory Committee or constituency.

Rec. 3:

Implement and formalize training for NomCom leadership to further their understanding of their roles, authority, and responsibilities, and confirm or appoint the next Chair earlier in the cycle.

- **The NomComRIWG is discussing whether it might be useful to have the incoming NomCom Chair selected earlier than is currently the case, not least so that the leadership can undergo appropriate training. What factors determine the current selection cycle and is an earlier selection feasible?**

ICANN Board:
The process for selecting the NomCom Chair and Chair-Elect starts with a call for expressions of interest (EOI), which is typically posted in May each year, calling for a response in June. If a sufficient number of EOIs are received then the call for EOIs will be closed. However, often the Board Governance Committee (BGC) extends the time for EOIs and uses the time during the June policy forum to encourage more EOIs to be submitted. Once the time for submitting EOIs is closed, the BGC then holds telephonic interviews with the candidates. Following conclusion of the interview process, the BGC discusses and confers, and makes a recommendation to the Board for both the NomCom Chair and Chair-Elect; the Board generally acts on the recommendation during its September workshop. Further, since typically the Chair-Elect is a candidate for the Chair position, the BGC's consideration is also informed by the NomCom members' evaluation by the NomCom leadership team members, which includes the Chair-Elect, and which does not take place until after the NomCom completes its selection process, which also happens at the same time as the June policy forum.

The BGC will certainly look at its schedule and see if it makes sense to move its process to earlier in the year, recognizing that it may not have the NomCom members' evaluations to inform its recommendation. That said, one consideration that the Board would like to point out is that either way, the NomCom is appointed from just after the end of one Annual General Meeting to the end of the next. Accordingly, while training is definitely something that the new

leadership could take advantage of before formally taking up their positions, no formal conduct of the committee can begin until after the Annual General Meeting. Further, the Board would also suggest that any needed training could take place in conjunction with the Annual Meeting.

- **Do you believe the training course for the NomCom leadership, to teach them about their roles authority and responsibility can be done online or need to be done in person?**

NomCom LT:
I believe that either is possible, but in-person is better.

NomCom Support:
If the appropriate training course is implemented, either face to face or via online, training should be equally effective as long it meets the requirements set forth in the current NomCom Operating Procedures (which change from year to year). Online training could provide the NomCom members more than one opportunity to complete a training course.

- **What content should be included in such a course?**

NomCom LT:
A description of the NomCom process, the particular risks of self- or group-interested voting without regard to the overall objective.

NomCom Support:
The core of the training should be around understanding ICANN org and Board, how they work together, and how they work with the ICANN Supporting Organizations Advisory Committees and constituencies. Emphasis should be placed on the role of NomCom and the importance that the choice of candidates that are made by them must be made in the interests of the larger Internet community and not chosen to act as representatives of, or lobby or advance the interest of, any particular Supporting Organization, Advisory Committee or constituency. In addition, NomCom leadership might also benefit from training on how to run a meeting with diverse participants, both telephonically and in person, as well as on how to build consensus without imposing their views on the voting members of the NomCom.

Other:

1. **Learning objectives:**
    a. Use behavioral competencies to define successful candidates.
    b. Evaluate essential performance areas not found on a resume.

c. Identify and verify the candidate's competencies quickly and easily.
d. Determine the candidate's fit with ICANN's values and culture.
e. Validate responses by drilling down with follow-up questions.
f. Define interview team roles to minimize redundancy in interviews.
g. Increase assessment effectiveness with diverse candidates.
h. Take effective notes during an interview.
i. Probe limitations and address concerns about a candidate.
j. Evaluate candidates accurately.

2. Benefits to be achieved:

a. Improved decisions when selecting a candidate.
b. Improved ability to apply useful interviewing techniques?

- **When do you feel is the ideal timing for the Chair appointment?**

NomCom LT:
Not sure, but having sufficient time for preparation is key.

Rec. 4:

Formalize training for NomCom members in the candidate evaluation process.

- **Do you believe the training course for the NomCom leadership, to teach them about their roles authority and responsibility can be done online or need to be done in person?**

NomCom LT:
I believe that either is possible, but in-person is better.

NomCom Support:
A training course, either face to face or via online, and can be equally effective, as long it meets the requirements set for the in the current NomCom Operating Procedures (which change from year to year). Online training could provide the NomCom members more than one opportunity to complete a training course.

- **What content should be included in such a course?**

NomCom LT:
See above, this is a repeat question, but the same information is also relevant to the MEMBERS of the NomCom as opposed to the LEADERSHIP of the NomCom.

NomCom Support:
The core of the training should be around understanding ICANN org and Board, how they work together, and how they work with the ICANN Supporting Organizations Advisory Committees and constituencies.

Other:

1. **Learning objectives:**
    a. Use behavioral competencies to define successful candidates.
    b. Evaluate essential performance areas not found on a resume.
    c. Identify and verify the candidate's competencies quickly and easily.
    d. Determine the candidate's fit with ICANN's values and culture.
    e. Validate responses by drilling down with follow-up questions.
    f. Define interview team roles to minimize redundancy in interviews.
    g. Increase assessment effectiveness with diverse candidates.
    h. Take effective notes during an interview.
    i. Probe limitations and address concerns about a candidate.
    j. Evaluate candidates accurately.

- **In addition, we would be keen to hear from you about your experience of the training courses you have received at ICANN64 (Kobe) and how this can be used to designing additional training, compatible with recommendations 2, 3, and 4.**

NomCom LT:
The course was not helpful, very generic hiring stuff not related to ICANN.

- **What would be the content requirements, and logistical dependencies for the training course?**

NomCom Support:
For content see immediately above response. With respect to logistical dependencies, the type of training will determine what logistical dependencies exist. = Example, will training content be

available digitally, will virtual training be possible for all parties in various geographical locations, etc.

Rec. 2,3,4

- **If such a course would be in person, what are the logistical dependencies? Assuming that all trainings could be done in 20-25 hours, what would be a feasible time (ICANN AGM?) for such in-person training?**

NomCom Support:
As to the first part of this question, the type of training will determine what logistical dependencies exist. The questions that might be relevant include whether there is enough time during an ICANN Public meeting to hold in person training for everyone on the NomCom, and whether appropriate resources are available, such as meeting rooms, technical support, etc.

Rec. 5:

A professional recruiting consultant should continue to be involved in the role of identifying potential Board candidates. The role of the recruiting consultant should be clarified and published.

- **Please provide any document you have that describes the role of the recruiting consultant(s)**

NomCom LT:
Defer to Staff.

- **In your view, should this remit be modified or extended?**

NomCom LT:
Not sure.

- **How does the NomCom communicate to the recruiting consultant their role?**

NomCom Support:
The recruiting consultant currently is informed of their role during the contracting process, which includes a statement of work, a list of deliverables for which the consultant will be responsible, and required deadlines for each deliverable. (This could change year over year depending on the published NomCom Operating Procedures.)

- **Please provide the role of the recruiting consultant and, if applicable, how this may have changed for the past three NomCom cycles**

NomCom Support:
Current NomCom support staff is not in a position to answer this question.

- **In your view, how should this role be modified or improved?**

NomCom Support:
Modifications to the role of the consultant should be reviewed year over year and designed to fit the current published NomCom Operating Procedures of the NomCom evaluation process.

Rec. 6:

A professional evaluation consultant should continue to be involved in the evaluation process for Board candidates. The role of the evaluation consultant should be clarified and published.

- **What were the responsibilities of the evaluation consultant when used by the former NomComs and what did and did not work in your opinion?**

NomCom Support:
The Nominating Committee currently does not have the professional evaluation consultant. In previous years, a professional evaluation consultant was used to further assess the shortlisted candidates. The evaluation consultant was responsible for performing a telephonic interview of

the shortlisted candidates and sharing their input with the Nominating Committee via a scorecard. In addition, the evaluation consultant attended the face-to-face interviews and provided additional feedback to the Nominating Committee.

Regarding, what did and did not work for the evaluation consultant, this is a question better suited for the NomCom leadership.

- **What needs to change before evaluation consultants are used again by the NomCom?**

NomCom Support:
This is a question better suited for the NomCom leadership.

Rec. 7:
NomCom members, except for leadership positions, should serve two-year terms, and be limited to a maximum of two terms.

- **What concerns do you have, if any, if the NomComRIWG proposes that the *SO/AC Name* NomCom member is one of the seats appointed for one year in the first cycle and then switched to two-year appointments after that?**

ASO:
One year term is based on the ICANN Bylaws (Section 8.3). It gives the ASO AC the opportunity to review the performance of the appointee and follows our current work plan and overall structure. A change to the number of years would require additional discussion.

ccNSO Council:
The ccNSO Council does not have any concerns, if the NomComRIWG proposes that the ccNSO NomCom member is one of the seats appointed for one year in the first cycle and then switched to two-year appointments after that.

ISPCPC:
A two-year term is necessary for continuity reasons and to overcome issues re the learning curve. In case our seat would be appointed for 1 year in the first cycle I would request - as an exception - for the possibility of a 1 + 2-year term for the first appointee. This one should be

given the chance to be reappointed by the ISPCP constituency after one year for another two years.

RrSG:
It is essential that some sense of balance - including experience which comes with a second term - is maintained in terms of elected seats on the NomCom (i.e., representation from the contracted / non-contracted sides of the GNSO, diversity for SO/ACs, etc). Information on any change in term should be provided well in advance, but other than that, no specific thoughts on this aspect.

RySG:
None.

RSSAC:
We do not have any concerns.

SSAC:
The SSAC does not have any concerns about its NomCom member only being appointed for one year initially, but does have some concerns about whether SSAC Members will be willing to undertake a two-year commitment, given that the workload essentially precludes their ability to participate in the majority of SSAC activities at ICANN Meetings. To state this differently, with two-year-terms the risk that appointed members may wish to be replaced before the term ends will increase, and will result in the need to fill such voids.

The SSAC notes that the NomCom Implementation Plan dated 15 September 2019 provides the NomCom RIWG with some flexibility regarding the implementation of Recommendation 7. In particular, that plan states at page 19 in its "Task List, Sequencing: Proposed detailed implementation steps":

"2. NomComRIWG to work with ICANN org to draft changes to Bylaws language

a. NomComRIWG to decide whether term limits are ‘consecutive’ vs ‘life-time’ limits.
b. If term limits refer to consecutive terms, determine the minimum gap between terms
c. How to deal with NomCom members who have been appointed by different SO/ACs.
d. NomComRIWG to assess whether past NomCom terms are counted towards the life-time limit in (a).
e. Decide criteria determining how partial terms served impact the term restrictions."

The SSAC is not aware of any decisions that have been made with regard to issues a. to e. above, and without a detailed proposal from the NomComRIWG on these issues, we are unable to respond to the question that has been posed by the NomComRIWG because SSAC’s ability to supply qualified NomCom representatives depends on the answers to a. through e.. Indeed,

the SSAC suggests with regard to e. above that it may be more useful to consider a slightly expanded version as follows:

e. Decide criteria determining how partial terms previously served and one-year terms served (past or upcoming, voting or non-voting) are evaluated against the term restrictions.

To pose a question as an example:

If the term limits will be defined as “4 full years served on a NomCom” (along with any other restrictions), SSAC needs sufficient information to understand the eligibility of candidates with past NomCom service.

Just for illustration, say Alice has served previously on the NomCom for two one-year terms, one year as the IETF representative (voting), one year as the SSAC representative (non-voting) and the decision has been made that “there is a two term life-time limit including past service”, without further definition of what a “term” is (and whether the limits apply to non-voting SSAC as well as voting IAB terms).

Would Alice be eligible to serve:
1) not at all, because they already have served “two terms” under the old definition of “term” (though those original terms would be only two years total)
2) a one year (initial) partial term but not a subsequent (consecutive) two year full term (because the prior service of two years would be treated as equivalent to a single full term, and the one year partial term would be treated as her second term)
3) a one year (initial) partial term and a subsequent (consecutive) two year full term (but she would have to resign at the end of the first year of the two year term?)
4) a one year (initial) partial term and a subsequent (consecutive) two year full term (because the non-voting SSAC partial term does not count toward the term limit, or for the reason noted in (e) below)
5) a two year full term but not a (consecutive) subsequent two year term (because the two previous partial terms count as a full term)
6) a two year full term and also a subsequent (consecutive) two year term. (because the new term limit rules include a “clean slate” provision that omits any service under the old rules from the calculation)
7) something else?
[Note: option c. shouldn’t be in the list, as it is formally invalid. It would break the mechanism for establishing staggered appointments. However it is included to demonstrate the complexity and pitfalls of defining terms and term limits.]

By including the above example, the SSAC is not attempting to suggest a particular solution or try to identify every possible scenario that may occur, but simply to point out the importance of specifying very precisely the meaning of “term” and “term limit”, as applied to NomCom service,

both past or future, voting or non-voting, consecutive or lifetime. It may be that the most sensible way to define “term limit” is in calendar years of service. No doubt the NomComRIWG are already well aware of such complications.

If NomComRIWG have already produced such a detailed proposal regarding terms and term limits, then we would welcome that information so that we may answer the question regarding concerns about the first cycle.

IETF:
Our general practice is to limit the number of consecutive terms an individual can serve in this role before taking a break. If the IETF NomCom member for this year is switched to a two-year appointment, then the amount of time served will still be two consecutive years. If it is made later, we might have a longer than normal set of consecutive years of service; an exception could be made for this, if desired. We would, of course, have to confirm with the appointee that they are available for the second year.

Rec. 9:
All NomCom members should be fully participating and voting members, except for NomCom leadership.

- **Aside from the ICANN Bylaws changes, does your organization need to amend its charter or applicable operating document to ensure that all NomCom members will be fully participating and voting.**

RSSAC:
Specifically, RSSAC000 identifies that the individual is a "liaison" - A person who establishes and maintains communication for mutual understanding and cooperation, not a participant in the decision. We would need to adjust that language to include a potentially voting member. We would also need to adjust terms and term limits.

SSAC:
Yes, the SSAC will need to update its Operational Procedures to indicate the SSAC representative on the ICANN Nominating Committee is a voting NomCom member and will no longer be called the SSAC Liaison to the NomCom.

Rec. 8, 9, 10

- **Is the GAC planning to continue to not make appointments to the NomCom?**

GAC:
GAC Members continue to explore the potential for future GAC appointments to the Nominating Committee and treat each year as a new opportunity to consider making an appointment. The GAC has formed a special working group to help facilitate GAC consideration of NomCom participation and each year GAC Members explore the opportunity to explore the potential for a GAC appointment to the NomCom. The lack of an GAC appointment in any given year should not create an assumption that no future appointments will be made.

- **The GAC has indicated they are not planning to make any appointment to the NomCom but would like to keep that seat open. Please explain why the GAC is reluctant to fill that seat.**

GAC:
In recent years the GAC has not achieved a consensus about the appointment of a NomCom representative, but the resulting vacancies during several NomComs should not be interpreted to mean that the GAC will never make an appointment in the future. As explained by some GAC members in the past, certain NomCom processes and procedural considerations (e.g., the requirement for confidentiality) have been noted as creating problems of accountability and transparency for the GAC. This has caused some GAC members to not support making a GAC appointment to the NomCom. The flexibility to make or not make an appointment to the NomCom in any given year should not be changed due to the anticipation of future action or inaction due to the GAC's internal consensus process. As an alternative to making appointments to the NomCom, the past two years the GAC has provided the Nom Com with guidance as to the skills and capabilities that the NomCom should consider in making appointments to the Board. That practice has provided GAC members with a capability to contribute to the NomCom, during those years when an appointment is not made.

£ **If the GAC is not planning to make appointments to the NomCom for the foreseeable future, should the GAC seat on the NomCom be preserved or can it be 'reallocated' during the re-balancing process? Please, provide a rationale for your answers.**

GAC:

The GAC NomCom seat should be preserved. The flexibility for the GAC to make or not make an appointment to the NomCom in any given year should not be changed due to the anticipation of future action or inaction by the GAC. The lack of a GAC appointee in any given year should not affect the balance of the NomCom membership or prompt any further need to consider re-balancing as it relates to potential government participation in the NomCom. Given the current large number of community appointees on the NomCom, the lack of a GAC appointment in any given year should also not be viewed as impacting the balance for any community other than governments. If it would facilitate annual NomCom planning, perhaps the annual NomCom appointment timetable could be revised to get an early indication of whether the GAC intends to make an appointment in any given year.

Rec. 14:
Formalize communication between the NomCom and the Board, SOs/ACs, and the PTI Board to understand needed competencies and experience.

- **What information regarding desired competencies and experience of future NomCom appointees to the Board do you currently share with the NomCom? For the past three years, when have has the Board typically communicated these to the NomCom?**

ICANN Board:
Annually the Board provides guidance to the newly seated NomCom in the form of a formal letter (see https://www.icann.org/en/system/files/files/icann-board-guidance-nomcom-regarding-important-skills-06dec19-en.pdf for the latest letter). For the past three years this guidance has been provided to the NomCom in December, however, at meeting when each new NomCom is seated, the BGC meets with the NomCom members and provides them with a preview of what the guidance in the formal letter will say. In addition, at each ICANN Public meeting, the BGC and the NomCom meet to discuss any further guidance or questions that the NomCom might have throughout its selection process.

- **What information regarding competencies and experience do you currently receive from the bodies to which you make appointments?**

NomCom LT:
A short letter from each.

- **For the past three years, when have you received these?**

NomCom LT:
Yes.

- **Is there additional information that could be shared between the NomCom and the *SO/AC NAME* so that the NomCom can better target its selection to the needs of the *SO/AC NAME*?**

ccNSO Council:
The ccNSO previously provided a list of the needed competencies and experiences.
Please find a copy of the latest correspondence here:
https://ccnso.icann.org/sites/default/files/field-attached/sataki-to-nomcom-22nov19-en.pdf
It is our understanding that the NomCom will reach out annually to the ccNSO Council SO/ACs, to be informed about the latest version of the ccNSO Council's skill set and profile requirements for NomCom appointed ccNSO Council members.

GNSO Council:
Information currently shared between the Council and the NomCom focuses mainly on updating position descriptions and selection criteria. There have also been informal exchanges between the NomCom and Council leadership. Information sharing could be expanded to include the suggestions made in response to questions on Recommendations 16, 21, 22 and 25, below.

ALAC:
One of the most important referees for an ALAC position is the ALAC Chair who works closely with all ALAC members and is therefore most suitably placed to share their views and provide very useful insight into the performance of current NomCom Selectees. This first-hand information would allow the NomCom to build an information base that is relevant to the position and specific to the current needs of particular appointees to a specific position. This would be pertinent to all SO-AC Chairs. A very recent situation arose where one of our most active and critically important participants in a long term specifically targeted cross community discussion involving a vitally important ICANN issue was sidelined by someone who, even since before he took up his new seat, has been openly critical of the leadership of At-Large and the way that At-Large operates. Despite being rejected by the NomCom, this particular applicant for a NomCom position has remained committed to the interests of Internet end users which is the At-Large mandate, while her replacement as a NomCom appointee to the ALAC spends most of his time vilifying the At-Large Leader and anyone else who tries to reason with him. This appointment has certainly lost the credibility of and trust in the NomCom process by many of the At-Large community. It demonstrates how important it is that the NomCom actually listens to those who matter when it comes to who best to fill the vacant positions, so that the ALAC can become a more efficient and effective mechanism within the ICANN ecosystem.

- **Which information, if any, on desired diversity would you add in your annual communication/advice to the NomCom?**

ccNSO Council:
We encourage the NomCom to consider geographical and gender diversity as important criteria for making its selection of appointees. In order to preserve the balance and diversity of Council, the ccNSO needs the Nominating Committee to refrain from appointing to the Council any persons who are directly or indirectly associated with a ccTLD Manager (whether that Manager is a ccNSO Member or not). For the same reason, the ccNSO needs the Nominating Committee to refrain from appointing a Board Member or employee of a ccTLD Regional Organization to the Council.

Rec. 16:
Implement and codify a system for providing feedback to the NomCom regarding the contributions and participation of members up for re-appointment by the NomCom.

ccNSO Council:
Although the ccNSO currently does not have one, the ccNSO Council is not opposed to developing and implementing a system for providing feedback to NomCom.

- **What information pertaining to recommendation 16 do you usually share with the NomCom, and when does such communications usually take place in the annual NomCom cycle?**

ICANN Board:
The Board members complete a short survey about those Board members who are seeking re-appointment; the results of that survey are shared in confidence with the NomCom. The present goal is to get this information to the NomCom sometime in early June each year.

- **In your opinion, what additional information pertaining to recommendation 16 could be shared between the Board and the NomCom?**

ICANN Board:

The survey described in the response above was developed over time, with input from outside experts, based on the information that the Board and individual Board members were comfortable sharing. This past year the short survey was revised to reflect suggestions by the NomCom, responses to which the NomCom thought could help be more informative to the NomCom Board-member selection process. The Board will certainly consider any further relevant requests for information from the NomCom and is happy to include in a discussion with the NomCom members a discussion about what additional information would be useful to them in this regard.

- **What information do you currently share with the NomCom, and what is the timing of these communications?**

ccNSO Council:
Currently we do not provide any feedback to the NomCom regarding contributions or participation of NomCom appointees. Once a mechanism to provide feedback to the NomCom is in place, the ccNSO will be happy to ensure it fits into the ccNSO's own procedures.

GNSO Council:
Feedback to the NomCom from Council on such matters is currently informal and is generally not structured or documented (except for meeting transcripts and records).

ALAC:
The ALAC shares an updated description: NomCom Description for ALAC – 2020 (see full text above) with the NomCom support staff who will forward it to the NomCom.

- **In your opinion, what additional information could be shared between you and the NomCom?**

ccNSO Council:
An assessment on the commitment, contribution, and performance of NomCom appointed councilors.

GNSO Council:
It would be helpful if Council and the NomCom could exchange information on all potential NomCom appointees (including but not limited to those up for re-appointment), timed to contribute meaningfully to the NomCom's appointment timelines. In addition, conducting exit interviews for all outgoing NomCom appointees would provide valuable feedback for both the NomCom and the Council in continuously improving procedures. This could be conducted either by the NomCom or Council leadership, and in any event the outcomes should be shared with the NomCom.

ALAC:
The ALAC Chair should be asked for their opinion on the performance of current NomCom appointees to the ALAC seeking re-appointment. The insight of the Chair of their performance would provide extremely relevant and useful information to the NomCom on their performance.

Rec. 18:
Publish a candidate communication schedule and codify a communication process with candidates.

- **Please describe the candidate communications process, and how, if applicable, it has varied over the past three to five cycles.**

NomCom LT:
Status reports have been provided, but should be more frequent and more timely.

- **What improvements would you suggest to this process?**

NomCom LT:
See above

Rec. 19:
ICANN staff and the recruiting consultant, along with NomCom members, should leverage the detailed job description and desired competencies and experience to develop a marketing plan to better target prospective candidates.

- **What are the current outreach and marketing efforts with regard to ensuring a diverse candidate pool in response to the NomCom's annual recruitment efforts, and how has it changed over the three to five years?**

NomCom Support:

The NomCom has collaborated with the ICANN Communications team, the ICANN Global Stakeholder Engagement team and outside professional recruitment agencies in different geographical regions to develop and implement outreach programs using various social media channels and campaigns.

The members of the NomCom also focus on recruitment of candidates by reaching out to their professional network and attending various conferences to provide information about the NomCom's selection process to encourage individuals to apply.

Rec. 20:

The evaluation consultant should undertake a preliminary screen of all Board candidates and provide blinded assessments to the NomCom to assist the NomCom with reducing the pool of candidates to the deep-dive shortlist.

- **We understand that the NomCom decided not to utilize an evaluation consultant for the recent NomCom cycles. Please explain why this decision was reached**

NomCom LT:
This service has not proven very helpful in the past.

- **What improvements or changes would be needed if future NomComs decided to utilize an evaluation consultant?**

NomCom LT:
It would have to be someone with extensive knowledge of ICANN. This is obviously not easy to find :-)

- **If you were to receive a deep-dive shortlist of blindly assessed candidates by the evaluation consultant(s), what information must be included for the NomCom to make an informed selection from this reduced pool of candidates?**

Rec. 21:

The NomCom should use a standardized tool to evaluate and prioritize candidates, based on desired competencies and experience as determined annually. This tool will not replace qualitative assessments of candidates.

- **In your opinion, what tools, assessments and skill analysis should be used by the NomCom to make the best possible selection?**

ICANN Board:
The Board is hesitant to suggest how the NomCom should endeavor to complete its important work, nor does the Board have expertise in this area. The Board does understand that over the years the NomCom has used professional recruitment firms to assist in the NomCom's candidate identification process and would recommend that this question be posed to those or other similar professionals in the candidate recruitment and selection industry.

ccNSO Council:
We believe that a tool similar in functionality to the one used by the Fellowship Selection Committee could be fitted with questions pertaining to the ccNSO in the selection of NomCom appointed Councilors.

GNSO Council:
Some guidance from specialised recruitment firms, especially those with experience of filling ICANN positions, would be helpful and the Council would be interested in participating in any discussions. The Council would be particularly interested in exploring options for understanding the motivation of the candidate to participate in the work of the Council and their commitment to meaningful engagement.

ALAC:
We support the NomCom conducting research into the best tools, assessments and skills analysis to be used for a multi-stakeholder membership organization. We would request that the NomCom present their findings to the SOACs following a thorough review of such tools.

RSSAC:
If the purpose of the NomCom is selection of ICANN leadership, and its primary qualification for same is competence in the role, the tools, assessments, and skills of a NomCom member should include experience and wisdom, plus the ability to access the history of an organization and its members.

SSAC:
The SSAC agrees that, while the desired competencies and experience may vary annually, the tools used to support NomCom work should vary less frequently. They should be reviewed on a regular basis to incorporate improvements and from time to time, a new technology may warrant the introduction of a new tool. However, in general, processes and tools should not need to be reinvented each year for a new NomCom group.

- **Which tools and processes to evaluate and prioritize candidates are you planning to use during this NomCom cycle?**

NomCom LT:
This is still under discussion.

- **What new tools would you recommend be made available for NomCom's use?**

NomCom LT:
Online tools that allow sharing of information between NomCom members.

- **In your opinion, what tools, assessments and skills analysis should be used by the NomCom to make the best possible selection.**

Rec. 22:

The NomCom should provide consistent interview questions and an interviewer evaluation form for the candidates interviewed during the deep-dive phase and the final face-to-face interviews.

- **In your opinion, which questions should be part of the "interview question library" and which would then be used by every NomCom?**

ICANN Board:
The Board is hesitant to suggest specific questions for the NomCom to ask of candidates for any ICANN leadership position. Further, the Board does not know whether the NomCom already has an interview question library or forms in place. That said, as it relates to the potential Board members being interviewed, the Board points to the guidance letters that the Board provides the NomCom with each year, as well as the Board member criteria set forth in

the Bylaws at Article 7, sections 7.3 and 7.4, to help inform the drafting of standard interview questions.

ccNSO Council:

We believe that any interview should be customised to the vacancy to be filled. The ccNSO Council believes the following questions should be part of the interview question library:

- Do you have any previous experience with non-for-profit organisations or membership organisations? If so, please provide specific examples of your experience
- Share with us your knowledge about the role and perspective of country-code Top Level Domains and their position within the global ICANN community.
- Share with us your general knowledge about ICANN, its mission and structure
- Share general knowledge about the architecture and functioning of the internet.
- Why are you applying for the ccNSO Council? What are your expectations?
- Do you currently play a role in the ICANN ecosystem? If so, how do you plan to balance your duties or responsibilities? Do you perceive a conflict of interest?

GNSO Council:

As noted in discussions between the Council and NomCom leadership at ICANN64, NomCom should consider -- budget permitting -- live (or at least virtual) interviews of all short-listed candidates for all positions, not just Board positions. This would help full and consistent understanding of a candidate's claims across all NomCom members.

Consider including the following issues to be addressed in a "question library":

- Motivation;
- Commitment;
- Elaboration of any potentially problematic issues in a candidate's Statement of Interest;
- Proven understanding of ICANN and GNSO structures and processes, including the distinction between the Contracted and Non-Contracted Parties Houses.

ALAC:

We support the NomCom conducting research into an appropriate set of interview questions to be placed into a 'library' for a multi-stakeholder membership organization. We believe such a set of questions should be flexible and globally relevant. We would request that the NomCom present a draft set of questions to the SOACs for review.

RSSAC:

For RSSAC consideration, we would wonder about their familiarity with the DNS, the RSS and its member RSOs, and their operational concerns.

SSAC:

The SSAC would like to see questions on technical expertise related to security and stability included in the “interview question library” for the candidates. However, it is unnecessarily limiting to require every NomCom to only ask questions from an "interview question library" and it is not best practice, either. Instead, most interviews should stick to a defined set of criteria/skills/experience and behaviors that must be explored, and define what kind of questions are off-limits. During a specific NomCom’s term, it is important that all candidates are asked the same set of questions, but it is of little value to require the same questions to carry over to a subsequent NomCom, since the positions and the skills that need to be reviewed in each year is different from the prior year.

- **What questions and evaluation tools are NoCom members planning to use during the upcoming deep-dive and final interview phases?**

NomCom LT:
This will be developed by the relevant sub-committee.

- **In your view, what questions and tools should be part of the "interview question library" which could be used by every NomCom going forward?**

NomCom LT:
The NomCom has in the past used a template for this purpose. The template has evolved over time and will continue to evolve. Making it available to future NomComs is of course a good idea.

- **How does the NomCom capture the actual interview questions asked of prospective candidates?**

NomCom LT:
Notes taken by members. Discussion following interviews.

Rec. 23:
The NomCom should publish additional data on the candidate pool and the recruiting source of candidates.

- **Does the Board believe additional non-confidential, non-identifiable data points about the candidate pool should be collected and published by the NomCom, if so, which ones?**

ICANN Board:
The Board is fully supportive of as much transparency as possible into the candidate pool to the extent that such transparency does not divulge confidential or private candidate information. The Board notes that the NomCom already has a practice of reporting on the number of candidates from each geographic region as well as gender. Since the Board is not aware of the other data points that the NomCom collects as part of it process, it is difficult to suggest what data points should be published.

- **What data points about the candidate pool have been gathered by the NomComs over the past 3-5 years?**

NomCom Support:
The NomCom announcement on selections includes a summary of the number of completed candidate applications received, summary of gender, and regional breakdown.

- **What data about the candidate pool has been published over the past five years?**

NomCom Support:
The NomCom announcement on selections includes a summary of the number of completed candidate applications received, summary of gender, and regional breakdown.

- **Is there any non-confidential, non-identifiable data that has not been made public, if so, why?**

NomCom Support:
The ICANN staff that supports the NomCom publishes what the NomCom leadership asks them to publish. Accordingly, this is a question better suited for the NomCom leadership.

- **Is there any additional non-confidential, non-identifiable data points about the candidate pool that you recommend be collected?**

NomCom Support:
This question is better suited for NomCom leadership as it determines what data is collected.

Rec. 25:
Improve NomCom selection decisions by assessing the performance and needs of all bodies receiving NomCom appointees.

- **Is the ICANN Board performing any self-assessments, or third-party assessments pertaining to recommendation 25? If applicable, how do you communicate the outcome of such assessment to the NomCom? What performance assessment, if any, do you think is feasible by the ICANN Board to better inform future NomCom selection decisions.**

ICANN Board:
The ICANN Board performs a Board self-assessment every two years. The last one was completed in 2018. In terms of reporting about the results, in 2018 the Board Chair posted a blog identifying the Key Take-Aways from the Board self-assessment (https://www.icann.org/news/blog/chair-s-blog-key-take-aways-from-the-board-s-360-evaluation). The intent is for the Chair to do so again after the 2020 Board self-assessment is completed and evaluated by the Board. The Board will make a point to ensure that the link to this blog will be shared directly with the NomCom once it is posted.

- **Is the *SO/AC NAME* performing any self/assessments, or third-party assessments?**

ccNSO Council:
No, we do not perform self-assessments, and stress annually the criteria the appointees should meet.

GNSO Council:

The GNSO is subject to periodic organizational review in accordance with the ICANN Bylaws.

ALAC:
The ALAC does not perform formal self-assessments or third-party assessments of individual performance of NomCom appointees. However, as noted above, the Chair of the ALAC has in the past provided assessments of current NomCom appointees who are seeking re-appointment. However, the ALAC does provide an annual description of skills and criteria needed for their NomCom appointees to the ALAC. See below.

- **If yes, are there any identified skills needed for future NomCom appointees to your organization?**

ccNSO Council:
Based on agreements with previous NomCom administrations, it is our understanding that the NomCom will reach out annually to the ccNSO Council, to be informed about the latest version of the ccNSO Council's skill set and profile requirements for NomCom appointed ccNSO Council members.

GNSO Council:
Please see the Council response to periodic requests from the NomCom to update selection criteria for appointed positions. The latest Council response (https://gnso.icann.org/sites/default/files/file/field-file-attach/gnso-council-to-nomcom-staff-15dec19-en.pdf) was sent to the NomCom on 15 December 2019.

ALAC:
From the Annual Description:

¤ a commitment to ICANN's mission and an understanding of the potential impact of ICANN decisions on the global Internet community
¤ an understanding of the DNS and the impact of ICANN policy on end-users
¤ demonstrated capacity for thoughtful group decision-making and sound judgment
¤ an interest in bottom-up consensus policy building in a real-life environment
¤ an ability to chair or otherwise provide leadership and support for a multi-stakeholder group working to reach consensus
¤ the following knowledge, qualities and experiences are specifically sought:

- A strong advocate for the needs and interest of end-users not only those of the region they will represent, but globally
- Experience and skills that bear on gathering, understanding, and communicating the interests of individual users and in group decision-making.
- Consumer protection and or consumer advocacy experience particularly in communications/telecommunication sector
- Specific experience and/or expertise in internet-related policy development.

- An interest in and knowledge of internet governance issues.
- Leadership experience in local or regional internet-related or DNS policy experience in gTLD or ccTLD activities including issues relating to Internationalized Domain Names.
- Ability to work as a team leader bringing perspectives not otherwise reflected in the existing ALAC membership and is intended to diversify the skill and experience sets of the ALAC.
- Strong local networks that will positively enhance the current ALAC and Regionally focused strategic and project planning as they relate to the wider ICANN Strategic plan and ALAC Improvement Implementation.
- Ability and interest to work in a multi-cultural environment.

¤ a willingness to serve as a volunteer, without compensation other than the reimbursement of certain expenses

¤ an ability to work and communicate effectively in English (although there is no requirement that English be the candidate's first language)

- **If applicable, how do you communicate this to the NomCom?**

ccNSO Council:
Based on agreements with previous NomCom administrations, it is our understanding that the NomCom will reach out annually to the ccNSO Council, to be informed about the latest version of the ccNSO Council's skill set and profile requirements for NomCom appointed ccNSO Council members.

GNSO Council:
The Council communicated to the NomCom via email, per NomCom's request.

ALAC:
Through the annual NomCom Description (see above) that is sent to NomCom support Staff. This document is updated on an annual basis and relevant skills for the ALAC are reviewed and incorporated.

- **What performance assessment, if any, do you think is feasible by the ALAC to improve future NomCom selection decisions.**

ccNSO Council:
- Commitment
- Participation in the work of the Council and the broader ccNSO community
- Contributions

GNSO Council:
Please see the Council response to Q2 under Recommendation 16, specifically regarding the exit interview.

ALAC:
The ALAC might consider conducting a performance assessment of current NomCom Appointees to identify necessary skills in future NomCom Appointees to the ALAC.

Rec. 26:
ICANN should investigate advancing its nominations process into a Leadership Development function.

- **In your experience, could rejected candidates, who have no prior relationship with ICANN, be interested in such a program? What problems and what opportunities can you think of?**

NomCom Support:
If interested parties who did not qualify as a candidate but wish to reapply in the future would greatly benefit from learning about the ICANN community and its history, goals and objectives and the roles and responsibilities of its leaders. ICANN's Fellowship program is an excellent example of a program that exposes fellows to the workings of the ICANN Community, each fellow is assigned a mentor and receives training across different areas of knowledge.

3. Rec. 10: Letter to the GNSO's constituencies and stakeholder groups on Proposed Bylaws change on NomCom composition

Dear Heather, Wolf-Ulrich, Jennifer, Dean, Barbara, Claudia, Stephanie, Bruna, Joan, Graeme, and Donna,

Re: Proposed Bylaws change on NomCom composition; response requested by 30 July 2020.

As you may recall, the ICANN Board accepted the Independent Examiner's NomCom Review Final Report [link [icann.org]] and the NomCom Review Implementation Working Group's (NomComRIWG) Detailed Implementation Plan [link [icann.org]] in November 2019. The Board directed the NomComRIWG to commence implementation of the twenty-seven (27) recommendations. As the Chair and Vice Chairs of the NomCom Review Implementation Working Group (NomComRIWG), we are contacting you in relation to implementation of Recommendation 10, which states that: *"[r]epresentation on the NomCom should be re-balanced immediately and then be reviewed every five years."*

This recommendation was based on the Independent Examiner's finding that the NomCom "*may not accurately represent constituencies (both across SOs/ACs and within SOs/ACs)*. It entails "*periodically reviewing and re-balancing the NomCom makeup [to ensure] that it appropriately reflects the ICANN community, both from a historic and prospective vantage point".* Five-year intervals for such reviews were set by the Independent Examiner *"based on ICANN's typical review requirements for organizations, as well as the Independent Examiner experience with other similar, volunteer-based organizations*."[3]

Please note that Recommendation 10 needs to be viewed in the context of Recommendation 8, which is to *"Maintain the current size of NomCom"*, in view of the Independent Examiner's finding that the NomCom's current membership size is appropriate.

In our discussion and analysis of these two recommendations, the NomComRIWG has agreed on a number of points:

[3] Independent Review of the ICANN Nominating Committee: *Final Report* (5 June 2018), p25-26, https://www.icann.org/en/system/files/files/nomcom-review-final-05jun18-en.pdf [icann.org].

- Considering Recommendation 10 (see above), we are of the view that the current allocation of nineteen (19) NomCom seats across the various SO/ACs should remain unchanged.
- **The GNSO has evolved over time. In addition, Bylaws describing GNSO's current allocation do not allow for growth and flexibility.**
- The NomComRIWG believes that, in relation to rebalancing the GNSO's allocation of 7 seats, it should be the GNSO's constituencies and stakeholder groups that decide how these seats are distributed.
- NomComRIWG would like to recommend to the Board that the ICANN Bylaws be revised to eliminate language referring to specific seats for stakeholder groups. With such a Bylaws change, the GNSO could then rebalance itself periodically without requiring Bylaw changes.
- The GNSO should then undertake a rebalancing exercise for its 7 NomCom seats. Possible outcomes, among others, include maintaining the status quo or rotating the 7 seats among its constituencies and stakeholder groups.

The NomComRIWG would like to hear from the GNSO's constituencies and stakeholder groups whether they support such a Bylaws change. **We have attached a proposed redline draft**. If you are not supportive, the NomComRIWG welcomes your explanation and suggestion on an alternative.

To be clear, we are not asking for the GNSO to undertake the actual rebalancing exercise until the Bylaws changes are approved.

As the NomComRIWG is working on overseeing the implementation of several recommendations that require amendments to the Bylaws, we would like to bundle all these into a single Bylaw amendment process. Therefore, we would value your input on the proposed Bylaw changes **by 30 July 2020**.

If you have any questions or concerns, we will be very pleased to schedule a call to discuss Recommendation 10 or any other recommendation.

Many thanks and best regards,

Tom Barrett (Chair), Cheryl Langdon-Orr (Vice-Chair), Zahid Jamil-IG (Vice-Chair)

SUGGESTED BYLAWS UPDATE

Section 8.2. COMPOSITION
The Nominating Committee shall be composed of the following persons:
(a) A non-voting Chair, appointed by the Board;

(b) A non-voting Chair-Elect, appointed by the Board as a non-voting advisor;
(c) A non-voting liaison appointed by the Root Server System Advisory Committee established by Section 12.2(c);
(d) A non-voting liaison appointed by the Security and Stability Advisory Committee established by Section 12.2(b);
(e) A non-voting liaison appointed by the Governmental Advisory Committee;
(f) Five voting delegates selected by the At-Large Advisory Committee established by Section 12.2(d);
(g) Seven voting delegates to the Nominating Committee ~~shall be~~ selected ~~from~~ by the Generic Names Supporting Organization established by Article 11;~~ as follows:~~
~~(i) One delegate from the Registries Stakeholder Group;~~
~~(ii) One delegate from the Registrars Stakeholder Group;~~
~~(iii) Two delegates from the Business Constituency, one representing small business users and one representing large business users;~~
~~(iv) One delegate from the Internet Service Providers and Connectivity Providers Constituency (as defined in Section 11.5(a)(iii));~~
~~(v) One delegate from the Intellectual Property Constituency; and~~
~~(vi) One delegate from consumer and civil society groups, selected by the Non-Commercial Users Constituency.~~
(h) One voting delegate each selected by the following entities:
(i) The Council of the Country Code Names Supporting Organization established by Section 10.3;
(ii) The Council of the Address Supporting Organization established by Section 9.2; and
(iii) The Internet Engineering Task Force.
(i) A non-voting Associate Chair, who may be appointed by the Chair, at his or her sole discretion, to serve during all or part of the term of the Chair. The Associate Chair may not be a person who is otherwise a member of the same Nominating Committee. The Associate Chair shall assist the Chair in carrying out the duties of the Chair, but shall not serve, temporarily or otherwise, in the place of the Chair.