

I C A N N
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66

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Nominating Committee Review

Update from the Review Implementation Working Group



ICANN66

06 November 2019 | 09:00 – 10:15

Presenters

Tom Barrett
Chair

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Vice-Chair

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Who Are We?

Agenda Item #1

Mandate

14 March 2019

ICANN Board accepted the **Nominating Committee (NomCom) Review Feasibility Assessment and Initial Implementation Plan (FAIP)** from the NomCom Review Implementation Planning Team, subject to appropriate implementation costing.

Board Request

ICANN org to work with the NomCom Review Implementation Planning Team, who had drafted the FAIP, to **convene an implementation working group** to:

- 1) draft a detailed implementation plan of the recommendations, and
- 2) oversee the implementation of the recommendations.

With its resolution, the Board has authorized the NomCom Review Implementation Working Group to make implementation-related decisions. Already, the Working Group has reached out to the community to obtain input prior to finalizing the detailed implementation.

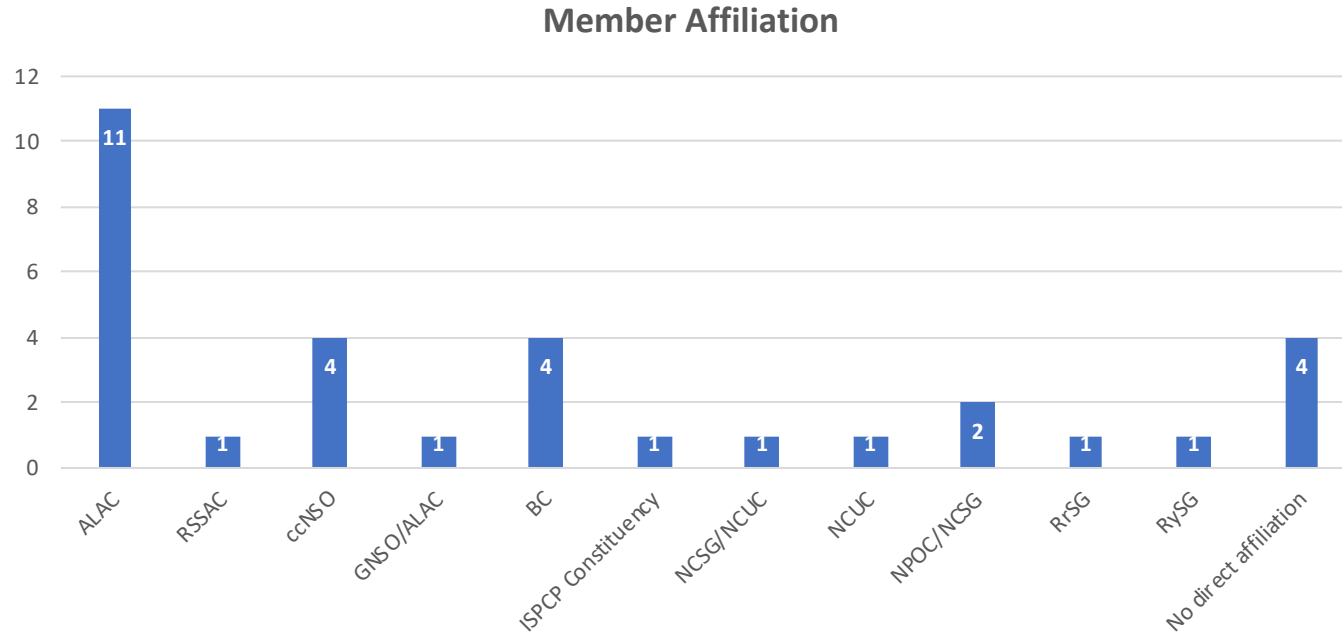


13 September 2019

The NomCom RIWG submitted to the OEC the **detailed implementation plan**, including appropriate implementation costing.

Membership

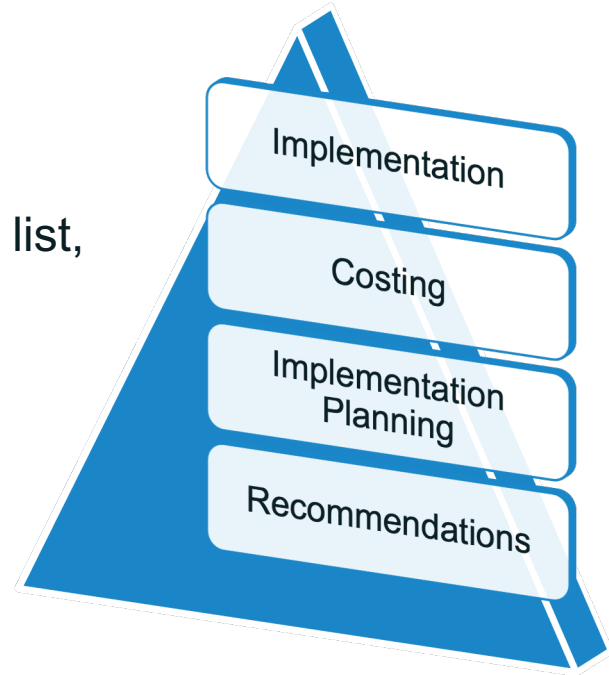
- 32 Members



- No representatives from ASO, GAC, SSAC, and IPC
- Held 20 teleconferences to-date
- While the NomComRIWG oversees the implementation process, the group remains open to newcomers. **If interested to join the NomCom Review implementation working group**, please send an email to reviews@icann.org

Working Group Methodology

- NomCom Review **mandated by ICANN's Bylaws Article IV, Section 4.4**
- **Transparent** | meetings, documents, mailing list, action items are available via the NomComRIWG dedicated [wiki](#)
- **Open** to any volunteer(s)
- **Consensus-based decision making**
- **Fact-based analysis**
- Appropriate **Community outreach** when necessary



Two Work Phases

Agenda Item #2

Work Phases

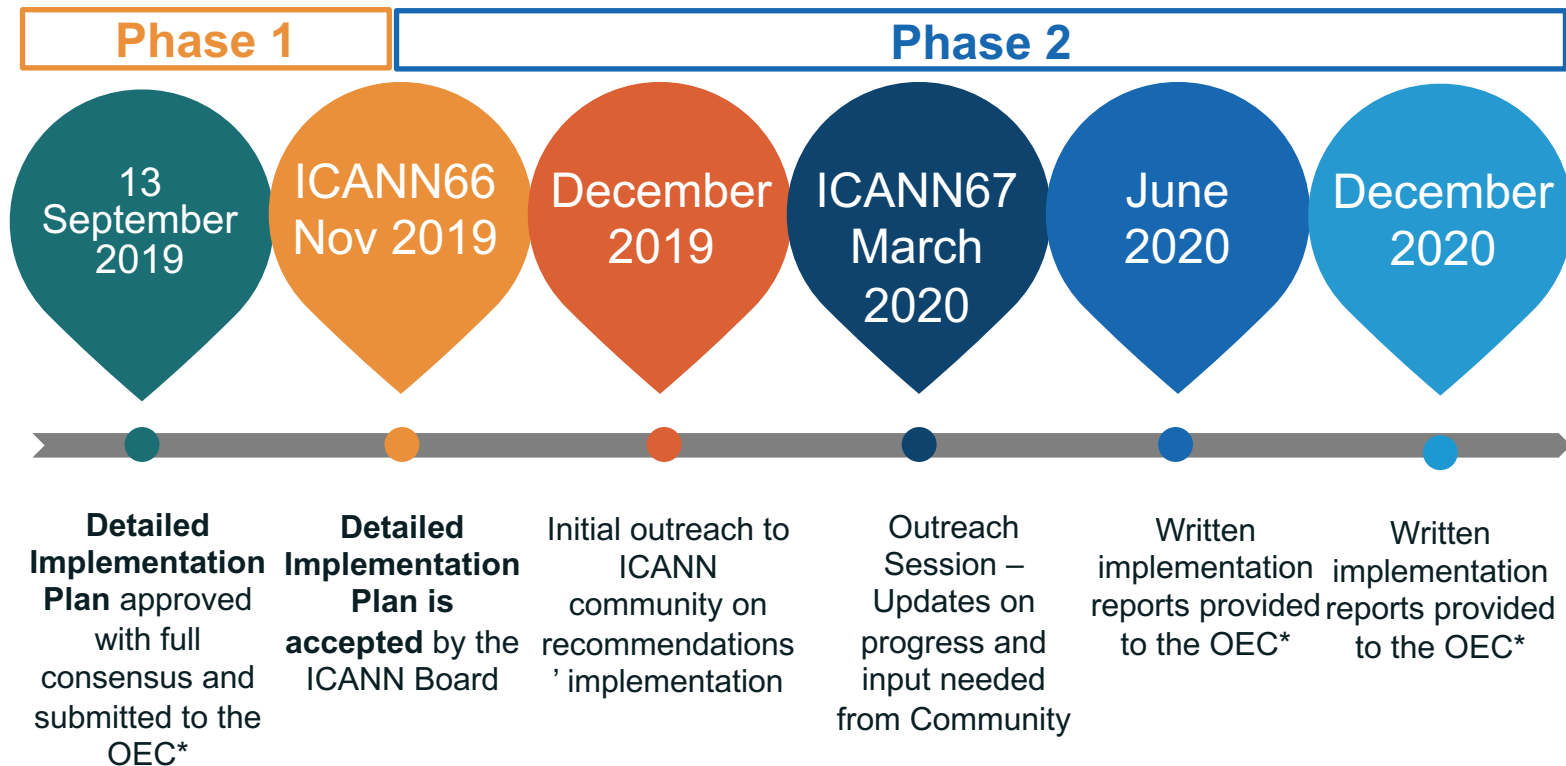
Phase 1: Develop a Detailed Implementation Plan - COMPLETE

- Detailed Implementation Plan addresses the implementation of the 27 recommendations of the NomCom Review, as specified in the IPT's [Feasibility Assessment and Initial Implementation Plan](#) and accepted by the Board.
- Provides realistic costings for the implementation of each of the recommendations
- **Approved with full consensus and submitted to the OEC on 13 September 2019.**

Phase 2: Oversee the implementation of these recommendations, once approved by the ICANN Board

- Expected duration 24-36 months following Board Action.
- NomComRIWG to meet weekly to oversee the implementation, in accordance with the NomCom Review Detailed Implementation Plan.

Work Phases



- Implementation reports on progress, include, but are not limited to, progress toward **metrics** and **use of allocated budget**.
- NomCom RIWG will provide, if necessary, more details on the **measurability of implementation progress** including **resource needs and budgetary implications**. The ICANN Board, through the OEC will review those detailed plans when released.

*OEC: Organizational Effectiveness Committee

Detailed Implementation Plan and Recommendations

Agenda Item #3

Detailed Implementation Plan

- NomComRIWG drafted 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 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,
 - details on the **expected budgetary implications** for each of the implementation steps.
- Recommendations were assessed to define which are:
 - Easy-to-implement and/or least costly improvements = 11
 - Normal-to-implement and/or normal costly improvements = 11
 - Difficult-to-implement and/or difficult costly improvements = 5

Recommendations

- Which processes/milestones are part of these recommendations, and how will they affect ICANN community?

	R1	R2	R3	R4	R5	R6	R7	R8	R9	R10
Outreach	X	X	X	X	X	X	X		X	X
NomCom Operating Procedures							X		X	
Public Comment							X		X	X
Bylaws Change							X		X	X
Budget Impact		X	X	X						

	R11	R12	R13	R14	R15	R16	R17	R18	R19
Outreach		X	X	X		X	X	X	X
NomCom Operating Procedures		X		X		X			
Public Comment									
Bylaws Change									
Budget Impact			X						

Recommendations

	R20	R21	R22	R23	R24*	R25	R26	R27
Outreach	X	X	X	X	X	X	X	X
NomCom Operating Procedures								
Public Comment				X	X			X
Bylaws Change				X	X			X
Budget Impact					X			

- **R24:** 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 has determined that a number of recommendations require, once implemented, the support of this 'empowered body' (hereafter: **Standing Committee**).
- * NomComRIWG expects that a number of these recommendations will be implemented before the Standing Committee itself may be fully established and proposes that a **sub-group of NomComRIWG members take on the tasks of the Standing Committee on an interim basis** until rec. 24 is fully implemented.

Work Phase 2: Next Steps & Community Outreach

Agenda Item #4

Work Phase 2: Next Steps



Contact mssi-secretariat@icann.org if interested in participating in our discussions.

Outreach

- **Regular community outreach is key to the implementation of the recommendations.** Within the next 6 months, following outreach for community input will potentially be carried out:



- **REC 1**

- Compile the SO/ACs timetable for selecting their NomCom members.
- 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.
- Enquire with current and former NomCom leadership what content they would like to see in a job description for future NomCom members.

- **REC 2/3**

- 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.
- Work with current/former NomCom and ICANN org to identify content requirements for the training course, as well as logistical dependencies.

Outreach

- **REC 4**

- 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 addresses the issue identified by the independent examiner.
- 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.

- **REC 5**

- 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.

- **REC 6**

- 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.

Outreach

- **REC 9**

- NomComRIWG to reach out to all bodies that are appointing NomCom members about planned Bylaws change, including rationale, as detailed in the Final Report
- 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.

- **REC 10**

- 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.

- **REC 13**

- 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

Outreach

- **REC 14**

- 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.
- 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.

- **REC 16**

- 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.
 - 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.
-

Outreach

- **REC 17**
 - Invite bodies receiving NomCom appointees, as part of the implementation of recommendations 14 and 16 to include any relevant information on desired diversity in their annual communication/advice to the NomCom.
- **REC 18**
 - Gain an overview of the current candidate communications of the NomCom by enquiring with current/former NomCom members and NomCom Staff.
 - Talk to previous NomCom appointees to understand how they perceived the communication process.
- **REC 19**
 - 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.

Outreach

- **REC 20**
 - 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)
- **REC 22**
 - 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.
- **REC 23**
 - Consult with the wider ICANN community what additional non-confidential, non-identifiable data points should be collected and published.
- **REC 25**
 - 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.

Outreach

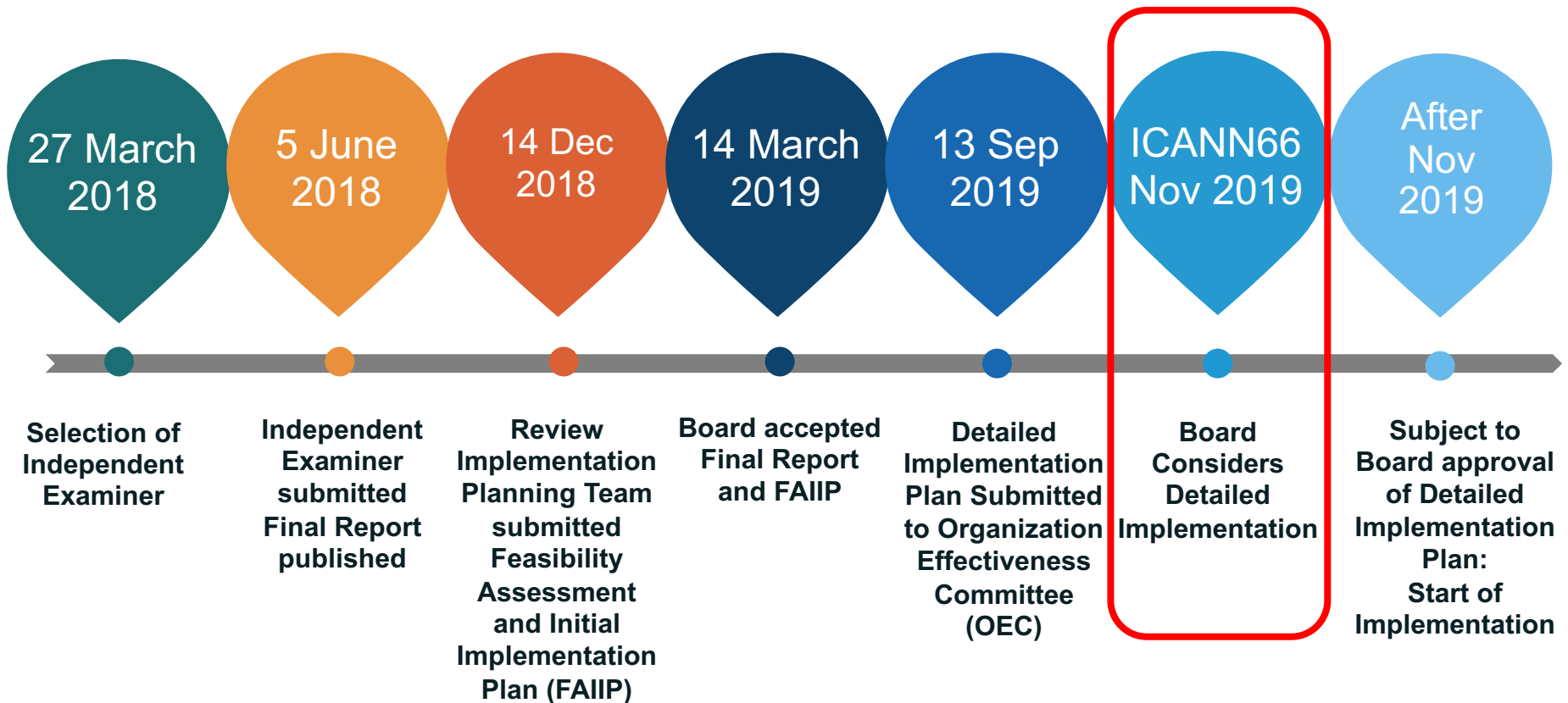
- **REC 27**
 - NomComRIWG to engage with the ICANN community, ICANN Board, and ICANN org, to obtain feedback on the definition of 'ICANN unaffiliates', and the questions of whether being an 'ICANN unaffiliates' should be an additional requirement for some of the NomCom-appointed Board seats, and, if so, how many.
- **An outreach session will also be scheduled for ICANN67 to inform the ICANN Community on progress and receive input on some of its tasks.**



Q&A

Agenda Item #5

Background – NomCom2 Review Timeline



Thank you!



Contact our working group, schedule a meeting at ICANN66:
mssi-secretariat@icann.org



Follow our wiki at <https://community.icann.org/x/aBplBg>

Appendix

List of Recommendations

Recommendations

#	Recommendation
R1	Formalize a job description for NomCom members that emphasizes experience, diversity, independence, and provide that description to the SOs/ACs.
R2	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.
R3	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.
R4	Formalize training for NomCom members in the candidate evaluation process.
R5	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.
R6	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.

Recommendations

#	Recommendation
R7	NomCom members, except for leadership positions, should serve two-year terms, and be limited to a maximum of two terms.
R8	Maintain the current size of NomCom
R9	All NomCom members should be fully participating and voting members, except for NomCom leadership.
R10	Representation on the NomCom should be re-balanced immediately and then be reviewed every five years.
R11	The senior staff member supporting NomCom should be accountable to and report to the office of the CEO.
R12	NomCom leadership should have input on the NomCom budget and staffing resources.
R13	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.
R14	Formalize communication between the NomCom and the Board, SOs/ACs, and the PTI Board to understand needed competencies and experience.

Recommendations

#	Recommendation
R15	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.
R16	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.
R17	Maintain current diversity requirements for NomCom appointees.
R18	Publish a candidate communication schedule and codify a communication process with candidates.
R19	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.
R20	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.

Recommendations

#	Recommendation
R21	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.
R22	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.
R23	The NomCom should publish additional data on the candidate pool and the recruiting source of candidates.
R24	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.
R25	Improve NomCom selection decisions by assessing the performance and needs of all bodies receiving NomCom appointees.
R26	ICANN should investigate advancing its nominations process into a Leadership Development function.
R27	ICANN should investigate advancing its nominations process into a Leadership Development function.