

ICANN Expected Standards of Behavior

- Webpage:
<https://www.icann.org/resources/pages/expected-standards-2016-06-28-en>
- PDF: [here](#)

ICANN Community Anti-Harassment Policy

- Webpage:
<https://www.icann.org/news/blog/community-anti-harassment-policy>

NomComRIWG

Meeting #40



4 June 2020 | 19:00-20:30 UTC

Agenda

1. Roll Call + SOI Updates
2. Preparation of first six-monthly implementation report
3. Recommendations including Bylaws Update (if time allows):
 - Recommendation 10
4. Next Meetings
5. A.O.B.

Roll Call + SOI Updates

Agenda Item #1

Agenda

2. Preparation of first six-monthly implementation report
3. Recommendations including Bylaws Update (if time allows):
 - Recommendation 10
4. Next Meetings
5. A.O.B.

Preparation of First Six-Monthly Implementation Report

Agenda Item #2

Progress and Implementation Status Report

- Due to be submitted to the Organizational Effectiveness Committee of the ICANN Board of Directors (OEC) on 30 June 2020.
- Template: [LINK](#)

Recommendations including Bylaws Update

Agenda Item #3

Recommendation 24

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.

#	Task
Note:	There are a number of recommendations that require the establishment of this empowered body [hereafter: Standing Committee], therefore the NomComRIWG will put in place an interim Standing Committee
1	NomComRIWG to discuss proposals for the structure and charter of this Standing Committee:
1a.	Nature: Cross-community group, Empowered NomCom Standing Committee, Working group
1b.	Composition: SO/AC appointed members, NomCom members... Large vs. Small group
2	NomComRIWG to propose the scope of this new body, including:
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.
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).
2c.	Role of the NomCom leadership team vis-à-vis the Standing Committee.
2d.	Protecting the NomCom from undue influence from the Standing Committee.
2e.	Clarification on how the Standing Committee interplays with regular organizational review cycles.
2f.	Ensuring that the definition of the Standing Committee does not negatively impact other improvements identified through the NomCom review process.

Recommendation 24

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.

#	Task
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.
4	Propose a membership size of the body, including its possible composition.
5	Propose performance metrics for the Standing Committee, and how to review them annually.
6	ICANN Board, or a chosen delegate, to lead community conversation on all governance-related proposals put forward by the NomComRIWG.
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).
8	Following public comment, and based on feedback, ICANN Board, or its delegate, to finalize the governance structure.
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.

Recommendation 24

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.

#	Task
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.
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.
11	ICANN Board will direct any Bylaws changes.
12	NomComRIWG to work with ICANN Board and ICANN org to initiate any budgetary requests needed for the operating of the body.

Recommendation 24

Decisions reached on last plenary call for the structure of the Standing Committee:

- **1 member for GNSO, ccNSO, ALAC, ASO, Associate Chair of NomCom**
 - Rotate through the ASO, GNSO could rotate every year as well
 - Prerequisite is that they must have (actively) served on a nomcom
- **Job description needed** for members of Standing Committee
- **No need for dedicated staff** but access to the NomCom ones. No travel support needed.
- Ensure the NomCom Standing Committee has **longevity**

Recommendation 24: Responsibilities

- Provide revisions to the NomCom members job descriptions, if and when appropriate (**R1**)
- Work with current/former NomCom and Board members to determine optimum timing for the appointment of NomCom Leadership and ensure this is reflected in the Board and NomCom calendars (**R3**)
- Maintain and, if needed, update the role and responsibilities document of the recruiting company (**R5**)
- Maintain and, if needed, update the role and responsibilities document of the evaluation consultant role (**R6**)
- Input on NomCom budget and staffing resources (role to be defined, **R12**)
- Perform annual outreach to Board, SO/AC, and PTI Board to receive feedback on specific needed competencies for Board, SO/AC, and PTI Board positions (**R15**)
- Review the annual applicant survey results (**R18**)
- 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. (**R19**)
- Maintain the 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 (**R20**)

(continued...)

Recommendation 24: Responsibilities

- 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 (**R21**)
- 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. (**R22**)
- Oversee the continuous publication of data on the candidate pool and the recruiting source of candidates, 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. (**R23**)
- Analyze the performance assessment of the receiving bodies on an annual basis (**R25**)

Next Meetings

Agenda Item #5

Next Meetings

- **#41: Thursday 11 June 2020 – 1HR** (length TBC)

- **NomCom Review: Implementation Milestones and Next Steps**
 - Wednesday 17 June at 16:00 – 17:00 UTC

- **#42: Thursday 25 June 2020 – 1HR** (length TBC)

Any Other Business

Agenda Item #4

Thank you!



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