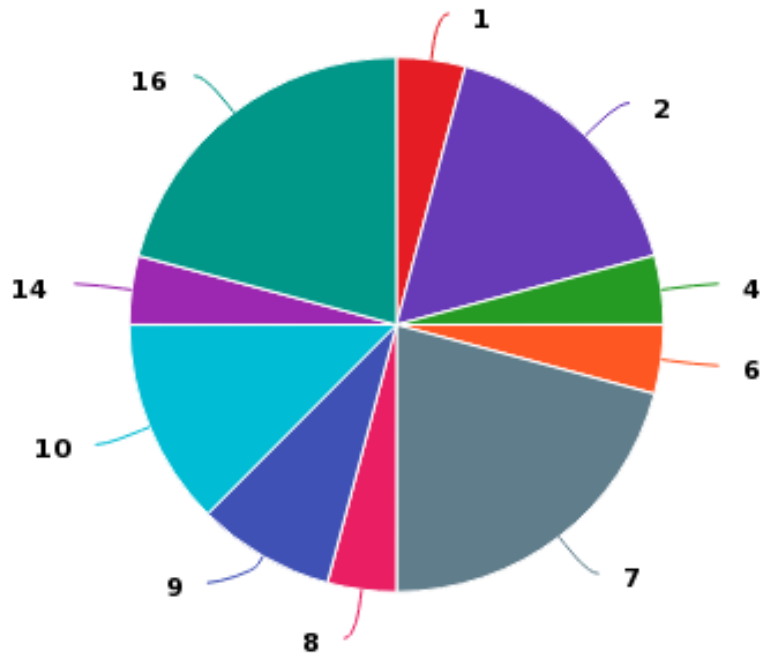# SubPro Working Group Self-Assessment

This report summarizes responses received to the Working Group Self-Assessment Survey for the New gTLD Subsequent Procedures Policy Development Process Working Group.

 *** Primary Organizational Affiliation**

■	1 - Business Constituency (GNSO)	4.17% (1)	■	2 - Intellectual Property Constituency (GNSO)	16.67% (4)
■	3 - Internet Services Provider Constituency (GNSO)	0% (0)	■	4 - Non-Commercial Users Constituency (GNSO)	4.17% (1)
■	5 - Not-for-Profit Operational Concerns Constituency (NPOC)	0% (0)	■	6 - Non-Commercial Stakeholder Group (GNSO)	4.17% (1)
■	7 - Registry Stakeholder Group (GNSO)	20.83% (5)	■	8 - Registrar Stakeholder Group (GNSO)	4.17% (1)
■	9 - At-Large Advisory Committee (ALAC)	8.33% (2)	■	10 - Governmental Advisory Committee (GAC)	12.5% (3)
■	11 - Root Server System Advisory Committee (RSSAC)	0% (0)	■	12 - Security and Stability Advisory Committee (SSAC)	0% (0)
■	13 - Address Supporting Organization (ASO)	0% (0)	■	14 - Country Code Supporting Organization (ccNSO)	4.17% (1)
■	15 - Individual	0% (0)	■	16 - Other	20.83% (5)

Mean: 8.5
Response: 24

* Working Group Role
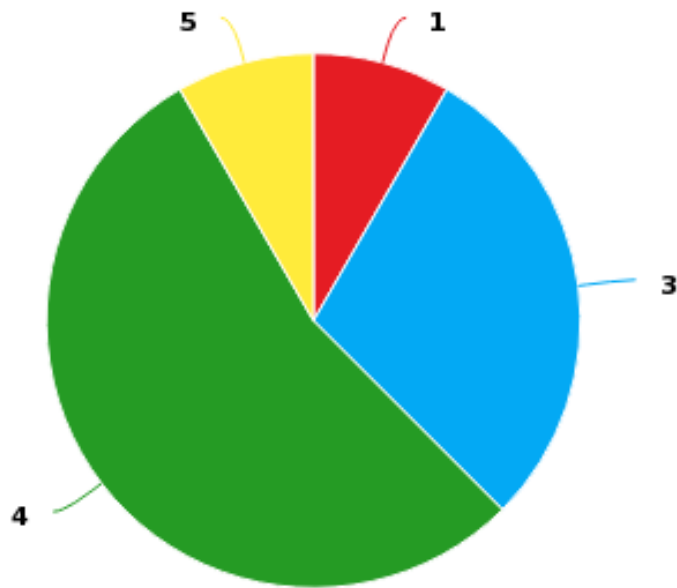
■ 1 - Chair or Co-Chair	8.33% (2)	■ 2 - Vice Chair	0% (0)
■ 3 - Work Track Leader	29.17% (7)	■ 4 - Member	54.17% (13)
■ 5 - Liaison	8.33% (2)	■ 6 - Observer	0% (0)
■ 7 - Advisor/Consultant	0% (0)	■ 8 - ICANN Org Support	0% (0)
■ 9 - Other	0% (0)		

Mean: 3.54

Response: 24

The Charter/Mission of the WG where: 1-Highly Ineffective means confusing, vague, ill-structured, unbounded, unrealistic (e.g., time, constraints), unachievable; and 7-Highly Effective means understandable, clear, well-structured, bounded, realistic (e.g., time, constraints), achievable

Average	4.54
Highest	7
Lowest	1
Standard deviation	1.69

Response: 24

The Expertise of WG members where: 1-Highly Ineffective means that, collectively, team members did not possess an appropriate level of knowledge/skill to fulfill the mission; and 7-Highly Effective means that team members, collectively, were appropriately knowledgeable and skilled to accomplish the mission

Average	5.96
Highest	7
Lowest	3
Standard deviation	1

Response: 24

The Representativeness of WG members where: 1-Highly Ineffective means narrow, skewed, selective, unbalanced; and 7-Highly Effective means broad, diverse, balanced

Average	4.52
Highest	7
Lowest	1
Standard deviation	1.75

Response: 23

The external Human Resources (e.g., briefings, experts, consultants, liaisons) provided to the WG where: 1-Highly Ineffective means inappropriate, inadequate, untimely, not helpful/useful; and 7-Highly Effective means appropriate, adequate, timely, helpful/useful

Average	5.27
Highest	7
Lowest	1
Standard deviation	1.52

Response: 22

The Technical Resources (e.g., systems, tools, platforms, templates) provided to and utilized by the WG where: 1-Highly Ineffective means difficult, challenging, clumsy, awkward, tedious, slow, not helpful/useful; and 7-Highly Effective means easy, straightforward, clear, efficient, fast, helpful/useful

Average	5.58
Highest	7
Lowest	3
Standard deviation	1.41

Response: 24

The Administrative Resources (e.g., support, guidelines, documentation) provided to and utilized by the WG where: 1-Highly Ineffective means inappropriate, inadequate, untimely, not helpful/useful; and 7-Highly Effective means appropriate, adequate, timely, helpful/useful

Average	6.25
Highest	7
Lowest	4
Standard deviation	0.9

Response: 24

Comments about the WG's Inputs

1. This Working Group had limited access to data because of the fact that some of the data was either never collected, we did not have the right to access that data, or the data did not exist. This is something that we have made recommendations on to better evaluate the continuing program.

   In addition, this Working Group was never allocates a budget for in person meetings or for external experts. We did manage to get the work done (albeit with a longer time frame), but this could have been significantly aided by in person working group meetings.

   The primary reason, in my view, for the Working Group taking so long was the unstructured and unrestricted scope in the charter. There were more than 40 topics included, and several more added along the way. Many in the community are attributing the long time frame to the size of the group. However, as one of the Co-Chairs of the group, I completely disagree that the size of the group was an issue.

   Some may try to argue that the Working Group had too many participants from the contracted parties (or those with self interest in the outcome of the work), but I disagree. We had to have the view of the applicants in order to have a balanced view of what happened during the round of 2012. We needed those that actually went through the 2012 processes to understand what improvements, if any, could be made. We had a report from ICANN staff (a great report by the way) from their point of view, and did bring those into the discussions. But we needed the other side as well. In addition, I believe we also benefitted from non-contracted parties that went through the objection processes, public comments, etc.

2. The PDP was not multi-stakeholder in the modern sense. Insufficient effort to ensure balanced participation; excessive reliance on out-of-date decisions taken in 2007 and 2021 which unduly biassed the outcome.

   The terms and conditions for new entrants should not be determined by incumbents: leading to conflicts of interests and capture.

3. In my opinion, Leadership was receptive to input from the GAC but not particularly receptive to input from the CCT-RT or the SSAC, while claiming to have fully considered all inputs.

4. Considering the extensive time of the PDP, over 5 years, the assessments above are focused on the last couple of years experience.

5. The Charter/Mission was very broad and covered a vast number of issues that were challenging to address thoroughly in the given time frame.

6. Hi , Firstly I would like to thank the ICANN policy and support staff in this mammoth effort over 4.5 years , Hence a 7 score for Q 12
   As for Q7 Mission / Charter - Yes we (the core (30) WG members) did an amazing job to complete this. However in terms of "realistic " eg time constraints - we went round and round in circles , repeating issues , especially to let newcomers catch up . I have a particular complaint , with the lack of GAC members attending and participating. When they did participate they clearly didnt do their homework and so (some would say) deliberately stalled/ destabilised the whole WG 's progress, hence why we are now 10 years after Round 1 launched . This is totally totally unacceptable and reflects hugely on ICANN.org credibility IMHO.
   Q8 Expertise of WG members . The vast majority of the core team (30) are the best in the ICANN community , fully conversant with the highly complex policy / implementation issues in play . However as stated a few GAC members clearly NOT up to speed and damaged the harmony / incredible team work amongst the vast majority of core participants.
   Q10 External Human Resources . I ve given this a 1 . Quite frankly , ICANN org completely missed a trick by not establishing the demand/ interest for another round and so could then put a price of an application (based on the cost recovery model) . It absolutely needed to do outreach from the outset . It simply didnt.

Response: 8

The Participation climate within the WG where: 1-Highly Ineffective means inhospitable, unilateral, frustrating, unproductive; and 7-Highly Effective means inviting, inclusive, accepting, respectful, productive

Average	4.75
Highest	7
Lowest	2
Standard deviation	1.42

Response: 24

The Behavior norm of WG members where: 1-Highly Ineffective means disruptive, argumentative, disrespectful, hostile, domineering; and 7-Highly Effective means accommodating, respectful, collaborative, consensus-building

Average	4.62
Highest	7
Lowest	2
Standard deviation	1.28

Response: 24

The Decision-Making Methodology (e.g., consensus) where: 1-Highly Ineffective means broken, ignored, not observed, disrespected; and 7-Highly Effective means honored, followed, observed, respected

Average	4.88
Highest	7
Lowest	2
Standard deviation	1.62

Response: 24

The Session/Meeting Planning (e.g., agendas) where: 1-Highly Ineffective means disorganized, haphazard, unstructured, untimely notice; and 7-Highly Effective means organized, disciplined, structured, timely notice

Average	5.79
Highest	7
Lowest	3
Standard deviation	1.1

Response: 24

Comments about the WG's Processes

1	I understand this may be the view of one of the co-chairs, but we went out of our way to get participants in the group from the entire ICANN community. We experimented with a number of different techniques to encourage participation. We were the first PDP to actually incorporate the Advisory Committees (and the ccNSO) officially into a Work Track on geographic names. We not only incorporated their views, but also selected our leadership team of that work track from the different SO/ACs. This had never been done before, but we deemed it necessary if we were to expect the outcomes to be accepted by the entire ICANN community. You will note that with respect to that area (Geographic Names at the Top Level), there was Consensus Support for the results and thus far no group has raised ANY issues with that topic. Given the 2012 round and the controversies this topic presented, plus a failed CCWG on this topic, this is a HUGE win for the community.
	As a Co-Chair, we tried as much as possible to have agendas set out well in advance, with materials to review before each of the meetings. Admittedly, we did not always succeed at this, but I believe we were somewhat effective at this.
	We also tried to be as open as possible in getting views expressed and at times, as a leadership team, we tried to ensure that those that we knew were particularly interested in a topic would be available to participate in those discussions. This did cause us to occasionally change the planned topics for a meeting, but I believe that the benefits from their participation outweighed the last minute scheduling changes. Others may disagree with that, but I stand by those decisions.
	I also believe that for the most part members participated with good intentions and were not able to dominate the discussions, but admittedly, there were times where some members did take some advantage in monopolizing the discussion. I know this is an area where I need to learn some additional skills is respectfully being able to cut off discussion from members monopolizing discussions without being too overbearing. This is not an easy skill and one which I can stand to learn a lot.
2	These favourable responses take account of 20 years of ICANN background and participation. I doubt that real newcomers would evaluate these processes so highly. Substantially more attention has to be applied to the needs of inexperienced participants
3	Some topics were rushed in terms of the small amount of time given to the WG to consider materials and/or drafts prior to the next meeting scheduled to discuss those drafts. The schedule for two meetings per week was overly demanding on WG members.
4	There were inconsistencies in decision making and "tie-breaking" Often the most important / difficult item was moved to the end of the agenda, then moved to the next meeting, then moved to the mailing list. It would have been better to set aside X hours for discussion / debate / resolution and close the topic instead of punting it down the road.
5	The initial breaking into working tracks worked really well, but I felt that the work was lost as the outputs left the work track groups and were rehashed by the full working group. It was duplicative and resulted in a considerable loss of time to the process. It was also a struggle to recall some of the discussions within the work tracks because in some cases it took twelve months or more to pick up the discussion again. I didn't participate in WT5, but it was my opinion that this WT was a standout when looking for successes of the WG. One of the reasons for that was the quality of the Co-Chairs and also the fact that what was agreed by that WT did not come back to the full group to be rehashed. The WG Co-Chairs are to be commended for what was a considerable effort over a five year period; however, there were times when I felt that the one of the Co-Chairs of the WG was not neutral and too often inserted his own opinions and desired outcomes into discussions rather than guiding the discussions of the WG. Some issues were highly charged and perhaps, at times, became too personal--in hindsight it may have been prudent for the WG to seek the use of an experienced facilitator to try to overcome some of the polarized views. It did seem that when discussions became heated the Co-Chairs would close it down and come back to the issue at another time, which was detrimental to the discussion.
6	In retrospect, if the WG had expected to work for over 5 years, its members may have considered increasing the frequency of meetings at the beginning. As it turned out, more interest and participation from across the community grew as the work progressed, which was positive for inclusion but also had an impact on timelines. If this level of interest was integrated from the start, this could have altered the approach, in terms of work streams, meeting frequencies and developing outputs in a timely manner.
7	The current method for decision making process penalize the minority positions, that even if are right and accepted by all other ICANN constituencies, here -if the majority of this constituency doesn't want to concede- are not taken in consideration.
8	Despite the Sub Pro going on for 4.5 years overall effectiveness of the WG processes was second to none, especially in the way every topic/ issues (over 80+) was discussed / analysed / assessed to ultimately reach consensus . on each/ every one (except one on Closed Generics).
	As I said the behavioural norm amongst the core team was exceptional ,easily a 7 score , except for a couple of GAC participants who were bullying in their behaviour and would NOT compromise at all to reach a consensus position .

Response: 10

The Working Group's primary Mission where: 1-Highly Ineffective means not achieved, fulfilled, and/or accomplished per the Charter; and 7-Highly Effective means completely achieved, fulfilled, and/or accomplished as directed

Average	5.54
Highest	7
Lowest	3
Standard deviation	0.93

Response: 24

The Quality of the WG's outputs (a.k.a. deliverables) where: 1-Highly Ineffective means incomplete, inadequate, materially deficient/flawed, unsupported; and 7-Highly Effective means complete, thorough, exhaustive, reasoned, supported

Average	5.58
Highest	7
Lowest	2
Standard deviation	1.28

Response: 24

Comments about the WG's Products and Outputs

1. I personally believe that the Final Report (and for that matter the Preliminary and Supplemental Reports) were quality work products. Kudos to ICANN Policy staff, the leadership team and of course the Working Group membership for the time, expertise and care that went into them. I know there are conclusions that not everyone agrees with, but I believe that the Working Group should be proud of the materials that were produced.

   The true test will be from the IRT in interpreting all of our work. Only then will we know if we effectively communicated our thoghts.

2. The final report workflow chart was confusing and over with hundreds of side notes that was written to make it as difficult to ascertain who's comments were being made

3. The outputs reflect the absolute dominance of incumbent Registries and Registrars in engendering so called 'consensus'. This results in an underlying assumption that pre-existing portfolio investors in multiple gTLDs would have a free rein to further extend their dominance in the global DNS. That is not acceptable coming from the ICANN organisation that is committed to competition and openness.

4. Given the enormous scope of the task according to the Charter, Leadership persisted in accomplishing a work that looked extremely daunting at every stage of the game. Many compromises were made in an effort to deliver results in a timely fashion. The obstacles were not created by the size of the group since there were many members who did not participate actively. There was a sense that there were private discussions occurring behind the scenes between meetings that influenced the direction taken by Leadership to determine which issues should be discussed further by the full WG and which issues should be left alone. These may have been at the Leadership level but the leaders appointed at the level underneath the Co-Chairs may not have been representative of the community (as opposed to contracted party interests.) Overall, the difficulties faced by Leadership were handled well and produced a respectable result in the Final Report.

   Failure to address DNS Abuse as recommended by the CCT-RT (and referred to the WG by the ICANN Board resolution) was a weakness in that the WG could have, at the very least, recommended to the GNSO Council that a PDP or EPDP on DNS Abuse be commenced. This was suggested more than once by WG members and discounted by Leadership. The letter written to the Council on this topic by Leadership was accurate but in fact, simply perpetuated delay on the topic of addressing DNS Abuse.

5. I do think the WG outputs are too prescriptive. While I appreciate that the intention was to make the implementation path smoother, we may find that many of the implementation details are incompatible or not achievable and this will create a conundrum for the IRT.

6. Considering the extensive scope of the work handled, it took a great deal of effort to cover each topic extensively, consider all the community inputs and achieve full consensus/consensus for almost the entire end product. This is a great achievement and supported by the in-depth discussions recorded and rationale provided for recommendations, affirmations and implementation guidance.

7. when the topics are highly controversial, the deliverables reflects only the majority position. this is the limit of the exercise...

8. Re Q20 , As I have said we were almost too exhaustive going over the same old issues time and time again , so the more powerful (the GAC) got to the right decision that was in their interests, and not the overall consensus of the Group .

Response: 9

My personal Engagement in helping the WG accomplish its mission: 1-Participated Never; and 7-Participated Extensively

Average	4.91
Highest	7
Lowest	2
Standard deviation	1.87

Response: 22

My personal Fulfillment considering the time, energy, and work efforts I contributed to this WG: 1-Highly Unrewarding; and 7-Highly Rewarding

Average	4.83
Highest	7
Lowest	2
Standard deviation	1.64

Response: 23

Assuming all other conditions are suitable (e.g., subject, interest, need, fit, availability), I assess my personal Willingness-to-Serve on a future ICANN Working Group as: 1-Extremely Unreceptive; and 7-Extremely Receptive

Average	5.39
Highest	7
Lowest	1
Standard deviation	1.67

Response: 23

Comments about Personal Dimensions

1. This ended up taking a huge amount of time and I actively participated in the drafting of all of the reports (perhaps more than most other Working Group Chairs/Co-Chairs). And I know I ended up re-writing a lot of the materials, mostly to make sure that the documents were historically accurate and reflected a balance of views. I am sure that ICANN Policy Staff thinks that I was potentially a thorn in their side, but I always wanted to do what I believed was in the best interests of the community.

   I hope that I was seen as mostly neutral in my activities. I know that there were areas where some in the group may have thought that I was biased towards a particular view, but what most of the group probably does not know is that for those areas, my personal view was actually the opposite of what they thought of my bias. My primary objective was, and has always been, to have ALL sides represented in the discussion even if that meant bringing in views that were actually contrary to my own personal views. If that came across in some areas as bias, I believe the Working Group members would be surprised to know that my personal views were not necessarily in line with the positions that I believed had to be represented.

   At the end of the day, I am proud of what the Working Group accomplished and I hope that each of them takes away from the group that their input was listened to and valued even if those views did not get into the Final Report. If the community would have me, I would love to do this again.

2. My participation was limited to key areas of the PDP based on my background and experience, however I found that participation allowed me to learn and better understand a tremendous amount in areas I was less familiar with. Much appreciated.

3. I'm not being paid to volunteer and so my time is limited to concentrating on all the issues that were raised during this SubPro

4. To a certain extent I take responsibility for the creation and global scope of ICANN, arising from pre-1998 work on the international aspects of the DNS.

   In several respects, nurtured by this PDP, the outcomes are inappropriate for global implementation.

5. It's remarkable that I was able to participate for five years. We did see a drop off in participation over time and there are no surprises in this regard. Hindsight is a wonderful thing and certainly I believe that things could have been done to speed up the process. PDPs must be time bound and reasonably time bound, ie no longer than two years.

6. This is difficult to answer until implementation work is completed. It will only be rewarding if the next stages are fulfilled in a timely and efficient manner, so eyes are on the ICANN Board, CEO and staff to deliver after all the invested time and dedication of the working group members.

7. i was interested (and I had experience only) on some specific issues among the many that were discussed here.
   I hoped that we could find a compromise on certain of the most obvious problems we were expected to solve. But i realized that when you hurt to big interests, the margin for compromise are near to zero. nevertheless, for the sake of the principle, if it will happen again, on topics that i believe are of crucial importance for the public interest and for HR principle, i shall participate again. knowing in advance that probably will be just a battle for the principles, but not for the results. the current rules of the game are unfair towards minorities.

8. As a representative of my employer, my interests and contributions were somewhat narrow. Likewise, because my involvement in the ICANN community composes only a fraction of my daily work, my ability to devote the necessary time and provide expert input was limited.

9. I don't know where to start ...

   I have easily been to over 25 ICANN meetings all round the world , since starting in 2009 (again) participating in ICANN's multistakeholder , bottom up PDPs. I have spent 000 and 000s of hours on numerous PDP WGs & the IANA transition - participating in my own personal capacity , on my own personal (non chargeable) time at the sacrifice of family and friends, spending hundreds of thousands of £s of personal expenditure to do so.

   Yes, I have had a fantastic time , made friends for life and feel really proud of what I have achieved/ contributed in the ICANN ecosystem.

   At yet I have NEVER EVER BEEN THANKED by any executive at ICANN for my contribution.

   I wont be participating in any future PDPs , unless there is a system put in place to recognise & pay for "key participants " to attend ICANN"s meetings around the world .

   ICANN's multistakeholder model is severely damaged and it needs to change many things before it is too late.

Response: 9

* How did you learn about the WG (Select any/all that apply)?

|	
1	I was contacted by an individual seeking to recruit volunteers for the WG (e.g., GNSO Councilor, interim Chair)
2	Other
3	I was informed or invited by my SG/C or ICANN-affiliated organization
4	Other
5	I was informed or invited by my SG/C or ICANN-affiliated organization
6	I was informed or invited by my SG/C or ICANN-affiliated organization
7	I was informed or invited by my SG/C or ICANN-affiliated organization|Other
8	I was informed or invited by my SG/C or ICANN-affiliated organization|A professional colleague or associate informed me about the WG
9	I was informed or invited by my SG/C or ICANN-affiliated organization
10	I was informed or invited by my SG/C or ICANN-affiliated organization
11	A professional colleague or associate informed me about the WG
12	A professional colleague or associate informed me about the WG|I learned about the WG through one of ICANN's websites (or Wikis)
13	I was informed or invited by my SG/C or ICANN-affiliated organization
14	I was informed or invited by my SG/C or ICANN-affiliated organization
15	I was informed or invited by my SG/C or ICANN-affiliated organization
16	I was informed or invited by my SG/C or ICANN-affiliated organization
17	Other
18	I was informed or invited by my SG/C or ICANN-affiliated organization
19	I was informed or invited by my SG/C or ICANN-affiliated organization|A professional colleague or associate informed me about the WG
20	I learned about the WG through one of ICANN's websites (or Wikis)
21	I was contacted by an individual seeking to recruit volunteers for the WG (e.g., GNSO Councilor, interim Chair)|A professional colleague or associate informed me about the WG

Response: 23

If you selected "Other" in the question above, please explain:

1	I pushed for this group to be formed and was a leading advocate in the Discussion Group to get the work underway.
2	I learned about the PDP from following the new gTLD program as an applicant
3	I had been interested in new gTLDs since the very beginning and had been active since 2007
4	I honeslty can't remember it was so long ago
5	I was extensively involved in Round 1 (as a consultant , evaluator) and understood the huge problems from Round1 .r

Response: 5

## * Approximately how long have you been involved with ICANN?

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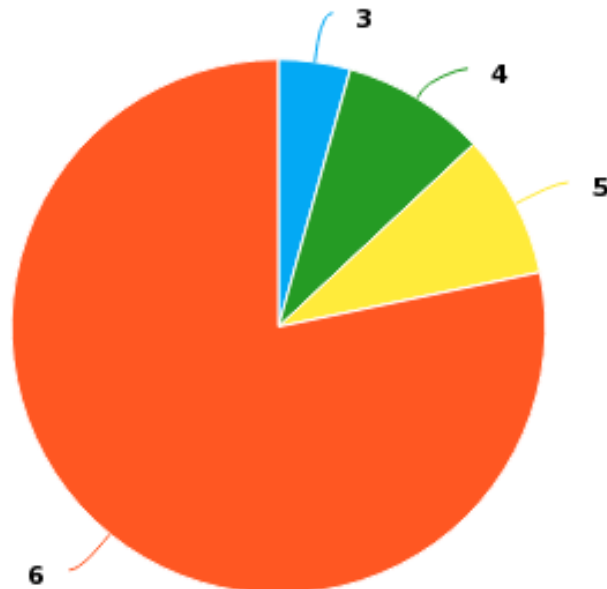
🟥 1 - Less than 1 year	0% (0)	🟪 2 - 1 - 2 years	0% (0)
🟦 3 - 2 - 4 years	4.35% (1)	🟩 4 - 4 - 6 years	8.7% (2)
🟨 5 - 6 - 8 years	8.7% (2)	🟧 6 - More than 8 years	78.26% (18)

Mean: 5.61
Response: 23

* Considering the most recent twelve months, approximately how many hours per week do you spend on ICANN-related activities on the average?
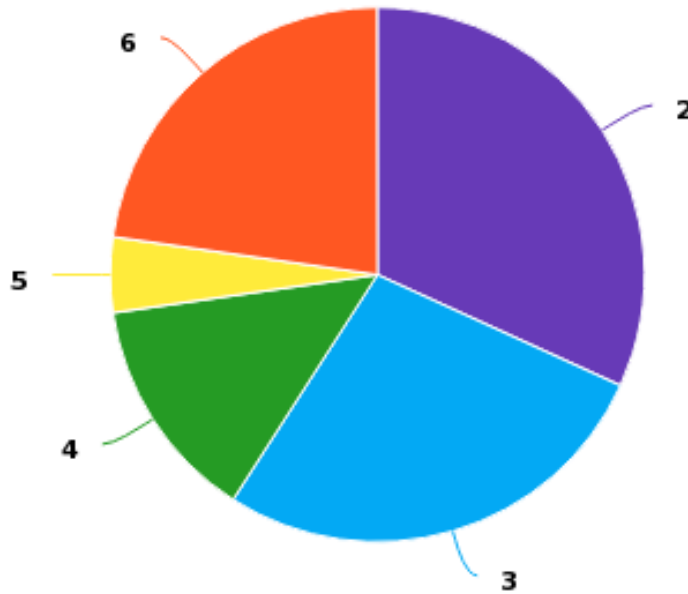
Clicktools

🟥 1 - Less than 2 hours	0% (0)	🟪 2 - 2 - 5 hours	31.82% (7)
🟦 3 - 6 - 10 hours	27.27% (6)	🟩 4 - 11 - 15 hours	13.64% (3)
🟨 5 - 16 - 20 hours	4.55% (1)	🟧 6 - More than 20 hours	22.73% (5)

Mean: 3.59
Response: 22

Please feel free to provide any additional feedback about your Working Group experience, this Self-Assessment, or any other matter not covered elsewhere in this questionnaire.

1	Thank you for the opportunity to respond to this survey. If possible, I would like to share my responses with the Working Group.

I also want to personally thank Cheryl for keeping me sane and for the expert job she did. And of course Avri for her work both as a previous co-chair and for her work as a Board Liaison. Thanks to each of the Work Track leaders for not only the work they did early on, but also for the many of them that stayed with the leadership team to provide Cheryl and I will incredible Guidance. And finally to Steve, Julie and Emily from ICANN policy staff. Without their hard work, dedication , enthusiasm and their patience in putting up with me, this would never have gotten to such a successful conclusion. |
| 2 | The scope PDP was too large, it would have benefitted from the more recent ideas of breaking down work into smaller more manageable concepts.

I like this self-assessment idea. It seems compact enough to get participation and yet touched on good evaluation topics. |
| 3 | Although I understand that the PDP is made up of volunteers who actively choose to engage, I believe it would have benefited the balance and knowledge base of the working group further had more community applicants (former and present) been recruited or encouraged to participate in the PDP (fully or partially).

Given the overwhelming amount of concerns and work that was undertaken by the PDP around the community applicant process, I believe it was a disservice to not make the effort to capture and memorialize those experiences in the record of the PDP. This is especially relevant because Community Applicants will once again be part of the subsequent procedures, yet their voice was mostly silent as a stakeholder during the PDP because those with the experience were no longer part of the ICANN eco-system at the time of the PDP. |
4	I use the opportunity to thank the ICANN staff that this WG had to its disposal. The persons assigned to help were excellent. I have participated in other WGs before, and I have never experienced such competence, eagerness, willingness and kindness.
5	This was a PDP that would have been chartered and missioned very differently if run in the current PDP methodology climate, basically, a narrower scope of several more manageable stages of the PDP process would have aided the effectiveness and efficiency of this PDP greatly. It was, therefore, a "product of its time" one well passed in my view. and of course, I am a firm supporter of the SMART style of project design and management. Again this approach is now more in line with current ICANN and I trust future PDP processes.
6	The Wiki and Google docs environment is very difficult to manage in the absence of training and relevant tutorials. Virtual on-line working has not helped. I imagine that it would be an insurmountable difficulty for newcomers, notably non-EN speakers.
7	What are you going to do with this feedback? there should be a public report with aggregated anonymous information for this exercise to be meaningful.
8	On a positive note, the diverse and inclusive composition of the working group was extremely valuable and should not be overlooked. Bringing all parts of the ICANN community together within the PDP WG provided best opportunities to learn from others perspectives and build these into the outputs. This should, therefore, help to move the recommendations, affirmations and implementation guidance forward with minimal resistance and delay.
9	Many thanks for putting out this "survey" to the Sub Pro WG participant members . It is so important.

 I say again my experience of working on the Sub Pro PDP WG was a 7 out 7 .
 I certainly believe the Sub Pro template is the best way forward for future PDP WGs, albeit they must be run to much tighter deadlines , like a project on a critical path.

Thanks again Steve , Emily , Julie and team . Brilliant job !! |

Response: 9

The Council is considering developing a survey that would allow future Working Groups to provide input periodically throughout the WG deliberations stage of the PDP. Such a survey would be intended to provide the Council with information that would facilitate its oversight role and help inform potential actions and/or guidance to the PDP WG. Do you think this would be helpful? If so, what are the types of questions that should be included in such a survey?

1   I think this would have helped me personally throughout our work. But I dont want this to become a burden. So, we need a balance.

2   Hopefully, future PDPs will be more compact and not need surveys/assessments part way through.

3   Perhaps. I do feel like people expressed their opinions along the way, but if a survey is a more formal way of documenting the bumps or roadblocks it might be helpful for future PDP leaders to use as guidance.

4   yes
     permanent screening of the leadership of the WG and relationship with the WG members

5   Yes absolutely! it would be quite useful in my view. Such periodic surveys could allow for focus on any identifiable issues in communications and PDP process management as well as identify matters that may be in the respondents view affecting the development of consensus (or lack thereof) in addition to feedback that has been sort in this survey regarding representativeness norms etc.,

6   Yes

7   No I do not think a survey would be helpful. If the Council Liaison is competent in their role then they should not need to rely on surveys from working group members. In any event, the surveys could be used by disgruntled members to try and torpedo progress being made in the working group. For example, there were a handful of SubPro working group members who would argue with just about everything. It was incredibly frustrating to have these members spend half an hour of a call arguing against increased frequency of calls or increased duration of calls (can't imagine why call duration and frequency had to be increased). There was also a minority statement submitted arguing that the working group had not considered issues relating to PICs, yet one of those authors had argued a month earlier that we had discussed the topic in great depth and therefore we knew what she was saying was right (it was incorrect). The Council should not give already disruptive members of a working group an additional platform to undermine the progress of a PDP.

8   Yes.

     As a precondition for such an approach, the Chartering entity - which need not be the GNSO - should set for each Supporting Organisation and Advisory Committee, fixed and equal quotas for the numbers of their participants in each PDP and strict checks on conflicts of interest.

     The present survey includes sufficient types of questions to evaluate the resulting deliberations.

9   Yes.
     Is leadership in the WG well-balanced in terms of community perspectives?

     Is leadership facilitating discussion and developing consensus rather than predominantly providing its own views on the topics?

     Which constituencies or advisory groups are underrepresented in the deliberations of the WG?

     What additional secretariat functions would be helpful to expedite the process?

10   Yes, some quality control metrics, checks on chairs and WG etc

11   Such a survey must only be undertaken to address a particular concern, for example if the Council is concerned about the progress or lack there of being made by the WG or they have concerns about the ability of the Chair/s to fulfil their role then a survey of the membership may be valid. But a survey for the sake of ticking a box will just be a distraction and have no value. Any recommendation for a survey should come from the GNSO Liaison to the PDP and be accompanied by a rationale for doing so.

12   I don't believe this is necessary if future PDP's are more focused and provided expected, shorter, timeframes. Looking back over the 5 yrs of this PDP, I think other mechanisms are available and more effective to track progress and effective participation of the WG and does not require further distractions from repeated surveys.

13   1) how could be better represented the minority views in the public debate of ICANN constituencies ?
     2) how financial and economic interests could be countered when it comes to decision on HR issues that could be sometime antithetical to these interests ?
     3) how much the diversity and the non economic interests are taken in account and protected ?
     4) could the action of the Ombudsman be extended to the principles and to effects and not only to the procedural problems ?

14   Yes, especially when Mandate needs to change or evolve over the course of the PDP.

15   Not sure how helpful or informative it would be to insert a survey midstream. Having a Council liaison makes more sense.

16   Extremely helpful . A must for all PDP WGs going forward.

     An additional question I would ask.

     Do you think (each) ICANN Board member should regularly attend PDP WGs , Personally I think this is an absolute must.

Response: 16