

Subject	Description	RIWG Status	SC role?	Outstanding Implementation Steps:
Rec 01 - NomCom2 Review - MEMBER JOB DESCRIPTION	Formalize a job description for NomCom members that emphasizes diversity and independence, and provide that description to the SOs/Acs.	Implementation Complete	No	Outstanding Implementation Steps: (#9) Finalize job description(s) based on NomComRIWG consensus.
Rec 02 - NomCom2 Review - MEMBER TRAINING	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.	RIWG role complete; SC role(s) remaining	Yes	Outstanding Implementation Steps: (#3) Make a FY21 budget request for possible pilot program (in progress). done (#4) Determine what metrics should be applied to determine success of training program. (#5) Based on steps 1-4, NomComRIWG to:
Rec 03 - NomCom2 Review - LEADERSHIP TRAINING	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.	RIWG role complete; SC role(s) remaining	Yes	Outstanding Implementation Steps: (#3) Determine what metrics should be applied to determine success of training program. (#4) Based on steps 1-3, NomComRIWG to:

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Rec 04 - NomCom2 Review - EVALUATION TRAINING	Formalize training for NomCom members in the candidate evaluation process.	RIWG role complete; SC role(s) remaining	Yes	Outstanding Implementation Steps: (#3) Determine what metrics should be applied to determine success of training program. (#4) Based on steps 1-3, NomComRIWG to [moved to SC]:
Rec 05 - NomCom2 Review - RECRUITING CONSULTANT	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. [Finding: "the role and purpose of the recruiting consultant should be codified in the Operating Procedures or Guidelines. There is currently little information regarding the purpose and role of the recruiting consultant in NomCom documentation, or the nature of their activities."]	RIWG role complete; ICANN org role(s) remaining	Yes	Outstanding Implementation Steps: (#2) Revisit the current timeline for Board Governance Committee (BGC) and others to provide the incoming NomCom with job descriptions and other relevant information for recruitment process. (#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). (#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. (#5) Draft a proposed role description for a professional recruiting consultant(s), based on input received and any additional NomComRIWG's input. (#6) Provide the document to ICANN Org and ask for feedback/concerns (#7) Finalize proposed role description for a professional consultant(s) based on NomComRIWG consensus. (#8) Post role description on ICANN.org #9) NomComRIWG to establish metrics for the Standing Committee and/or ICANN.org to use to assess the consultant's performance. (#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.

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Rec 06 - NomCom2 Review - EVALUATION CONSULTANT	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.	RIWG role complete; SC role(s) remaining	Yes	<p>Refer to SC for consideration going forward. Outstanding Recommendations:</p> <p>(#1) NomComRIWG to decide what the process is of hiring an evaluation consultant and how it fits with the NomCom’s annual selection cycle: (#1A - DONE) (#1b) Create an overview document that summarizes the responses</p> <p>(#2) Draft a proposed role description and Statement of Work for a professional evaluation consultant, based on input.</p> <p>(#3) Ensure the written job descriptions described in Recommendation #15 are utilized.</p> <p>(#4) Finalize proposed role description for a professional evaluation consultant based on NomComRIWG consensus.</p> <p>(#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.</p>
Rec 07 - NomCom2 Review - TWO-YEAR TERMS	NomCom members, except for leadership positions, should serve two-year terms, and be limited to a maximum of two terms.	RIWG role complete; SC role(s) remaining	Yes	<p>Outstanding Implementation Steps:</p> <p>(#4) ICANN Board directs initiation of Bylaws change and oversees the process.</p> <p>(#5) Bylaws change process takes place.</p>
Rec 08 - NomCom2 Review - MAINTAIN CURRENT SIZE	Maintain the current size of NomCom.	Implementation Complete	No	No implementation steps were needed.

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Rec 09 - NomCom2 Review - VOTING MEMBERS	All NomCom members should be fully participating and voting members, except for NomCom leadership.	RIWG role complete; SC role(s) remaining	Yes	Outstanding Implementation Steps: Suggested Revise: <i>The NomComRIWG has proposed a bylaw change to Section 8.2 to allocate the same voting and participation rights for all NomCom members and oversees the process. (in progress)</i>
Rec 10 - NomCom2 Review - REBALANCING	Representation on the NomCom should be re-balanced immediately and then be reviewed every five years.	RIWG role complete; Board role(s) remaining	No	Outstanding Implementation Steps: (#5) - NomComRIWG to ask the Board to initiate Bylaws changes (#6) - If 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. (#7) - Bylaw change is accepted. and NomCom is rebalanced or Bylaw change is rejected, and status quo is maintained The OEC decides who and how to conduct phase 2 of this recommendation. <i>Options include:</i> <i>The NomComRIWG</i> <i>The NomCom Standing Committee</i> <i>A GNSO working group</i> <i>A new cross-constituency working group</i>

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Rec 11 - NomCom2 Review - STAFF REPORTING	The senior staff member supporting NomCom should be accountable to and report to the office of the CEO.	Implementation Complete	No	Outstanding Implementation Steps: <u>(#1) - Assess WS2 recommendation #7 for potential impact: https://www.icann.org/public-comments/ccwg-acct-ws2-final-2018-03-30-en (in progress)</u> <u>(#2) - NomComRIWG to communicate with ICANN org about NomCom support reporting structure (complete)</u> <u>(#3) - NomComRIWG to assess what options there are, according to implemented WS2 Recommendation #7, for NomComRIWG to provide input into the reporting structure. (n/a)</u> <u>(#4) - Further steps depend on the outcome of task 3. (n/a)</u>
Rec 12 - NomCom2 Review - BUDGET & STAFFING RESOURCES	NomCom leadership should have input on the NomCom budget and staffing resources.	Implementation Complete	Yes	Outstanding Implementation Steps: <u>(#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. (in progress)</u> <u>(#2) - NomComRIWG to discuss with ICANN org and current NomCom leadership the feasibility of identified process.</u> <u>(#3) - NomComRIWG to coordinate with NomCom staff and NomCom leadership to assure leadership has the support needed to provide meaningful input.</u> <u>(#4) - NomComRIWG to devise any applicable metrics.</u> <u>(#5) - Review and Update NomCom Operating Procedures to reflect budget input of NomCom leadership.</u>
Rec 13 - NomCom2 Review - PROCESS DIAGRAM	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.	RIWG role complete; ICANN org role(s) remaining	?	(#1)

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Rec 14 - NomCom2 Review - COMMUNICATIONS TO RECEIVING BODIES	Formalize communication between the NomCom and the Board, SOs/ACs, and the PTI Board in order to understand needed competencies and experience.	Implementation Complete	No	Outstanding Implementation Steps: (recurring process yearly) (#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. (in progress) (#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). (in progress) (#5) - If applicable, updates should be made to the NomCom's operating procedures.
Rec 15 - NomCom2 Review - CANDIDATE JOB DESCRIPTIONS	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 the basis for recruiting and evaluation	RIWG role complete; ICANN org role(s) remaining	Yes	Outstanding Implementation Steps: (#1) - Await and collect the finalized job descriptions as per Rec 14. (in progress) (#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. [for NomCom staff] (#3) - NomCom with support of ICANN org to update the NomCom Operating Procedure Manual with this new process [for NomCom staff] (#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 [for SC]

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Rec 16 - NomCom2 Review - FEEDBACK ON NOMCOM APPOINTEES	Implement and codify a system for providing feedback to the NomCom regarding the contributions and participation of members up for reappointment by the NomCom.	RIWG role complete; ICANN org role(s) remaining	Yes	Outstanding Implementation Steps: (#3) - NomComRIWG, in coordination with the current/former NomCom members, ICANN org and the bodies that receive NomCom appointees, including the ICANN Board, to identify whether improvements should be made to the timing of this exchange of information. (in progress; for 2022 this step would be best placed on the Standing Committee) (#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). (in progress; RIWG staff support action item (see notes)) (#5) - If applicable, updates should be made to the NomCom's operating procedures. [for NomCom staff to draft for the RIWG to review; does the RIWG want to review the Operating Procedures before their work concludes to make recommended changes to the Operating Procedures or suggest this as a role for the SC to take on?]
Rec 17 - NomCom2 Review - MAINTAIN CURRENT DIVERSITY	Maintain current diversity requirements for NomCom appointees.	Implementation Complete	No	Nothing still to do.
Rec 18 - NomCom2 Review - CANDIDATE COMMUNICATIONS SCHEDULE	Publish a candidate communication schedule and codify a communication process with candidates.	RIWG role complete; SC role(s) remaining	Yes	Outstanding Implementation Steps: (#2) - Talk to previous NomCom appointees to understand how they perceived the communication process. (#3) - Propose a communication schedule including timing of communications with both successful and unsuccessful candidates. (#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. (#5) - Finalize communication process; this should include annual surveys of all NomCom applicants. (#6) - Update NomCom's workflow (recommendation 13). (#7) - Publish communication schedule and timelines for candidate communications.

Subject	Description	RIWG Status	SC role?	Outstanding Implementation Steps:
Rec 19 - NomCom2 Review - NOMCOM MARKETING PLAN	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.	RIWG role complete; ICANN org role(s) remaining	Yes	Outstanding Recommendations: (#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. (#3) - This marketing effort should also help educate potential outside candidates about ICANN. (#4) - NomCom to conduct annual measurements related to the quality of the applicant pool.
Rec 20 - NomCom2 Review - BLINDED CANDIDATE ASSESSMENT	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.	Implementation Complete	Yes	Status Update: NomCom staff can speak to standardized tools used for evaluation. No additional implementation steps for RIWG. SC has a role to evaluate annually and recommend changes.
Rec 21 - NomCom2 Review - STANDARDIZED EVALUATION TOOL	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.	RIWG role complete; SC role(s) remaining	Yes	Outstanding Implementation Steps: (#2) - Decide which additional tools should be part of the tool kit. (#3) - Outreach to current and former NomCom members to solicit input what the toolkit should contain. (#4) - Draft the tool kit components based on feedback and NomComRIWG input. (#5) - Ensure that the evaluation toolkit information is shared in a timely manner with the incoming NomCom and overall community. (#6) - Incoming NomCom should amend the standardized toolkit based on the updated/latest job descriptions for positions to be filled. (#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.

Subject	Description	RIWG Status	SC role?	Outstanding Implementation Steps:
Rec 22 - NomCom2 Review - INTERVIEW QUESTION LIBRARY	<p>The NomCom should provide consistent interview questions and an interviewer evaluation form for the candidates interviewed during the deepdive phase and the final face-to-face interviews.</p>	<p>RIWG role complete; SC role(s) remaining</p>	<p>Yes</p>	<p>Outstanding Implementation Steps:</p> <p>(#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:</p> <p>(#2d) - External firm(s)</p> <p>(#3) - Once finalized, integrate these questions into an interviewer evaluation form and incorporate into the evaluation toolkit (see Recommendation #21).</p> <p>(#4) - Deep-dive team assignments should consider additional factors beyond simply time zone availability, such as, e.g., potential conflicts and different cultures.</p> <p>(#5) - Each new NomCom can generate its own questions as well as pull from the ‘library’ to conduct a ‘semi-structured’ interview.</p> <p>(#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.</p>
Rec 23 - NomCom2 Review - CANDIDATE POOL DATA	<p>The NomCom should publish additional data on the candidate pool and the recruiting source of candidates.</p>	<p>RIWG role complete; SC role(s) remaining</p>	<p>Yes</p>	<p>Outstanding Implementation Steps:</p> <p>(#3) - Consult with the wider ICANN community what additional non-confidential, non-identifiable data points should be collected and published.</p> <p>(#4) - Reach consensus within NomComRIWG on what additional data, if any, should be published going forward and capture this consensus in the toolkit.</p> <p>(#5) - Coordinate with ICANN org to assure the additional data is captured and published.</p>

Subject	Description	RIWG Status	SC role?	Outstanding Implementation Steps:
Rec 24 - NomCom2 Review - NOMCOM STANDING COMMITTEE	An empowered body of current and former NomCom members should be formed to ensure greater continuity across NomComs, and in particular, to suggest and assist in implementing changes to NomCom processes.	RIWG role/steps remaining	No	<p>Outstanding Implementation Steps:</p> <p>(#6) - Board/OEC to submit for public comment Standing Committee Charter, including 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</p> <p>(#7) - Following Based on public comments, and based on feedback, ICANN Board, or its delegate, NomComRIWG to finalize the governance structure.</p> <p>(#8) - ICANN org, in cooperation with Interim Standing Committee 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.</p> <p>(#9) - ICANN Board, or its delegate, to work with NomComRIWG to put the new body into place, i.e. Bylaw change and approval of the Standing Committee Charter, including additional public comment.</p> <p>(#10) - NomComRIWG to work with ICANN Board and ICANN org to initiate any budgetary requests needed for the operating of the body.</p>

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Rec 25 - NomCom2 Review - IMPROVE NOMCOM SELECTIONS	Inform assessments of the NomCom by assessing the performance of the Board.	RIWG role complete; SC role(s) remaining	Yes	<p>Outstanding Implementation Steps:</p> <p>(#2) - Propose additional/improved performance and needs assessment of receiving bodies, if needed, as it relates to identification of needs from NomCom appointees.</p> <p>(#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.</p> <p>(#4) - Agree with the receiving bodies how assessment and improved selection will be incorporated into the annual selection process, if appropriate/necessary.</p> <p>(#5) - Incorporate this assessment into the relevant job descriptions developed annually by the NomCom.</p> <p>(#6) - Determine how to facilitate the receiving bodies performing the assessments.</p> <p>(#7) - Ensure that interdependency with other, relevant recommendations is taken into account.</p> <p>(#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.</p>

Subject	Description	RIWG Status	SC role?	Outstanding Implementation Steps:
Rec 26 - NomCom2 Review - LEADERSHIP DEVELOPMENT	ICANN should investigate advancing its nominations process into a Leadership Development function.	RIWG role complete; ICANN org role(s) remaining	Yes	<p>Outstanding Implementation Steps:</p> <p>(#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.</p> <p>(#3) - Discuss with current/former NomCom members and ICANN org how to identify unsuccessful applicants that would benefit from leadership development. <i>[perhaps for SC in conjunction with NomCom and ICANN org]</i></p> <p>(#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. <i>[For RIWG]</i></p> <p>(#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. <i>[for ICANN org staff following step #2; could be reported back to the SC given timing constraints of RIWG]</i></p> <p>(#6) - Launch development function if deemed feasible and potential for harnessing new volunteer talent is sufficiently high. <i>[for ICANN org in conjunction with SC staff support]</i></p> <p>(#7) - In addition, the NomComRIWG to ensure that the communication with</p>
Rec 27 - NomCom2 Review - ICANN UNAFFILIATED DIRECTORS	Provide clarity on desire for independent directors and designate three specific seats for "Independent Directors."	RIWG role/steps remaining	Yes	<p>Outstanding Implementation Steps:</p> <p>(#3) - Submit the Updated Bylaws to the OEC for review.</p> <p>(#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.</p> <p>(#5) - ICANN Board directs the initiation of Bylaws change, Section 8.1. and oversees the process.</p> <p>(#6) - Bylaws change process takes place.</p>

Considerations for Standing Committee role:	Approach / Notes:
	<p>NomCom support staff to facilitate - action item - to work with staff members for publishing request - Option for Revised Wiki Action Item: Rec. 1 Job Description: RIWG to request SO/ACs regularly post their final job descriptions for their respective NomCom delegates on their respective SO/AC websites, for transparency. The RIWG agreed that with this action, the implementation of Rec. 1 is complete.</p>
<p>(#5.a) Work with ICANN org to identify suitable vendors. (#5.b) Work with current/former NomCom members and ICANN org to agree on final course logistics and course content. (#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. (#6) Make budget request as part of ICANN's budget cycle. (#7) Once budget is secured, work with ICANN org to contract vendor, and determine when training for future NomComs can start/take place. (#8) NomCom Standing Committee to periodically, when it's appropriate, refresh the NomCom training (in progress).</p>	<p>Status Notes: ICANN org drafted language for evaluating trainings for Recs 2, 3, and 4; this language was reviewed and approved by the RIWG. Ongoing role for SC to be engaged and updated on the training evaluation process. Other notes: 3 Recs (2-4) centered around training - any changes needed to be made to implementation steps? Or complete as is? Note: training is ever evolving (any committee body) should be reviewed and updated yearly - see what skill sets etc. need to be added to complete objectives. Trainings: Unconscious Bias training, Interview Skills training & Leadership training (added in 2021). Notes: clarify metrics definition. Since SC Charter includes a role for the SC in budgetary inputs on behalf of the NomCom, perhaps this is covered by the SC role? [NOTE: clarify what metrics are needed to assess trainings for NomCom members (e.g., survey among training participants.) What sort of metric do we use to assess the trainings for NomCom delegates?</p>
<p>(#4.a) Work with ICANN org to identify suitable vendors (#4.b) Work with current/former NomCom members and ICANN org to agree on final course logistics and course content (#4.c) Work with ICANN org to determine what budgetary requirements for the course are necessary, and, if required, initiate a budget request. (#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.</p>	<p>Status Notes: ICANN org drafted language for evaluating trainings for Recs 2, 3, and 4; this language was reviewed and approved by the RIWG. Ongoing role for SC to be engaged and updated on the training evaluation process.</p>

Considerations for Standing Committee role:	Approach / Notes:
<p>(#4.a) Work with ICANN org to identify suitable vendors. (#4.b) Work with current/former NomCom members and ICANN org to agree on final course logistics and course content. (#5) Work with ICANN org to determine what budgetary requirements for the course are necessary, and, if required, initiate a budget request. Once budget is secured, work with ICANN org to contract vendor, and determine when training for future NomCom's leadership can start/take place.</p>	<p>Status Notes: ICANN org drafted language for evaluating trainings for Recs 2, 3, and 4; this language was reviewed and approved by the RIWG. Ongoing role for SC to be engaged and updated on the training evaluation process.</p>
	<p><i>Status Notes: steps: 1. collect guidance, 2. send out calls for letters of interest 3. ICANN org/NomCom support staff review - narrow down to top three. 4. Present top 3 to NomCom leadership for decision. 5. after decision is made, and consultant firms (usually 2 - to ensure all regions across globe have equal representation and recruiting as many qualified applicants as possible) 6. then meeting occurs between the entire NomCom Committee and hired recruiting firms to discuss expectations on types of applicants and create project plan [NOTE: ICANN org staff to draft a process description and dependencies, and share with the RIWG]</i></p>

Considerations for Standing Committee role:	Approach / Notes:
<p>This can be part of the SC's assessment of whether it makes sense to hire an external consultant or not based upon feedback from that year; the SC also reviews the approach being used</p>	<p><i>Status Notes: NomCom decided to no longer use outside evaluation resource and instead the evaluation of applicants falls to assessment and interview sub-committee. [NOTE: make this rec part of the SC's assessment of whether it makes sense to hire an external consultant or not based upon feedback from that year; the SC also reviews the approach being used]</i></p>
<p>(#6) Subject to the outcome of the Bylaws change, NomCom RIWG to inform bodies appointing members to the NomCom about new term conditions going forward. (#7) Review and update NomCom Operating Procedures.</p>	<p><i>Since the role of the RIWG is envisioned to conclude in early 2022, these steps may be better aimed at the SC</i></p>

Considerations for Standing Committee role:	Approach / Notes:
<p>(#3) Bylaws change process takes place. (#4) If Bylaws are changed, NomComRIWG with support from ICANN org, to review and update the NomCom Operating Procedures. (#5) Subject to the outcome of the Bylaws change, NomCom RIWG to ensure that all appointing organizations bodies appointing members to the NomCom are aware informed of the about all relevant changes in the Bylaws regarding to the NomCom members' participation rights. (#2) NomComRIWG, with support from ICANN org, to initiate process to change the 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. (in progress) (#3) Bylaws change process takes place. (#4) If Bylaws are changed, NomComRIWG with support from ICANN org, to review and update the NomCom Operating Procedures. (#5) Subject to the outcome of the Bylaws change, NomCom RIWG to ensure that all appointing organizations bodies appointing members to the NomCom are aware informed of the about all relevant changes in the Bylaws regarding to the NomCom members' participation rights.</p>	<p>Suggested Revise: <i>The NomComRIWG has proposed a bylaw change to Section 8.2 to allocate the same voting and participation rights for all NomCom members and oversees the process. (in progress)</i></p> <p>Steps 3-5: focused to Steering Committee to facilitate after RIWG is disbanded</p> <p>(#3) <i>Bylaws change process takes place.</i></p> <p>(#4) <i>If Bylaws are changed, NomComRIWG with support from ICANN org, to review and update the NomCom Operating Procedures.</i></p> <p>(#5) <i>Subject to the outcome of the Bylaws change, NomCom RIWG to ensure that all appointing organizations bodies appointing members to the NomCom are aware informed of the about all relevant changes in the Bylaws regarding to the NomCom members' participation rights.</i></p>
	<p>Approach: <i>OEC to help socialize RIWG on rebalancing and support before public comment on bylaws change</i></p>

Considerations for Standing Committee role:	Approach / Notes:
	<p>Confirmed by RIWG as complete noting: that NomCom support staff report to John Jeffrey who is the deputy for the CEO and part of the Office of the CEO. Therefore, NomCom staff are already accountable to the office of the CEO.</p>
<p>(#6) - Identify the role of the Standing Committee to assist with this recommendation, once implemented.</p>	<p>Confirmed by RIWG as complete noting: that the Standing Committee charter outlines a role for the SC in providing input through existing planning and budgeting processes. The SC role is intended to be complementary to the NomCom providing its own input to planning and budgeting processes, if it decides to do so.</p>
	<p><i>Status Notes: request for Comms to expand and process diagram to include layers and hyperlinks, org needed to confirm logistics with Comms - also needs to figure out where to place with ITI new website requirements. ICANN org have spoken to Comms, go forward now and current process will be acceptable for the ITI launch requirements</i></p>

Considerations for Standing Committee role:	Approach / Notes:
	<p><i>Status Notes: Complete. Steps/timing on comms: 1. NomCom staff reaches out at the AGM and requests for groups to provide feedback by Dec. 2. Once provided, staff posts on NomCom website</i></p>
	<p><i>Status Notes: (Step #1) - NomCom staff in motion on this - working with various groups currently - reached out to various appointing bodies - target is 2022 NomCom and onward. Still in step 1. Deadline 31 August 2021 to the appointing bodies to respond. Goal is to post job descriptions at the same time as launch of application period is open. Approach: Assure the NomComRIWG of what is in motion above. Objective: Collect all job descriptions, ensure correct format for posting for all to post at the same time to NomCom website and all appointing body websites. (Step #2) - confirm working with ICANN and Appointing Bodies to ensure all info is posted on the sites of the Appointing Bodies. (#2a) - NomCom staff presenting job description and Board Advice & PTI Advice to ensure job descriptions include: characteristics and skills which are included in letters from Board and Advice. Action Items for NomCom staff: prepare emails to appointing bodies with links for posting (#3) - NomCom staff will review operating procedure manual - adjust accordingly - to reflect process. (#4) - annual process for standing committee</i></p>

Considerations for Standing Committee role:	Approach / Notes:
<p>(#3) - <i>NomComRIWG, in coordination with the current/former NomCom members, ICANN org and the bodies that receive NomCom appointees, including the ICANN Board, to identify whether improvements should be made to the timing of this exchange of information. (in progress; for 2022 this step would be best placed on the Standing Committee)</i></p>	<p>Status Notes: (#3) - first year current NomCom staff involved with assisting with coordinating info. NomCom staff to speak to this point - recommendation for process that took place in 2021 to be duplicated for 2022 in order to be evaluated fairly. (#4) - Action Item for NomCom Staff - draft process where NomCom communicates with ICANN in order to receive review information specifically for ICANN Board incumbent applicants - NomCom staff will provide deadlines. Action Item for RIWG support staff: Contact appointing bodies re: if they have a process for end of year reviews and will they provide that info to the NomCom to use as a tool for final assessment for incumbent candidates. (#5) - item to be drafted and added to operating procedures by NomCom Staff & RIWG</p>
<p>(#8) - Ensure the Standing Committee reviews the annual applicant survey results and makes any changes as needed for the following year.</p>	<p>Items (#2-7) = all NomCom staff support items. (#8) - standing committee item. RIWG role complete.</p>

Considerations for Standing Committee role:	Approach / Notes:
<p><i>(#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.</i></p>	<p>Status Notes: NomCom staff in collaboration with ICANN Comms to develop a detailed marketing plan which can be presented to standing committee for review - as well as the NomCom committee. RIWG role complete.</p>
<p>SC has a role to evaluate annually and recommend changes.</p>	<p>Status Update: NomCom currently does not utilize an evaluation consultant. Also linked to Rec. 6. No additional implementation steps necessary.</p>
<p>SC has a role to evaluate annually and recommend changes.</p>	<p>Status Update: NomCom staff can speak to standardized tools used for evaluation. No additional implementation steps for RIWG. SC has a role to evaluate annually and recommend changes.</p>

Considerations for Standing Committee role:	Approach / Notes:
<p>SC has a role to evaluate annually and recommend changes.</p>	<p>Status Update: NomCom staff can speak to standardized tools used for evaluation. No additional implementation steps for RIWG. SC has a role to evaluate annually and recommend changes.</p>
<p>(#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.</p>	<p>Status Update: RIWG support staff to review and provide feedback/recommendations on metrics - proposing for NomComRIWG support staff to propose metrics for RIWG to discuss. For SC to weigh in on in an ongoing role. [Note from Final Report: See, for example, Recommendations 1, 5, 6, 11, 13, 15, and 18. In addition to those recommendations, we recommend the NomCom increase the information provided on the candidate pool by including the recruiting source of candidates. (For example, how many candidates from each source made the deep-dive shortlist, were selected for interviews, and were ultimately selected by the NomCom?)" p.43 Final Report]</p>

Considerations for Standing Committee role:	Approach / Notes:
	<p data-bbox="978 183 2026 251">In progress with Standing Committee charter. RIWG also to work with ICANN org and Board to initiate any budgetary requests, after public comment.</p>

Considerations for Standing Committee role:	Approach / Notes:
<p>(#2) - Propose additional/improved performance and needs assessment of receiving bodies, if needed, as it relates to identification of needs from NomCom appointees. (#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. (#4) - Agree with the receiving bodies how assessment and improved selection will be incorporated into the annual selection process, if appropriate/necessary. (#5) - Incorporate this assessment into the relevant job descriptions developed annually by the NomCom. (#6) - Determine how to facilitate the receiving bodies performing the assessments. (#7) - Ensure that interdependency with other, relevant recommendations is taken into account. (#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.</p>	<p>Status update: links to Rec. 16. Steps #2-8 seem better placed for the Standing Committee to take on; this should be reflected in the SC charter.</p>

Considerations for Standing Committee role:	Approach / Notes:
<p><i>(#3) - Discuss with current/former NomCom members and ICANN org how to identify unsuccessful applicants that would benefit from leadership development. [perhaps for SC in conjunction with NomCom and ICANN org] (#5) - Investigate and to report back to NomCom/RIWG about the feasibility of such a leadership development function, which costs would be involved and what potential metrics for success could be applied. [for ICANN org staff following step #2; could be reported back to the SC given timing constraints of RIWG] (#6) - Launch development function if deemed feasible and potential for harnessing new volunteer talent is sufficiently high. [for ICANN org in conjunction with SC staff support]</i></p>	<p>Status notes: (#2) - RIWG internal staff to reach out to ICANN Org to discuss development resources for community leadership training and outreach. (Betsy Andrews) (#7) - Jia and Teresa to speak to this point</p>
<p>(#7) - If Bylaws are changed, Standing Committee with support from ICANN org, to review and update the NomCom Operating Procedures with definition and requirement.</p>	<p>To be discussed pending ICANN Legal feedback</p>

RIWG Status

Implementation Complete
RIWG role/steps remaining
RIWG role complete; SC role(s) remaining
RIWG role complete; ICANN org role(s) remaining
RIWG role complete; Board role(s) remaining

