

## **Evolving Organizational Reviews into a Continuous Improvement Program (ATRT3 Recommendation 3.6)**

The Third Accountability and Transparency Review Team ([ATRT3 Recommendation 3.6](#)) requires the evolution of Organizational Reviews into a Continuous Improvement Program (CIP) for the SOs, ACs, and the NomCom. The implementation work for Recommendation 3.6 has begun and preparations are underway to engage the SOs, ACs and NomCom in the development of the CIP Framework. The outputs from the Continuous Improvement work conducted by ICANN structures will inform the eventual Holistic Review.

ICANN org will provide an update on the status of implementation and the development of the CIP Framework, and seek input on the proposed means of community participation. The proposed plan is to leverage the “community coordination group” model, which is being used effectively for the implementation of certain WS2 recommendations. Each SO, AC and NomCom and their constituent parts (22 groups total) would designate one representative (with an optional secondary representative to serve as an alternate) to contribute to the development of a CIP Framework. ICANN org will facilitate working sessions with the Continuous Improvement Program Community Coordination Group (CIP-CCG), targeting to begin in November 2023. The group will:

1. Develop a shared understanding of the meaning of Continuous Improvement in the context of ATRT3 recommendation 3.6,
2. Consider a range of methodologies for effective continuous improvement programs,
3. Agree on the methodology that is fit for ICANN purpose, and
4. Formulate a CIP Framework, to be used by each SO, AC and NomCom.

The implementation of the ATRT3 Recommendation 3.6 is an opportunity to replace Organizational Reviews with a more flexible process that is responsive to the unique needs of the ICANN community structures (SOs, ACs, NomCom) and their constituent parts, while maintaining consistency and comparability across all structures. It also is an opportunity to support meaningful improvements within the ICANN community, including toward improved governance.

### **Background**

Organizational Reviews assess the effectiveness of ICANN's SOs and ACs. Organizational Reviews are conducted by Independent Examiners to assess: (i) whether that organization, council or committee has a continuing purpose in the ICANN structure; (ii) if so, whether any change in structure or operations is desirable to improve its effectiveness; (iii) whether that organization, council or committee is accountable to its constituencies, stakeholder groups, organizations and other stakeholders.

All Organizational Reviews have been deferred. The Board will consider the status and progress toward evolving Organizational Reviews into a CIP in 2025, to determine whether the deferred Organizational Reviews should be resumed.

The Third Accountability and Transparency Review Team (ATRT3) issued two recommendations to address issues related to the function of reviews. In addition to Recommendation 3.6 noted above, [Recommendation 3.5](#) calls for the creation of the [Holistic Review](#), a new Specific Review to assess the continuous improvement efforts, collaboration and accountability mechanisms, and the continued purpose of ICANN Supporting Organizations (SOs), Advisory Committees (ACs), and Nominating Committee (NomCom). The Board approved these two recommendations in November 2020, and the community assigned each high-priority status in May 2022.