# GNSO Review – Potential Indicators of Success

The GNSO Review Terms of Reference included a requirement to assess the effectiveness of previous Review Recommendations. This was a difficult task because previous Reviews did not include Critical Success Factors or Measures against which to assess.

As a result, following discussion with ICANN staff, we have drafted the following *Potential Indicators of Success* grouped under the four Themes of our Recommendations.

The Indicators are quite general: it is beyond the Independent Examiner's scope to specify or quantify these. We would recommend that the Review WP consider and if appropriate modify these *Potential Indicators* and ensure that, where practicable, quantifiable measures are agreed, including target dates.

**Theme 1: Participation and Representation**
- Increased diversity of GNSO office-holders
- Increased participation in all GNSO activities  from non-traditional demographics
- Formation of one or more new Cs
- Increased number of WG participants involved in more than 1 WG
- GNSO Council with representation from all SGs and Cs
- That non-English speakers are participating in policy making
- Loomio (or a similar solution) is introduced and replaces many teleconferences

**Theme 2: Continuous Development**
- GNSO leadership competency framework and assessment process are established and in use
- Each completed PDP has a:
  - PIA
  - Self-evaluation
  - (At a later point) Assessment of policy effectiveness
- Efficiency criteria for policy production developed and in use
- A policy for provision of administrative support for all SGs and Cs is being applied
- GAC has an increased degree of involvement during gTLD policy development

**Theme 3: Transparency**
- SOIs are readily accessible, up-to-date and complete, and show, in addition to the current information, total years of tenure in ICANN leadership positions
- GNSO published processes are adhered to

**Theme 4:  Alignment with ICANN's Future**
- GNSO activities are aligned, where practicable, with ICANN's Strategic Objectives
- GNSO undertakes analysis of future trends to forecast likely priority areas for gTLD policy development

Westlake Governance Limited – September 2015

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