

Consultation Process to Review Current Fellowship Program: MEAC-SWG Responses & Analyses

Question 1:

What should be the objective of the Fellowship Program?

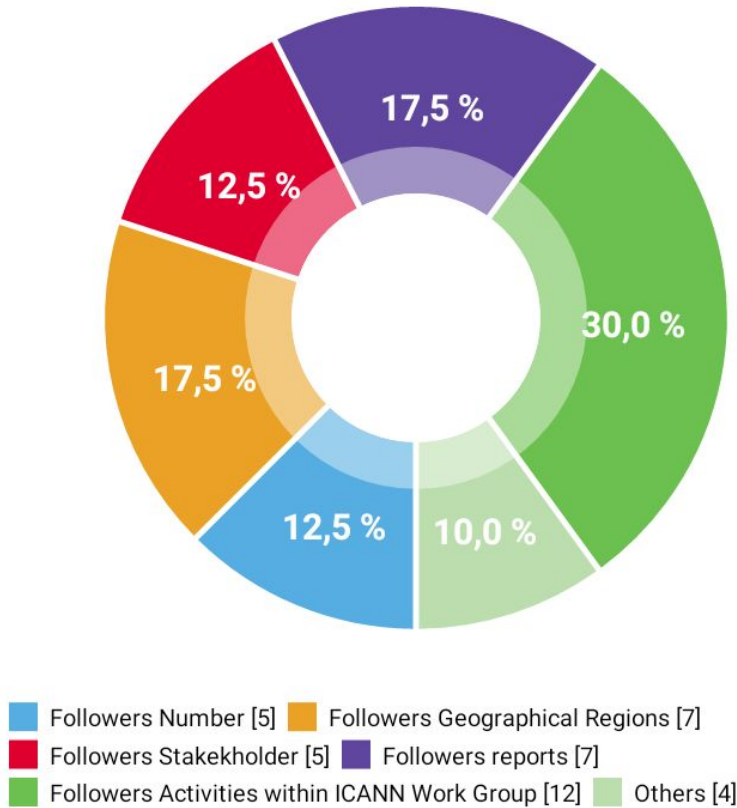
Summary: The program should be carefully planned to attract, motivate, and prepare qualified professionals from different geographic areas and stakeholder groups, particularly young people and newcomers. The aim is to help them actively commit to and be effectively engaged in ICANN working groups, SO/ACs and working groups, and their community so they may also become a future leader within the ICANN ecosystem. It is also meant to increase the competences of community members so they may be more active within ICANN workgroups and the PDPs, especially those who do not have access to formal support or the financial means to do so. Additionally, the Fellowship program helps connect fellows to the relative ICANN programs and activities happening at the regional level, and allows them to network with members of the ICANN community who are in their region. Lastly, the program is meant to develop awareness about ICANN, including its mission and mandate, complexities, and its processes at the national level.

Responses:

1. Preparing young qualified professionals to be the coming leaders in ICANN
2. Raise the level of competence of members of ICANN and get them more involved in its activities in their own regions.
3. To make a person able to effectively participate in different WGs and SOs and ACs within ICANN.
4. The aware the attendant about ICANN and its mandate. Also, It should help them to know how to enhance the ME region using the programs and projects of ICANN in the area.
5. Engage interested fellows from different geographic areas and different stakeholder groups to be active participants in ICANN work and community
6. Support ICANN Meac swg member to participate actively to Icann work and meeting
7. To attract motivational youth to the program and encourage them to stay connected even after meeting. The program should be planned to lead the fellows for real participation and commitment. What a fellow need is not only to know ICANN and it's complexities but also to find out the way of cooperation and expression of ideas there.
8. To support the participation of those individuals who want to take part in the ICANN process and learn about the ICANN community, but do not have the formal support or financial means to do so.
9. To help attract newcomers to the icann ecosystem and to continue to support those who are contributing to the i ann community activities.
10. rebuild our future
11. 1. Develop awareness about ICANN and its processes at national level. 2. Encourage individuals to contribute to ICANN workgroups. 3. Bring on new people to hunt for new ideas and new opportunities that interests ICANN.
12. participation on PDP

- 13. To involve more experts from all over the world working IT or IT related fields to help formalize the policies required or that IT lacks.
- 14. Give the opportunity to the community members to be active within ICANN workgroups

How would the success of this objective be measured?



If Others please specify?

Summary: It would be measured by increasing the number of active fellows involved in ICANN policy development within all SO/ACs, or other explicit ICANN-related or Internet governance activities. Additionally, it can include tracking the number of new involvement throughout the ICANN ecosystem (ISOC, RIRs, etc.), measuring the improvement in their knowledge about ICANN and the PDP in fellows – which can also be assessed by coaches once the meeting is over – and by measuring the number of new individuals from different regions.

Responses:

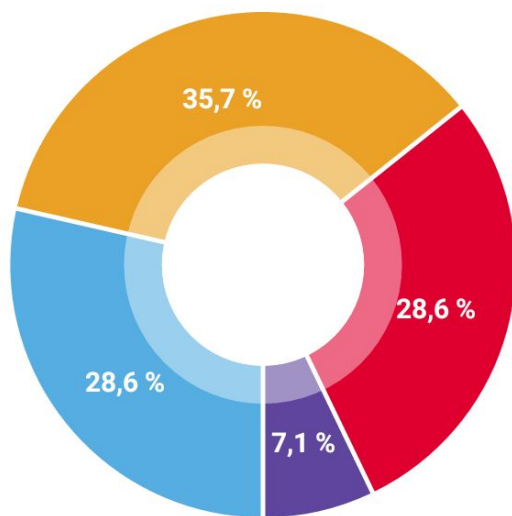
1. Number of active fellows engaged actively in ICANN Policy development working groups at all SO/AC
2. Any involvement in any part of ICANN or the Internet ecosystem (ISOC, RIRs, etc.)
3. I believe that the role of a coach would be so important here. A coach should follow up with the progress of his/her fellow once a while and keep the connection alive. Small voluntary projects such as researches or goal oriented studies can help a novice fellow to progress and find his or her place within ICANN better. As a result, the improvement and efficiency of

the program can be measured by the level of knowledge improvement in fellows which should be assessed by a coach once a while based on some given tasks.

4. Active involvement in PDPs, or other explicit ICANN-related or Internet governance activities
5. How many new individuals come on board from each country.

Question 2:

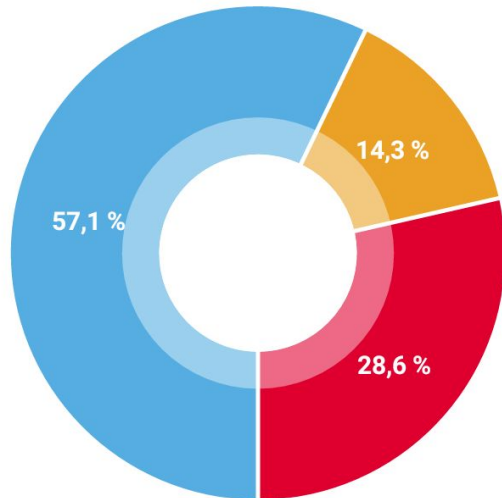
The Fellowship Program was established to provide access to ICANN meetings to individuals from underserved and underrepresented communities. In your opinion, how effective is the Fellowship Program fulfilling its current goal?



Fulfiled [4] Somewhat Fullfilled [5] Lightly Fullfilled [4]
Not Fullfilled [1]

Question 3:

In your opinion, is this goal still a priority for ICANN, given the new bylaws?



■ Yes [8] ■ No [2] ■ Not sure [4]

If not, what new goals would your group propose for the program?

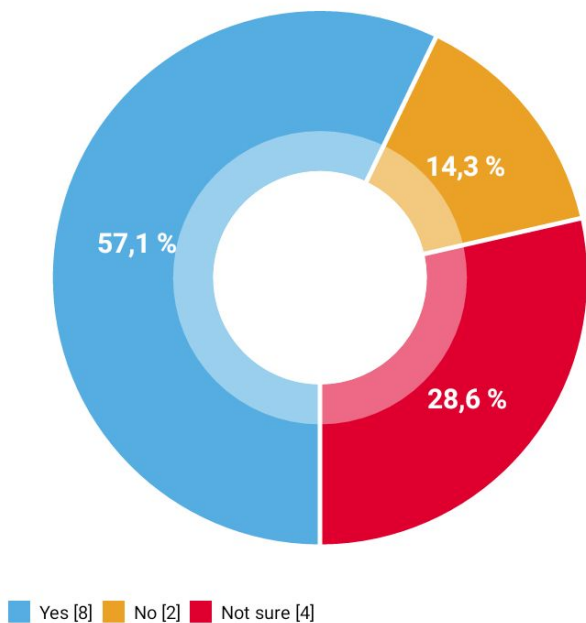
Summary: Ideally, the Fellowship budget will not experience significant cuts. Regardless, one new goal would be to improve the level of knowledge and awareness about ICANN's groups and subgroups among fellows to increase the number of participants, which could lead to their increased involvement. Another is to encourage interaction between fellows and coaches after the meeting to encourage the fellows to be more involved, and reflecting on their experiences by writing blog posts in their native language(s) or sharing their experience in some other way.

Responses:

1. DO NOT cut the fellowship budget.
2. Diversity
3. Access to ICANN meeting is great if fellows learn and practice something. Other than that, it would only be the experience of meeting and no actual result generated. So, the goal should be "to improve knowledge and awareness among those group of people" and "to lead them for more participation". And this is not happening if the direct connection stops after meeting. Especially, for some fellow like us, Iranians, who doesn't have support in their country for such contribution. For example, a couch can encourage the fellows to provide contents and there can be a blog in ICANN for contents of fellows in their own language. I also think that some resources are essential to read yet many of us don't know them and that is why when it comes to share comments we are unable to share our view as we don't know how the topic reached there and have no idea about its background. So, there must be someone to show a fellow the way they can choose for being productive in a wise manner and not waste their time by unplanned reading.

Question 4:

Have Fellows contributed to the work of MEAC-SWG?



If so, where do you think they have added the most value?

Summary: They have been mostly involved in the SO/ACs, as well as the ICANN board, promoting ICANN widely, redefining strategies, and implementing the MEAC-SWG's goals. They have also been involved in formalizing the MEAC-SWG's strategies and implementation. This includes raising new topics for discussion and taking on more voluntary tasks to increase the level of knowledge of all volunteers while encouraging silent members to become more active.

Responses:

1. In most SO/AC including ICANN board
2. Discussions, activities and promoting ICANN widely
3. Throughout.
4. Bringing new topics discussion
5. Unfortunately, I am not satisfied with the relationship among group members. It looks only a few are active and the rest remain silent for a long time. My problem for participation is the lack of knowledge and not finding anyone who is motivated enough to help. So, you feel lonely and not useful enough until you reach the adequate level of understanding and then start to talk and it is one of the main reasons of increasing the number of passive members. So, the values you are looking for can be added after a real participation and achieving some tangible outputs. For me the best part was to participate in a voluntary research and to did some interviews with Iranian experts and to saw its published output. I wish we could

manage for more voluntary tasks for encouraging silent members to work on and feel they are doing something for their group.

6. In all aspects.
7. both, in terms of helping with the strategy development as well as implementation.
8. They have been mostly useful in redefining strategies and implementing MEAC goals.
9. Fellows helps to formalized strategies to MEAC
10. New blood within policy development process

What might be changed about the Fellowship Program to enhance participation of Fellows in MEAC-SWG?

Summary: To be able to enhance Fellows participation in the regional strategy working group (MEAC-SWG), a hands on training and policy writing course could be offered to them. Also, more experienced members of the (regional) ICANN community should help them gain better understanding of the work that is being conducted or that needs to be done.

We are concerned about the planned reduction in the number of fellows, for it will indirectly result in a decrease in the number of fellows from the MEAC region.

More collaboration between the Fellows and senior members of the community is needed so they can learn from them. Also, fellows should have more time during Fellowship program activities to be able to attend the regional (MEAC) sessions in order to learn more about what is being done in the region, and also to connect to the more experienced members of the community from the region.

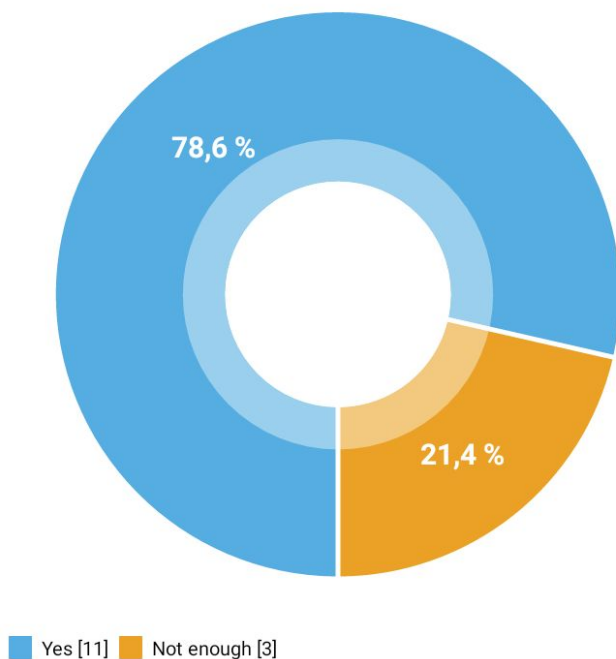
Responses:

1. Give them policy writing course
2. Greater levels of hands-on training and other incentives
3. There are only 2 3 fellow in every meeting from MEAC region, which are also going to be less due to budget cuts. It needs to be looked into.
4. I suggest to make the fellowship Program not only to attend the ICANN Meetings around the world, but also to increase the fellows who attend the events that happened in the ME region and to encourage them to join the ME work groups
5. Maybe to have more time off the fellowship program schedule to participate in MEAC-SWG meeting and to get in touch with its members.
6. Open Selection to one fellow per stakeholder community
7. What we need is a real guidance to contribution. We can not join a group in which experts and old members are active because we are unable to come along with them and our lack of experiences limit us. So, there should be different level of groups and there should be easier projects for the fellows to handle. It is vital to first understand what a fellow needs to know and to help them learn it and then to manage tasks can be done by having that knowledge. In a real example, you can encourage your fellow to understand one of the marketing plans first and then to try to do it in their own region. Or you can ask them to read group objectives and set a call to talk with them and make sure they have understood group's mission well and encourage them to find out how they can be of help for reaching the goals of the group; You also can share suggestions based on previous experiences.
8. More awareness of our activities and how to get involved.
9. may be, more fellows from the region.
10. no added value could be added
11. We need greater number of participation from the region. A great level of collaboration. A new approach to collaboration.

12. joining working groups
13. increase number of participants from MEAC.
14. Staff, because they did not serving the main goal of the program in contrast they serving they own interest

Question 5:

Does MEAC-SWG make efforts to involve, educate, and/or inform Fellows about your work?



If so, please describe these efforts

Summary: The MEAC-SWG mailing list is the most useful mechanism used to involve and inform fellows about ICANN activities, Another mechanism is the summer schools on Internet governance. Yet another way is for the fellows themselves to inform their community, in part, by sharing more about their experiences. One suggestion given was to prepare materials for new members, such as a video to introduce the MEAC-SWG and its mission and key members. Another suggestion was that more experienced members should manage monthly calls with newcomers and encourage them to participate. The MEAC-SWG can also create a learning road map since the students can see what are they learning and where it leads them. Other suggestions included allowing the best of the new fellows a chance to work with ICANN, and the fellows preparing material for the next group of fellows.

Responses:

1. A lot of fellows know MEAC-SWG's work and contribute to it

2. They usually organize a separate meeting with fellows from the MEAC region to introduce the MEAC-SWG work to them and to get them know whom they should contact for more inquiries and involvement.
3. I think they are way busy so they have no tendency for such educational processes. Although the summer school of internet governance was great and everything was perfect there for us, still there would be ways to backup that event. 1. There should be prepared materials for new members, such as a video to introduce MEAC and its mission and key members. 2. An old member who have time should manage monthly calls with newcomers and encourage them to talk because in current calls only 4 or 5 members are always talking and the rests as me are only listeners. 3. Every member who is claiming that he/she will to participate should prepare educational materials for the next one to come. 4. A roadmap of learning can help a lot as you as a teacher know what you are doing and the students see what they are learning and where it leads them to go. For designing this roadmap it is essential to review the goals and importance of capacity building. It is an important question to be answered why we need more members, what do we expect from them, what happen if they are not directly involved with any job or study related to ICANN or Domain name industry. 5. It would be great if the best fellows can have a chance to work with ICANN later as it will motivate them to learn faster.
4. Generally, the only way fellows know about it is if they learn from another fellow who is already involved.
5. using mailing lists heby informing allm
6. By giving the opportunity to the fellowers to lead some actions in relation with MEAC-SWG activities

Question 6:

How willing would MEAC-SWG be to participate and take ownership for selecting and developing fellows, including giving them assignments, assigning mentors,etc?

Summary: MEAC-SWG would be willing to provide input on the fellowship program applicants but for overall selection, we believe the current selection process is good. We would be more interested in the developing part – i.e., training and mentoring the fellows. There are also suggestions that the coaching practice be made more extensive, and the ICANN Learn platform be used to offer more courses while those who complete them be given some kind of reward. The idea of paid coaching was also proposed by a member of the MEAC-SWG.

Responses:

1. To give their perspective on MEAC applicants for the fellowship
2. ICANN Staff is already offering fellows the ability to be involved in MEAC-SWG activities
3. Partially willing since it is a voluntary and time consuming job.
4. SOI, assignments, different participation in related groups or meetings
5. I suppose that MEAC-SWG members would love to volunteer to mentor and guide fellows.
6. Encourage new members not only the some figures
7. They should try their best for creating in-depth knowledge. Tasks should be divided. New groups should be created and a greater leader should check on them individually. ICANN LEARN is great. You can start from it. Make sure everyone has finished the courses and as a reward you can offer them something. Design some online tests and anyone who succeed can be the next couch. And couches can be paid.
8. Very: great idea!

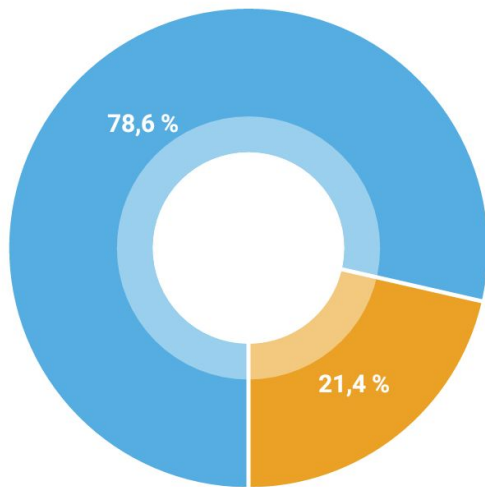
9. i think meac swg has a very active membership-base who should be able to volunteer to the fellowship activities.
10. no need for such efforts as already fellowship section in ICANN do that already, no need to duplicate work
11. It would be nice if we could focus on mentorship and development. Some level of knowledge sharing (text or video) would be helpful. This material could be previous fellows experiences and other training material. Some level of fellows personal log where a fellow is willing to share his/her steps with the community. The log should be about the agenda itself and not sightseeing. Rest of the community should be able to vote the individual's approach to attending the event. Voting could be rated in scale, which will in turn bring out the cumulative recommended step(s). Not sure if I explained it well but if needed I could explain further .
12. it shouldn't get involved on selection, mentorship is welcome
13. I think some of MEAC SWG is willing to participate and I am willing to help also.
14. The Charter of the MEAC-SWG encourage the fellow to be active by joining sub-groups activities

Selection Processes

Question 7:

Are you aware of the Fellowship selection process?

Summary:



■ Yes [11] ■ No [3]

What changes, if any, would you suggest for the selection process?

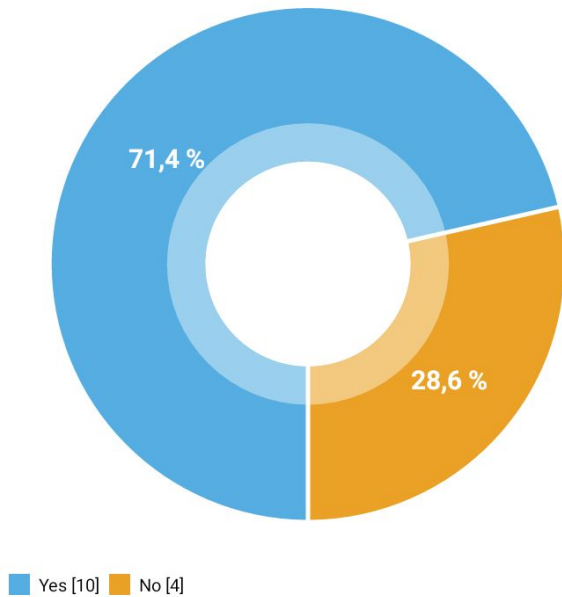
Summary: Improve the application form, and make the selection criteria more transparent. Also, and further emphasis what they plan to do to further their involvement after the fellowship.

Responses:

1. Improve the application form to capture qualified candidates worldwide
2. More females
3. Geographical region has taken preference over merit, which should not be the case.
4. N/A
5. No changes
6. Open selection to one member per community
7. It will be great if there is a clear table in which you see each selected member has been chosen based on what measures. The process should be more transparent and it will help others to know in what way they can win the competition. A field is also needed to show each member how many times had been chosen and how progressed they were meanwhile.
8. Great emphasis on what they plan to do after the fellowship.
9. none
10. change the selection criteria & selection process at all as the current one is not sufficient at all .
11. I don't know the selection process in detail hence I cannot make suggestions.
12. checking and confirm claims from applicants
13. non
14. Criteria of selection should be defined , transparent and announced before any round

Question 8:

An individual can be awarded a Fellowship up to three times. Do you suggest retaining or revising this number?



Why?

Summary: Most respondents believe that changes are required not only in the number of fellowships one may be awarded, but also in the selection method. Since ICANN is a complex organization, one may fail to understand it profoundly even after his/her third fellowship experience. That's why the fellowship alone can not train productive members for the community. However, those who commit to regular collaboration, engagement, and mentoring to increase their knowledge deserve more support from ICANN. It was also noted that there is no limitation on the number of fellowships mentors can receive. In sum, the criteria to select fellows should be based on their progress and commitment to the community and not the number of fellowships they have received previously.

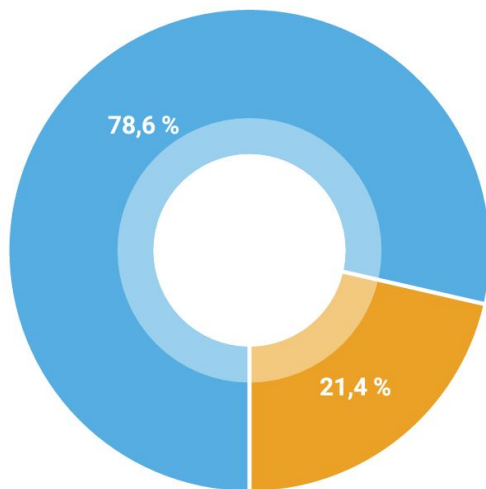
Responses:

1. In the condition of developing the fellowship schedule at ICANN to two levels.
2. It should increase since not many fellows are able to find their place at ICANN in the first three times.
3. fellowships are not enough to be an effective community member. ICANN has become way too complex.
4. N/A

5. I think this process is what distinguish ICANN fellowship program from other programs because it gives the fellow the ability to be active in ICANN work for the long run, specially that the ICANN work is not easy to be absorbed from the first time, and only one-time fellowship would be just a waste of resources.
6. Encourage full and more participation
7. Because the active ones deserve more.
8. I think this is ample time to learn how ICANN works.
9. because for those who can volunteer to be a mentor/coach, the term would not be counted. so fellows who attend as coach, have more number of opportunities to attend and contribute during tje meetings.
10. as said above the whole criteria is wrong and need to be revised including more and deep details , it is not something that can be black or white in such way, also the whole question is wrong in such way
11. This is a good number. I won't suggest to increase this number.
12. it shouldn't be increased
13. if the follow is very active and his being in the event will a value added.
14. I think that after the third fellowship fellow will have enough Knowledge and experience about ICANN activities.

Question 9:

For Policy Forum Meetings, currently only Fellowship Alums can apply. Do you support continuing with this approach?



■ Yes [11] ■ No [3]

If not, what changes would you suggest?

Summary: Since the Policy Forum is clearly focused on policy, it might be prudent to open that fellowship up to members of government and other policy-makers in addition to alumni.

Responses:

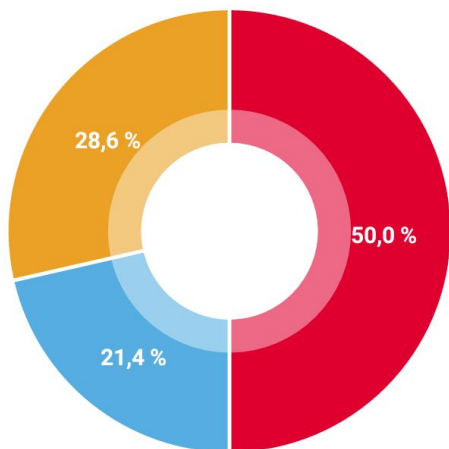
1. Policy means decision making, so let's open it in addition to governments member community besides to the Alumni
2. i think this has already changed. look at the ICANN62 fellows list recently announced.

3. considering saying fellowship Almus in the question is wrong , no need to specify that as categories , better to keep that in general for ones who need to participate without such determination

Program Size

Question 10:

Considering your responses to previous questions, would you suggest making the program ?



■ larger [3] ■ smaller [4] ■ maintaining the current size [7]

Question 11:

If the program were to be reduced in size, what would MEAC-SWG group deem as the priorities for the program with a smaller cohort?

Summary: First, the MEAC-SWG does not recommend reducing the size of the fellowship program. Instead, we propose making the program more effective in terms of fellows participation in the community working groups and contributing to the real policy development process within ICANN. But if after review (as a result of the consultation process) the program is reduced in size, our group (MEAC-SWG) will focus more on extensively mentoring and guiding the fellows, and will recommend that fellows produce a policy report/article as part of the fellowship experience in addition to the feedback/experience report that they prepare currently. Also, we would recommend that the fellowship rounds be reduced to 2 instead of 3. This will result in chances for more number of newcomers to the program. We will also, in that case, focus more on the regional activities ie DNS Forum, SIG, etc. so those who do not get the chance to attend an ICANN meeting (as fellow) get the chance to make it to the regional activities.

Responses:

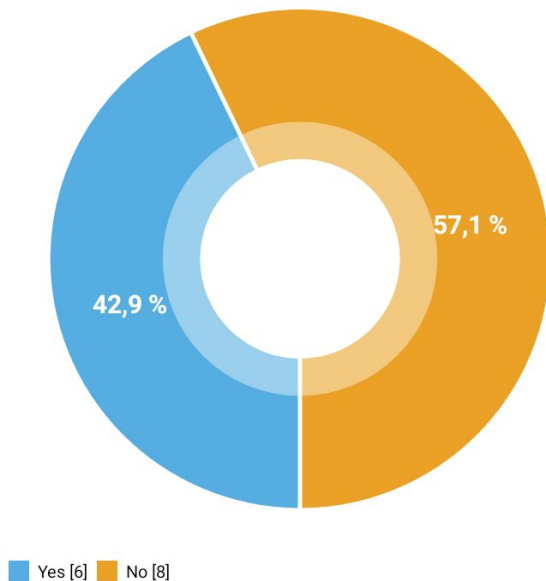
1. The fellows has to produce a policy report article and not attendance report
2. Merit based selection instead of geographical location.
3. The quality of the program should be improved.

4. More active mentoring over time, similar to the onboarding program. Also, I often recommend that individuals get involved in mailing lists even for as much as a year before attending their first meeting. That way, the first meeting is less overwhelming, the work tracks are more familiar, and it requires less time for orientation.
5. more emphasis on the regional activities, ie dns forum, sig, etc etc. so those who do not get the chance to attend icann meetings have the change to make it to the regional activities.
6. nothing needed , better to focus in something else for the time being
7. in that case, individual fellowship awards should be limited to two times only rather than three. Divert energy (and budget) in similar local and regional events/capacities.
8. focus on follow-up and mentorship to ensure active participation

Program Structure

Question 12:

When you interact with Fellows at an ICANN Meeting, do you find that they are sufficiently knowledgeable about ICANN?



If not, what skills or areas of knowledge would you suggest increasing focus on for pre-Meeting preparation?

Summary: Adding a mandatory pre-requirement course before the meeting such as completing some basic ICANN Learn courses, and involving them in at least one mailing list so they are more involved with groups and subgroups of interest. Mailing list involvement should start sooner as well, and the course should teach the participants about the structure of ICANN and let them know about the most relevant topics during the upcoming ICANN meeting. It may be useful to encourage them to know about some of the actual work ICANN engages in, ICANN's role in the global IG sphere, and what ICANN's limitations are, etc.

Another suggestion is that the fellowship requirements include being involved in the ICANN community for at least one year or so. That way, the applicants should be able to get a recommendation from a senior member of the ICANN community. The final suggestion is to assign a more knowledgeable coaches who work according to predefined schedules.

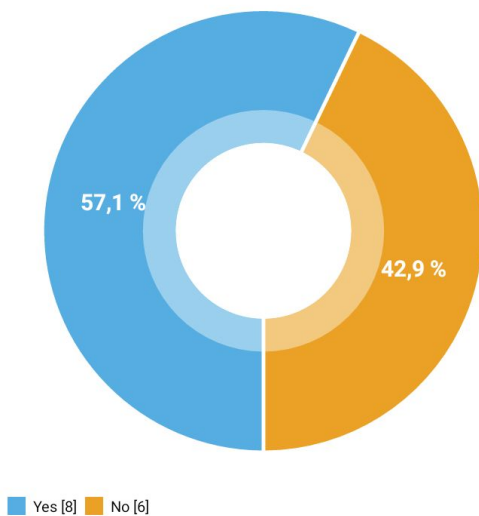
Responses:

1. Depends on the fellow you are meeting.
2. Maybe adding a new mandatory pre-requirement before the meeting which is attending some basic ICANN-learn courses.

3. I think the process should start sooner first. The focus should be to teach them about structure as a general but to let them know about the hottest topics of the upcoming meeting. Encourage or even force them to know about some actual works of ICANN and share them as much practical information as possible rather than only theories.
4. Getting more involved in mailing lists ahead of time.
5. mandatory press meeting course. mandatory knowledge and understanding of icann. and possibly, involvement in icann community for at least 1 year or so, for which the applicant should be able to get a recommendation for a senior member of the icann community.
6. I believe most fellows lack a high-level understanding of ICANN work. We tend to focus on granular level workshops, sessions, working groups, which is good but I'd rather like to see fellows being able to answer themselves why they are here, what is ICANN's role in global IG sphere, what are ICANN's limitations etc.
7. there should be training program giving details about the meeting and assign a well knowledgeable cauches , and even cauched should work according to well established coaching steps before the the meeting.
8. Policy

Question 13:

Do you think that Fellows spend sufficient time in working sessions with our group during the course of an ICANN meeting?



If not, what would changes would your group propose?

Summary:Our group proposed to make enhancements for the selection criteria considering where each participant should or can be involved. Another change could be helping the fellows before coming to the meeting to know the reasons for attending and whom they are meeting once they get there. Another proposal is to work a group of fellows through the PDP by helping them submit a public comment as a group by the end of a week (a newcomer might not know to submit a public comment). Lastly, ICANN management should build an environment that encourages fellows to give back to working groups and

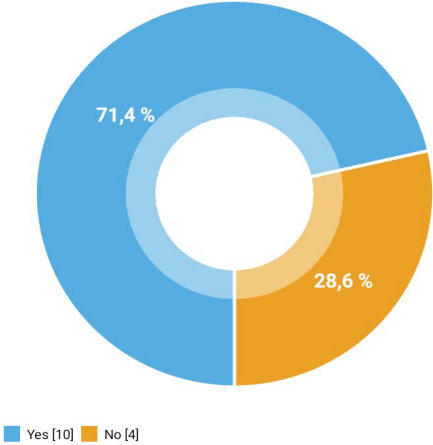
the Fellowship program (since the fellows are compensated very well but not many of them seen doing volunteer work).

Responses:

1. If they try to help the fellows before coming to the meeting then the number of participants will increase automatically as they know why they are attending the session and who they are meeting there. Also the old members can have a role to handle the session.
2. Work a group of fellows through a PDP by submitting a group public comment by the end of a week. I didn't even know how to submit a public comment at the end of my first fellowship.
3. the whole mechanism of choosing people is totally wrong , as it is not take in consideration where each one should fit from beginning, bringing people to attend everything without having early thoughts about where they can be fitted inside ICANN is totally wrong
4. Fellows tend to focus too much on knowing how to come back to the next meeting. Fellows tend to build relationships without significant contribution. We tend to do way too many social events and on daily basis fellows spend too much time looking for tickets/coupons to attend the gala/cocktail later in the evening. This is now how working groups in paid business environment work. I don't see fellows as volunteers, they are well compensated to attend the event. However, having said that, I won't like to see fellowship management to have a forceful attitude towards fellows but the environment should be built in a way where fellows feel the pressure of giving back to either the fellowship program or any other working group.
5. i am not sure what would the changes be

Question 14:

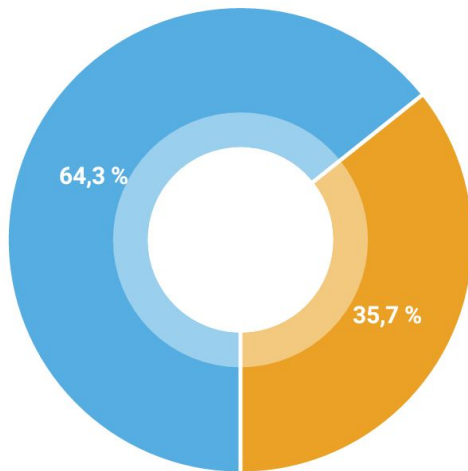
Do you feel that you have enough time to engage with Fellows at an ICANN meeting?



Information Available on Program

Question 15:

Is the information currently available clear and sufficient for your community members to understand the Fellowship Program?



■ Yes [9] ■ No [5]

If not, which elements could be improved and how?

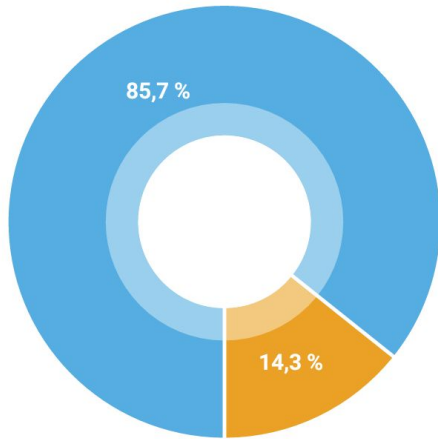
Summary: Clarify the selection criteria for fellows, provide a clear roadmap for the fellows, and emphasize and better explain their expected engagement in policy-making groups.

Responses:

1. Give emphasis and explanations on the expected engagement in the policy making groups
2. They feel lost in the program. As I said a clear road map which shows the way might be of a great help.
3. criteria of selection are not clear

Question 16:

Are your community members aware of the differences between the Fellowship and NextGen@ ICANN Programs? 14 réponses



■ Yes [12] ■ No [2]

If not, please state what type of clarification would be useful?

Summary: While the majority of the MEAC-SWG knows the difference between the two programs, there are a couple of suggestions from some members of the MEAC-SWG). This includes providing clearer communication of the goals and objectives of the NexGen program to the participants. Another suggestion is that participation from certain countries from within the MEAC region is either very low or there is no participation from these countries. It would be a good idea to try to engage youth from the countries via the NexGen program.

Responses:

1. I have heard the quality of NextGen is much lower than in Fellow groups. They must also know why they have been selected and what is expected from them. rules and plans for a long participation is important. They must know it is a program seeking for new active members not only offering a travel.
2. same mistake happens in two places
3. some MEAC countries are not attendings ICANN so I think we need to reach the younger generation

General Questions

Question 17:

The Fellowship Program seeks to engage participants who will go on to participate actively in the ICANN community. What skills, attributes and backgrounds have provided the most successful and active participation in our MEAC-SWG group?

Summary: Based on the given answers, productive participation depends on two separate groups of characteristics. The first is related to the level of expertise and knowledge, while the second deals with personal and social mannerisms.

Currently, the most active members of the group are the ones working with/for ICANN. However, volunteers with expertise in networking, software development, business, law, management – and also with sufficient knowledge about Internet governance, policy development, civil society issues and the Middle East – are considered useful as well.

On the other hand, personal characteristics such as being a keen learner, communicating well, sharing, being confident, planning accordingly, staying committed and effortful could also lead to successful participation.

Another important aspect is proficiency in English since a common language helps them to communicate more effectively.

Furthermore, a basic understanding of the Internet, DNS, and related technologies have proven to be important when it comes to the active participation of the fellows. Also, a commitment to volunteering and to participate in the process so they can contribute to the work of ICANN is something that has proved to be valuable when it comes to being a successful and active participant in the MEAC-SWG. An understanding of the region (MEAC) as well as the work of ICANN within the region is also of much value in this regard.

Responses:

1. Must be continuous learner. Must appreciate volunteering and enjoy policy discussions
2. Internet governance, public policy, civil society, and educational skills were successfully provided
3. Time availability as all of it is a volunteer work.
4. IT, law, BA are most of the requirements that we lack in the ME community.
5. To have an introductory session about MEAC-SWG work, the background of the related status in the region, the active stakeholders in the region, ...etc.
6. Soft skills
7. Background knowledge - well communication skills - being a member of a related organization or community - motives to give and receive information
8. It seems that the most active people have already been involved in the ICANN process. Still, we should continue to encourage those who are eager to participate.
9. basic understanding of the internet, dns and related technologies. understanding of the IG ecosystem, and the ability to communicate effectively in english has also been an advantage. good understanding of the regional internet landscape and the industry is also a plus.

10. general this is not also correct question , if you need some people to join IF NEEDED you should not wait to collect them from ICANN meeting , this is totally waste of time and efforts to do that
11. strong technical knowledge either in computer networks, software engineering or business processes management knowledge relating to computer networks or organizational networks.
12. expertise and commitment to participate
13. have good knowledge about the MEAC area and it is need, have Strategic planning skills, and good knowledge about the regions and how are they working
14. Technical and Capacity buildings

What skill sets and backgrounds would MEAC-SWG group see as desirable for candidates for the Fellowship Program?

Summary: Be competent in English language, have good technical and/or policy skills, be hard working and enthusiastic, have good communication skills, have good leadership skills, be effortful and trustworthy, and finally have time to commit. Having previous involvement in either ICANN or wider Internet governance activities would also be useful.

Responses:

1. Same as above adding to be competent in English language
2. Members with technical skills, and perhaps some emphasis on standards
3. Hard working, enthusiastic, availability of time
4. IT and communication skills, English language is another barrier.
5. I think two main important criteria is required to guarantee the sustainability of the selected fellows active participation: they should be interested in ICANN-related issues + their work or study should be related to ICANN work domain.
6. Leadership skills are a must
7. A fellow should be effortful and trustworthy. As long as a person is trying to enhance, they must be supported. Field of study and work is also important.
8. Existing participation in ICANN processes, specifically for people who are not able to fund their own in-person participation.
9. those mentioned in the above point.
10. if some of them willing to know they can attend MEAC meeting to understand what is going on in this group .
11. local/national level community involvement, technical understanding, previous involvement in similar activities at local/national level, stakeholder group
12. expertise useful for PDP
13. experience,
14. Policy and Technical

Question 18:

With which elements of the Fellowship Program is MEAC-SWG group most satisfied?

Summary: The current number of participants from the MEAC region in each of the fellowship rounds as well as the open criteria. Additionally, while the mandatory fellowship sessions which are meant to introduce the fellows to the different structures of the ICANN community, the organization, and the role of ICANN is good, there is still plenty of room for further improvement. The program is being lead and managed in a better manner with great support from the staff.

Responses:

1. Identifying new community leaders
2. Level of top-bottom approach with any member able to contribute
3. Current number of participants from MEAC in each fellowship round.
4. N/A
5. Not Sure
6. Open criteria
7. fellow sessions are good but they can be much better.
8. Siranush really goes to great lengths to be as accommodating and welcoming as possible. Staff support is great, and I did love the one-on-one session with Goran, the senior staff, and board members.
9. almost all.
10. don't know
11. current leadership and the comprehensive strategy development process.
12. none
13. non
14. Followers awareness about ICANN activities and SO and AC

What changes or improvements would MEAC-SWG most want to see implemented to the program?

Summary: We (the MEAC-SWG) would like to see a greater number of fellows from the region and at the same time, would like more and more of these fellows to be involved in the work that is carried out by the community. To that end, a hands-on policy writing course/training during the face-to-face meeting could prove to be of value to the fellows, and would go on to contribute to the actual policy development process. Additionally, we would be more interested in the increased focus on how to engage in the PDP. And for that, the best way would be to say connected with fellows after the ICANN meetings because some of these fellows have great potential to grow within the ICANN ecosystem.

Responses:

1. Add hand on policy writing training during the face to face meeting
2. Greater action by members in the various activities

3. More number of fellows from MEAC region.
4. Attending the ME activities and trainings
5. More customization is needed for the fellows from different regions and stakeholder groups in order to accelerate their active participation in ICANN work specially the policy development process.
6. Add a permanent
7. The most important change is about the ways for staying connected with fellows and not saying goodbye to them after the meeting. Having smart plan for raising talented fellows is essential. Of course not all of the fellows but some of them are really potent to grow within ICANN.
8. More focus on how to engage in the PDP.
9. fellows ability and capacity to contribute to the community activities.
10. nothing for the time being
11. It's a very open group so changes and improvements are often discussed within the group but if I had to name something it will be 'decision making process'. I am not suggesting to shorten the time period but to define/redefine the process for it to make it more efficient
12. ensure that really active participant get reselected
13. if not increasing the number from MEAC to current program, please not to reduce it.
14. Number of followers is low compared to others regions and looking to the MEAC community Members

Question 19:

Do you have any other questions or comments about the Fellowship Program?

Responses:

It is a must program in ICANN

The new SOs for fellows selection is unsatisfactory, and so is cutting their budget.

I think I shared my most important words in previous questions.

n.a

it should be rebuilt in better way, the current one is totally run in wrong way since long time ago , the holistic view should be changed before that

No. The survey was pretty extensive and well worded. Thank you.

none

no

The MEAC-SWG Consultation Process to Review Current Fellowship Program - Subgroup members:

1. Walid Al-Saqaf (SWG Chair)
2. Chokri Ben Romdhane
3. Hanan Khatib
4. Nadira Al-Araj
5. Zakir Bin Rehman
6. Michael J. Oghia
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