

RECOMMENDATIONS 4: NON-FINANCIAL COMMUNITY RECOGNITION	
STRATEGIC ALIGNMENT	
Part One – Which ICANN Objective does this meet	
Promote ICANN’s role and multistakeholder approach. See Strategic Plan, page 19 at: https://www.icann.org/en/system/files/files/strategic-plan-2016-2020-10oct14-en.pdf .	
Alignment with Strategic Objectives	
Goal	Encourage community role in implementation.
Project/Recommendation	That the GNSO Council introduce non-financial rewards and recognition for volunteers.

SCOPE DESCRIPTION	
Scope Statement	
<ol style="list-style-type: none"> 1. Staff to provide an overview of existing non-financial rewards and recognition for volunteers. 2. GNSO Review Working Group to assess the overview and determine what steps, if any, are to be taken, or whether the existing non-financial rewards are sufficient to implement the recommendation. 	
Out of Scope	
The above scope is sufficiently clear.	
Assumptions	
That there are existing non-financial rewards and recognition for volunteers.	
Deliverables	
If necessary, suggestions for additional non-financial rewards and recognition.	

OPTION ANALYSIS	
None were considered or were necessary to be considered.	
SOLUTION	
<p>Staff provides the following information on existing non-financial rewards and recognition for volunteers.</p> <p>The GNSO Council recognizes Working Group members for their contributions via a resolution thanking them for their work when it is complete. In addition, ICANN staff are exploring other ways that recognition can be provided for Working Group and other community volunteers who would not fall under the programs described below. The goal is that recognition for other types of volunteers would fall throughout the year. It is anticipated that such programs may be in place before the 2018 Annual General Meeting.</p> <p>ICANN Community Recognition Program</p> <p><u>Description:</u> This program recognizes community leaders for their service and contributions to the mission of ICANN.</p> <p><u>Process:</u> At the ICANN Annual General Meetings beginning in 2015 – the last meeting of the year each year – ICANN recognizes and thanks those community volunteers who are completing their terms of service after providing a significant volunteer commitment. Example: 02 November 2017 at ICANN60: “Community-driven work is at the core of ICANN’s mission. Countless hours are spent in working groups across our Supporting</p>	

Organizations, Advisory Committees, and other groups, including the Nominating Committee. Together, these community groups develop and refine policies that ensure the security, stability, and resiliency of the global Internet. The ICANN organization is proud to help facilitate this work. As ICANN60 comes to an end, it is important to acknowledge the vibrant role and critical impact of our community. During the Community Recognition Program, we will recognize 49 community leaders (see below) who have concluded a term of service since ICANN57 or will complete a term of service at ICANN60.”

ICANN Multistakeholder Ethos Awards

Description: Launched in 2014 at ICANN50 in London, the *Multistakeholder Ethos Award* recognizes ICANN participants who have deeply invested in consensus-based solutions, acknowledging the importance of ICANN's multistakeholder model of Internet governance, and contributed in a substantive way to the higher interests of ICANN's organization and its community.

Process: In December of each year a call for nominations is announced. The ideal recipient(s) will have served in roles in multiple ICANN working groups or committees and collaborated with more than one Supporting Organization and/or Advisory Committee in a significant capacity.

Candidates for the award will demonstrate at least five years of participation in the ICANN Community.

Candidates will be evaluated by a panel of community members appointed by the Chairs of each Supporting Organizations and Advisory Committees using a merit-based point system evaluated against three criteria:

1. Demonstrated ability to work across community lines with both familiar and unfamiliar ICANN Stakeholders with the aim of consensus building and collaboration that substantiate ICANN's multistakeholder model;
2. Facilitator of dialogue and open discussion in a fair and collegial manner, through the spirit of collaboration as shown through empathy and demonstrating a sincere desire to engage with people from other backgrounds, cultures, and interests; and
3. Demonstrated additional devotional factors exhibited by time spent supporting ICANN's multistakeholder model and its overall effectiveness through volunteer service via working groups or committees.

The awards are announced at the Policy Forum, held in June-July of each year, for two recipients. Example: 05 July 2017 at ICANN59; <https://community.icann.org/display/soacemgmt/Multistakeholder+Ethos+Award+2017>

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Working Group Determination:

[Staff Suggestion]: The Working Group has reviewed the existing non-financial rewards and recognition for volunteers addresses the recommendation that there should be such programs.

KEY DEPENDENCIES

No dependencies were identified.

RISK IDENTIFICATION

No risks were identified.

KEY PERFORMANCE INDICATORS

It is not clear to staff whether a KPI applies in the implementation of these recommendations.

NECESSARY TO PROCEED**Next Phase Activities/Resources**

None.

APPROVERS

Name	Title	Approval Status	Date
GNSO Review Working Group			

REVISION HISTORY

Date	Version	Description	Author
28 November 2017	V1	Original Draft.	Julie Hedlund, Policy Director
30 November 2017	V2	Revisions resulting from discussions during the meeting on 30 November 2017.	Julie Hedlund, Policy Director

Attachments, as applicable:

- None