AT-LARGE ADVISORY COMMITTEE
ALAC Statement on the Draft Proposal of the New Fellowship Program Approach

Introduction

Maureen Hilyard, At-Large Advisory Committee (ALAC) Vice-Chair, developed an initial draft of the Statement on behalf of the ALAC.

On 10 July 2018, the first draft of the Statement was posted on its At-Large workspace.

On 20 July 2018, an updated draft of the Statement was posted to the same workspace, and ICANN Policy Staff in support of the At-Large Community sent a Call for Comments on the Statement to the At-Large Community via the ALAC Work mailing list**.**

On 27 July 2018, the ALAC Chair submitted comment, and requested that Staff open an ALAC ratification vote.

In the interest of time, the ALAC Chair requested that the Statement be transmitted to the ICANN public comment process, copying the ICANN Staff member responsible for this topic, with a note that the Statement is pending ALAC ratification.

On 03 August 2018, Staff confirmed that the online vote results in the ALAC endorsing the Statement with 13 votes in favor, 0 vote against, and 2 abstentions. Please note 100% (15) of the 15 ALAC Members participated in the poll. The ALAC Members who participated in the poll are (alphabetical order by first name): Alan Greenberg, Alberto Soto, Andrei Kolesnikov, Bartlett Morgan, Bastiaan Goslings, Hadia Elminiawi, Holly Raiche, Javier Rua-Jovet, John Laprise, Kaili Kan, Maureen Hilyard, Ricardo Holmquist and Seun Ojedeji. 2 ALAC Members, Sebastien Bachollet and Tijani Ben Jemaa, abstained. You may view the result independently under: https://www.bigpulse.com/pollresults?code=1181408wHz9Njh7xyhG8mMTY2na (please note 3 votes recorded after vote close).

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The ALAC is very grateful to have the opportunity to comment on the Draft Proposal of the New Fellowship Program Approach. We have detailed our suggestions and comments in the sections proposed in the draft for ease of reference.

Application

- We would encourage all Fellows to join and engage with their Regional At-Large group not only as a general introduction to ICANN but also to its international, organizational policy development and other decision-making processes.
- Membership of their RALO would also provide prospective Fellows especially, with a support group for any questions as they may have as they complete their online ICANN Learn Course.
- The application process should provide for the diversity of language so that it does not dissuade prospects from applying because of their lack of English.
- Application policies should encourage applications from those who identify themselves from other diverse sections within the community.
- There should be special consideration given to any applicants with a disability and/or specific needs.
- There should be consideration given to applicants from global indigenous communities to apply as first time Fellows. Subsequently, they would have to meet the criteria for returning fellowships, along with other second/third-time Fellows.
- Selected Fellows from these categories should be provided with a special mentor each (from among the senior Fellows) to support their introduction to the programme and to ICANN.
- Regional GSE representatives need to make themselves known at events they attend, to encourage more Fellows applications and At-Large memberships from among the technical community.

Selection Criteria

- The Fellowship Dashboard on the ICANN Stakeholder Tool V7, lists previous Fellows and could be used as a reference to ensure that there is fair representation of geographic as well as other forms of diversity.
- We would also suggest that the Fellowship Programme takes advantage of the huge pool of talent within our current At-Large Structures, especially among those who would benefit from the experience and understanding gained by their further integration through the fellowship programme.
- Given the significant focus on policy activities within the ICANN community, the Fellowship Program should ensure that Fellows are willing and able to contribute to the policy work within their specific SO/AC/SG/RALO.
- While the metrics in the proposed draft are quite comprehensive, it omits " # applications by region and fellows selected by gender and any other diversity factors that would move ICANN towards greater global inclusion".
- The demographics of unsuccessful Fellowship candidates - especially what countries they came from, are seen as useful. Unsuccessful applicants would appreciate a feedback sheet reinforcing criteria that are important to Fellows' selection, so that they can plan future opportunities.

On-Site

- Important that Fellow mentor-coaches have good general knowledge about ICANN and are active participants in ICANN already - involved in policy and/or organisational working groups so that they can give appropriate guidance based on experience of the system and its processes. The mentor/coach may not necessarily have to have been a Fellow previously.

- There should be a limit to the number of times a Fellow can be a mentor-coach to give others an opportunity for leadership.
- It would be expected that Fellows would have joined their RALOs following their first Fellowship. Second/third-time Fellows should be scheduled onto the RALO booth at their next meeting, to promote their region. They could also support DNS Women and other side events available and of interest to end-users at the ICANN meeting.
- SO/ACs should contribute both to the development and implementation of a programme for Fellows at ICANN meetings where Fellows can suitably observe their constituency of choice and decide on how they might become engaged. More involvement by the SO/ACs on onsite activities is seen as critical to early engagement by the Fellows.
- SO/ACs may wish to consider ways in which to more formally engage and interact with Fellows during their meetings. This might mean the allocation of a role for the Fellows, including possibly serving as a rapporteur or preparing a summary of a meeting.
- SO/ACs should allocate some time specifically for interaction and feedback from Fellows, possibly as part of the Fellowship wrap-up session.

Post-Meeting Requirements

- The specific focuses for each fellowship level offer different levels of outreach which will further help with each Fellow's development as ICANN participants.
- SO/ACs may wish to invite Fellows to relevant meetings or other means of continued communication as part of post-meeting follow up.
- An extended timeframe of perhaps a year between fellowships (or 6 months for those who have been engaged in policy already in ICANN) plus relevant metrics will help to provide a gauge of both the impact and effectiveness of the Fellow's outreach as well as an opportunity to demonstrate their commitment by actually joining up with a constituency and getting involved in the interim.