



I C A N N

COMMUNITY FORUM

61

SAN JUAN

10-15 March 2018

2018 Nominating Committee



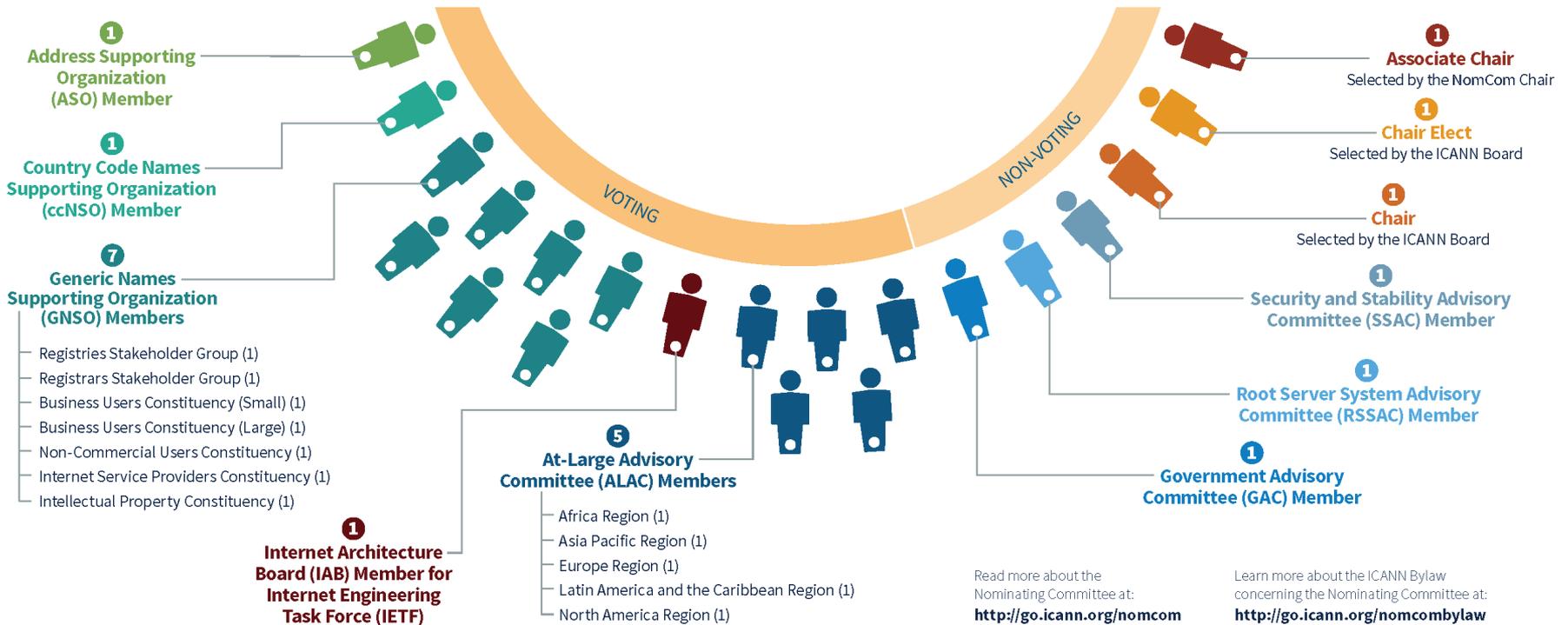
ICANN61 – 2018 NomCom Public Meeting

12 March 2018

Agenda

- ⦿ Introduction
- ⦿ Key Leadership Positions to be filled
- ⦿ Geographic Diversity | Gender Balance
- ⦿ How to APPLY
- ⦿ NomCom Timeline
- ⦿ Improvements
- ⦿ Questions and Answers

The Nominating Committee Structure



2018 Open Leadership Positions

Agenda Item 2

8 Open Leadership Positions to be filled by the 2018 NomCom

Internet Corporation of Assigned Names and Numbers (ICANN)

ICANN Board of Directors
3 seats | 3 year term



GNSO Council
1 seat | 2 year term



Non-Voting

At Large Advisory Committee
2 seats | 2 year term



Europe North America

ccNSO Council
2 seats



2 year term 3 year term

Overview of NomCom Applications in 2017

2017

Completed Applications
Received: 99
36 Women | 63 Men



36 %
were WOMEN

2016

Completed Applications
Received: 105
20 Women | 85 Men



19 %
were WOMEN

Overview of NomCom Applications in 2017

2017 Leadership Positions
Filled: 10



50 %
of candidates
selected were
WOMEN

2016 Leadership Positions
Filled: 7



29 %
of candidates
selected were
WOMEN

ICANN Board Geographic Diversity | Gender Balance

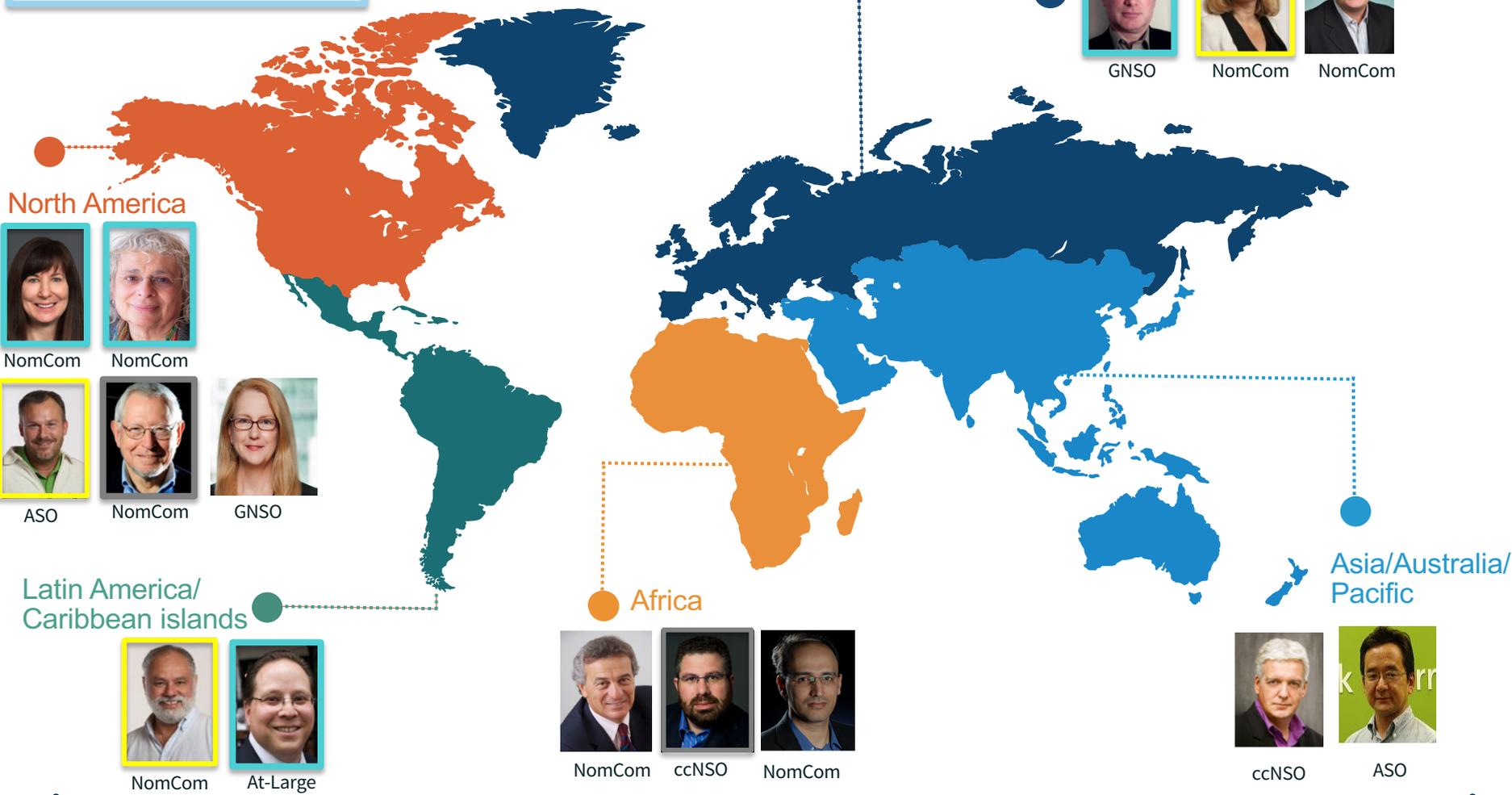
Agenda Item 3

2017 - 2018 ICANN Board – Geographic Diversity*

*Voting Members (Not including ICANN's President and CEO)

Legend

-  Term ends 2018 AGM
-  Term ends & term limited
-  Term starts 2017 AGM



How to APPLY

Agenda Item 4

How to APPLY

- Visit the 2018 NomCom webpage: nomcom.icann.org
- Submit an Expression of Interest form:
<https://forms.icann.org/en/groups/nomcom/apply>
- Deadline to Apply is: **19 March 2018 at 23:59 UTC***

**Application completion grace period end date: 26 March 2018 at 23:59 UTC*

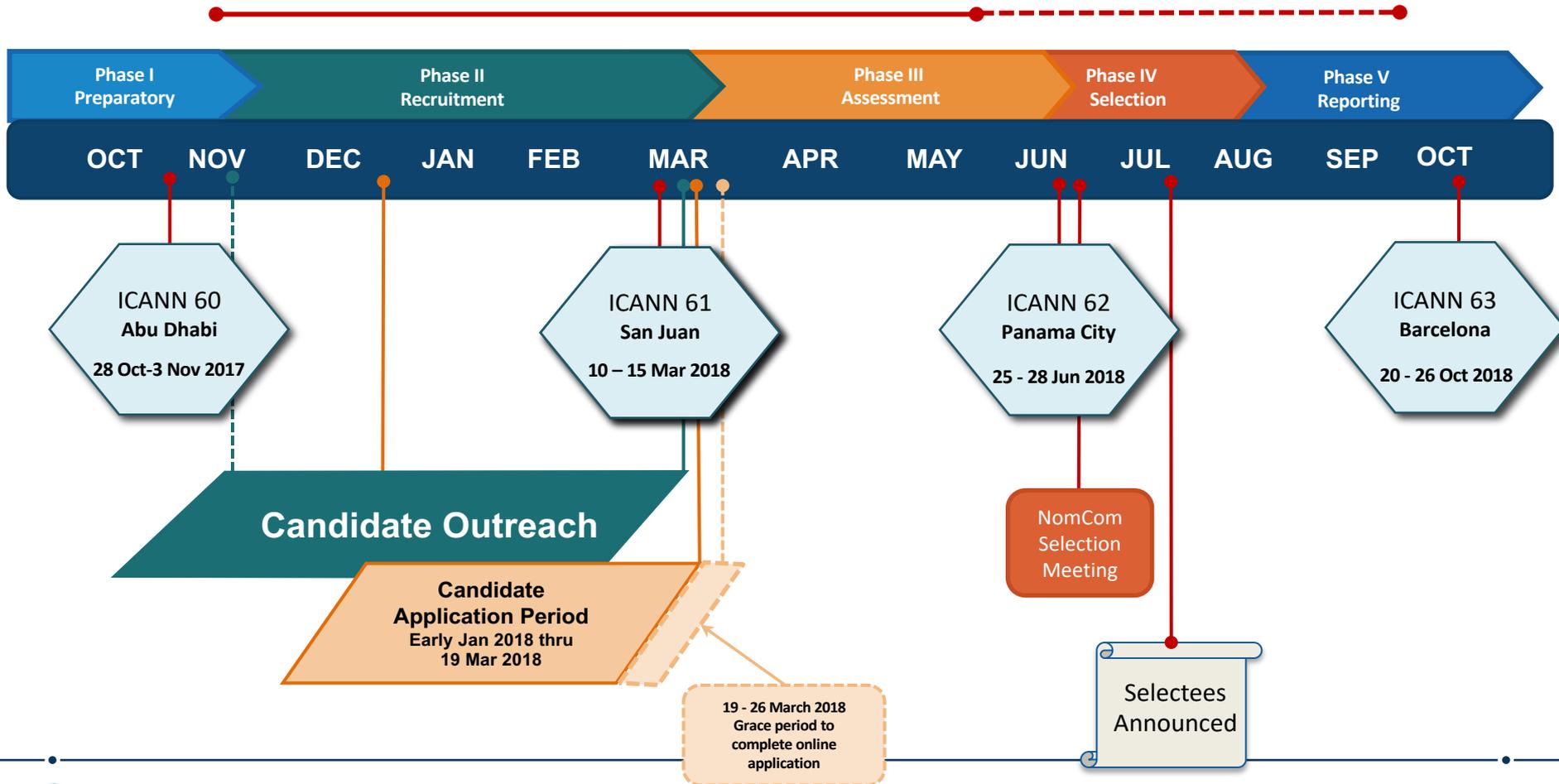
- Suggest a Candidate:
<https://forms.icann.org/en/groups/nomcom/suggest>

2018 NomCom Timeline

Agenda Item 5

2018 Nominating Committee Timeline

Calls: Monthly-----Biweekly-----Weekly---Monthly



Improvements

Agenda Item 6

-
- “With Great Responsibility Comes No Power”
 - “NomCom’s Destiny Predetermined Before Birth”
 - “Groundhog Day”

“With Great Responsibility Comes No Power”

“NomCom’s Destiny Predetermined Before Birth”

“Groundhog Day”

- Every year NomCom seated too late to take actions:
 1. Recruitment firm
 2. Budget
 3. Assessment Firm
 4. Schedule
 5. Meetings
 6. Basic Operational Planning
- Staff creates budget 11-months before NomCom is born

“With Great Responsibility Comes No Power”

“NomCom’s Destiny Predetermined Before Birth”

“Groundhog Day”

[Improvements Implemented]

- All decisions taken on birthday
- Forced partial budget reveal
- Second recruitment firm
- Changed assessment firm
- Face-to-face intercessional
- Recommend:
 - Strategic budget meeting with Leadership and ICANN CFO & General Counsel annually at end of third meeting

[Enormous effort – Staff cooperation]

Job Description Approved by The Experts

[Improvement Implemented]

- Job description for the Board drafted in consultation with the Board

Determining Criteria Before Selection

[Improvement Implemented]

- Setting Criteria Based on:
 1. Job Description (In Consultation with Board)
 2. Quality/Skills
 3. Board Guidance

“Survey Monkey” vs Deliberation

[Improvement Implemented]

- In-depth face-to-face meetings for deliberations
- Taking the time to know and discuss each candidate
- Making deliberative and thoughtful selection

Doubling Recruitment Capacity

[Improvement Implemented]

- Two recruitment firms
- Long-term strategic planning for pool of options/firms [recruitment & assessment]
- RFP

“NomCom is a Black Box”

- Applicants did not hear back until final selection of candidates

[Improvement Implemented]

- Greater transparency communicating with candidates
- Candidates given status at various stages of the process

Know Your Customer

- [Improvement Implemented]

- Sensitize the understandings of each AC/SO and Board through training:
 - Interview training
 - Confidentiality training
 - Board governance training
 - Training on each AC/SO)

“Cart Before Horse”

- Due diligence after selection

[Improvement Implemented]

- Due diligence prior to selection – but tight timeline

NomCom “Nomad”

- No permanent web address

[Improvement Implemented]

- Now permanent web address

nomcom.icann.org

“How can I help you?”

[Improvement Implemented]

- Hard Code seeking guidance from AC/SOs within operating procedures

Law-Abiding

[Improvement Implemented]

- Complying with bylaws
- Term Limited versus Term Unlimited
- Voting versus Non-Voting
- Participation, deliberation, suggestion & recommendation
- **Voting**

Communications

- Documentary video [instructional, orientation, expectations, improvements]
- Using alternative networks - list of grassroots networks
- Viraling over social media