
ICANN78 | Prep Week – 2023 Nominating Comm End of Year Report
Monday, October 9, 2023 – 11:30 to 1:30 HAM

JENNIFER JOHNSON:

Hello and welcome to the 2023 Nominating Committee End of Year Report. My name is Jennifer Johnson, and I am the remote participation manager for this session. Please note that this session is being recorded and is governed by the ICANN expected standards of behavior. During this session, questions or comments submitted in the Q&A pod will be read aloud at the time set aside for question and answer. Questions written in chat may not be read aloud. Interpretation for this session will include English, French, Spanish, Chinese, Russian, Arabic, and Portuguese. Click on the interpretation icon in Zoom and select the language you will listen to during the session. If you wish to speak, please raise your hand in the Zoom room. And once the session facilitator calls upon your name, kindly unmute your microphone and take the floor. Please state your name for the record and the language you will speak, if speaking a language other than English. When speaking, be sure to mute all other devices and notifications. Please speak clearly and at a reasonable pace to allow for accurate interpretation. This session includes automated real-time transcription. Please note this transcript is not official or authoritative. To view the real-time transcription, click on the closed caption button in the Zoom toolbar. To ensure transparency of participation in ICANN's multi-stakeholder model, we ask that you sign in Zoom sessions using your full name. With that, I will hand the floor over to the 2023 NomCom Chair, Vanda Scartezini.

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VANDA SCARTEZINI:

Thank you, Jennifer. Welcome everyone to the last session of NomCom 2023. On behalf of this year NomCom, we are thankful for the record number of applications we received. The highest number of applications came from ICANN Africa region, with the second highest number coming from Asia, Australia, and the Pacific Islands. Although NomCom can only appoint candidates for a small number of available positions, we encourage all applicants to continue participate as your involvement is really critical to ICANN's mission. I would also like to thank all the delegates that are present today, thank you very much, of the 2023 NomCom who worked diligently to evaluate all the application and participate in numerous virtual and hybrid meetings leading up to the final selection process. We would like to congratulate all the selected candidates. We have the utmost confidence in their ability to help lead ICANN forward, and we are thrilled that they will be taking or continue to take with their leadership position.

So let's understand a little bit what Nominating Committee looks like. The NomCom is independent committee, and it is tasked with selecting key ICANN leadership positions. NomCom delegates act on behalf of the interest of global internet community, and within the scope of the ICANN mission and the responsibilities assigned to it by the ICANN bylaws. They do not act in the furtherance of the group that appoint them to the NomCom.

So here, the delegates of 2023 nominating committee. We do not see here two of them, Tom Barrett from GNSO Registrar, who he replaces Pam Little that unhappily left us in March 2023. So those are the

delegates. Leadership is myself, Amir Qayyum and Michael Graham as associate chair. The committee delegates from LAC, Alvaro, Peter from NCUC, Ali from Asia Pacific, ALAC, Tom Barrett as I said, and Tijani Ben Jemaa from Africa, Vittorio Bertola from the ITF, Jordyn Buchanan from CBUC Large, GNSO, Vivek Goyal from CBUC Small, GNSO, Judith Hellerstein from North America ALAC, Hiro Hotta from RSSAC, Brajesh Jain from ASO, Yrjö Lansipuro from ALAC Europe, and Pam Little that left us in March, Sophie Mitchell from ccNSO, Ram Mohan from SSAC, Craig Schwartz from Registry GNSO, Vicky Sheckler from IPC, and John Woodworth from ISPCP. So please change.

Okay. NomCom selects members for the ICANN board, from ICANN board, PTI boards, ccNSO council, At-Large Advisory Committee, and GNSO. This year we had two open positions for ICANN board, one for PTI board of directors, one for ccNSO council, and three positions for the ALAC, one from Africa, one for Asia, Australia, and the Pacific Islands, and Latin America and Caribbean, the other position. And two open position for the contracted parties, one for the contract parties in GNSO, and another for noncontracted parties house in the GNSO. So, next slide, okay.

So that is from the consequence of the outreach, we had a lot of good distribution of the applicants. So NomCom carry out various outreach and recruitment activities. We reach out to our local network to encourage individuals to apply. And in parallel, we also contract independent recruiter firms to help us identify relevant candidates from all geographical regions.

At the close of the application period on 30th of March, 2023, we receive a total of 155 completed applications. This was really a record number in the history of NomCom. So among them, we had 27% of female, 59% male, and 14 did not disclose. And as you can see, 39 was from Africa, 25 from Asia, Australia, and the Pacific Islands, 9% from Europe, 15% for Latin America and the Caribbean, and 12% from North America.

Okay, that is the most important of the whole work, the final selectees. So let's see who are there. So ICANN Board of Directors, we selected Catherine Adeya from Africa, and we reselected Sarah Deutsch from North America. Next one. From the PTI boards, we selected Anupam Agrawal. Next one. From the ALAC Africa, we selected Bukola Oronti, and for Asia, Australia, and the Pacific Islands, Justine Chew. Next one. From the Latin American Caribbean region, we selected Claire Craig. Next one. From the ccNSO, our final selectee was Wafa Dahmani from Africa. Next one. From the GNSO Council, we have selected Paul McGrady from North America for Noncontracted Party House, and Desiree Miloshevic from Europe for Contracted Parties House. So those are our selectees this year. You can see we have a very large number of women our group selected this year. I'm glad to see this important gender diversity in this selection time. So next, let's see the work.

Okay. So what is our work? This is the timeline. Let's talk about a bit how we do our work. We divide into five phase, okay? Phase one is planning, what we started on September last year to January this year. So we review and discuss selection cycle. We do timelines. We form the subcommittees, many of them. So we select the subcommittees, we define who are going to be the chair and the alternate chair. We adopt NomCom operating procedures.

Then we go to the phase two. Phase two is all about outreach and recruitment. We need to fill our candidates to have important amount of candidates to select the best ones for ICANN. So we first engage with ICANN Org communication and global stakeholder engagement teams to develop an efficient and robust outreach campaign. We also personally engage with the professional networks and do ourselves a lot of outreach using—We are from different regions. So we help to outreach in each region and contact everyone, our networks and so on. And in parallel, we contract professional agencies to assist us in the recruiting process in all geographical regions. At that time, the application period is then open for applicants till the end of March.

Phase three is assessment. So we start in February, March till May 2023. And here starts the huge demand part of our work. So we start normally the first assessment with each delegate soft dive into each applicant to analyze their profiles. Then we go deep dive review of all applicants. And the final part of the assessment period, we interview a shortlist of candidates.

Finalizing phase three, we go to the most important selection phase, phase four. The final selection meeting happened during ICANN policy meeting in Washington, DC. So we go to the delegates votes and confirm the final selectees. And then just for you to know, it is a full day time job for mostly of the ICANN meeting week. So that is the most important to finalize our work and send to the ICANN the name of the selectees.

So NomCom in the phase five is report, but the first thing we do is NomCom selection where we publicly announce the names of selectees and then share end-of-year of reports that are done today. And they will

be published on the NomCom website. And the leadership during this period that goes from July, August to October 2023, the leadership and delegates perform peer to peer reviews and publish them. And the most important is recommendations to the committee, finalize their work, proposing improvements and the recommendation for the upcoming 2024 NomCom. So next slide, please.

So on this slide, you can see the number of meetings and trainings that we have NomCom engaged in this year. So 17 was the total number of the NomCom committees meetings. 18, the numbers of total sub-committee meetings. 37, total number of deep dive virtual interviews on shortlisted candidates. 14, total number of video written response from shortlisted candidates. Those are done for ALAC, ccNSO and GNSO. Eight was the total number of face-to-face interviews to find ICANN board and PTI board candidates.

So at same time, we have done also four session of training for all members. So total number of trainings, one was interview assessment training, leadership training, board governance training and unconscious bias training. This is quite important because it's relevant to be completed independent of internal bias to select the candidates. Anyone can be analyzed in equal opportunity during these assessments.

And this is all we have done. And this resumes the work we have done from NomCom 2023. And now I would like to introduce the 2024 NomCom chair, Amir Qayyum, and NomCom chair elect is for 2024, Paul Diaz. I will work as associate chair. So I would like to hand off the microphone to Amir so that he can introduce the 2024 NomCom delegates. Amir, the floor is yours.

AMIR QAYYUM:

Thanks, Vanda. It would be my pleasure to introduce the 2024 NomCom. We have Ron Da Silva from ASO, Seun Ojedeji from ALAC Africa, Maureen Hilyard from ALAC Asia Pacific, Betty Fausta from ALAC Europe, Lia Hernandez from ALAC Latin America and Caribbean region. Then we have Alfredo Calderon from ALAC North America. Then we also have Sophie Mitchell from ccNSO, then Pascal Bekono from GNSO noncommercial users constituency. Then we have Mia Brickhouse from GNSO commercial business users constituency, Vivek Goyal from GNSO commercial business users constituency, the small businesses. Then Flip Petillion from GNSO IPC, Craig Schwartz from GNSO registry stakeholders group, Tom Barrett from GNSO registrar stakeholders group, Santanu Acharya from GNSO ISPCP. Then we have Suzanne Wolf from IAB for IETF, also Naveed Bin Rais from RSSAC and Robert Guerra from SSAC. I would now hand back the mic to Vanda to take us into the question and answer portion of the session.

VANDA SCARTEZINI:

Okay, thank you, Amir. Let's open the mic to the audience. Please let us know if you have any question. Do we have any questions or comments in the chat?

LISA RAMSAY WILSON:

Thank you, Vanda. Welcome everyone. At the moment, we do not have any questions in the Q&A. So I have submitted a meeting chat. So if there are any questions, please go ahead and put your Q&A below in the Zoom section.

VANDA SCARTEZINI: Okay, everyone, don't be shy. If you have any question, please, the microphone is open. Use your opportunity to clarify question. If you want to be a candidate or want to become a delegate in the future, that's a good opportunity to be informed about any doubt you have.

AMIR QAYYUM: Vanda, I can see hand raised by Wes.

LISA RAMSAY WILSON: Yes, we have a question in the chat from Wes. First question is just responding to say thank you to the NomCom. It's an incredible and important part of the ICANN community and process. It's not a question, but a comment.

VANDA SCARTEZINI: Thank you.

LISA RAMSAY WILSON: And we have a second question actually from Anne. She's inquiring about what positions will be open for the 2024 selection.

VANDA SCARTEZINI: Amir, it's up to you to respond. Amir is not there. I believe I can respond. So we have three positions for ICANN board, one position for PTI, two positions for the European ALAC position and North America ALAC

positions. And we have one position for ccNSO and I believe two position of GNSO.

JENNIFER JOHNSON: Hi, Vanda, just want to clarify the positions. So we have a total of seven positions and three for the ICANN board of directors, two for ALAC, one North America, one Europe, one open for ccNSO council and one open for GNSO council. Thank you.

VANDA SCARTEZINI: So we don't have PTI this time?

JENNIFER JOHNSON: Correct, there's no PTI this year.

VANDA SCARTEZINI: Okay. Thank you for the question. Any other questions or clarifying or comment? Lisa?

LISA RAMSAY WILSON: We can give it a couple of minutes if you'd like. There are no further questions at this moment.

VANDA SCARTEZINI: Okay, let's give some minutes for the people. Don't be shy. Raise your hand if you want to. Thank you, Olivier. You have a hand. Yes, Raymond. The floor is yours.

RAYMOND MAMATTAH: Thank you. Good evening from Accra, Ghana. My name is Raymond Mamattah. I want to get a clarity on something. For instance, when somebody applies for the NomCom, apply for a road through NomCom and is going through the stages, at what point does NomCom tell the person to stop? For instance, you ask the person to go for a police report and midway you just communicate with the person to not go ahead with the police report anymore. Does that mean at that time already, decisions has already been made on who the candidates are? And I think with such a communication, it is a bit uncomfortable for the candidates to be informed in such a manner. So whilst getting clarity on this, I also want to suggest to the committee to look at how they communicate with the candidates who apply for various roles.

VANDA SCARTEZINI: Okay, well, in the middle of the process—You can put the timeline slide, Jennifer. So when we start this phase three, we go to the soft dive, is just to check if the candidates have done all the information in the application form and analyze if he conform the requirements of the position candidate applies. So that is the first selection.

So we go to the all candidates in the deep dive. What is the deep dive? The deep dive is the time where we go deeply get the information for this candidate on LinkedIn, on the information they provide, links, media and so on. So we go also to the reference they provide to us to analyze what the names and the person as a referees think about that person for that position. This is information from the person that knows that candidate. So then we start to shortlist the candidates, because we need to go to the

short list candidate to allow virtual interview for those mostly qualified candidates. So at that time, I believe in the end of that time, that we define who are going to be interviews. We will in the end of this phase, we check all the reference if needed. And in the end of this period, we start to inform the candidates that this time they were not selected. So this decision was taken for many recommendations from previous years that candidates want to know if he continued to be a candidate or not wait for the end of the phase because most of candidates needs to have their agenda for the next year, organize it if they will be selected or not. So they ask in the past and we follow this intention most of the years to send information to them that we appreciate of course their participation because we need participation because it's among goods candidates. Most are good candidates, but we have a small amount of position to fill. And some of are better than other normally. And we need to inform at that time that they are not proceeding in the process for the final selection. And for the others that are proceeding, we need also to inform them they are proceeding. So that is the time that we need to inform the candidates. So I don't know if you have other opinions on that, but most recommendations from previous candidates is, as soon as possible, to know if they are not considered for the next phase for final selection. I don't know if this clear, Raymond, or if you want to complement or make any comments on your position.

RAYMOND MAMATTAH: Vanda, thank you very much. My question is well answered, thank you.

VANDA SCARTEZINI: Thank you. Thank you, you for the question, because this is normally very difficult for the candidates, to be blind and not to know—some of them need to change jobs or it's in the middle of any process and they need to know as soon as possible if they are considered or not.

LISA RAMSAY WILSON: Thank you, Vanda. We do have another question in the chat from Tom Barrett. Hello, Tom. The question is what geographic regions are eligible for the open board positions?

VANDA SCARTEZINI: In that time, we had one possible problem, but we didn't have problem during the 2023 because we had opportunity to reach one more for Europe that was in the limit of number that bylaws allow us to have members for one region. For the other side, we had just one person that could be out if not reelected for their community from Africa. And we pay attention and thanks to God, we have the majority of candidates this time from Africa. So we have plenty of opportunity to select the best one candidate for the board from Africa region. Is that what you want to hear, Tom? For 2024. 2024, I believe is not, but I can leave Amir to respond that. You already know how is the situation for the limits for less than one and more than five, Amir?

AMIR QAYYUM: Yeah, Vanda, we do not have the information right now about if there is any limitation on selecting a candidate from any particular region or we

do have to select a candidate for any particular region. During the year, we will be having the selections by different constituencies and then we will know if there is any limit that is reached or any changes which are made. So we will be in a position to know if there are any regional restrictions, I think, after the selections by the constituencies have been made. Am I right? Teresa, you also raised your hand.

TERESA ELIAS: Actually, you just said exactly what I was going to say. Thank you, Amir.

AMIR QAYYUM: Yeah, Vanda, can I take this opportunity to just add a little bit on your answer to Raymond? We also have a due diligence process in the NomCom. So once the selection process is done, if the final selections are made before any due diligence processes are completed, the candidates are notified that their final selection will be considered final once the due diligence process is also completed. And if something happens, then we also have to notify the candidates accordingly. And I think once the announcement is made, it assumes that everything has been completed including the due diligence process also.

LISA RAMSAY WILSON: Thank you, Amir, for answering. Are there any more questions?

VANDA SCARTEZINI: I would like to add also that we also selected for ICANN boards and the PTI, we selected normally an alternate person and inform that person

that is an alternate position just in case due diligence comes out with something that not allowed the selectee take the position in the next year. So that is the full process, I believe. So Lisa, do we have any other? I don't see.

TERESA ELIAS: Vanda, unless one of my team speaks up, I do not see any additional questions in the Q&A pod.

VANDA SCARTEZINI: Okay. So I believe we have time, but if there is no question, may we finalize?

JENNIFER JOHNSON: This session is now closed. Please stop the recording.

VANDA SCARTEZINI: Okay, thank you very much for your attendance. Thank you.

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