
ICANN84 | Prep Week – 2025 Nominating Committee Update
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JENNIFER JOHNSON

Hello, and welcome to the Year in Review 2025 Nominating Committee Update. My name is Jennifer Johnson, and I am the participation manager for this session. Please note that this session is being recorded and is governed by the ICANN Expected Standards of Behavior and the ICANN Community Anti-Harassment Policy.

During this session, questions or comments will only be read aloud if submitted within the Q&A pod. Interpretation for this session will include English, French, Spanish, Chinese, Russian, Arabic, and Portuguese. If you would like to speak during this session, please raise your hand in Zoom. When called upon, unmute your microphone to speak. Please state your name for the record, the language you will speak if speaking a language other than English, and speak at a reasonable pace. I will now hand the floor over to the 2025 NomCom chair, Amir Qayyum.

AMIR QAYYUM

Okay. Thank you, Jen. Let's move on to the next one. We begin the NomCom update and review of our previous year, 2025. In this beginning, I would like to acknowledge the 106 applicants who applied for various positions in NomCom. I would also like to thank and acknowledge the hard work of my colleagues, the NomCom

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delegates, and would like to congratulate the candidates who have been selected. We usually have our procedures transparent, available in the NomCom website, so most of the ICANN community understand our processes, although we try to do all the evaluation and assessment work of the candidates in strict confidentiality.

In this year, we received 106 applicants from various regions. Obviously, the highest participation from the applicants, as announced and published in our website, is from the Africa region, followed by Asia, Australia, and Pacific islands. Obviously, the committee can only appoint the candidates to a limited number of available positions. We still encourage all the applicants to remain involved and continue participating in ICANN processes and activities as available.

I would also like to thank my colleagues, all the delegates of 2025 NomCom. I think they have worked diligently and tirelessly, spending their efforts and hours in evaluating and assessing the candidates in a very professional manner. We completed all the tasks, as per the timelines we have decided in the beginning of the process, and all the work has been completed to the mark.

Finally, I would like to congratulate the candidates who have been selected, and we are very confident that they are capable enough to participate in leadership roles in ICANN. Just talking very briefly about the NomCom structure, it's an independent committee which is tasked for selecting the ICANN leadership positions. The

NomCom delegates act on behalf of the interest of the global community within the scope of ICANN mission and responsibilities. They do not act in furtherance of the group. They are appointed by means of the SOs/ACs who have appointed them.

NomCom is not a permanent constituency. It is constituted by the delegates sent from various SOs/ACs. So it's the ICANN overall community and constituency who help form the ICANN Nominating Committee, and every year these delegates are changed as per their tenure for one-year and two-year period. Moving on to the next slides for describing the delegates of 2025 NomCom.

As I said, it's an independent committee tasked to select various leadership positions in ICANN, including the ICANN Board of Directors, PTI Board, as well as the ALAC, ccNSO, and GNSO Council members. This was a nice picture taken during the 2025 NomCom cycle. And again, I take this opportunity to thank my colleagues for their hard work and everything that has set a very good pace of our work, and we have completed all the milestones. Next slide, please.

In this year, the 2025 NomCom was tasked to fill the following leadership positions. We selected three members for the ICANN Board of Directors. We selected one member for the PTI Board of Directors, and then three regional representatives to the ALAC, one representing Asia, other Africa, and the third one, Latin America and Caribbean. We also selected two members for the GNSO Council, one representing the Non-Contracted Parties House, and

the other one, the Contracted Parties House. And finally, we have also selected one member for the ccNSO Council.

The outreach we have done before the assessment and evaluation period started, we have formed our Outreach Subcommittee, as well as all the NomCom delegates reached out to local networks, to all their communities so that we can spread the word about the open leadership positions in ICANN. And we have encouraged everyone whom we feel that they are capable enough to perform leadership roles in ICANN to come and participate in this NomCom 2025 cycle. As I have said, we have the largest number of applicants from Africa, 37%, followed by Asia, Australia, and Pacific region, which was 25% applicants.

I think in this slide I can also, in parallel, mention that we were having 27% applicants who were female and 73 who marked themselves as the male. The other regional distribution of regions, Africa, Asia, I have already mentioned, but that was also good that 27%, almost one-third of the applicants, were female, and I can say that all the 106 applicants were very well-qualified. And we have worked diligently finding out the best of the best candidates to be appointed for the open leadership positions.

Okay. Now moving on to the selectees. For the ICANN Board of Directors, we were having three open positions. The final selectees were Mr. Sajid Rahman, who belongs to Asia, Australia, and Pacific Island region; Constance Bommelaer de Leusse, she belongs to Europe region; and Raúl Echeberría, who belongs to Latin America

and Caribbean region. So these were the three ICANN Board of Director positions that the NomCom 2025 has filled.

For the PTI Board, we were having one leadership position for the PTI Board of Directors, and Lise Fuhr from Europe was selected as the final selective for this open position.

For the ALAC, we had three positions. One for Africa, one for Asia region, and the third one for the Latin America and Caribbean region. The NomCom 2025 has selected Adebunmi Akinbo from Africa; Mr. Aftab Siddiqui from Asia, Australia, and Pacific region; and Ms. Hannah Frank from Latin America and Caribbean region.

VANDA SCARTEZINI

Amir, could you respond why 2% only from North America? There are questions in the chat.

AMIR QAYYUM

Okay. This year, we were having a limitation that we cannot appoint anyone from North America to the ICANN Board of Directors. In past years, I have seen the very, very good number of applications from North American region, and most of them have applied for the ICANN Board of Director positions. As this position for the North American applicants was not available and we can only appoint good candidates from other regions, that's why I think that there was a big drop in the number of applicants from North America, and it is very logical. We have the obligation, as per the Bylaws, that we cannot have more than five persons in the ICANN

Board of Directors from the same region and we need to have at least one person from each geographical region. So as there were already five ICANN Board members from North America, so we have clearly mentioned in our website, and we also responded to the queries received from the applicants that, “Well, you can try to apply next year, but for this year, we would not be having the possibility to evaluate and assess you for the ICANN Board of Director position.” So this was the reason that North American applicants were quite low.

I’m sorry. I was focusing on the slideshow and the chat messages were hidden for me. Thank you, Vanda, for letting me know the chat queries.

Okay. For the ccNSO, we were having one open position, and the NomCom 2025 has selected Olga Cavalli from Latin American region to be appointed for the ccNSO councilor position. The region is just mentioned against her name, but the position was open for all the regions.

For GNSO, we had two open positions. So the 2025 NomCom has selected Christian Dawson for the Non-Contracted Parties House and Gaurav VEDI for the Contracted Parties House. Their region is also mentioned, but as I mentioned, for ccNSO, this is just for the information, but the GNSO Council positions does not have a limitation for any geographical representation.

The timeline and the key milestones. We started with the AGM in November 2024 in Istanbul and prepared key documents, and we

confirmed the selection cycle timeline. We have also established the very important subcommittees because the work of all the 17 NomCom delegates is distributed in these five subcommittees. One is the Application, other one is the Outreach, then the third one is Assessment Subcommittee, fourth is the Interview, and finally, the Recommendation Subcommittee, so that the recommendations from this year's cycle can be communicated to the next year, and the improvement is continued to happen year by year in the NomCom processes evaluation assessment. We also completed two mandatory training sessions, the Unconscious Bias Training and the Inclusive Leadership Training.

We have also completed the Recruitment and Outreach session, the phase from January to March 2025 in which, as I mentioned, all the NomCom delegates participated. And we also hired a professional firm which was engaged to expand the candidate outreach. In the assessment cycle, which was from March to June 2025, the delegates have reviewed the application via a secured portal. We then shortlisted the candidates after the first intersessional meeting in April. After this short listing, we formed the deep dive teams for the virtual candidate interviews. And then after doing the second shortlisting, we had the final interviews for the ICANN Board and PTI candidates. After these interviews, we did the final selection of candidates. The final selection of candidates for the SO/AC was confirmed in the assessment cycle. They were not called for the final interview.

For the selection and announcement for phase four, we completed all the deliberation in the ICANN83 in June. And then doing the final vote of confirmation with the final slate of candidates, we announced and sent the final selected to the ICANN Org, Board, and the Empowered Community.

On 19th of August, I think a public announcement of this selection has been made on the website. The non-selected candidates were also notified through e-mails and were encouraged to apply in the next cycle.

So, this Year in Review Report we have prepared and published on the NomCom website. We have the leadership and peer review evaluation which is conducted and published for the leadership review. You can see it is published for the peer review of the delegates. It is published internally. This year, the Recommendation Subcommittee is in the process of submitting the process improvements. They have already conducted their final meeting, and their recommendations will be submitted to the 2026 NomCom, and hopefully they will pick many of these suggestions and incorporate it into their processes and timelines when they will be finalizing their milestones. Okay. We can move on to the next slide.

We have conducted a good number of meetings and activities. There were 16 full NomCom sessions. We had 20 subcommittee sessions, as I mentioned, that we had 5 subcommittees. Total number of deep dive interviews that were conducted with the

candidates was 46, and the final selection of SO/AC candidates is 11 for the ALAC, ccNSO, and GNSO. Total number of face-to-face interviews that were conducted in the ICANN83 meeting in Prague, we have done 12 face-to-face interviews, fewer online, but these were the one-to-one interviews with the final shortlisted candidates.

As I have said, we have done two mandatory and two additional trainings, so all the delegates were equipped through these formal trainings so that they can evaluate and assess the candidates in the best possible way, Interview and Assessment Training, which was important, and then the Board Governance Training also. We can move on to the next.

We don't have the images right now because the 2026 Nominating Committee chair and chair-elect has not yet been announced/selected by the Board. We are still waiting for this. As soon as it has been announced and known to us, the chair and chair-elect will take their position. However, we can introduce the 2026 NomCom delegates because these are known and their sending constituencies have already announced this.

Bram Fudzulani from ALAC Africa. Charles Mok from ALAC Asia Pacific. Anne Marie Joly from ALAC Europe. Christelle Vaval from ALAC Latin America. Alan Greenberg from ALAC North America. Pablo Hinojosa from ASO. Eyitayo Iyortim from ccNSO. She was also part of the 2025 NomCom. Stephanie Perrin from GNSO, NCUC. Hafiz Farooq from GNSO, CBUC large businesses. Arinola Akinyemi

from GNSO. She was also part of our 2025 NomCom. Mike Rodenbaugh from GNSO, IPC. We also had the pleasure of him being the part of 2025 NomCom. Then Karen Day from GNSO. Jothan Frakes from GNSO. He was also part of 2025 NomCom. Fiona Asonga from GNSO, ISPCP. Pete Resnick from IETF, also part of 2025 NomCom. Abdulkarim Oloyede from RSSAC. And then Matthew Thomas from SSAC. He was also part of 2025 NomCom.

So you can see a good mix of those who have already participated in 2025 NomCom, one year of training, evaluation, and assessment practice, and then you can see half of the new faces who will be joining for the next cycle.

Okay. The positions which are available—I can see a hand raised by Judith. I can answer right now or I can continue. I can answer. Judith, please go ahead.

JUDITH HELLERSTEIN

Okay. It was on a earlier question. It's when we were doing the geographic representations, apparently, that is only counted for Board members, not for all the positions. Because we ended up, as you said, for the GNSO and other positions that are not region-specific, even though like Christian Dawson is from North America, that his numbers are not counted in the geographic ones that you showed that 2%. But maybe for next year we could classify, if we're going to have that percentages, then they should be for all the positions and not just for the Board positions. And if you can then

classify everyone who comes in, I think that might be clearer. That's just my question on that.

AMIR QAYYUM

The percentages, I think, that has been mentioned on that slide, were the total percentage of the applicants. So there were no applicant. In fact, our system was not allowing any applicant from only the North American region. Obviously, we were allowing the applicants who had dual nationality or some residents in other region also, so that you can also mention that they were also the residents of North America, but they have selected to represent themselves, for example, from Europe or Asia, whatever region.

JUDITH HELLERSTEIN

No, no. I'm just wondering, because I thought Vanda's answer to my earlier question was that it was only for Board people. So I was a little confused when you showed other people from North America, and I confused that the geographic was only for Board and not for the total 106 that applied. So that was my question. Thanks.

AMIR QAYYUM

Okay. I will clarify from the staff. I personally think that these are the numbers for the total number of applicants. Teresa or Jen, can you confirm this?

TERESA ELIAS

Jennifer, if I'm not mistaken, this is for the total 106 applicants.

JENNIFER JOHNSON

Correct. That's correct, Teresa.

AMIR QAYYUM

Okay. So, Judith, these are the total applicants, 106, and these were the approximate numbers.

JUDITH HELLERSTEIN

Thanks.

AMIR QAYYUM

Okay. So let me continue with this slide. For the next year, which is the 2026 NomCom cycle, we will be having these open positions. This year we had three members for the ICANN Board of Directors, but next year we will be having two open positions for the ICANN Board of Directors. Again, one member for the PTI Board of Directors, two regional representatives. This year we selected for the Asia and Latin America and Africa. Next year, we will be selecting one for the Europe and one for the North America for the ALAC. Again, one member for the GNSO. This year we will get to have two open positions, but next year we will be having one, and again, one member for the ccNSO Council. So these are the open positions, and again, 2026 NomCom will try its best to attract the good number of candidates for these open positions. We can move on. I think it's the last. Yeah.

So, thank you very much. If there are any further questions, I would be happy to answer.

NOÉMIE HAILU

Hello, everyone. I just want to send a reminder to please add any additional questions to the Q&A pod. I did want to make sure that all of the ones that had been asked and answered were addressed. Judith, I know that you just had a chance to raise your question. I saw first question from Om Prakash Sharma that Vanda responded to in the chat, but I wanted to confirm if your question around any mailing lists for getting updated with the NomCom activities was answered.

AMIR QAYYUM

Apart from this, I can see hands. I think we can take the questions from those who have raised hand. Alfredo, you are the first in the queue.

ALFREDO CALDERON

Thank you. It's great to see all of you in the session. My question, I think also Mike raised that question. For the next round of the ICANN Board, is there any regional or geographical limitation, or it all depends on some other criteria? Thank you.

AMIR QAYYUM

Thank you, Alfredo. You understand it very well. Most of the SO/AC appointments to the ICANN Board are usually confirmed by March

or April. So this year also, we had the clear picture of how much flexible we are in the regional representation by end of March and beginning of April. So, at that time, we will be knowing this. If we can know it earlier, we can close the—sorry, not end of March, February or even earlier. So we can stop receiving the applications from those regions which are not eligible for the ICANN Board. But unless the SO/ACs have done their appointments, I think we need to wait, and then we can say how many can we go for any region or not.

ALFREDO CALDERON

Thank you.

AMIR QAYYUM

Next one is Michael Palage.

MICHAEL PALAGE

Thanks. Does the Nominating Committee provide any statistics on affiliated and unaffiliated applicants? This is a concept that has been cited in the two previous independent NomCom Review Reports within the context of the ICANN Board, but I think that this distinction is important for all roles that the NomCom fills. Any comments, questions?

AMIR QAYYUM

Yeah, good thing. Yes, it has already been mentioned in the NomCom task also to appoint unaffiliated directors. Tom, would

you like to answer this, as you are also part of this new setup of NomCom?

THOMAS BARRETT

Sure, Amir. Hi, Michael. There are no stats currently maintained by the NomCom on affiliated versus unaffiliated. That was a recommendation that came out of the last review and approved by the Board. It has not found its way into the current Bylaws yet. But I also would point out that, because I saw a recent post you made, that the definition the review came up with for affiliated and unaffiliated is different than the one that you're suggesting. So, hopefully that's something that the NomCom can address in a future cycle. But there still needs to be a definition of what unaffiliated means, which, again, was already put forth by the review and approved by the Board.

MICHAEL PALAGE

Tom, a quick follow-up. What is your definition?

THOMAS BARRETT

Again, I don't think that's material, Michael. I think the NomCom has a definition based on what came out of the review. And again, that has not made its way into the Bylaws yet so it's not applicable to the NomCom.

MICHAEL PALAGE

So then, what is the definition? You just said there is a definition. It hasn't made its way into the Bylaws. What is that?

THOMAS BARRETT

I'd be happy to send you a link offline. You could probably find it in the NomCom Review website. But if you'd like, I'll send you a link to it offline.

MICHAEL PALAGE

Thanks.

AMIR QAYYUM

Thanks, Tom, for this intervention. Om Prakash, you are the next.

OM PRAKASH SHARMA

Hello. As I saw in the presentation, there was a huge percentage gap among the applicants who were selected as the diversity among the male and female. So I'd like to ask what kind of activities or encouragement the NomCom is doing for increasing the participation so that it's more diversified. Thank you.

AMIR QAYYUM

Okay. Thank you very much. I agree that the total number of applicants who identified themselves as female were one by three, 27%. But if you see these final selectees, you will see a good balance between the male and female final selectees for various positions. In NomCom delegates also, we have a very good mix of

male and female, and we try our best to reach out to all the communities so that the female participation among the applicants can also be increased. I can say that 27%, looking at other application cycles in IEEE ISOC, I was part of this also, it's a good number of applications. And the very good part is that they made their way to the final selections. So, you can see the final selections represent a very different percentage of male and female participation, and that is very encouraging. So these 25% female applicants were good qualified candidates, which is very encouraging, and we will continue pushing the delegates and the firm that has been hired for the outreach to encourage the female participation for the NomCom applications. Noémie, you have your hand raised.

NOÉMIE HAILU

Yes. Thank you. I wanted to bring forward a couple of questions that we received in the Q&A pod, so I'll just read them out loud one at a time. The first is from Muhammad Ali, and here's the question. As an ICANN84 Fellow from Somalia, I am interested in how the Nominating Committee ensures that candidates from underrepresented regions, particularly Africa, are actively considered in leadership positions. Could you share specific measures being taken to enhance regional diversity?

AMIR QAYYUM

Thank you. Very good question. The one that has been hired is given a special task for addressing these types of queries that we

received, and based on which we improve year by year, they target the Asia and Africa region particularly, as well as the Latin American region, from where the applications that are received either not making its way to the final selection. So you can see that the largest number of applications received this year was from Africa, 37%. More than one-third of the total applications were from Africa region. So they put special emphasis on those underrepresented regions. Next one?

NOÉMIE HAILU

Thank you. The other question is from Giacomo Mazzone, and the question is, which are the main requisites you are looking on for these positions? Expertise with the specific matter, years of experience with ICANN community, trying to fit the composition of each body with different expertise or kind of background?

AMIR QAYYUM

Thank you. When we publish the open leadership positions, we also publish the job description, and we do not make it ourselves. We gather the information received from the SO/ACs and the ICANN Board of Directors, which type of candidate, what type of expertise, qualities, characteristics they want to have in the candidates, and then we make a job description for each position, and it is different.

For example, what is mentioned for the GNSO councilor is different what is mentioned for the PTI Board of Director position. So you can go and see it is mentioned on the website. And when the

applicant start filling the application, they were also shown the job description. So they understand very well for which the position they are applying and what are the requirements, even the approximate time requirements for each position are also mentioned, apart from the technical expertise or other community engagement expertise. But we have to rely on the SO/ACs to brief us about this. Noémie, go ahead with the next.

NOÉMIE HAILU

Those were the only two open questions we had in the question pod. Thank you.

AMIR QAYYUM

Okay. If there is no question or comments, I can see a lot of messages coming in the chat.

TERESA ELIAS

There are no additional questions online, and no one else has their hands raised.

AMIR QAYYUM

Okay. So we can close, I think. I can see a hand raised by Mutegeki Cliff, I think.

MUTEGEKI CLIFF AGABA

Thank you so much. My name is Mutegeki Cliff for the record, and I'm an ICANN84 Fellow. My question is, as an ICANN Fellow, I get At-

Large and regional committee processes. I have been following the NomCom reforms closely. Could you share how the reforms undertaken so far have enhanced transparency and accountability within the NomCom, and what lessons the 2025 committee can pass on to the future cycles to further strengthen community trust?

AMIR QAYYUM

Thanks for the question. I would like to mention that all the processes are transparent to the community. They are open. They are published, even when we start the soft dive and when we start the deep dive and when we start the final selections, how we do it, how we do the assessment, it is shared by the delegates to their constituencies. There is no restriction, and all the processes are open. However, the only thing that is kept confidential is everything related to the candidates. Everything—their names, their qualification, they have applied this year, they have been selected or not, or whatever. So we keep the processes open.

But you have said that how we can ensure that the NomCom 2025 if some recommendations to the 2026 NomCom? There is a Recommendation Subcommittee which has already completed its final meeting, and they have compiled a list of suggestions for the 2026 NomCom. Based on a full year of assessment and evaluation, the delegates have faced some situation in which they came up with some good ideas that can be implemented and improve the efficiency and other processes, and they will be evaluated by the 2026 NomCom. They are not binding. They are just the

recommendations. But based on this, every year, the previous NomCom provides an input to the next year. I have seen in the last many years that little by little, the processes have been improved. I can see the hand by Michael Palage.

MICHAEL PALAGE

Two questions. The first is regarding the confidentiality of applicants. A number of other I-star organizations and other peers in a broader Internet community do not have the level of secrecy associated with similar leadership positions. So, first question there is, is that a good thing or a bad thing? And why do you think ICANN is so unique when other peers have a more open and transparent process regarding individuals seeking leadership positions? That's my first question, then I have a follow-up. So I'll let you answer that one first.

AMIR QAYYUM

Okay. Thank you. We try to keep confidentiality for the applications, just because we do not want that based on our own assessment these very wonderful and good candidates somehow doesn't make it to the final list. It should not impact in any manner to their credibility or, what I can say, that they are good candidates. Sometimes we have a very strong competition among the top candidates, and sometimes the other candidates also make their way, the good candidates. So we keep all the candidates that are confidential.

The other thing is that keeping the candidates that are confidential make our own delegates talk freely, discuss freely about the candidates, discuss their merits and other attributes which can help and/or doesn't help about the candidate. Every discussion about the candidate is also kept confidential. This gives the confidence to our delegates to talk freely, assess freely, discuss in a very open manner. They are not afraid of having their conversation or their comments taken from the meeting and leaked out of the NomCom. So, the delegate's assessment, questions, discussions, everything, comments, is confidential, as well as who has applied is also confidential. Who has made their way to the final selection is obviously announced in the final announcement, but who has applied is kept confidential for this reason. If the NomCom collectively thinks that they would like to make some part of this as non-confidential, they can do it, but they will be deciding it at the start of the cycle. Once they will decide that we will make this and this information public, they will do it for their own cycle.

MICHAEL PALAGE

I guess the next follow-up question I have is, what is the role of diversity, equity, and inclusion in the NomCom selection process?

AMIR QAYYUM

For the initial selections, we try to focus on the job description, expertise, and the characteristics that have been mentioned by the ICANN Board, PTI Board, and the SO/ACs that are needed for those

positions. Once we have the final selectees, at that time, we bring in these attributes, and then see whether selecting this good candidate or that one, both are in the final round, then we bring the diversity and other attributes to select among the best candidates based on these diversity and other attributes, but not in the initial phases. That brings the good candidates to the final round, and among those good candidates, we can do the selection or non-selection based on these diversity criteria.

MICHAEL PALAGE

Thank you.

AMIR QAYYUM

Hafiz Farooq, you have the question?

NOÉMIE HAILU

Sorry. Can I jump in, Amir, to just flag a question that was asked in the Q&A pod?

AMIR QAYYUM

Go ahead.

NOÉMIE HAILU

This one is from Ron da Silva. Can you briefly discuss balancing of recruiting versus selecting when considering gender, geography, ethnicity, or any other non-skills or non-experience based

characteristics of candidates? Do these differ when making decisions around the Board versus SO/AC appointments?

AMIR QAYYUM

Noémie, can you just say the first sentence? I missed the first sentence.

NOÉMIE HAILU

Sure. I'll read it again. Can you briefly discuss balancing of recruiting versus selecting when considering gender, geography, ethnicity, or any other non-skills, non-experience based characteristics of candidates? Do these differ when making decisions around the Board versus SO/AC appointments?

AMIR QAYYUM

No. I think that we look at the job descriptions, we usually have a good meetings with those SO/ACs and ICANN Board, the BGC, as well as the PTI Board of Director representatives to discuss with them what type of candidates they need. They openly discuss, and we incorporate their suggestions, their comments. So we are open to all type of attributes in the ICANN Board, PTI Board, and other SO/ACs, but just considering that maybe I've not understood the question, Tom, would you like to pitch in and answer?

THOMAS BARRETT

Sure. Hey, Ron. Good question. Certainly, every year, we know what our openings are going to be. And as part of our remit to the

recruiters, we can certainly tell them, “Look, we know we have to fill certain positions from a certain geographic region. So we’re particularly interested from candidates from region A, B, or C.” So, certainly, from a recruiting viewpoint, we have geographic requirements that we need to meet, and we certainly relay that to the recruiters. Typically, I don’t recall that the recruiter being given any other instructions other than what the job description is of the receiving body. And so if the receiving body has specified, as you call them, non-skills and non-experience based characteristics, then certainly we could relay that on to the recruiters as well. But it’s really incumbent, I think, on the receiving bodies to identify those particular attributes that they’re looking for.

But as Amir said, once we have our candidate pool, then our first priority is to focus on whether or not they have the skills and expertise for the job, and they go through several iterations of focusing on the best candidates we can find before we would consider some of those softer types of skills.

AMIR QAYYUM

Thanks, Tom. Now, Hafiz Farooq, you can—

NOÉMIE HAILU

Sorry. I also wanted to flag a question that was asked before in the chat from Alfredo Calderon.

AMIR QAYYUM

Go ahead. Yeah.

NOÉMIE HAILU

He asked, “I recall that a Standing Committee was to be established to help maintain a historical memory. Has it been appointed?”

AMIR QAYYUM

Not yet. We discussed about this, particularly in this cycle when it will be appointed, and we were waiting for it. But I think it has taken some time. It should be appointed as early as possible because it has a role for the NomCom, which is important. It is not yet appointed. Okay. Noémie, can I go with Hafiz Farooq?

NOÉMIE HAILU

Yes. Thank you.

AMIR QAYYUM

Hafiz Farooq?

HAFIZ FAROOQ

Hi. Thank you very much. Actually, people already asked the question which I was looking for. So I just want to say thank you for the great work for the community, and thank you for the great update today.

AMIR QAYYUM

Thank you. The next one is Tinuade Oguntuyi, I think.

TINUADE OGUNTUYI

Okay. Good day, everyone. Tinuade Oguntuyi, ICANN84 Fellow. Thank you so much for the simplicity in sharing all of this information. I heard clearly severally you mentioned in the other intervention speaking about skills, speaking about in the job description qualities are met. So, I'm just curious, as a woman from Africa, being a Fellow, are there mentorship or pipeline initiatives like structure that anyone can follow to engage with NomCom activities. So that is more like a pathway, the same way we have for the policy development accelerators and all of that.

The second question is, if you would advise, because we have joined now, for some of us it's the first meeting, what do we need to do to really flow in this direction of leadership through the NomCom path? Thank you so much.

AMIR QAYYUM

Thank you. I would say that from Africa, we are always looking for good applications for various positions, and you can see that the number of applications received from Africa this year are the largest number of applications. Please go ahead and see the job description for each available position for the next year, and fill yourself or you find the colleagues and friends around you in Africa who fulfill these criteria. Just encourage them to apply so that we have more and more qualified applicants from your region. We would be delighted to evaluate and do the assessment based on the applications received. One thing is very important, that more

application we receive, more chances are to have a very, very good pool of candidates. Because the NomCom is tasked to select, the final select is based on the available pool of candidates. I can assure you that at least I don't see any year in my past NomCom years that we were short of candidates. We usually have very good candidates. But just for encouragement, I can say that more candidates will bring us a very good pool of candidates.

Michael Palage, you have your hand raised, I think.

MICHAEL PALAGE

Correct. I just want to use all the time that we have. My next question goes back to some of the comments that you and Tom had made previous about consulting with the respective SOs, about filling the leadership positions that are up. So my question here is a rather unique situation has happened that—Vanda, you can correct me if I'm wrong—I do not believe in ICANN's history there ever has been a situation where two sitting vice chairs have basically maybe not selected—

AMIR QAYYUM

Maybe it's a network issue. At least I am not able to hear.

MICHAEL PALAGE

Can you hear me?

AMIR QAYYUM

I am.

MICHAEL PALAGE

Excellent. So what happens is, the question has to do with there's been a situation where the two sitting vice chairs on the ICANN Board have had the ability to serve additional terms but were not selected. So I guess what I'm struggling is with you talk about how you wanted to defer to these organizations about filling the leadership voids, the fact that the ICANN Board, in fact, selected these individuals as vice chairs, and then the NomCom decided not to put those people back on the Board just seems a little bit inconsistent there. How does the NomCom go about not reappointing sitting Board directors, particularly when those Board directors may be in a position of leadership put there by the entire ICANN Board? Any insight?

AMIR QAYYUM

Thank you very much for this very important question. I usually talk about this in various settings, and I will say the same. NomCom is not a permanent constituency where the people are sitting here for years and years. Every year, the ICANN constituencies send their representatives to work on NomCom. So NomCom is changed every year. Every year, half of the faces are new, they learn, and they acquire experience in the processes of the NomCom. Otherwise, they are well engaged with the community and their own SO/ACs.

The leadership, on the other hand, doesn't have any vote. Usually, they don't even influence the voting. So it's all up to those representatives sent by the SO/ACs to decide. There are 17 delegates, and they decide. You are saying that we have discussed with the Board what they desire, and one person who is a sitting vice chair is not selected by the NomCom delegates. The NomCom delegates, right from the very beginning, they focused on what the Board desired in terms of job description, and they assess the candidates as per these qualities and characteristics. And if they feel, and I would say, that they are the represented—

THOMAS BARRETT

Did we lose Amir?

GIACOMO MAZZONE

We lost him, yes.

THOMAS BARRETT

I'll chime in while Amir reconnects. Certainly, again, without discussing who actually applied for positions that you're referring to, Michael, the NomCom delegates obviously has advice from the receiving bodies, in this case, the Board. The Board has the opportunity to provide additional feedback to the NomCom if there are reapplying candidates, and the delegates then consider that feedback along with all the other candidates who are applying. Again, we do get advice and feedback in terms of what the receiving bodies are looking for. They have multiple opportunities to refine

what that advice is, and the 17 delegates make their decision accordingly. So always looking for better ways to improve that process, and certainly something that perhaps the NomCom in the next cycle could take a look at.

AMIR QAYYUM

Thanks, Tom, for pitching in. I got disconnected.

NOÉMIE HAILU

Thank you all. Thank you, Amir, for facilitating. We are at time. So I just wanted to thank everyone for your questions and for your participation today. We will now close the meeting.

AMIR QAYYUM

Thank you very much. Thank you, everyone. Thank you, delegates, and thank you to the leadership team.

[END OF TRANSCRIPTION]