
Where are they now? Fellowship Alumni Survey Results

March 2015



Abstract

The ICANN Fellowship program was established in 2007 with the hopes of creating a broader and more regionally diverse base of knowledgeable constituents through outreach and travel funds targeted to developing nations (per World Bank Classifications and UN SIDN lists). In order to assess if the Fellowship program is achieving its' goals as a capacity building program within the ICANN Multistakeholder model, and to produce best practices moving forward, a survey was circulated to Fellowship alumni to: collect demographics by region and sector; capture the perceived benefits and highlights of the Fellowship experience; and to gauge alumni level of involvement in the ICANN community and the Internet ecosystem overall. Applicants were given the option to respond to the survey in English, Spanish, French, Chinese, Arabic, Russian, Turkish, Portuguese, Japanese, or Korean.

A total of 154 Fellowship alumni responded to the survey. The following document provides a breakdown and analysis of the results of the survey.

Executive Summary

The ICANN Fellowship program, which falls under the Development and Public Responsibility Department, provides an opportunity for eligible candidates from developing nations around the world to participate face to face with other members of ICANN's Multistakeholder Community in one of the three ICANN Public Meetings each year. The program provides a "fast track" engagement experience at ICANN Meetings, facilitating exposure to ICANN's Community and processes, with the hope of continued engagement and active participation once the Program has been completed.

In an effort to evaluate the Fellowship program, a survey was circulated to over 600 Fellowship alumni, who participated in the program since its inception in 2007, to determine demographic information, the perceived benefits of the Fellowship experience, preferred methods of engagement amongst alumni, how alumni participate in the ICANN Community, barriers to participation, influence of the program on career paths, areas where the Fellowship program can improve, and to highlight experiences of participants. A total of 154 Fellowship alumni responded to the questionnaire, providing insightful feedback and commentary on the program.

Overall, Fellowship alumni are largely pleased with their Fellowship experiences. On a scale of 1 to 10, 88% of participants scored the Fellowship program with an 8 or higher in assisting with their personal development, as well as in regard to providing networking opportunities. 85% of survey respondents also gave their experience an 8 or higher in regards to building self-confidence in their ability to participate in the Internet ecosystem. Similarly, 89% of alumni participants scored the program an 8 or higher in providing insight at the ICANN Meeting that they may not have otherwise received.

As a capacity building program, it is important that the Fellowship program utilize various methods of engagement for alumni to keep in contact with each other and with the Fellowship program. The current top two preferred methods of engagement of alumni are the Alumni Mailing List, as identified by 94.8% of survey participants, and the Fellowship Facebook pages, which is utilized by 66.2% of alumni respondents. Going forward, Fellowship alumni would like to see regional events organized for further engagement, as mentioned by 88.3% of survey participants, as well as continued use of mailing lists and social media. 50% of respondents would also like a newsletter to be established to help alumni stay abreast of developments at ICANN and of the work of alumni in various regions.

Survey findings indicate that 88% of Fellowship alumni survey respondents currently participate in the ICANN Community, which demonstrates continuity and integration from the Fellowship program into the community. The top three methods of participation in the ICANN Community include: participation in other Internet events, mentioned by 63% of

respondents; participating in ICANN Meetings, mentioned by 55.8% of survey participants; and advocating for Internet issues in their region, as mentioned by 48.7% of survey takers.

Survey participants were also asked to share barriers to participation at ICANN. The number one barrier to participation is lack of time, which was mentioned in half of the responses. Other barriers mentioned by a few responses include: the exclusive feeling of the community, making it difficult to define a role; the high expectations of working groups; and the difficulty of call times due to time zones.

Fellowship alumni were asked to share how the Fellowship program influenced their career path. The top five ways the Fellowship program influences career path's of participants include: contacts and networking; by facilitating learning about ICANN and the Internet ecosystem; exposure to Internet governance issues and policy developments; assisting with the vision or development of national or local projects; and by building understanding on the Multistakeholder model. Similarly, the most beneficial aspects of the program were identified as networking and relationships built, and exposure to and understanding of ICANN, the Internet ecosystem, and its' issues.

Alumni were also encouraged to share their thoughts on areas in which the Fellowship program could improve. The top five areas where alumni feel there could be improvement include: accepting more Fellows into the program; assisting newcomers through a mentor program (note: this has already been addressed through the Coaching program); better engagement of alumni; improving language diversity; and by further linking interested Fellows with regional teams and constituencies for continued engagement post meeting.

Lastly, alumni were asked to share highlights from their Fellowship experience. The top five thematic highlights include: the Fellowship community and network; meeting with senior leaders and experts; the knowledge acquired on ICANN and the Internet ecosystem; Janice Douma Lange for her support and exceptional leadership of the program; and the capacity built for the countries and regions of alumni.

Table of Contents

ABSTRACT	2
EXECUTIVE SUMMARY	3
DEMOGRAPHICS	6
THE FELLOWSHIP EXPERIENCE	8
ENGAGEMENT METHODS AMONG FELLOWSHIP ALUMNI	12
ENGAGEMENT WITH THE ICANN COMMUNITY	13
INFLUENCE OF THE FELLOWSHIP PROGRAM ON CAREER PATHS.....	18
FELLOWSHIP PROGRAM EVALUATION.....	21
NEXT STEPS	30
APPENDIX 1	31

Demographics

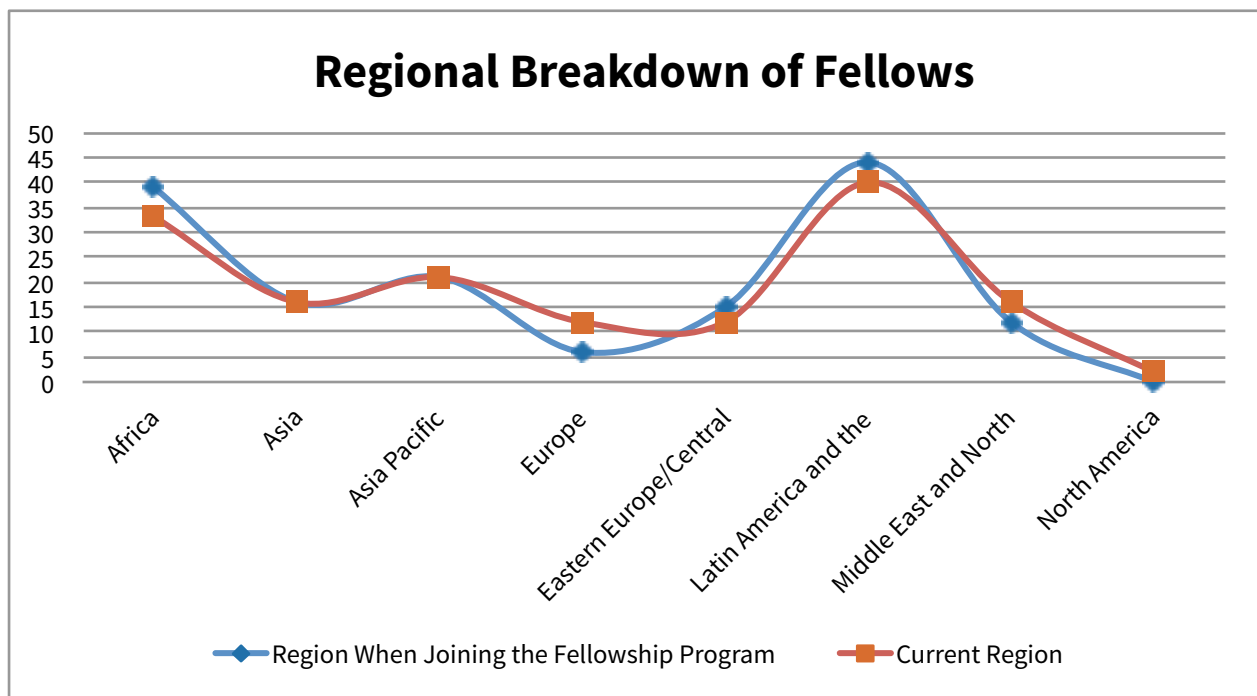
The Fellowship Alumni Survey was circulated to over 600 alumni who participated in the Fellowship program since its inception in 2007. Demographic information was collected from 154 survey respondents to determine the geographic and sector make-up of the survey results, to track the movement of Fellows between regions and sectors, and to facilitate the transfer of participant approved contact information to the appropriate Global Stakeholder Engagement Team for alumni inclusion in regional engagement strategies.

Regions

Survey participants were asked to select both the region they were selected from when joining the Fellowship program, as well as their current region of work.

When joining the Fellowship program, 39 respondents (25.4%) were selected from Africa, 16 (10.4%) from Asia, 21 (13.7%) from Asia Pacific, 6 (3.3%) from Europe, 15 (9.8%) from Eastern Europe/Central Asia, 44 (28.7%) from Latin America and the Caribbean, 12 (7.8%) from the Middle East and North Africa, and none were from North America.

Currently, 33 survey participants (21.7%) work in Africa, 16 (10.5%) in Asia, 21 (13.8%) in Asia Pacific, 12 (7.9%) in Europe, 12 (7.9%) in Eastern Europe, 40 (26.3%) in Latin America and the Caribbean, 16 (10.5%) in the Middle East and North Africa, and 2 (1.3%) in North America.



Findings indicate that approximately 12 Fellows from Africa, Latin America and the Caribbean, and Eastern Europe, migrated to Europe, the Middle East and North Africa, or to North America. Though these 12 Fellows only represent 7-8% of the data set, it is important to note this pattern of migration to avoid a potential “brain drain,” or movement of educated and trained Fellows from an underserved region to a more developed region. This is important, as a main goal of the Fellowship program is to build capacity in the home countries and regions of Fellowship participants through the introduction of individuals from these regions to ICANN and the Internet ecosystem at ICANN Meetings.

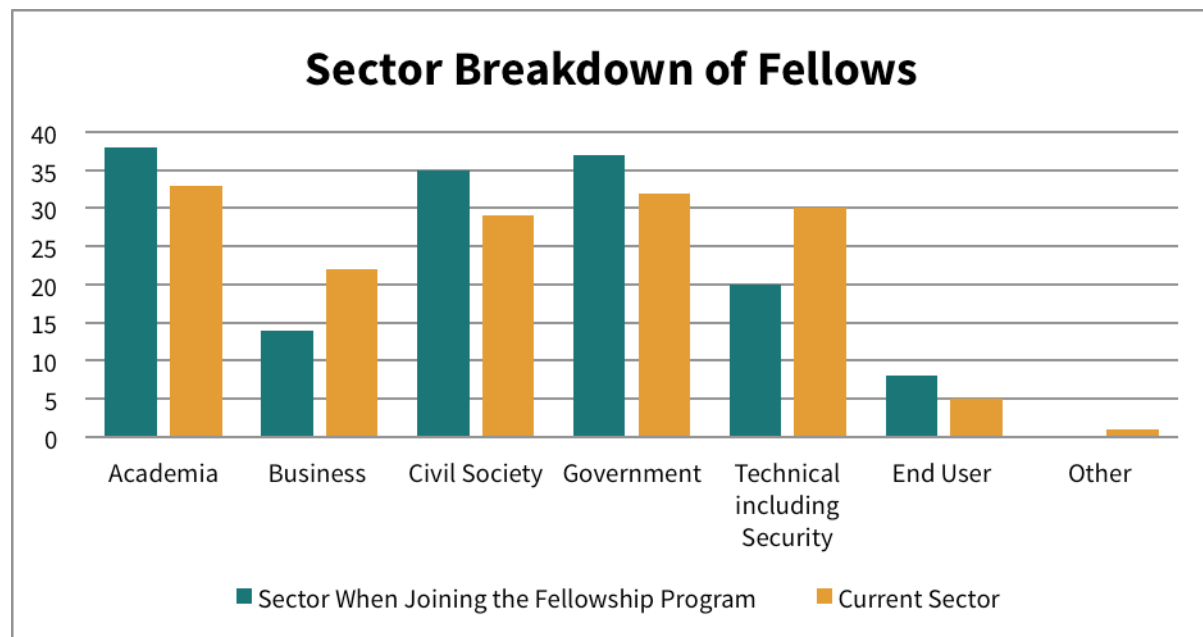
It should also be noted that 33% of Fellowship alumni survey participants have been involved with the development of GSE Regional Strategies in the past, and 86.8% indicated they would like to be involved with GSE Regional Strategies in the future.

Sectors

Survey participants were asked to select both the sector they were selected from when joining the Fellowship program, as well as their current sector of work.

When joining the Fellowship program, 38 respondents (25%) were from academia, 14 (9.2%) from business, 35 (23%) were from civil society, 37 (24.3%) were from government, 20 (13.2%) were from the technical community including security, and 8 (5.3%) were end users.

Currently, 33 survey participants (21.7%) work in academia, 22 (14.5%) in business, 29 (19.1%) in civil society, 32 (21%) in government, 30 (19.7%) in the technical community including security, 5 (3.2%) are end users, and 1 (.06%) works in other consulting.

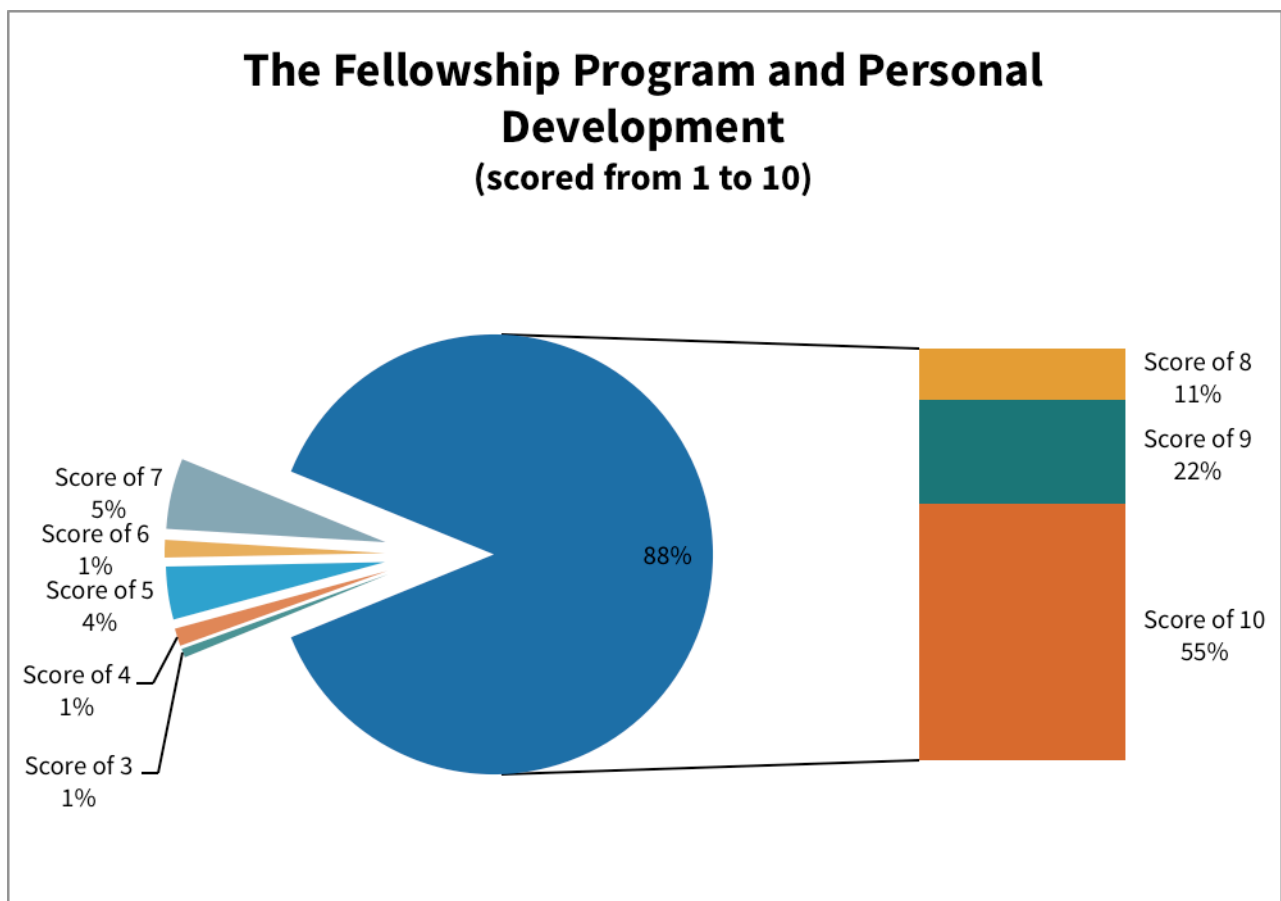


Survey findings suggest that several Fellowship Alumni who participated in this survey, shifted from the sectors of academia and civil society towards business and technical work including security.

The Fellowship Experience

Questions (scaled from 1 to 10) were also asked of participants to determine the perceived benefit of the Fellowship experience in regard to personal development, networking opportunities, building confidence to excel in one's field, and insight provided at the ICANN Meeting which Fellows may not have gotten as a lone newcomer. A full breakdown of findings is available in Appendix 1.

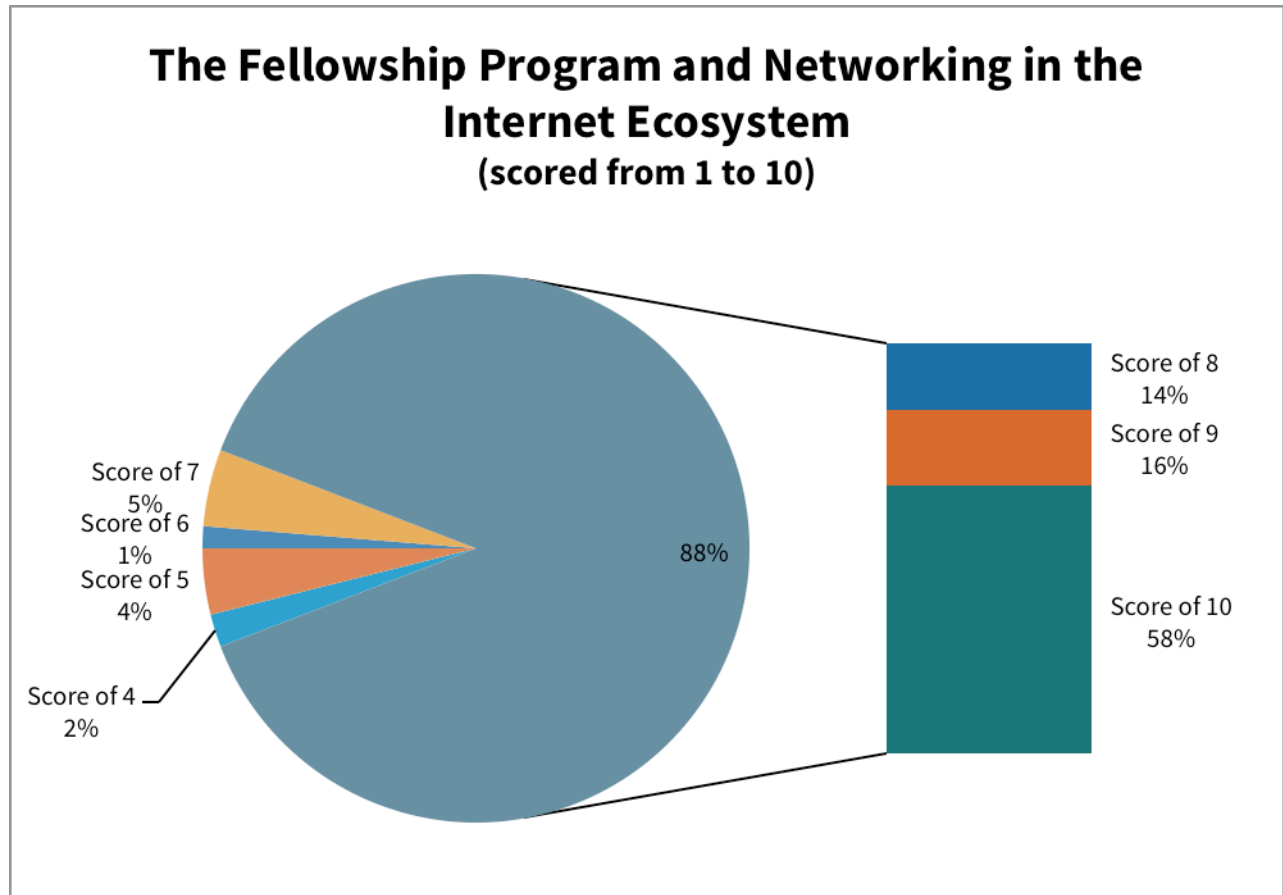
Personal Development



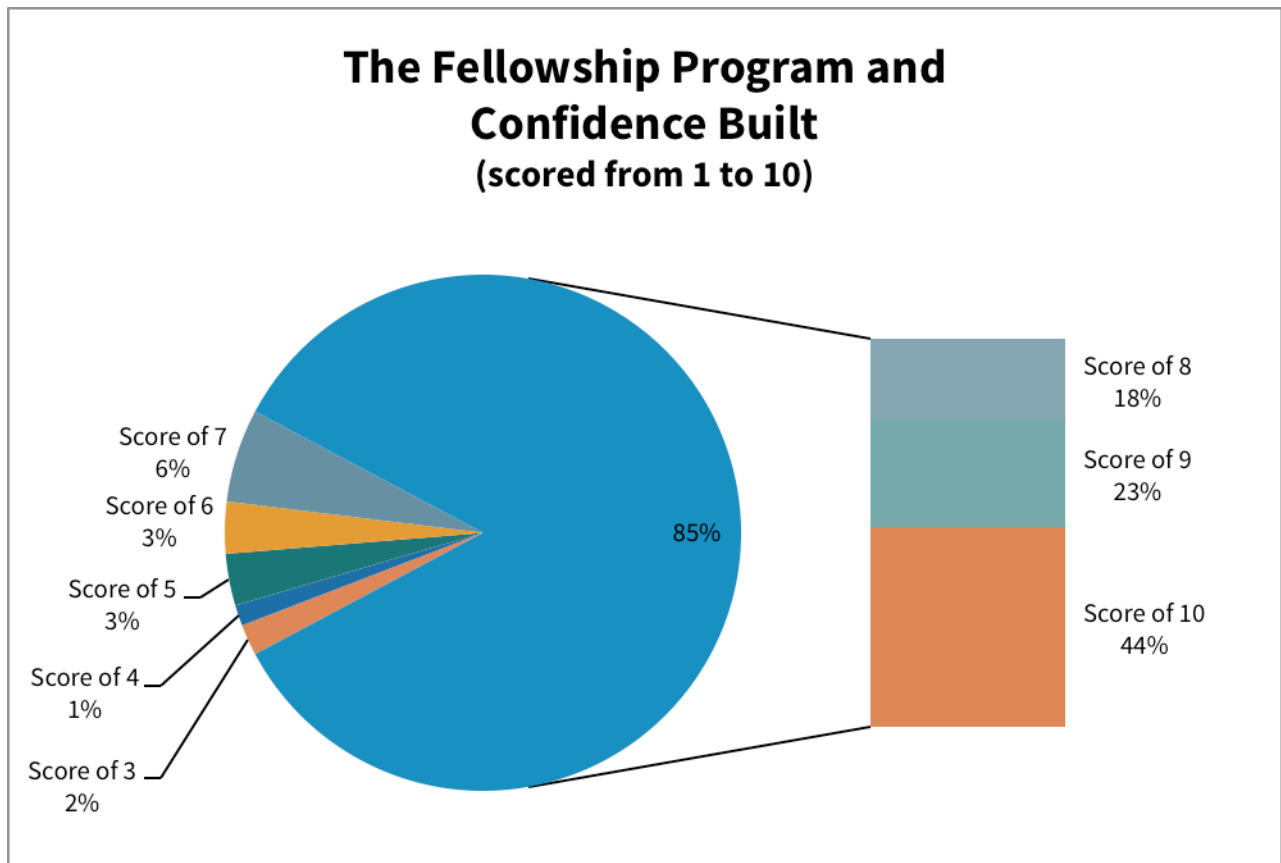
As demonstrated by the chart above, 55% of Fellowship alumni respondents gave the Fellowship program a perfect score of 10 in benefiting their personal development. Additionally, 88% of respondents gave the Fellowship program a score of 8 or higher in its

effect on their personal development, while less than 6% gave a score lower than 5. No respondents scored the program below a 3.

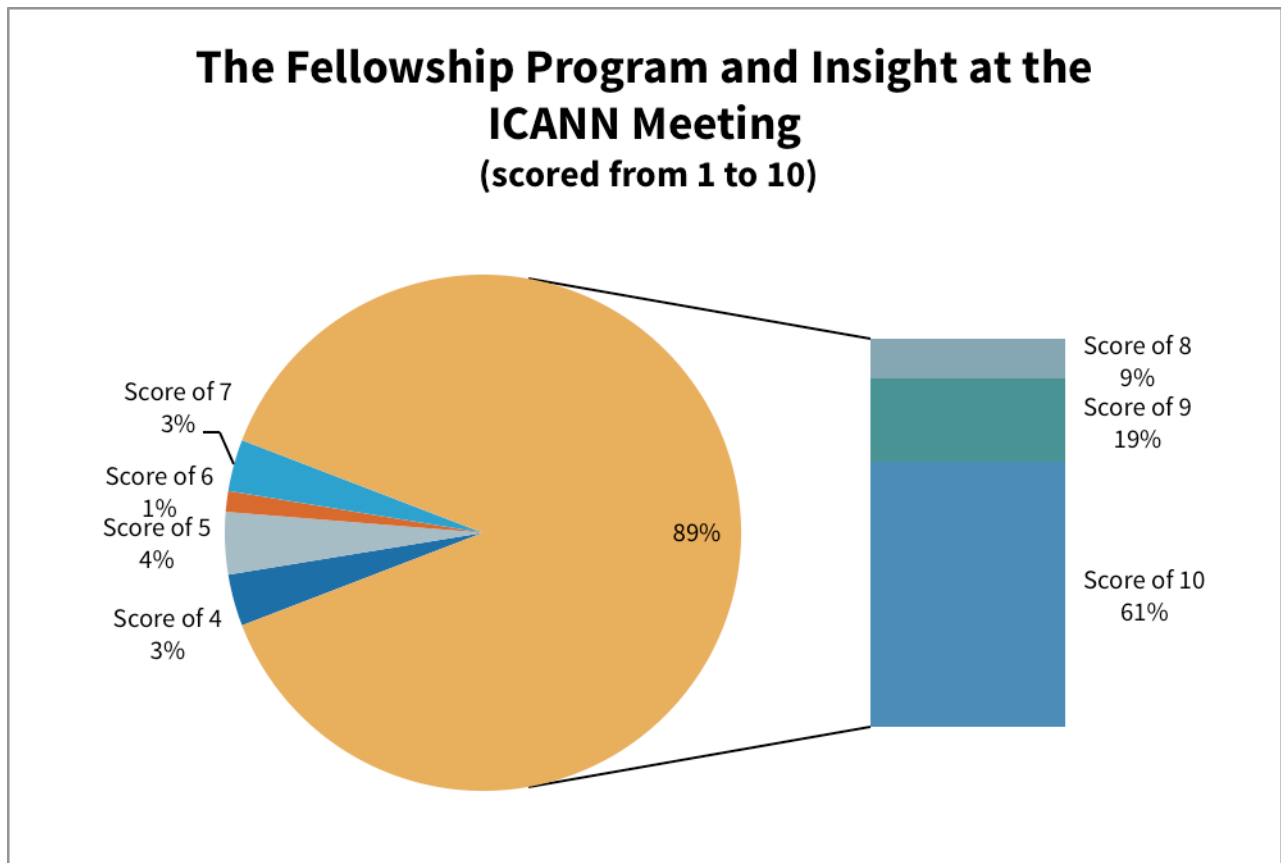
Networking



The above chart demonstrates that the vast majority of survey respondents felt that the Fellowship program provided better opportunities to network in the Internet ecosystem. 57.8% of alumni participants gave the Fellowship program a perfect score of 10, while 88% gave a score of 8 or higher in regards to networking opportunities. No participants scored networking opportunities provided by the Fellowship program below a 4.

Confidence

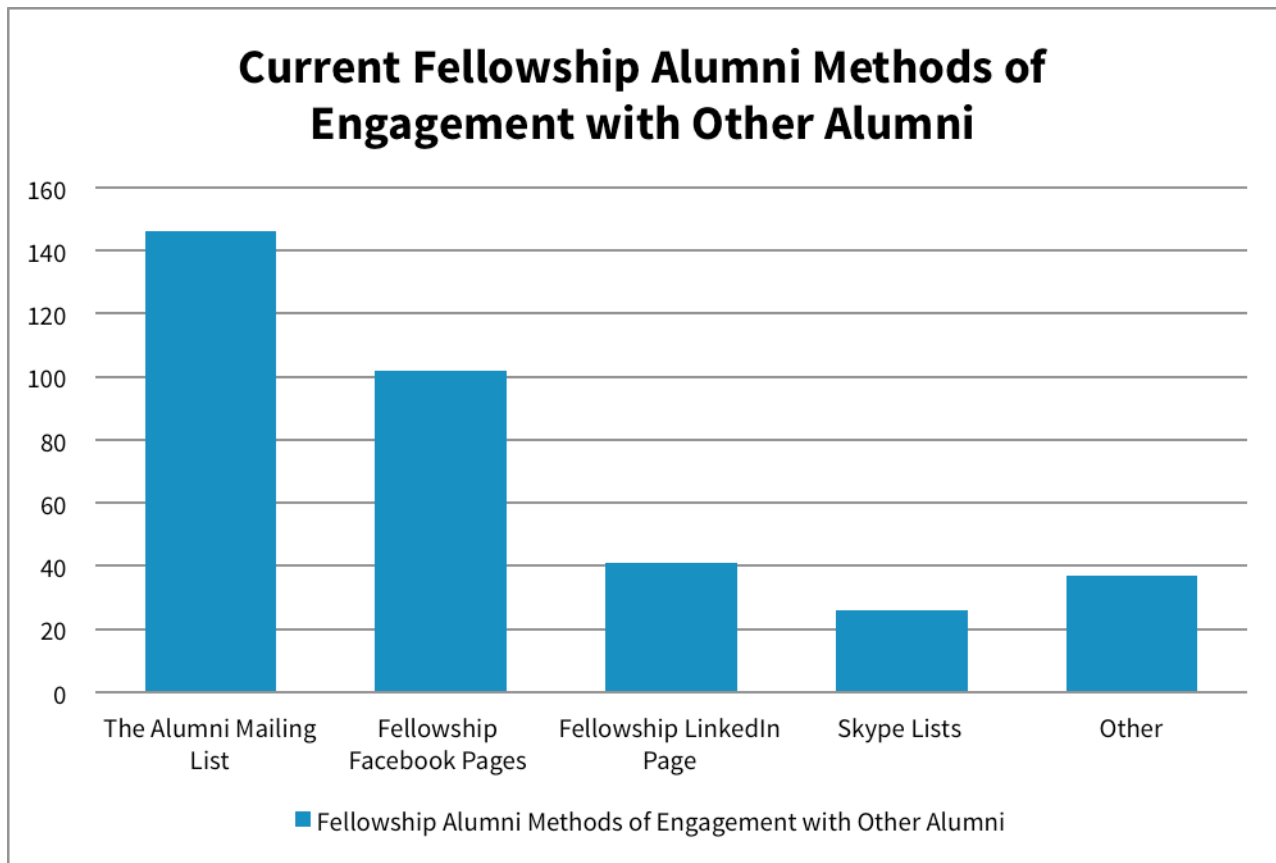
As demonstrated in the graph above, the Fellowship program has been quite successful in building confidence for Fellows to excel in their field, with 85% of survey respondents scoring the program with an 8 or higher, and 44% of respondents giving a perfect score of 10. Less than 7% gave a score of 5 or below, indicating that the program did not have a strong influence on their confidence, and no scores given were below a 3.

Insight at the ICANN Meeting

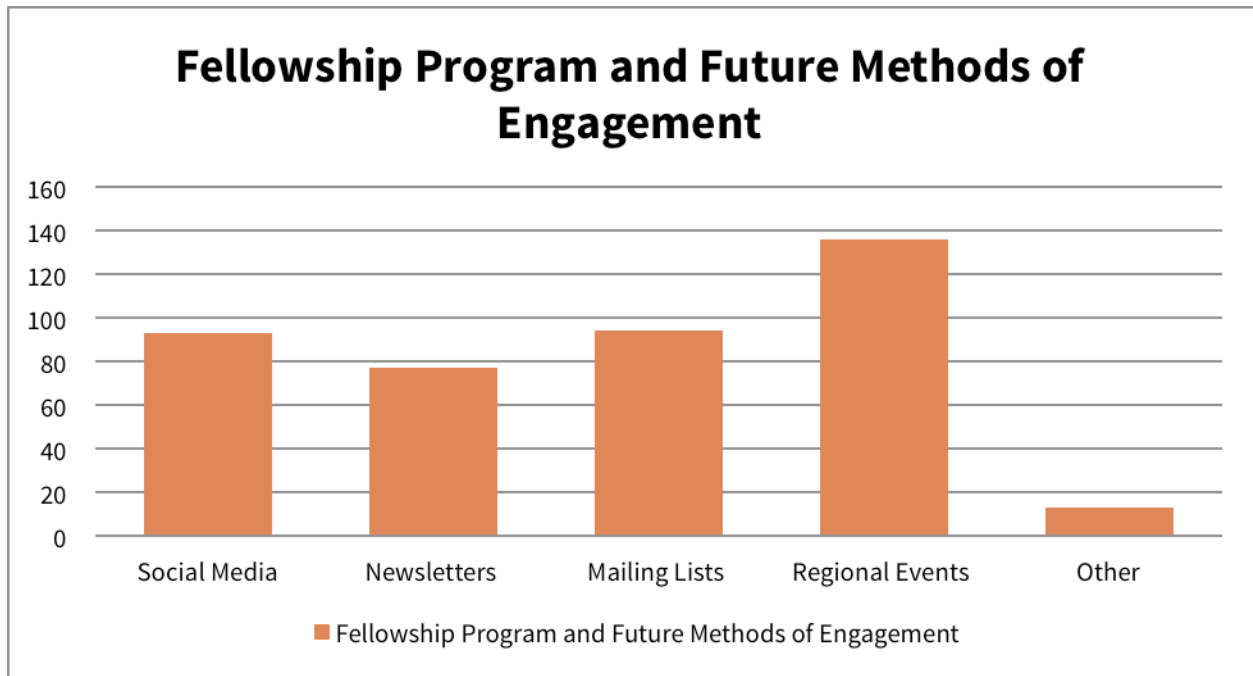
The above chart depicts the level of perceived insight at the ICANN Meeting provided by the Fellowship program, which participants may not have received otherwise. 61% gave the Fellowship program a score of a perfect 10 in providing insight into the ICANN Meeting, and 92% gave a score of 7 or higher. Around 7% gave the Fellowship program a score of 4 or 5, while no participants scored the program lower than a 4 in regards to insight provided at the ICANN Meeting.

Engagement Methods among Fellowship Alumni

Continued engagement between Fellowship alumni maintains the connection and relationships built between Fellows, as well as the Fellowship Manager, and facilitates future synergies and collaborations. Questions were asked in the Fellowship Alumni survey to determine current methods of engagement between alumni, as well as preferred methods of engagement and communication between participants moving forward.



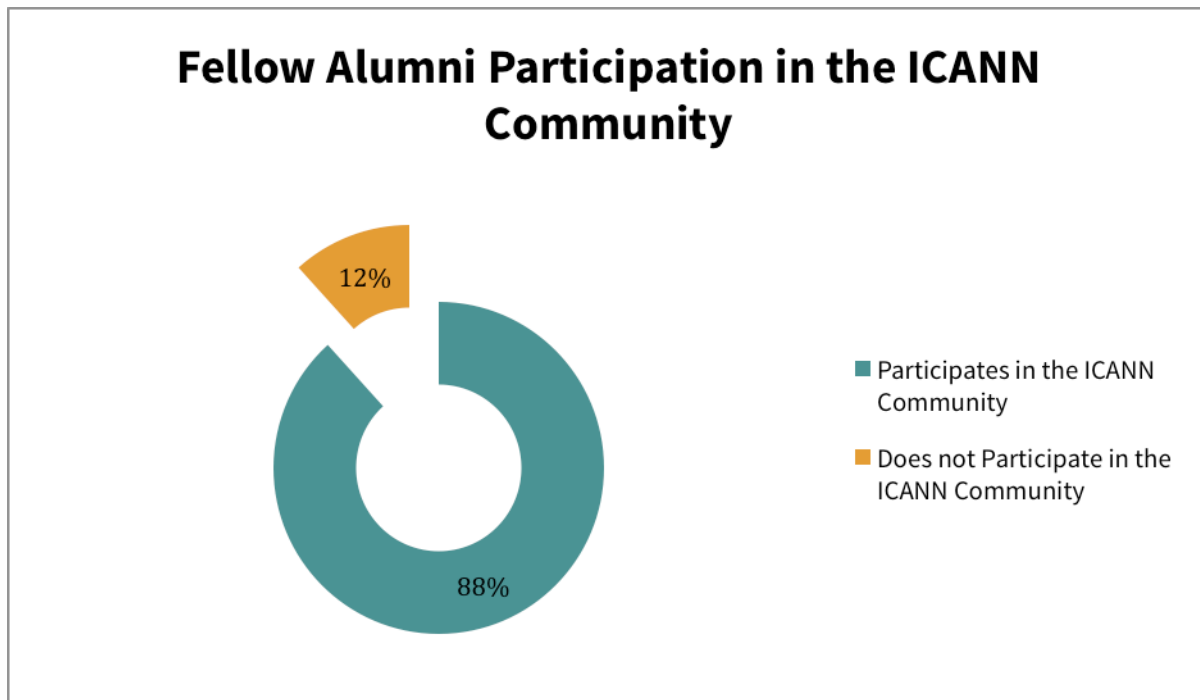
As demonstrated by the chart above, the most popular method used to keep in contact with other Fellowship alumni is the Alumni Mailing list, which is used by 146 respondents (94.8%). Fellowship alumni also use the Fellowship Facebook pages (66.2%), the Fellowship LinkedIn Page (26.6%), and Skype Lists (16.9%). 37 survey participants (24%) expressed the use of “other” methods of engagement including personal email, connecting at international and regional meetings, regional mailing lists, and the use of WhatsApp Fellowship groups, which was mentioned by 19 respondents.



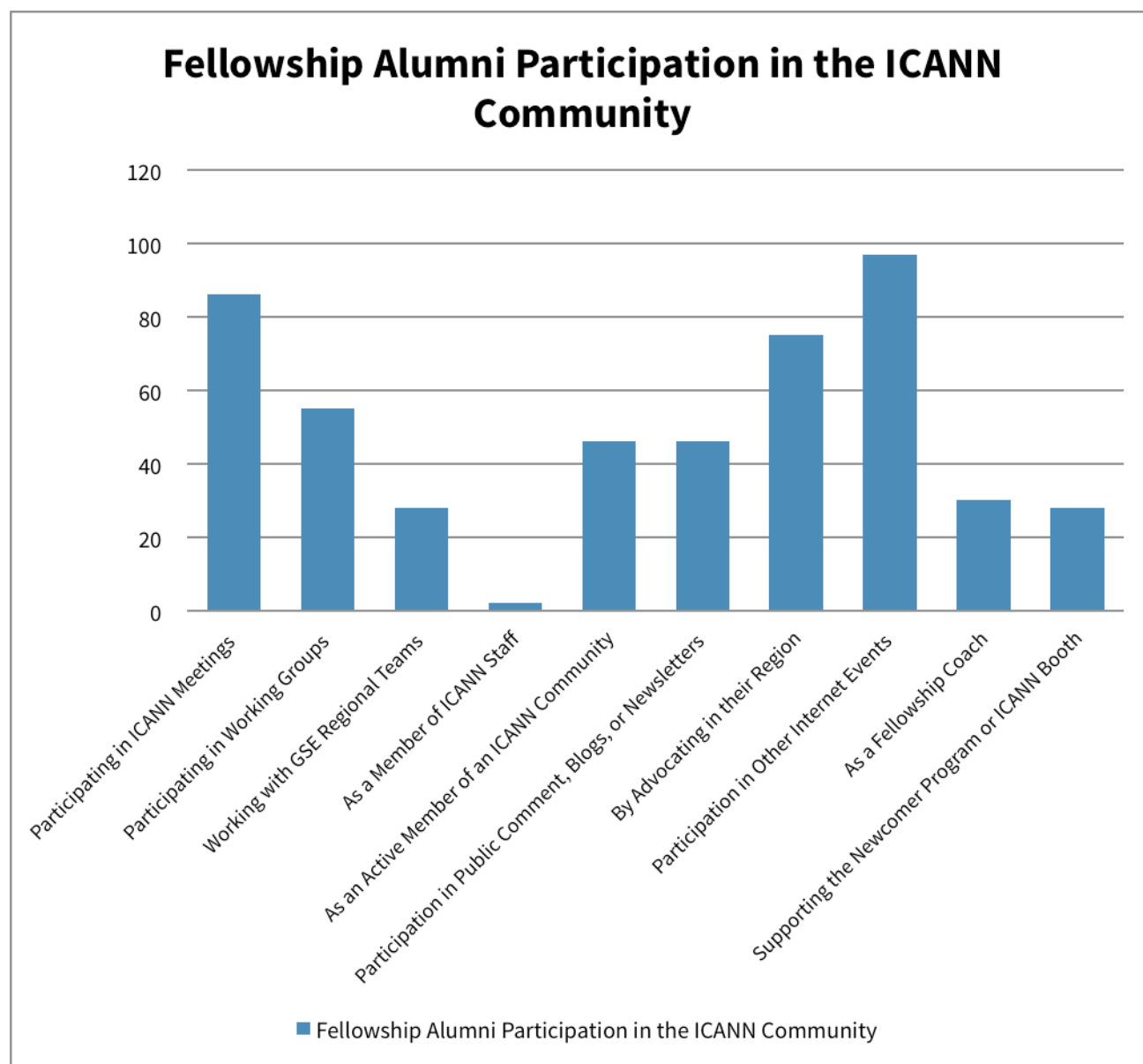
Fellowship Alumni were also asked to identify how they would like to see the Fellowship Program engage with alumni in the future. 136 survey respondents (88.3%) would like to engage with the Fellowship program at regional events, 94 (61%) would like to continue the use of mailing lists, 93 (60.4%) would like to engage through social media, and 77 respondents (50%) prefer engagement through newsletters. 13 survey participants (8.4%) also mentioned “other” methods of engagement they would like to see utilized, including: more face to face meetings, webinars for Fellows, Regional Fellowship Follow-up Programs, a Mentorship program (already exists), WhatsApp groups, and holding an ICANN Fellowship Global Meeting every 2 to 4 years.

Engagement with the ICANN Community

In order to determine the role Fellowship alumni play in the ICANN community in regards to participation, survey respondents were asked if they currently participate in the ICANN community and in what capacities, as well as if there are barriers that restrict their participation. A full breakdown of findings is available in Appendix 1.

Participation in the ICANN Community

88.3% of survey respondents stated that they currently participate in the ICANN community, as opposed to 11.7% who do not participate in the community. It should be noted that active participants are more likely to respond to a request to complete a survey than non-active participants. Additionally, 75.2% of Fellowship alumni respondents are currently registered on ICANN.org, while 24.8% are not.



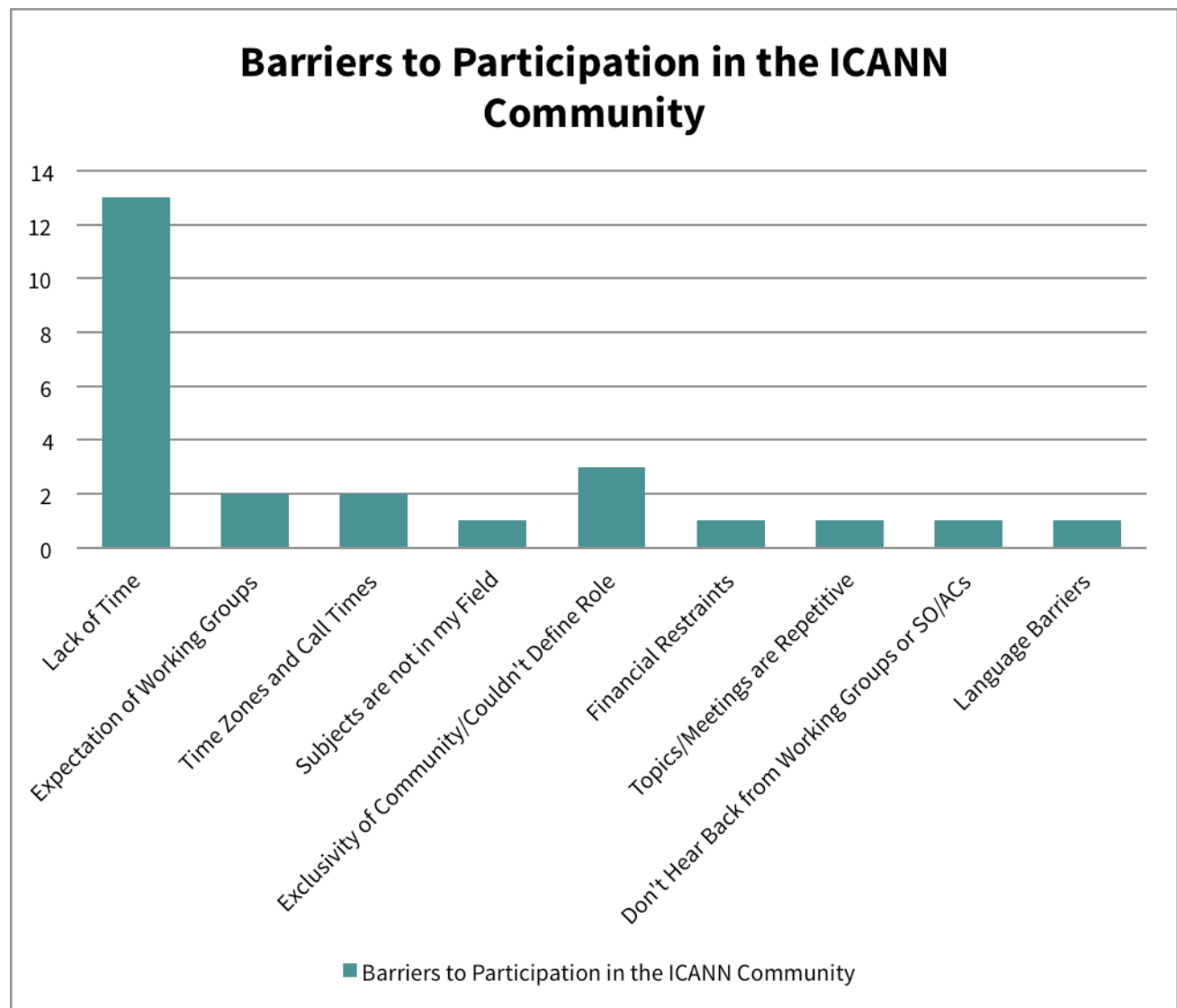
Fellowship Alumni were asked to select the capacities through which they participate in the ICANN Community. 97 respondents (63%) participate in other Internet events, 86 (55.8%) participate at ICANN Meetings, 75 (48.7%) advocate in their region through their university, workplace, government, or ccTLD management, 55 (35.7%) participate in ICANN working groups, 46 (30%) serve as an active member of an ICANN community, 46 (30%) participate in public comment periods, blogs, or newsletters, 30 (19.5%) serve as a Fellowship Coach, 28 (18.2%) work with GSE Regional teams, 28 (18.2%) support the Newcomer Program and/or ICANN Booth, and 2 survey respondents (1.3%) are now members of ICANN staff.

This data demonstrates that the Fellowship program does retain the majority of participants as active members of the ICANN Community, as well as in the Internet ecosystem at large.

Nearly half of respondents advocate in their home regions after completing the Fellowship program, demonstrating the capacity of the Fellowship program to create informal ICANN ambassadors for change in the developing regions served by the Fellowship program. More can and should be done to involve Fellowship alumni in regional strategies, as they are both informed on ICANN and its' processes and are aware of challenges faced in their region. To this end, Fellowship alumni contact information provided in this survey with consent, will be passed on to GSE Regional teams for inclusion in regional mailing lists and activities.

Barriers to Participation

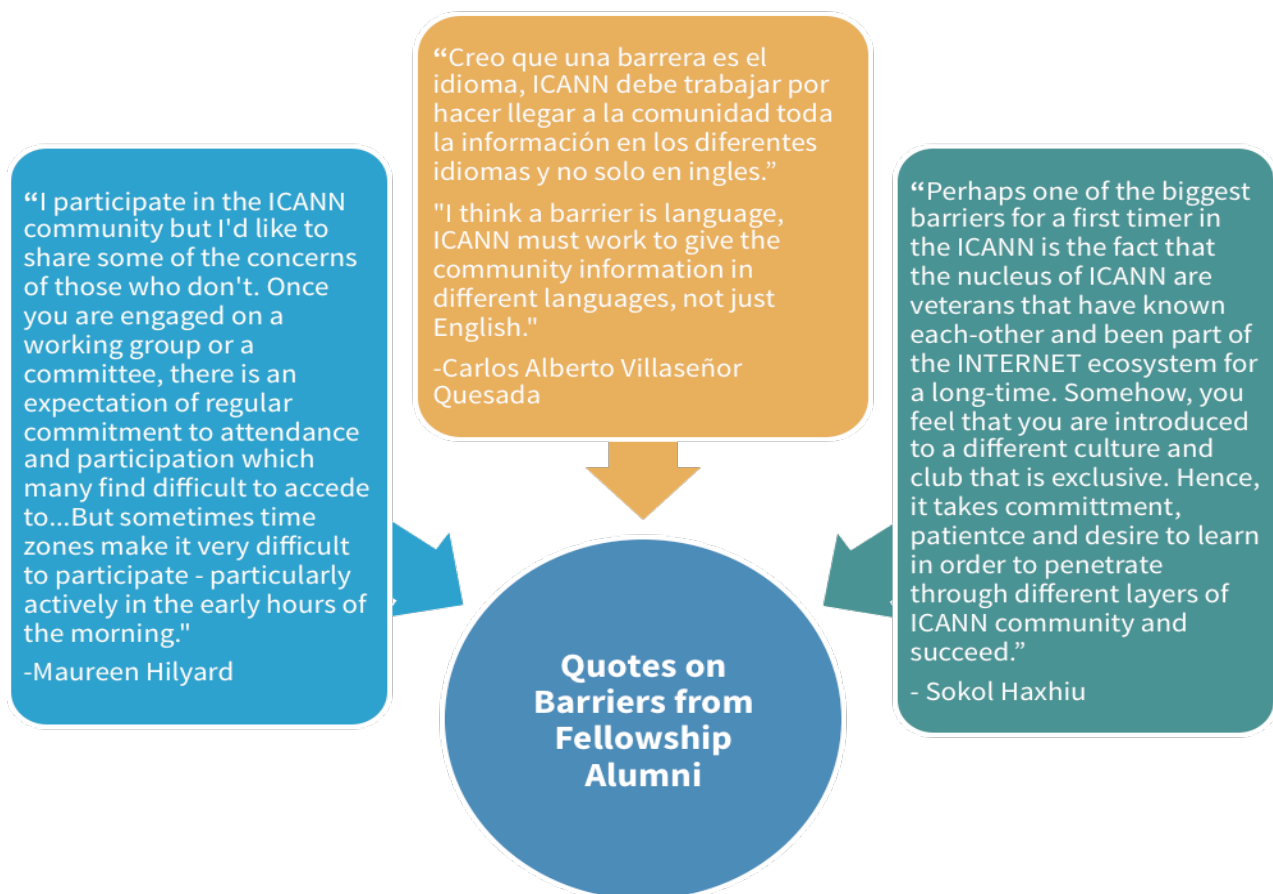
Survey participants were also asked to identify barriers to their participation in the ICANN Community. Only 24 alumni responded to this question, indicating that most participants did not find barriers to their participation.



As demonstrated in the chart above, the biggest barrier to participation is lack of time, which was identified by 13 of the 24 responses to this question. 3 respondents mentioned that the ICANN Community feels exclusive, as all the veterans know one another, making it difficult to define their role. The Fellowship program could take steps either during the ICANN Meeting or as a follow up, to connect interested Fellows with other Fellowship alumni already participating in working groups or SO/ACs according to their areas of expertise, in order to help make new members to the community feel more welcome and at ease. This would also ensure that interested alumni hear back from the community they'd like to join.

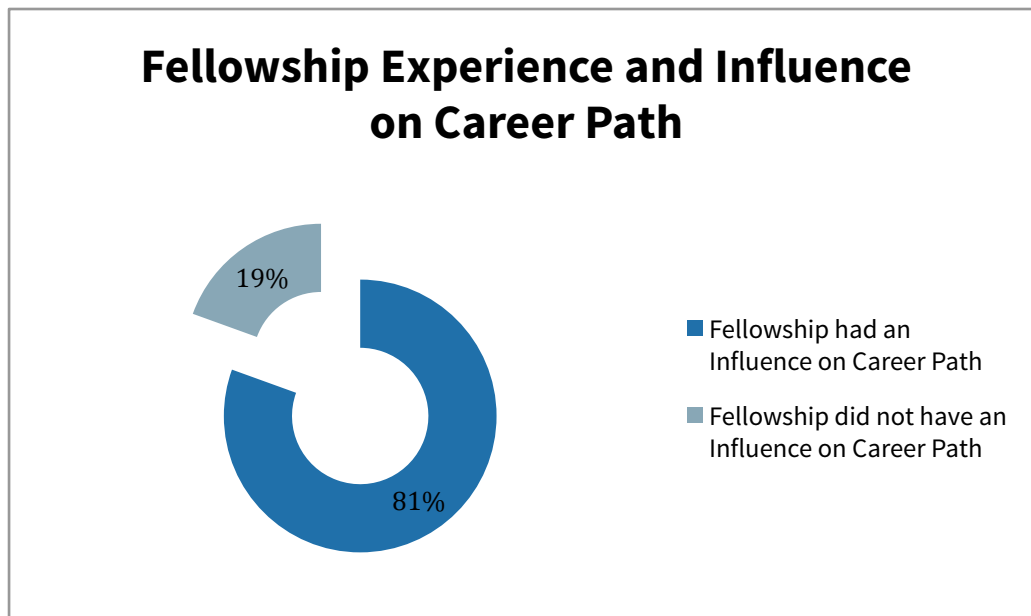
Two respondents mentioned the expectations of working groups as a barrier, and another two participants mentioned the difficulty of call times in different time zones. While not much can be done regarding call times due to the global spread of the community, volunteer fatigue is a larger issue for the ICANN community to discuss.

Other barriers mentioned (one time each) include: subjects covered are not in their field, financial restraints, topics/meetings are repetitive, and language barriers.

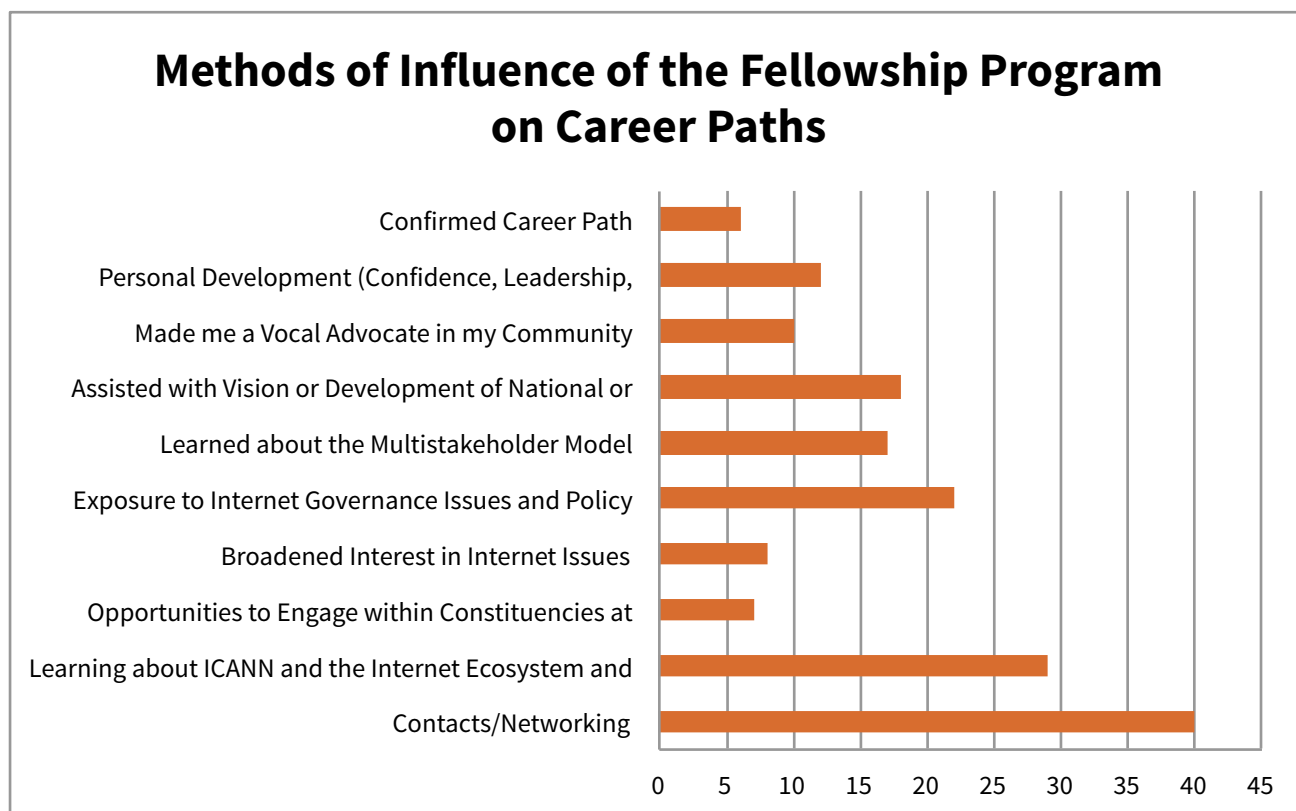


Influence of the Fellowship Program on Career Paths

Survey participants were also asked questions regarding the impact of the Fellowship program on their career paths. As demonstrated by the chart below, 81% of survey participants felt that the fellowship program had an influence on their career path, while 19% did not.



Additionally, alumni were asked to explain how the Fellowship program influenced their career path. The top factors of influence are depicted in the chart below.



There were 119 responses to the question of how the Fellowship program influenced the career paths of alumni. The top ten responses are depicted above. The number one way, as identified by 40 respondents, that the Fellowship program influenced career paths was by providing the opportunity to network and make contacts at the ICANN Meeting. 29 alumni identified the facilitation of learning about ICANN, the Internet ecosystem, and its challenges as influential; 22 found exposure to Internet governance and policy issues to be influential; 18 stated that the Fellowship program assisted with the vision or development of a national or local project; 17 felt their exposure and knowledge of the Multistakeholder model through the program effected their career path; 12 alumni felt that the program influenced their personal development, such as confidence, public speaking, or leadership; 10 respondents felt that the program made them more vocal advocates of the Internet in their community; 8 participants felt that the program broadened their interest in Internet issues; 7 felt the Fellowship program gave them opportunities or encouragement to engage within constituencies at ICANN; and 6 felt the Fellowship program confirmed their career path.

Other influences on career paths mentioned include:

- Exposure to different stakeholder points of view (5)
- Increasing their credibility in their workplace (4)
- Influencing the way participants present themselves at events/professionalism (4)
- Learning about collaboration and team work (3)
- Exposure to fellowship opportunities by other organizations (2)

- That the Fellowship program was the start of their professional career (2)

"I was able to meet so many people with the same interests and career paths as me. I have maintained many of them in my professional and personal networks. For example I have asked one of the colleague I met during the fellowship (Etuate Cocker) for advise on my MSC research. I have been able to participate in the community through the NCUC to which I am a proud member.

I have learned the Multistakeholderism in the Internet governance and now trying to study how it can be applied locally in my country."

-Tuhaise Robert

"I am highly enthusiastic to be a vocal advocate for the growth of the Internet in the Persian speaking countries. This fellowship and the meeting provided me with the necessary information and knowledge on the ICANN governance mechanism and its role in the Internet governance ecosystem. I hope to bring me experience to the Persian speaking community and help engage the latter with the different constituencies of ICANN."

-Shabnam

Quotes on the
Influence of the
Fellowship Program
on Careers of Alumni

"Through the Fellowship program I became part of the ICANN community, learned more about the management of Internet resources and many other directly or indirectly related issues, met new people and learned from them as well. All these directly influenced my work in the Parliament, as I became more and more knowledgeable on domain names issues and was able to initiate or actively get involved in parliamentary work on such issues. This also led to my appointment as alternate representative to the GAC, and allowed me to become part of a globe network of people I know I can always reach out to ask for advice, information, etc."

-Sorina Teleanu

"El conocer más de cerca el funcionamiento global de Internet y tener contacto directo con las diferentes partes interesadas a nivel global me permitió compartir y adquirir información, crear sinergias y desarrollar proyectos para beneficio de mi país y la región."

"I learned more about the overall operation of the Internet and having direct contact with different stakeholders globally has enabled me to share and acquire information, create synergies, and develop projects for the benefit of my country and region."

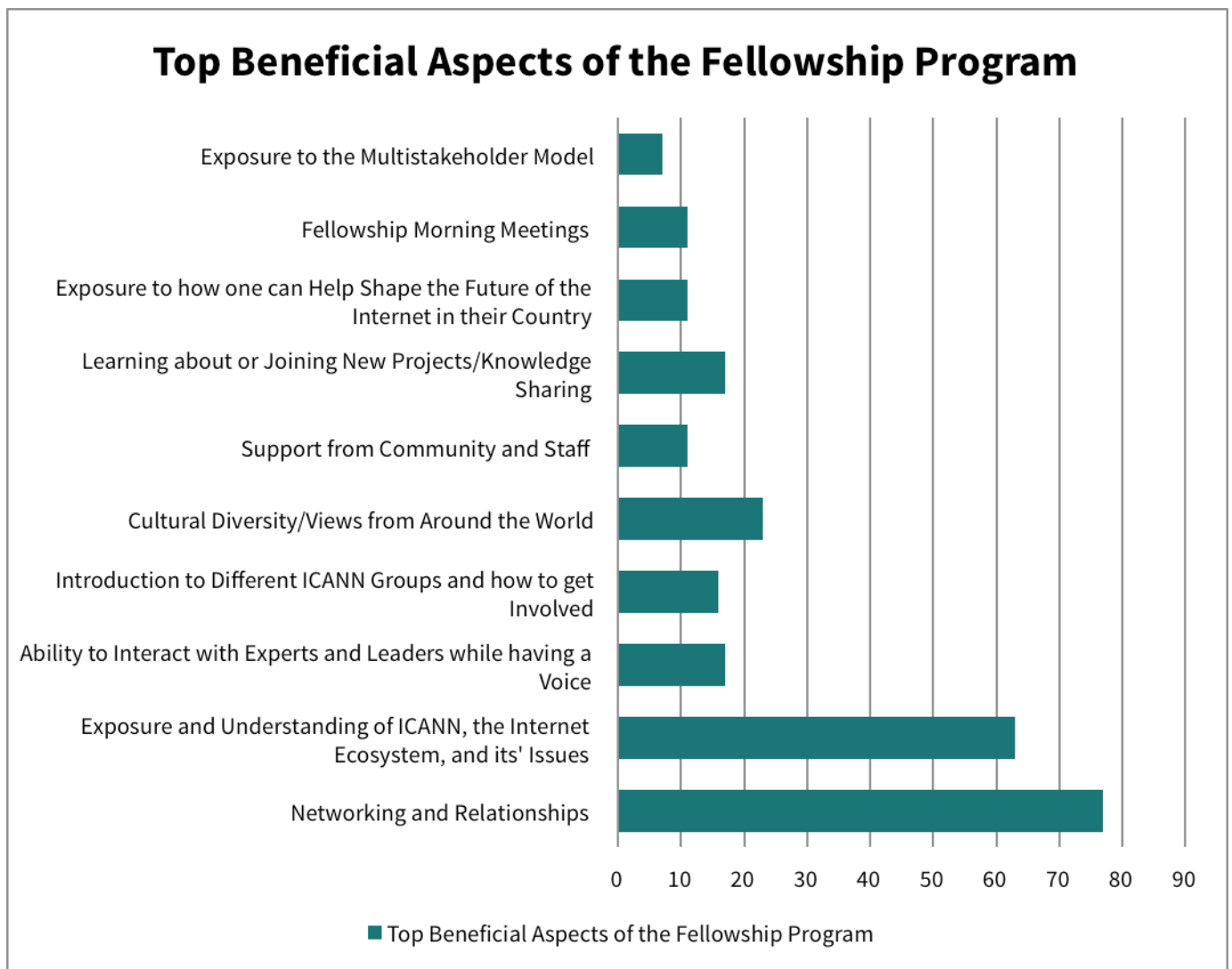
-Edna Samudio de Jaen

Fellowship Program Evaluation

Fellowship alumni were also asked to evaluate the most beneficial aspects of the program, areas where there is room for improvement, and the highlight of their Fellowship experience. A full breakdown of findings is also available in Appendix 1.

Most Beneficial Aspects

148 Fellowship alumni shared the most beneficial aspects of the Fellowship program. The top ten most popular responses are depicted in the chart below.



As demonstrated by the graph above, the top beneficial aspect of the Fellowship program is networking and relationship building, particularly amongst the fellows, as identified by 77

respondents. 63 alumni also found the exposure and understanding of ICANN, the Internet, and its' issues through the Fellowship program to be beneficial. 23 participants mentioned the benefit of cultural diversity and exposure to views from around the world; 17 mentioned learning about or joining new projects or knowledge sharing opportunities; 17 valued the ability to interact with leaders and experts in the field, while having their voices heard; 11 felt a benefit from the support offered by the community and staff, particularly Janice Douma Lange; 11 felt exposure to the different ways one can help shape the future of the Internet in their country was beneficial; 11 mentioned the benefits of the Fellowship Morning Meetings; and 7 mentioned the benefit of exposure to the Multistakeholder model.

Other beneficial aspects of the Fellowship program mentioned include:

- Engagement with ICANN constituencies (6)
- Structure for those new to the ICANN Meeting (5)
- Capacity building (4)
- Opening the doors to those from developing countries (4)
- Personal development (4)
- The financial support provided (3)
- The positive atmosphere of the program (2)
- Continued engagement after the meeting (2)
- The mentorship program (1)

Quotes on the Beneficial Aspects of the Fellowship Program

“1. The opportunity to communicate with a great number of experts and decision makers in the field of internet governance representing all major stakeholder groups.

2. Rich cross-cultural and transregional experience of communication with Fellows from all continents and major regions.

3. Positive and informal atmosphere of the Meetings and friendly communication with the Fellows, perfectly working as ICANN's "soft power".”

-Oleg Demidov

“A part from the excellent guidance and support from Janice, the beauty of the program is the feeling that you really belong to a big family, is a place where you can reach for help, knowledge, co-working, everything that you need. Is kind of an inside community within ICANN, where everyone has the same goal, to help each other. I think this is the spirit of the program mostly because of Janice, who teaches all of us this way of interaction.”

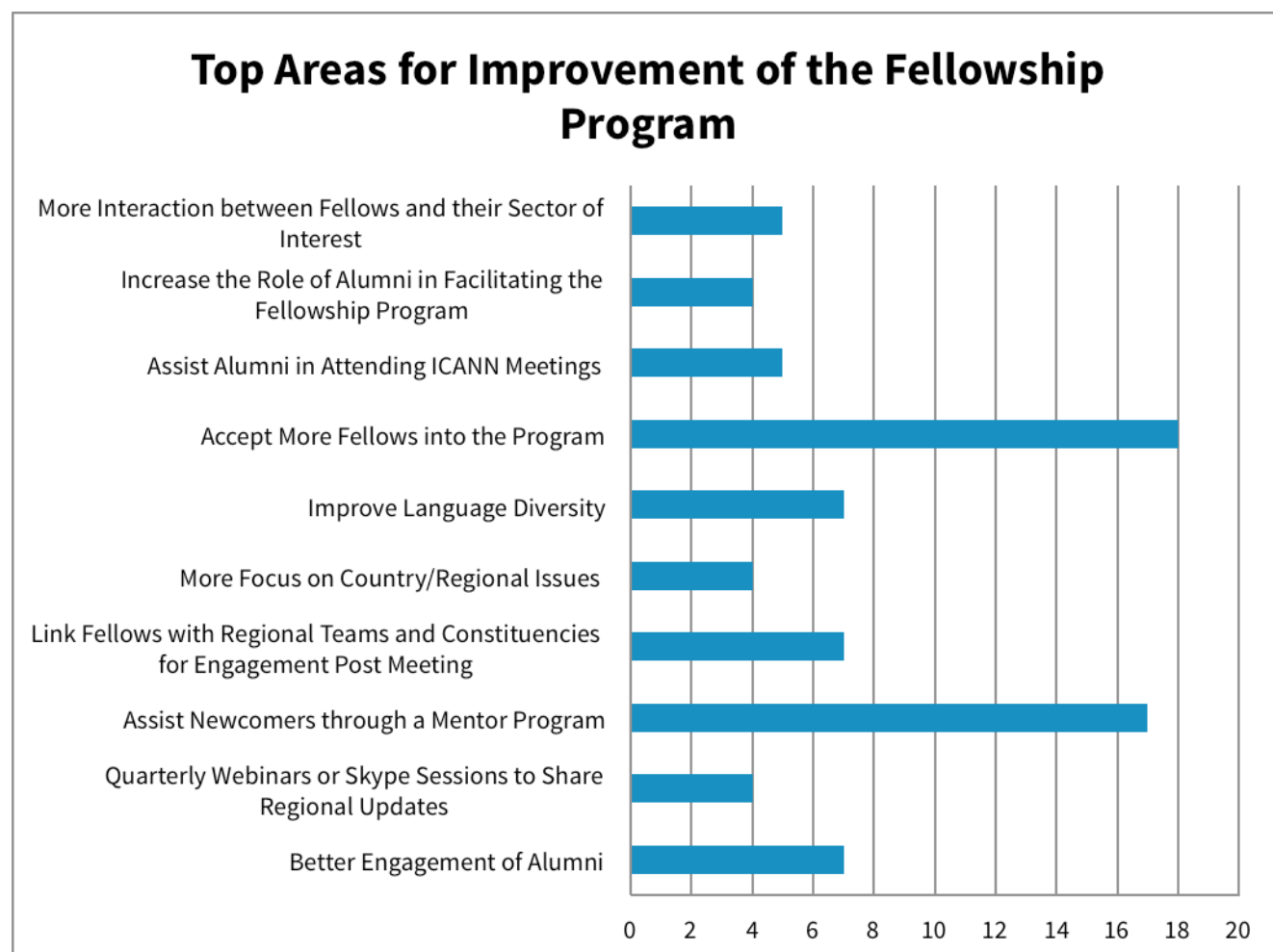
-Natalia Enciso

“The fellowship thrusts you headfirst into the ICANN community! It gives you invaluable exposure to the Internet industry and its key leaders, especially if you're from a developing country, where this otherwise would be impossible. It gives much-needed structure to ICANN meetings, especially for newcomers. It also allows face-to-face interaction with community leaders (all the way up to the CEO), which is invaluable for newcomers.”

-Chaitanya Ramachandran

Room for Improvement

130 Fellowship alumni members shared their thoughts on areas that have room for improvement within the Fellowship program. The top ten identified areas of improvement are depicting in the graph below.



As demonstrated by the graph above, the two main areas that alumni feel could be improved upon are selecting more Fellows into the program, as expressed by 18 participants, and assisting newcomers through a mentor program, as mentioned by 17 participants. Accepting more Fellows into the program has been a topic of discussion at ICANN, however, it is important to maintain a healthy balance between the number of participants, and the ability of the program to reach its objectives, which is facilitated through the closeness of a smaller sized group. The Fellowship program has also recently institutionalized a Coaching program for new fellows, which addresses the call for a mentor program to assist newcomers.

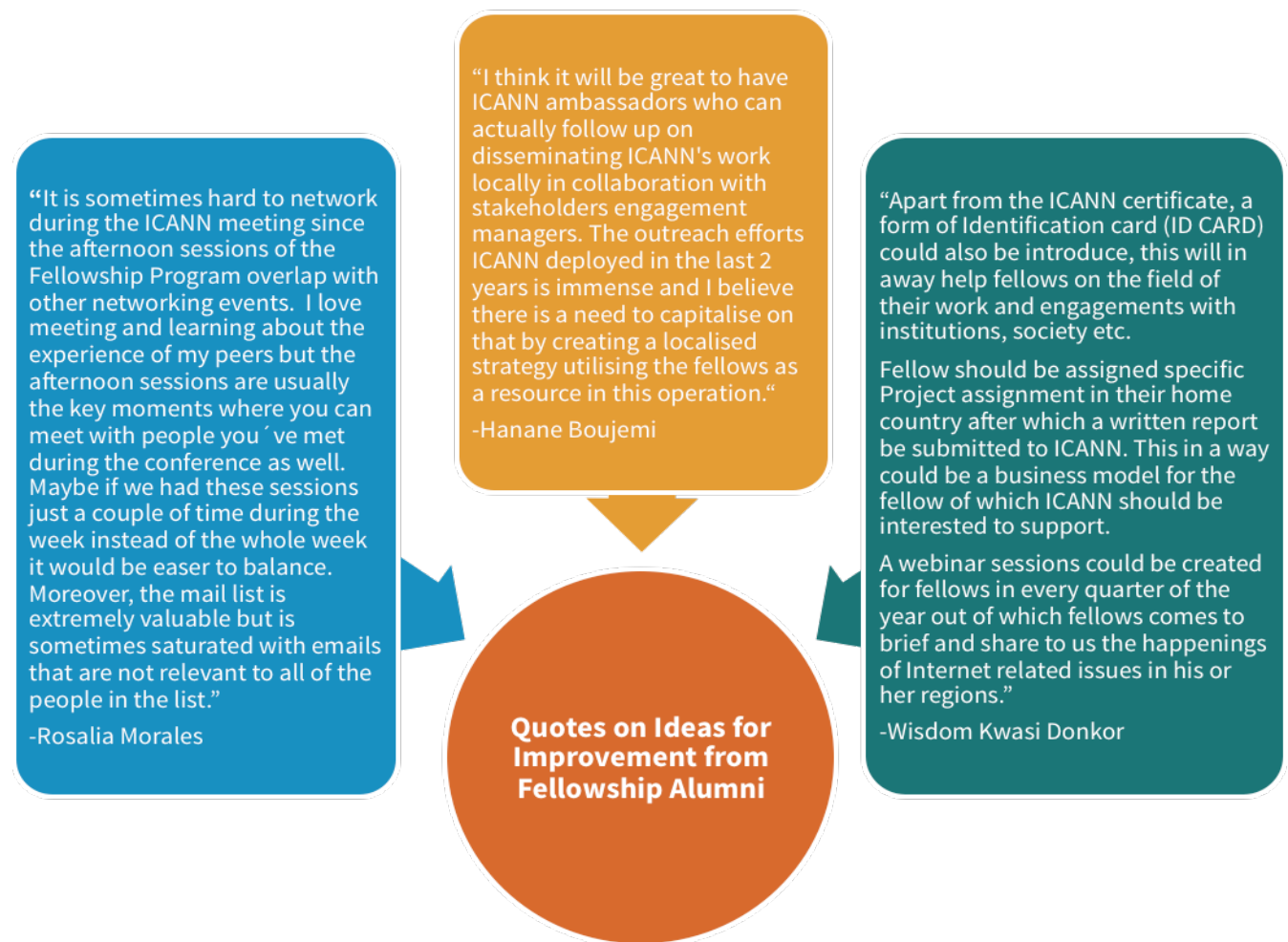
Additionally, 7 respondents mentioned the need to address the issue of language diversity; 7 expressed a need for better engagement of alumni; 7 would like to see Fellows linked or connected to regional teams and constituencies for continued engagement after the meeting; 5 alumni would like further assistance for alumni in attending ICANN Meetings; 5 alumni would like more interaction between Fellows and their sector of interest at the meeting, possibly through a tracked program; 4 would like the Fellowship program to hold quarterly webinars or Skype chats for alumni to share regional updates; 4 mentioned the

need for more focus on country or regional issues; and 4 would like alumni to play an increased role in facilitating the Fellowship program.

Other areas of improvement or ideas mentioned include:

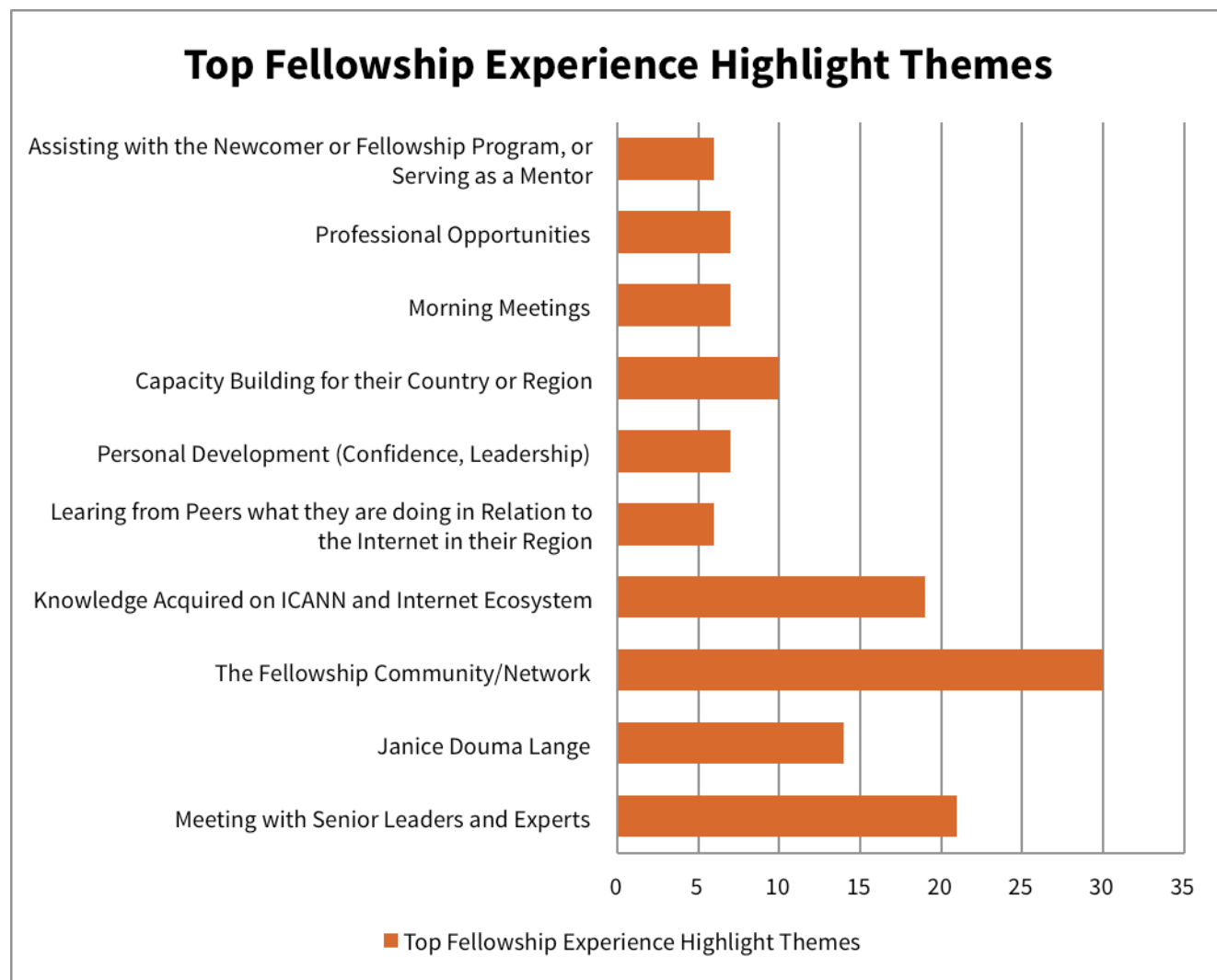
- Establish ways for mentors and mentees to continue engagement post meeting (3)
- Create an online Fellowship space to host online events (3)
- Encourage alumni participation in ICANN events (3)
- Further follow up on what Fellows learned and how it effected their level of engagement at ICANN (3)
- Further make clear the expectations for Fellows before the meeting (3)
- Organize local or regional events for Fellows (2)
- Increase the number of staff working on the program (2)
- Create a program that continues the experience of the most successful Fellows such as an internship at ICANN or at another organization (2)
- Encourage knowledge sharing between alumni through local hubs or a knowledge exchange platform (2)
- Establish an ambassador program to send Fellow alumni to attend non-ICANN events or to local events for outreach (2)
- Assign and support interested Fellows in preparing research articles on ICANN topics (2)
- Assign Fellows projects or trainings to complete in their countries of origin (2)
- Give Fellows tasks to complete within an ICANN working group (1)
- Finding a better balance between Fellowship events and ICANN sessions (1)
- Adjusting the structure, too much information in a short period of time (1)
- Making morning sessions shorter and presenting information from those sessions in the two days prior to the meeting (1)
- A longer morning program (1)
- Addressing the over saturation of the mailing list, as posts are not relevant to everyone (1)
- Integrate e-learning tools into the mentorship program and into Fellow driven projects (1)
- Create a multimedia prep package that explains what ICANN does, the purpose of meetings, the structure of ICANN and meetings, introductions to hot topics at the meeting, tips on public forums and the Board meeting, and a per region and per sector breakdown of possible points of interest at the meeting (1)
- Start the mentoring process earlier (1)
- Encourage remote participation (1)
- Include one mentor from each stakeholder group (1)
- Hold a pre-meeting workshop for Fellows (1)
- Issue Fellowship ID cards in addition to certificates (1)
- Use interactive visuals at the Newcomer Booth (1)
- Spend less on accommodations (1)
- Provide intensive and specialized training courses (1)
- Provide options to apply for full or partial funding (some may just need accommodations) (1)

- Improve flexibility on expense refunds, particularly for visas (1)
- Establish an ICANN job referral program for Fellows (1)
- Create a mechanism for Fellows to give feedback to their Mentors (1)
- Introduce less prepared, or not selected applicants to ICANN Learn (1)
- Do not require letters of support from returning Fellows, as government institutions may be unwilling (1)
- Encourage alumni to form local community groups to get feedback from local Internet communities on particular issues (1)
- Increase stipend (1)
- Hold a public review (1)
- Provide more opportunities for Fellows to engage with the Board and staff (1)
- Establish an ICANN Fellowship summer camp for alumni (1)
- Schedule more downtime for increased networking (1)



Program Highlights

110 alumni also shared highlights from their Fellowship experience. The top highlight themes are depicted in the chart below.



As demonstrated by the chart above, the top thematic highlight of the Fellowship program is the Fellowship community and network, as mentioned by 30 respondents. Other top thematic highlights include: meeting with senior leaders and experts, as mentioned by 21 alumni; 19 participants highlighted the knowledge acquired on ICANN and the Internet ecosystem; 14 alumni specifically mentioned Janice Douma Lange as a highlight of the program; capacity building for their region or country was mentioned by 10 respondents; 7 mentioned personal development as a highlight; 7 alumni mentioned that the Fellowship program created professional opportunities; morning meetings were a highlight for 7 respondents; knowledge sharing on work done in relation to the Internet by various Fellows

in their countries or regions was mentioned by 6 survey participants; and 6 Fellowship alumni mentioned assisting with the Newcomer or Fellowship program, including through mentorship, as a highlight of their experience.

Other highlights mentioned include:

- Opportunities to speak or participate in regional or issue specific sessions (5)
- Feeling included in the internet ecosystem (4)
- Increased understanding of the Multistakeholder model (3)
- The workshops, speakers, and sessions (3)
- Professional development (3)
- Opportunities to get involved with a project (2)
- Traveling to new places (2)
- Being given special status because they are a fellow (1)
- Becoming more specialized in a topic (1)
- Organizing sessions (1)
- Invitations to special events, such as the Women in DNS Breakfast (1)
- Follow up after the ICANN Meeting (1)
- Evening social events (1)
- The Mentorship program (1)
- Learning about different stakeholders (1)
- The one-word description activity held midweek (1)

Quotes on Fellowship Program Highlights from Alumni

“The fellowship program has been a great opportunity from me to be able to get to know and work with the brightest minds in Internet governance, policy, and technology. The program has helped me great deal to broaden my understanding of the multistakeholderism in the Internet governance space and its importance for a secure, stable and resilient Internet of the future.

I now have been working as mentor to first time fellows, which is a great experience so far. Let me say this is the best fellowship program I have ever experienced, seen and heard of, for it is managed in a great way by Janice and team. She has been a great support, mentor and guide to all the fellows and always there to fight for them. :) The fellowship program will really need her to continue to flourish and produce next generation leader of the future Internet and to be able to ensure One World, One Internet.”

-Zakir Syed

“This is a tough question because I have a handful of experiences but one that stood out, was when I participated in an NCUC meeting with the Assistant Sec Strickling at the ICANN Singapore meeting, discussing the IANA stewardship transition. It was a monumental meeting considering the things happening in the Internet Governance space as regards surveillance. The fellowship equipped me with the knowledge needed to understand the discussions and be at the hottest topic in the world at that time and being so close to the major actors. It felt so good.”

-Benjamin Akinmoyeje

“Yes, after attending the fellowship program, I made changes to the ccTLD policy in the country which resulted in eleven hundred percent (1100%) boosts in the .AF domain registration. I recently presented that report to our new president elect. we only have 7000 thousands .AF domains registered but the real magic happened right after 2010 :)”

-Zmarialai Wafa

“I remember a lady came forth to me once at the first ICANN meeting I attended and said that she was impressed with my work and thought that I will one day be a change maker in the Internet community. Who knows? I may prove her right one day.”

-Walid Al-Saqaf

“One experience I've always shared among my peers back home is that the program makes you feel counted for in the internet eco system something that's never experienced when you're out there on your own.”

-Bram Fudzulani

“I congratulate Janice for being an excellent leader. She has been able to welcome persons from all over the world and make them feel at home in ICANN. The ability to remember all of our names and places is amazing and gives that personal welcoming touch that is needed in such a large environment. I cannot ever forget the amazing vote of confidence that she has placed in me in ICANN 50 in assisting with the programme. It was definitely the highlight of my fellowship / ICANN experience. I also admire hearing from Fadi Chehadé who is able to communicate the "bigger" picture to the fellows.”

-Karel Douglas

Next Steps

- Provide GSE Regional teams with contact information of Fellows who wish to be involved with the regional strategies.
- Continue to utilize social media and the Alumni Mailing List to keep in contact with Fellowship alumni.
- Look into the feasibility of creating regional events for Fellowship alumni to continue their engagement. This could take the form of physical face-to-face meetings, or online events.
- Consider establishing a Fellowship Newsletter to keep alumni abreast of developments at ICANN and facilitate knowledge sharing and updates on the work of alumni in various regions. A couple of interested Fellows in each region could be used to gather content and produce the newsletter.
- Work with the ICANN Community and staff in general to address the issue of volunteer fatigue, including issues related to expectations of working groups.
- Determine a strategy to better channel alumni into various ICANN Community or regional groups, while making them feel included in the community. Possible to link new Fellowship alumni with veteran alumni involved in their subject area or region of interest to help facilitate their integration into the community.
- Work to provide materials in all UN languages, as language was identified as a barrier to participation in the community and as an area of improvement for the Fellowship program.
- Continue to place emphasis on the importance of the Multistakeholder model in the Internet ecosystem and its' processes.
- Continue to assist with the vision and development of local, national, or regional projects.
- Facilitate more interaction between Fellows and their sector and/or region of interest.
- Look into ways to increase Fellowship alumni participation in the program, including institutionalizing the Coaching program.
- Further investigate the possibility of expanding the number of participants accepted into each Fellowship class.
- Hold quarterly webinars for Fellows to share updates on developments in their regions, and/or establish an online space for Fellowship alumni to share updates, ideas, etc.
- Consider adding an optional assignment to the Fellowship program, where Fellows could write a report on an ICANN hot topic, complete a project or training in their region, or complete a task for a working group at the meeting. Outcomes of projects and research could be used in newsletters or as blog posts.
- Determine a strategy for continued engagement between Fellows and Coaches after the meeting.
- Prior to the start of the Fellowship program, further make clear the expectations for participants, and begin the orientation or mentoring process earlier utilizing ICANN Learn.
- Look into establishing an ICANN Fellowship Ambassador program, for successful alumni to conduct outreach locally, or at regional or global events.

Appendix 1

Fellowship Alumni Survey Data Breakdowns

When joining the Fellowship Program, what ICANN Global Stakeholder Engagement region were you selected from?

REGION	NUMBER OF FELLOWS
Africa	39 (25.4%)
Asia	16 (10.4%)
Asia Pacific	21 (13.7%)
Europe	6 (3.3%)
Eastern Europe/Central Asia	15 (9.8%)
Latin America and the Caribbean	44 (28.7%)
Middle East and North Africa	12 (7.8%)
North America	0 (0%)
Total	153

What ICANN Global Stakeholder Engagement region do you work in now?

REGION	NUMBER OF FELLOWS
Africa	33 (21.7%)
Asia	16 (10.5%)
Asia Pacific	21 (13.8%)
Europe	12 (7.9%)
Eastern Europe/Central Asia	12 (7.9%)
Latin America and the Caribbean	40 (26.3%)
Middle East and North Africa	16 (10.5%)
North America	2 (1.3%)
Total	152

Have you at any time been involved with the development of the GSE Regional Strategies?

PRIOR INVOLVEMENT WITH REGIONAL STRATEGIES	NUMBER OF FELLOWS
Yes	50 (32.9%)
No	102 (67.1%)
Total	152

Would you like to be involved with the GSE Regional Strategies?

WOULD LIKE TO BE INVOLVED WITH REGIONAL STRATEGIES	NUMBER OF FELLOWS
Yes	131 (86.8%)
No	20 (13.2%)
Total	151

When joining the Fellowship Program, what sector were you working in?

SECTOR	NUMBER OF FELLOWS
Academia	38 (25%)
Business	14 (9.2%)
Civil Society	35 (23%)
Government	37 (24.3%)
Technical including Security	20 (13.2%)
End User	8 (5.3%)
Total	152

What sector do you work in currently?

SECTOR	NUMBER OF FELLOWS
Academia	33 (21.7%)
Business	22 (14.5%)
Civil Society	29 (19.1%)
Government	32 (21%)
Technical including Security	30 (19.7%)
End User	5 (3.2%)
Other	1 (.06%)
Total	152

Other includes: consulting

On a scale of 1-10, how beneficial did you find the Fellowship program to your personal development?

SCORE	NUMBER OF FELLOWS
1	0
2	0
3	1 (.6%)
4	2 (1.3%)
5	6 (3.8%)
6	2 (1.3%)
7	8 (5.2%)
8	17 (11%)
9	34 (22%)
10	84 (54.5%)
Total	154

Do you feel the Fellowship Program helped provide better opportunities for you to network in the Internet ecosystem?

SCORE	NUMBER OF FELLOWS
1	0
2	0
3	0
4	3 (2%)
5	6 (3.9%)
6	2 (1.3%)
7	7 (4.5%)
8	22 (14.3%)
9	25 (16.2%)
10	89 (57.8%)
Total	154

Do you feel the Fellowship Program gave you more confidence to excel in your field?

SCORE	NUMBER OF FELLOWS
1	0
2	0
3	3 (2%)
4	2 (1.3%)
5	5 (3.2%)
6	5 (3.2%)
7	9 (5.8%)
8	27 (17.5%)
9	36 (23.4%)
10	67 (43.5%)
Total	154

Do you feel the Fellowship Program gave you insight at ICANN Meetings that you may not have gotten otherwise?

SCORE	NUMBER OF FELLOWS
1	0
2	0
3	0
4	5 (3.2%)
5	6 (3.9%)
6	2 (1.3%)
7	5 (3.2%)
8	14 (9%)
9	29 (18.8%)
10	93 (60.4%)
Total	154

Do you continue to engage with members of the Fellowship program through any of the following?

CURRENT METHODS OF ENGAGEMENT	NUMBER OF FELLOWS
The Alumni Mailing List	146 (94.8%)
Fellowship Facebook Pages	102 (66.2%)
Fellowship LinkedIn Page	41 (26.6%)
Skype Lists	26 (16.9%)
Other	37 (24%)

Other includes: Personal Email, International and Regional Meetings including the ICANN meeting, Regional Mailing Lists, WhatsApp Fellowship Groups (19 people mentioned).

In what ways would you like to see the Fellowship program continue to engage with alumni?

FUTURE METHODS OF ENGAGEMENT	NUMBER OF FELLOWS
Social Media	93 (60.4%)
Newsletters	77 (50%)
Mailing Lists	94 (61%)
Regional Events	136 (88.3%)
Other	13 (8.4%)

Other includes: More face to face meetings, webinars for Fellows, Regional Fellowship Follow-up Programs, Mentorship Program, WhatsApp, an ICANN Fellowship Global Meeting every 2 to 4yrs.

Do you currently participate in the ICANN Community?

CURRENT COMMUNITY PARTICIPATION	NUMBER OF FELLOWS
Yes	136 (88.3%)
No	18 (11.7%)
Total	154

Are there barriers to your participation you'd like to share?

TYPE OF BARRIER	NUMBER OF FELLOWS
Lack of Time	13
Expectations of Working Groups	2
Time Zones and Call Times	2
Subjects not in my Field	1
ICANN Community Feels Exclusive/ Couldn't Define my Role	3
Financial Restraints	1
Topics/Meetings are Repetitive	1
Don't hear back from Working Group or SO/ACs	1
Language Barriers	1
Total	24 Responses

In what capacities do you currently engage with the ICANN Community?

CAPACITIES OF ENGAGEMENT	NUMBER OF FELLOWS
Participating in ICANN Meetings	86 (55.8%)
Participating in Working Groups	55 (35.7%)
Working with GSE Regional Teams	28 (18.2%)
As a Member of ICANN Staff	2 (1.3%)
As an Active Member of an ICANN Community	46 (30%)
Through Participation in Public Comment, Blogs, or Newsletters	46 (30%)
By Advocating in your Region Through your University, Workplace, Government, or ccTLD Management	75 (48.7%)
Participation in Other Internet Events	97 (63%)
As a Fellowship Coach	30 (19.5%)
Supporting the Newcomer Program and/or ICANN Booth	28 (18.2%)

Are you currently registered on ICANN.org?

REGISTERED ON ICANN.ORG	NUMBER OF FELLOWS
Yes	112 (75.2%)
No	37 (24.8%)
Total	149

Did your experience in the Fellowship program have an influence on your career path?

FELLOWSHIP INFLUENCE ON CAREER PATH	NUMBER OF FELLOWS
Yes	124 (80.5%)
No	30 (19.5%)
Total	154

How did the Fellowship Program influence your career path?

TYPE OF INFLUENCE	NUMBER OF FELLOWS
Contacts/Networking	40
Learning about ICANN and the Internet Ecosystem and its' Issues	29
Opportunities or Encouragement to Engage within Constituencies at ICANN	7
Learned about Collaboration and Team Work	3
Broadened Interest in Internet Issues	8
Exposure to Other Fellowship Opportunities	2
Influenced the way participant Networks and Presents themselves at Events/Professionalism	4
Exposure to Internet Governance Issues and/or Policy Developments	22
Learned about the Multistakeholder Model	17
Assisted with Vision or Development of National or Local Projects	18
Confirmed Career Path	6
Made me a Vocal Advocate of the Internet in my Community	10
Exposure to Different Stakeholder Points of View	5
Personal Development (Confidence, Leadership, Public Speaking)	12
Increased Standing/Credibility in their Workplace	4
Fellowship was the Start of my Professional Career Path	2
Total	119 Responses

What was the most beneficial aspect of the Fellowship program?

TYPE OF BENEFICIAL ASPECT	NUMBER OF FELLOWS
Networking and Relationships/Fellow Family	77
Engagement with the ICANN Community Constituencies	6
Positive Atmosphere	2
Financial Support	3
Ability to Interact and Share Ideas with Experts and Leaders/Having a Voice	17
Exposure and Understanding ICANN and Internet Issues/Ecosystem/Governance	63
Introduced to the Different Groups within ICANN and How to Get Involved	16
Cultural Diversity/Views from Around the World	23
Support from Community and Staff (mostly Janice)	11
Learning about/Joining New Projects or Collaborations/Knowledge Sharing	17
Capacity Building	4
Exposure to the Different Ways One Can Help Shape the Future of the Internet overall and/or in their Country	11
Continued Engagement After the Meeting	2
Opens the Doors to Those from Developing Countries	4
Fellowship Morning Meetings	11
Provides Structure for those New to the ICANN Meeting	5
Multistakeholder Model	7
The Mentorship Program	1
Personal Development	4
Total	148 Responses

What could be improved about the Fellowship program?

TYPE OF IMPROVEMENT	NUMBER OF FELLOWS
Better Engagement of Alumni	7
Quarterly Webinars, Skype Chats, or other online format for Fellows to Share Regional Updates	4
A Better Balance between Fellowship Events and ICANN Meeting Sessions (more time for sessions)	1
The Structure, Too Much Information in A Short Period	1
Make Morning Sessions Shorter, Present Information from those Sessions in the Two Days Prior to the Meeting	1
Longer Morning Program	1
Mailing List is Saturated with Emails not Relevant to Everyone	1
Help Newcomers Approach the Community Through Mentorship	17
Integrate Mentorship with e-learning Tools and Fellow Driven Projects	1
Create a Multimedia Prep Package that explains 1) what ICANN does, 2) the purpose of the meetings, 3) the structure of ICANN, the structure of the meetings, 4) introductory descriptions of the hot topics or deliverables for the meetings. 5) tips on the public forums and board meeting 6) A per region, per stakeholder and per profession break-down of possible points of interest at ICANN meetings.	1
Start Mentoring Earlier	1
Encourage Remote Participation	1
Establish ways for Mentors and Mentees to Continue to Engage after the Meeting	3
Include One Mentor from Each Stakeholder Group	1
More Focus on Country/Regional Matters	4
Language Diversity	7
Accept More Fellows	18
Pre-Meeting Workshop for Fellows	1
Organizing Local or Regional Events for Fellows	2
A Fellowship ID Card in addition to Certificate of Completion	1
Interactive Visuals at the Newcomer Booth	1
Excessive Spending on Accommodations	1
Assign and Support Interested Fellows in preparing Research Articles on ICANN Topics, Individually or Collaboratively	2*
Assign Fellows Projects or Trainings in their Home Countries, including a Written Report to be Submitted to ICANN	2
Assign Fellows Tasks within an ICANN Working Group (to be shared	1

with Other Fellows at Morning Meeting and through Final Written Report)	
Intensive and Specialized Training Courses	1
Link Fellows with Regional Teams and other Engagement Groups and Constituencies for Continued Engagement after the Meeting	7
Assist Fellow Alumni in Attending ICANN Meetings	5
Increase Role of Alumni in Facilitating the Fellowship Program	4
Encourage Fellows and Alumni to Knowledge Share with Each Other (Knowledge Exchange Platform, or Local Hubs)	2
More Follow up on what Fellows Learned and how it has affected their Level of Engagement at ICANN	3
Options to Apply for Full Funding or Partial Funding (maybe just flight, or accommodations)	1
Improve Flexibility on Expense Refunds (particularly for Visas)	1
ICANN Job Referral Program for Fellows	1
An Ambassador Program to send Fellow Alumni to attend non-ICANN Events for Outreach	2
Need Clear Expectations for Fellows before the Meeting	3
More Interaction between Fellows and their Sector of Interest (Maybe have a tracked program)	5
Feedback Mechanism for Fellows to give Feedback to their Mentors	1
A Fellowship Website to Share Information or Host Online Events	3
Encourage Alumni Participation in ICANN Activities	3
Introduce Less Prepared Applicants to ICANN Learn	1
Do Not Require a Letter of Support for Returning Fellows, as Government Institutions May be Unwilling	1
Encourage Alumni to Form Local Community Groups to get Feedback from Local Internet Communities on Particular Issues	1
Increase Stipend	1
A Public Review	1
More Engagement with the Board and Staff	1
A Program that Continues the Experience of the Most Successful Fellows such as an Internship at ICANN or with Another Organizations in the Ecosystem	2
ICANN Fellowship Summer Camp for Alumni	1
Increase Number of Staff Working on Program	2
Schedule More Down time for Increased Networking	1
Total	130 Responses

Is there a particular highlight to your Fellowship experience you'd like to share?

HIGHLIGHT THEMES	NUMBER OF FELLOWS
Meeting with Senior Leaders and Experts	21
Janice	14
Fellowship Community/Friendships/Network	30
Knowledge Gained/Understanding/Learning on ICANN, Internet Issues and/or Communities	19
Increased Understanding of Multistakeholder Model	3
The Follow-up after the ICANN Meeting	1
Learning and Discussing with Peers what They are Doing in Relation to the Internet (including different regional work)	6
Workshops, Speakers, Sessions	3
Personal Development (confidence, leadership)	7
Professional Development	3
Organizing Sessions	1
Learning/Capacity Building for their Country or Region	10
Invitations to Special Events (Such as Women in DNS Breakfast)	1
Feeling Included in the Internet Ecosystem	4
Morning Meetings	7
Created Professional Opportunities (Career and Community)	7
Evening Social Events	1
Opportunity to Speak or Participate (on Region or Topic)	5
Opportunity to get Involved with a Project	2
Being Given Special Status at the Meeting because they are a Fellow	1
Becoming More Specialized in a Topic	1
Mentor Program	1
Assisting with the Newcomer Program, Fellowship Program, or Serving as a Mentor	6
Learn about Different Stakeholders	1
Travel to New Places	2
One-Word Descriptions Mid-Week (Helped show the perspective and experience of other Fellows)	1
Total	110 Responses