

Projected FY17 Improvements to the ICANN Fellowship Program

The Development and Public Responsibility Department (DPRD) strives to empower current and new stakeholders to fully participate in ICANN activities in the Internet ecosystem more broadly. One of the ways the DPRD achieves this goal is through the ICANN Fellowship program which is now reaching its ten year. As part of the research and review undertaken by DPRD, the following document showcases the key ICANN Fellowship program components and projected improvements to the program that revolve around the program’s unchanged overarching goal: to strengthen the Multistakeholder Model by bringing more diverse voices into ICANN in order to have more inclusive decision-making, reflective of the ICANN global community.

General Program Improvements

Current Program Description	Relationship to ICANN Objectives	FY17 Improvement	Justification
<p>This program seeks to create a broader and more regionally diverse base of knowledgeable constituents by reaching out to less developed regions of the world” referenced here</p>	<p>Need to bring in “more diverse voices in order to have more inclusive decision-making” Also, according to the strategy blueprint document, “the Quest for a 21st Century ICANN” ICANN should “support the participation of historically underrepresented groups ICANN Strategic Plan FY2016-2020, Strategic Goal 1.3. also points out to the need for more diversity</p>	<p>This program seeks to create a broader and more regionally diverse base of knowledgeable constituents with priority given to candidates currently living in “underserved and underrepresented communities¹ around the world”</p>	<p>To ensure a more sophisticated and inclusive measure for identifying the right candidates. An approach that does not inadvertently discriminate against applicants based on an arbitrary list of countries.</p> <p>To ensure that the selection process is “effective, evolving, and legitimate.” reference</p>

¹In this case, based on the research carried out by the project team, underserved and underrepresented communities are identified based on social, economic and environmental factors that hinder an individual’s ability to develop to its full capacity and benefit from services that they would have otherwise had access to. e.g. poverty, race, ethnicity, age, gender, physical disabilities, and factors such as income, hygiene, and absence of a usual source of care or service such as basic education, health services, and public transportation.

Current Selection Criteria	Relationship to Program Objectives	FY17 Improvements	Justification
<p>Only accepting applications from candidates from “Least Developed” and “Developing” nations as well as SIDS.</p> <p>For status verification, outside source data is used such as World Bank’s list of developing nations as well as UN lists of “Least Developed Nations” and SIDS.</p>	<p>Bringing more diverse voices into ICANN in order to have more inclusive decision-making, reflective of the ICANN global community.</p> <p>Catering to the needs and concerns of ICANN community while ensuring that the program’s core objectives are met.</p>	<p>Accepting applications from all nations, using a merit based system that relies on the knowledge and experience documented within the candidate’s applications and personal statements as well as their needs, but giving priority to those currently living in underserved communities*2 with financial needs.</p>	<p>To avoid inadvertent discrimination against fit candidates and allow for a richer pull of candidates that can better help enhance capacity-building within ICANN’s Multistakeholder model. Also, to have a more sophisticated, legitimate, approach to vetting candidates that can evolve as the program evolves.</p>
	<p>Paying special attention to maintaining diversity: - knowledge, region, gender, culture, interests, capabilities/ expertise, etc.</p>	<p>Priority given to: participants living in regions/countries that are less present in ICANN Community;</p> <p>those who represent diversity of gender, sector, region, experience, interest, expertise (e.g. indigenous status is an add value); Gov’t or ccTLD representatives who did not receive travel funding from respective ICANN community and express financial need</p>	<p>The program description and selection process need to improve to place more emphasis on diversity.</p>
	<p>Ideal fellows are meant to remain actively involved in ICANN community and contribute back to the community by taking on leadership or volunteer roles and becoming case examples of successful capacity-building within the Multistakeholder model.</p>	<p>Selecting from among new applicants who best articulate what they would like to learn from ICANN experience, how it could affect their focus on Internet Governance going forward and if possible provide ideas for giving back to their own internet</p>	<p>The return on investment for the Fellowship program lies in Fellows who remain engaged and give back to the community. Therefore, the selection mechanism can improve such that the applicants are more strategically vetted and assessed in line with the</p>

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		<p>community.</p> <ul style="list-style-type: none"> - Alumni of ICANN Fellowship who can state specific objectives for this Meeting, and show that their previous fellowship(s) led to their recognized involvement in activities within ICANN's Multistakeholder community and/or significant regional/national/global engagement and/or sector engagement and/or global Internet governance work recognized (example those who make a case for how they will be volunteering/ coaching, becoming a bridge between ICANN and their communities, take on working group or leadership roles at ICANN, etc.) 	<p>objectives of ICANN's work and the commitment of the applicant as seen through specific goals for the Meeting experience</p>
<ul style="list-style-type: none"> - Applicants more likely to pass visa requirements of the country in which the ICANN Meeting is being held - Applicants that have previously applied and not been selected, but have attended ICANN Meetings - Additional weight is given to eligible candidates who meet the minimum requirements of the program, and live in the region where the ICANN meeting is being held for that fellowship round. 	<p>Running an effective and efficient program in terms of cost/benefit analysis and regional inclusivity</p>	<ul style="list-style-type: none"> - Applicants that have previously applied, and did not make the final list of successful candidates though application was strong; those who have attended/actively participated in ICANN Meeting(s) and provide strong case for what they can learn through this program. - Additional weight is given to eligible, well prepared candidates who meet the minimum requirements of 	<p>ICANN has been giving priority to candidates who have a higher chance of attending meetings (so that the funds don't go un-used or wasted).</p> <p>ICANN will continue to do so based on the same procedure with one exception which is that ICANN will no longer assess the likelihood of an applicant attaining visa for a meeting. Reasons are as follows:</p> <ul style="list-style-type: none"> -attaining the visa is the

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		the program, and live in the region where the ICANN meeting is being held for that fellowship round.	responsibility of the applicants themselves -assessing the likelihood of receiving a visa, is outside the scope and expertise of ICANN selection committee -this approach is neither objective nor helpful for the selection process

In order to implement the aforementioned improvements in the selection criteria, the Fellowship program’s application forms and questionnaire are modified to allow for an upgrade to a more merit-based and goal-driven selection process. The DPRD has also developed the following comprehensive list of selection criteria laying out specific priorities that the selection committee are required to follow.

Revised Fellowship Applicant Selection Criteria

Candidates from all regions and sectors are welcome to apply to ICANN Fellowship Program. Final selection will be based on the assessment by the selection committee according to the following criteria.

Applicant from underserved or underrepresented communities or regions who express financial need. Specifically, prepared applicants with reasonable knowledge who have been hindered by social, economic and environmental factors such as poverty, race, ethnicity, age, gender, physical disabilities, and factors such as income, hygiene, and absence of a usual source of care or service such as basic education, health services, and public transportation
Applicant who can either make a strong case as to what they wish to learn from the ICANN experience (if new) or for returning applicants, provide specifics on why and how they will contribute to the work of ICANN’s Multistakeholder community and/or will use their Fellowship for significant national, regional engagement and/or sector engagement and/or global Internet governance work is recognized
Applicant documents national, regional and/or global engagement activities within the Internet governance ecosystem outside of ICANN and willingness to bring experience into ICANN
Applicant states to be engaged in or be described as:: - A member of a Civil Society organization engaged in studies or activities related to internet issues that reflect national or regional strategies and/or current work in ICANN - member of Academic institution with ties to Internet governance through management of ccTLD or related technical or Internet governance curriculum

<ul style="list-style-type: none"> - business focused with involvement in internet issues, particularly ICANN related issues, from a private-sector perspective - is a Gov't or ccTLD representative who did not receive travel funding from respective the ICANN community and is from an underserved or underrepresented region or entity -has expertise in Technical issues and/or belongs to Technical Societies related to ICANN's work - is an End User (not affiliated with a civil society organization) and/or an individual member of a Regional At-Large Organization
Well prepared Applicant lives in the same region where the ICANN meeting is being held
Applicant has tried to receive financial support through other means (other than ICANN Fellowship grant) to attend the meeting but has been unsuccessful in receiving all or part of the funds
Applicant has previously applied and though application was strong, was not selected due to number of available slots and competition in that round; , is now showing more awareness of ICANN topics and/or has now attended an ICANN Meeting
Applicant is an Alumni of ICANN Fellowship and shown recent national, regional, and/or global engagement in activities reflecting their work within ICANN's Multistakeholder community or in global Internet governance work
Returning Fellows with positive feedback from ICANN Regional or Policy Staff and/or Community Leader
In addition to meeting other criteria, applicant helps fill gaps in areas of diversity that an individual community is in need of having expertise or experience

Below is a list of past criteria and the actions proposed to be taken as a result of this review on criteria developed moving forward.

Priority to poor governments and ccTLDs	Revised criteria more inclusive and effective in order to retain potential volunteers for each ICANN community
Active members of Technical Societies related to ICANN	Modify language for to be more inclusive to newcomers
Civil society with huge involvement on internet issues other than technical societies.	Modify language for to be more inclusive to newcomers

Civil society teaching internet issues - spread information capacity	Modify language for to be more inclusive to newcomers
Our fellowship with good feedback from previous meetings	Language more specific
Non fellow that have already attended and gave up due lack of money	Language more specific and robust
Has already VISA for the proposed meeting	Verification is outside the scope of ICANN's work
Can express themselves in English	Language is not a barrier
Has RALO support	Modify language to be more specific
Indigenous status is an add value if other criteria met	Language more specific
Keep the balance on diversity	Language more specific and robust

Revised Fellowship Application Form Questions (based on updated criteria)

First Name

Last Name

Title: Ms. Miss Mrs. Mr. Other:

Gender: _____

Date of Birth

Email

Alternate Email (Optional)

Primary Phone

Secondary Phone (Optional)

Home Mailing address

Current Mailing (if different than above)

Nationality: _____

Ethnicity (optional): _____

Passport Number:

Date Passport Issued

Date Passport Expires

Country that Issued Passport

Second Passport information (if applicable)

Current Visa(s) held:

Languages spoken: Level of proficiency

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Current Employer or Organization

Current Position Held

Work Phone Number

Work Mailing Address

Please summarize your current work responsibilities

LinkedIn Profile (Optional)

Please include two reference who are familiar with your work and interest in this field

Reference One

Reference Two

Have you previously attended an ICANN meeting? If yes, please indicate which ones from the drop down and in what capacity. In the comment section

If yes, please briefly describe your main activities at this meeting / these meetings (e.g. whether you have followed the sessions of a specific constituency, whether and how you have used the meeting as an opportunity to engage with various stakeholders, etc.)

Have you previously been selected for an ICANN fellowship? If so, please indicate which one(s) that you successfully completed

As a previous recipient of an ICANN Fellowship, please tell us how you have further participated in the Internet Space and in the ICANN community after your first and/or second fellowship, what activities are you now engaged in that you were not before the fellowship program, how have you impacted your work environment, region and community.

If you have never participated as an ICANN Fellow, from what you know of ICANN and its work, how will you be using this Fellowship for significant engagement in your work environment and /or national/regional/global Internet governance activities, and/or enhanced sector engagement in your community?

Describe what you know of current ICANN focused engagement in your region and/or global Internet work

Why is it important for you to participate in this particular ICANN meeting?

What other Internet related national, regional or global meetings have you attended?

What other Internet-related groups, associations, societies are you currently active in, if any?

Which of the following sector(s) best reflects your current working environment? (Drop Down provide to include each ICANN community group or sector)

Are you currently a member of an ICANN Supporting Organization (SO), Advisory Committee (AC), Stakeholder Group (SG) and/or Constituency within ICANN's Multistakeholder Model? Please select from Drop Down List

What work or efforts are you specifically involved with in the SO, AC, SG or Constituency in which you are an active member?

Outside of your work environment, what are other areas of interest, activities or organizations that you are involved with?

Do you consider yourself a member of any of indigenous peoples or minority groups? If yes, please explain:

Do you consider yourself a member of any underserved or under-represented community? If yes, please explain:

In order to attend the upcoming ICANN Meeting, have you sought to receive financial support from any other source such as your employer, government, or any other entity? If yes, please indicate whether or not you have been granted financial aid.

Do you feel that you would not be able to attend the ICANN Meeting without this financial support through the Fellowship Program? Please explain

If you have been selected as a Fellowship Coach in an ICANN Meeting, please indicate which one(s).

Are you interested in participating as a Coach for this Meeting?

Application Assessment Process

The following attributes or qualifications will be considered by the Selection Committee in assessing each application. The first four factors listed weigh more than other factors. The Selection Committee members will assess each application separately, determining a score of “0-3” for each factor on the table below, based on how well each applicant matches the posted Applicant Selection Criteria. The applications will then be ranked with respect to overall scores that could range from 0 to 40.

Criteria
Applicant expresses financial hardship
Applicant states that they are a member of an underserved or underrepresented communities. Specifically applicants who have been hindered by social, economic and environmental factors such as poverty, race, ethnicity, age, gender, physical disabilities, and factors such as income, hygiene, and absence of a usual source of care or service such as basic education, health services, and public transportation
Applicant makes a strong case as to why and how they will contribute to the work of ICANN’s Multistakeholder community and/or will use their Fellowship for significant national and/or regional engagement and/or sector engagement and/or global Internet governance work
Applicant provides strong, specific reasoning for participation in particular ICANN meeting
Applicant documents national, regional and /or global engagement activities within the Internet ecosystem outside of ICANN
Applicant is: <ul style="list-style-type: none"> - a member of a Civil Society organization and engaged in studies or activities related to internet issues that reflect regional strategies or current work in ICANN - a member of Academic institution with ties to Internet governance through management of ccTLD or related Internet curriculum - a business minded individual with involvement in internet issues that reflect regional strategies or current work in ICANN - a Gov’t or ccTLD representative who did not receive travel funding from respective ICANN community and is from an underserved or underrepresented region or entity -experienced in Technical issues and/or belongs to Technical Societies related to ICANN’s work - an End User (not affiliated with a civil society organization)and/or individual member of a Regional At-Large Organization
Applicant establishes they are currently a working member of an ICANN SO/AC/SG or Constituency
Well prepared Applicant who lives in the same region where the ICANN meeting is being held
Applicant has tried to receive financial support through other means (other than ICANN Fellowship grant) to attend the meeting but has been unsuccessful in receiving all or part of the funds
Applicant has previously applied and not been selected, but is showing more awareness of ICANN topics and/or has now attended an ICANN Meeting and seeking further engagement

Applicant is an Alumni of ICANN Fellowship and shown recent national, regional and/or global engagement in activities reflecting their work within ICANN’s Multistakeholder community or in global Internet governance work

Returning Fellows with valid, positive feedback from ICANN Regional or Policy Staff and/or Community Leader

The independent Selection committee, through the assessment process will continue to take into account comments from ICANN’s Global Regional Engagement teams as well as members of ICANN’s Policy staff (just added this calendar year) who understand the needs and current work of each region and community group in ICANN’s Multistakeholder model. ICANN staff will remain in their oversight role to ensure that diversity is maintained within each selected Fellowship round in terms of gender, region, ethnicity, expertise, and sector. This process reflects the Program’s continued commitment to building capacity within ICANN, in order to bring new and diverse voices as well as needed expertise and experience from all ICANN regions and represented sectors.