Fellowship Program Background

Program Goals
- Create a broader base of knowledgeable constituents from underserved and underrepresented communities around the world
- Strengthen the diversity of the multistakeholder model

Quick Facts
- Program began in 2007
- Over 700 individuals from 133 countries have been awarded a fellowship

Program Review Goals
- Review practices and assess community’s perceptions
- Define the vision for the future and ensure that the program evolves to meet community needs effectively and cost-consciously
Community Consultation | Public Comments

SO/AC Input

- ALAC
- GNSO Council
- ISPCP
- NCSG
- NCUC
- NPOC
- RrSg
- RySG

Additional Input

- Draft FY19 Operating Plan and Budget community comments
- Travel Support Guidelines Community Consultation Process
- Middle East and Adjoining Country Strategy Working Group (MEAC SWG)
- GAC Underserved Regions Working Group

SO/AC Input

- ALAC
- BC
- NCSG
- RrSG
- RySG
- NARALO

Additional Input

- MEAC SWG
- ISOC
- Native Public Media (NARALO At-Large structure)
- 10 former fellows and 2 additional individuals
Community consultation to gather community input

Community input summarized by PRS and reviewed by community

Revised Fellowship Program released for public comment

Changes executed

PRS briefs community on revised Fellowship Program

Changes to the Fellowship Program take effect

NB: The changes agreed upon by the community will go into effect about 6 months or two ICANN meetings from the time next steps are agreed upon. Due to the current design of the program, applications are solicited six months in advance of the meeting date; this allows enough time to review applications and process the necessary travel steps.
Overview of Community Recommendations

- Increase SO/AC involvement in selecting and mentoring fellows
- Develop and gather metrics to understand and measure impact
- Enhance capacity development of fellows
- Focus on active engagement in policy
The Numbers – For Each ICANN Meeting

- Mentors: 7
- Fellows: 38
### New Program Processes

#### Outreach and Recruitment
- SOs/ACs define targets for skills/diversity
- Org implements targeted outreach

#### Application
- ICANN Learn certification of completion required
- Applicants invited to reach out to GSE reps

#### Selection
- Committee of SO/AC appointees
- SOs/ACs define and revise committee and applicant criteria
- 3-fellowship limit
- Diversity prioritized

#### Pre-Meeting Preparation
- Mentors identified by SOs/ACs paired with fellows
- ICANN Learn courses for first-time and returning fellows

#### On-Site Responsibilities
- Fellows attend working group/other sessions identified by mentor
- Fellows engage and network with relevant experts

#### Post-Meeting Requirements
- Fellows submit a report on activities and future plans
- Mentors and SOs/ACs work to involve fellows in policy activities
New Program Metrics

- Metrics will be self-reported by fellows at the application stage, with links and attachments where possible (and explanations where not possible due to sensitive information).
- We are currently working to integrate the application with Salesforce.

**Applications**

- # applications by region and fellows selected by region
- # applications by sector and fellows selected by sector

**Policy Development Participation**

- # pen holders on policy reports and documents
- # mailing list contributions
- # public comment contributors
- # leadership positions

**Regional Engagement and Outreach**

- # regional events attended
- # regional events organized
Additional Community Recommendations

**Diversity**
- Clearly define diversity in new materials (will use WS2 Diversity subgroup definition)
- Strongly encourage applicants from indigenous communities and diverse stakeholder groups
- Offer “other” category for gender diversity

**Application and Selection**
- Provide self-reported fields for metrics relating to diversity and policy engagement
- Consider requiring SOIs
- Invite those rejected from NomCom to apply
- GSE and Policy staff to provide input on applicants

**On-Site Expectations**
- Increase involvement with SOs/ACs on site
- Encourage fellows to explore other constituencies
- Empower mentors to give fellows SO/AC-specific tasks

**Mentors**
- PRS to provide guidance to mentors on minimum number of sessions they should require fellows to attend
- Evaluate mentors in a uniform process

**Post-Meeting Expectations**
- Encourage regional engagement
- Provide public post-meeting report on program
- Ensure regular check-in processes
- Establish consistent post-meeting support

**Messaging**
- Adjust perception of program as travel support scheme
- Increase transparency about selection criteria
- Announce number of target fellows
### Roadmap | Fellowship Program Review

As of 27 Aug 2018

<table>
<thead>
<tr>
<th>FY19</th>
<th>FY20</th>
</tr>
</thead>
<tbody>
<tr>
<td>Jul</td>
<td>Aug</td>
</tr>
<tr>
<td>Outreach</td>
<td>Applic.</td>
</tr>
</tbody>
</table>

**ICANN65 Fellowship Operations**

<table>
<thead>
<tr>
<th>Task</th>
<th>FY19</th>
<th>FY20</th>
</tr>
</thead>
<tbody>
<tr>
<td>Community Consultation</td>
<td>Public Comment Period</td>
<td>Staff report due</td>
</tr>
<tr>
<td>Obtain Fellowship skills/diversity targets from SO/ACs</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Target promotion and outreach</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Selection Committee nomination &amp; responsibilities</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Fellowship selection criteria and application</td>
<td></td>
<td></td>
</tr>
<tr>
<td>ICANN Learn courses for fellows</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Mentor nomination &amp; responsibilities</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Mentoring process</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Post-meeting processes</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Monitoring &amp; evaluation</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Planning & Design** in orange, **Implementation** in teal.
Engage with ICANN

Thank You and Questions
Visit us at icann.org
Email: fellowshipconsultation@icann.org

- @icann
- facebook.com/icannorg
- youtube.com/icannnews
- flickr.com/icann
- linkedin/company/icann
- slideshare/icannpresentations
- soundcloud/icann