

ICANN Nominating Committee (NomCom) 2021 Report

13 October 2021



A Message from the 2021 NomCom Chair

On behalf of the 2021 NomCom, we are thankful for the numerous applications received. The highest number of applications came from Asia, Australia, Pacific Islands with the second highest coming from Africa. Although the NomCom cannot appoint everyone who applied, we encourage all applicants to continue participating, as your involvement is critical to ICANN's mission.

I would also like to thank all the members of the 2021 NomCom who worked diligently to evaluate all the applications and participated in numerous virtual meetings leading up to the final selection process. In normal times, this would have involved in-person ICANN conferences and inter-sessional meetings, but due to COVID-19 the committee completed its work entirely through virtual means.

We congratulate all the selected candidates. We have the utmost confidence in their ability to help lead ICANN forward and we are thrilled that they will be joining or continuing with their leadership position.

To learn more about the NomCom, visit: <http://nomcom.icann.org/>

NomCom 2021

Summary

The Internet Corporation for Assigned Names and Numbers (ICANN) 2021 Nominating Committee (NomCom) was convened at the conclusion of the ICANN69 Annual General Meeting (AGM). The NomCom was tasked to fill the following positions by the ICANN72 Annual General Meeting in October 2021:

- Three members of the ICANN Board of Directors
- Three regional representatives for the At-Large Advisory Committee (ALAC) – one each representing Africa; Asia, Australia, Pacific Islands; and Latin America and Caribbean
- Two members of the Generic Names Supporting Organization (GNSO) Council – one representing the Contracted Parties House and one representing the Non-Contracted Parties House
- One member of the Country Code Names Supporting Organization (ccNSO) Council

Criteria

The NomCom is charged with recruiting and selecting a portion of ICANN's leadership. In doing so, the NomCom is mandated to ensure that ICANN's overall leadership is diverse in geography, culture, skills, experience, and perspective. Further, selectees should:

- Have integrity, objectivity, and sound judgment.
- Support decision-making within groups.
- Work effectively in English.
- Understand ICANN's mission.
- Be committed to ICANN's success.
- Have experience in world affairs.
- Contribute to cultural, professional, and geographic expertise.
- Be able to work long and hard, generally as volunteers.

Outreach and Pre-selection

In order to create awareness and encourage stakeholders to apply for these leadership positions, the NomCom carried out various outreach and recruitment activities during the open application period. NomCom members reached out to local networks to encourage individuals to apply. The NomCom Outreach Subcommittee performed outreach during ICANN70. In parallel, two independent recruitment firms provided outreach to candidates from all geographic regions. Additionally, a social media paid campaign and other engagement efforts were performed by ICANN org Communications.

At the close of the application period on 29 March 2021, the NomCom received a total of 116 completed applications distributed as follows:

- 26 percent of applicants were female, 58 percent of applicants were male, 16 percent did not disclose
- 28 percent of the applicants were from Africa
- 29 percent of applicants were from Asia, Australia, Pacific Islands
- 16 percent of applicants were from Europe
- 17 percent of applicants were from Latin America and the Caribbean
- 10 percent of applicants were from North America

In April 2021, the NomCom held eight days of meetings to evaluate the applications. The applicants were narrowed to a list of finalists.

Final Selections

A small number of finalists were invited for Zoom interviews. The NomCom then made its final selection of candidates for the Board, GNSO, ALAC, and ccNSO. Following a period of due diligence, on 17 August 2021, ICANN announced the following selections:

For the ICANN Board of Directors:

Edmon Chung
Asia, Australia, Pacific Islands

Danko Jevtović
Europe

Tripti Sinha
North America

For the ALAC Advisory Committee:
Raymond Selorm Mamattah
Africa

Laura Margolis
Latin America and the Caribbean

Rao Naveed Bin Rais
Asia, Australia, Pacific Islands

For the ccNSO Council:
Tatiana Tropina
Europe

For the GNSO Council:

Desiree Zeljka Miloshevic Evans
Europe
Contracted Parties House

Paul McGrady
North America
Non-Contracted Parties House

Key Milestones

Phase 1: Planning – September to November

The NomCom is convened after ICANN's Annual General Meeting. During the kick-off meeting the Committee reviews various NomCom process and policy documents. In addition, the NomCom reviews and discusses proposed selection cycle timelines, tasks and deadlines, and the establishment of the current year subcommittees (e.g., Outreach Subcommittee, Assessment and Interview Subcommittee), application timeline, meeting schedule, and review of submitted statements of work from professional recruitment agencies to assist the NomCom in outreach efforts, etc.

Phase 2: Recruitment/Community Outreach – December to March

The outreach goals for the NomCom are to increase awareness of the open leadership positions and encourage qualified candidates to apply. The NomCom engages the resources of the ICANN org Communications and Global Stakeholder Engagement teams to develop an efficient and robust outreach campaign. The NomCom enlists candidates by engaging with professional networks and presenting information regarding the NomCom and the open leadership positions to encourage individuals to apply. Outside professional recruitment agencies are also engaged to assist in recruiting process.

Phase 3: Assessment – March to June

NomCom delegates review all applicants via the secure NomCom review portal. After the first series of assessments occurs, NomCom will unanimously select a short list of candidates for the next round of discussions. Deep dive teams are formed to do phone or video interviews with candidates. After the second series of assessments, the NomCom staff will schedule in-depth interviews with the short listed candidates for the ICANN Board positions. For SO/AC positions, the committee will review submitted video or written responses to a set of specific questions via the NomCom review portal.

Phase 4: Selection – July to August

Depending upon the current travel restrictions, the NomCom delegates will meet virtually or face to face for the final deliberation process. Delegates vote and confirm the final slate of candidates and alternates. Selected candidates are contacted to confirm interest and inform on next steps. After the final selections have been confirmed, ICANN org, Board, and Empowered Community are notified. NomCom Support notifies candidates who were not selected and provides the option for applying next year. The NomCom selections are then publicly announced.

Phase 5: Reporting – August to October

The NomCom Chair prepares the Chair's end-of-year report to be published on the NomCom website and shared at the NomCom final session at the ICANN Annual General Meeting. NomCom Support facilitates the NomCom leadership team and NomCom delegate peer reviews to assess performance. Results are posted on the NomCom webpage. The Recommendations Subcommittee prepares proposed process improvement recommendations for the upcoming NomCom.

NomCom 2021 Meeting and Training Summary

- **Total # of Full NomCom sessions: 24**
 - Kick off sessions: 3
 - Presentation from Recruitment firms - sessions: 2
 - First Assessment sessions: 8
 - Second Assessment sessions: 4
 - Final Selection meetings sessions: 7
- **Total # of Subcommittee calls: 11**
- **Total # of Deep Dive Interviews with Candidates: 30**
- **(New!) Total # of Full Committee review of Video/Written responses from GNSO, ALAC, ccNSO: 11**
 - These are not Zoom meetings however, the NomCom introduced a new opportunity for the short-listed non-Board (GNSO, ALAC, ccNSO) candidates to submit either video or written responses to specific questions.
- **Total # of Full Committee Interview with Final Board Candidates: 9**
- **Total # of Training Sessions with Full NomCom: 2**
 - The training sessions described below are in direct response to the recommendations from the [NomCom Review Implementation Working Group \(NomComRIWG\) Detailed Implementation Plan](#). The recommendations are listed below for your information.
 - Rec. 2: Implement and formalize training to further NomCom members' understanding of the roles and responsibilities of Board directors and the practices of high-performing Boards at other nonprofit organizations.
 - Rec. 3: Implement and formalize training for NomCom leadership to further their understanding of their roles, authority, and responsibilities, and confirm or appoint the next Chair earlier in the cycle.
 - **Unconscious Bias and Interview Assessment Training:** A training program designed for interview training skills to the NomCom in support of the NomCom's candidate selection process. By the end of this workshop, NomCom delegates will learn some insights into their own biases, understand discrete types of diversity, and gain knowledge on effective interviewing techniques.
 - **Board Governance Training:** A training program consisting of the responsibilities of nonprofit boards and strategies to build a high impact board with specific concentration on the ICANN Board.