
ICANN Nominating Committee (NomCom) 2022 Report 31 AUGUST 2022

A Message From 2022 NomCom Chair Michael Graham

On behalf of the 2022 NomCom, we are thankful for the numerous applications we received. The highest number of applications came from ICANN's Asia, Australia, and Pacific Islands region, with the second highest number coming from the European region. 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 delegates of the 2022 NomCom who worked diligently to evaluate all the applications and participated in numerous virtual and hybrid meetings leading up to the final selection process.

We would like to 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 taking or continuing with their leadership positions.

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

NomCom 2022

Summary

The Internet Corporation for Assigned Names and Numbers (ICANN) 2022 Nominating Committee (NomCom) was convened at the conclusion of the ICANN72 Annual General Meeting. The NomCom was tasked to fill the following positions by the ICANN75 Annual General Meeting in September 2022:

- Three members of the ICANN Board of Directors
- One member of the Public Technical Identifiers (PTI) Board of Directors
- Two regional representatives to the At-Large Advisory Committee (ALAC) – one each from Europe and North America
- One member of the Generic Names Supporting Organization (GNSO) Council
- 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 seeks to ensure that ICANN's 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 Preselection

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 delegates reached out to local networks to encourage individuals to apply. The NomCom Outreach Subcommittee performed outreach during ICANN73. In parallel, two independent recruitment firms provided outreach to candidates from all geographic regions. Additionally, the ICANN organization (org) Communications team performed a social media paid campaign and other engagement efforts.

At the close of the application period on 18 March 2022, the NomCom had received a total of 85 completed applications, which were distributed as follows:

- 29 percent of applicants were female, 58 percent were male, and 13 percent did not disclose.
- 15 percent of applicants were from Africa.
- 27 percent of applicants were from Asia, Australia, or the Pacific Islands.
- 25 percent of applicants were from Europe.
- 20 percent of applicants were from Latin America or the Caribbean.
- 13 percent of applicants were from North America.

In April 2022, the NomCom held five days of meetings to evaluate the applications. From this meeting, an initial short list of candidates was selected.

The NomCom formed deep-dive groups and conducted virtual interviews with the short-listed candidates, using assessment tools and summary reports that have been developed to evaluate each candidate equally and fairly.

The NomCom held its second assessment meeting at the end of May 2022. After the second assessment, the committee requested video or written responses via the online NomCom review from the final candidates for the ALAC, the ccNSO Council, and the GNSO Council.

Final Selections

The NomCom delegates met for the final deliberation process of the selection meeting prior to and during [ICANN74](#). Delegates conducted live interviews with the final short-listed ICANN Board and PTI Board candidates.

The NomCom then made its final selection of candidates and alternates for the ICANN Board, the PTI Board, the ALAC, the ccNSO Council, and the GNSO Council. Following a period of due diligence, on 11 August 2022, the NomCom announced the following selections:

For the ICANN Board of Directors:

Maarten Botterman
Europe

Christopher Chapman
Asia, Australia, Pacific Islands

Sajidur Rahman
Asia, Australia, Pacific Islands

For the PTI Board of Directors:

Tobias Sattler
Europe

For the ALAC:

Eduardo Díaz
North America

Tommi Karttaavi
Europe

For the ccNSO Council:

Olga Cavalli
Latin America and the Caribbean

For the GNSO Council:

Anne Aikman-Scalese
North America

Key Milestones – NomCom 2022

Phase 1: Planning – September to November

The NomCom is convened after ICANN's Annual General Meeting. During the kickoff 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 establishes the current year's subcommittees (e.g., Outreach Subcommittee, Assessment and Interview Subcommittee), the application timeline, and meeting schedule. The NomCom also reviews submitted statements of work from professional recruitment agencies to assist in outreach efforts, etc.

Phase 2: Recruitment and 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 on the NomCom and the open leadership positions to encourage individuals to apply. Outside professional recruitment agencies are also engaged to assist in the recruiting process. Additionally, ICANN org Communications performs a social media paid campaign and other engagement efforts.

Phase 3: Assessment – March to May

NomCom delegates review all applicants via the secure NomCom review portal. After the first series of assessments, the NomCom unanimously selects 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, NomCom staff schedules in-depth interviews with the short-listed candidates for the ICANN Board positions. For Supporting Organization and Advisory Committee positions, the committee reviews submitted video or written responses to a set of specific questions via the NomCom review portal.

Phase 4: Selection – June to July

Depending on the current travel restrictions, the NomCom delegates 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, the ICANN org, Board, and Empowered Community are notified. NomCom Support notifies candidates who were not selected and provides the option to apply next year. The NomCom selections are then publicly announced.

Phase 5: Reporting – August to September

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 2022 Meeting and Training Summary

TOTAL NUMBER OF NOMCOM SESSIONS: 22

Onboarding/Kickoff Sessions	4
Presentation from Recruitment Firms	2
First Assessment Sessions	5
Second Assessment Sessions	4
Final Selection Meetings Sessions	7

TOTAL NUMBER OF SUBCOMMITTEE SESSIONS: 15

TOTAL NUMBER OF DEEP-DIVE INTERVIEWS WITH CANDIDATES: 32

TOTAL NUMBER OF VIDEO OR WRITTEN RESPONSES – FINAL ALAC, ccNSO, AND GNSO CANDIDATES: 8

TOTAL NUMBER OF INTERVIEWS – FINAL BOARD CANDIDATES: 10

TOTAL NUMBER OF TRAINING SESSIONS: 4

The training sessions described below are in direct response to the following recommendations from the [NomCom Review Implementation Working Group Detailed Implementation Plan](#):

- 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.
1. **Interview Assessment Training:** A training program designed for interview training skills for NomCom delegates in support of the NomCom's candidate-selection process.
 2. **Unconscious Bias Training:** In this workshop, NomCom delegates gain insights into their own biases, understanding of discrete types of diversity, and knowledge of effective interviewing techniques.
 3. **Board Governance Training:** A training program focusing on the responsibilities of nonprofit boards and strategies for building a high-impact board, with specific concentration on the ICANN Board.
 4. **Leadership Training:** This course covers topics such as exploring power and purpose, self-awareness, improving thinking and actions, leadership roles, and responsibilities to the organization.