ICANN Fellowship Program Review | Community Input Status Report

Working Draft | As of 22 October 2018

Summary of Action Items

Status	Total Number of Items	% Items
Under review	5	3%
Active	59	39%
Resolved	60	39%
Closed	29	19%
Total	**152**	**100%**

Status Description

Under review: Recommendation will be evaluated and considered.

Active: Recommendation will be implemented / implementation is in progress.

Resolved: Implementation of recommendation is considered complete.

Closed: Recommendation will not be implemented; or recommendation is not within the scope of the Fellowship Program review.

See Public Comments:

https://www.icann.org/public-comments/fellowship-proposal-2018-06-11-en

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Ref. #	Category	Issue/Suggestion/Recommendation	Status	Comments / Actions Taken	Organization/ Group	Individuals
1	(A) Outreach and Promotion	Outreach and promotional materials/message should convey the expectation that the Fellowship Program is for onboarding into ICANN, even when it is not possible to attend all ICANN face to face meetings.	Resolved	These has been reflected in new program materials. See program website (https://www.icann.org/fellowshipprogram).	BC	
2	(A) Outreach and Promotion	Employ more targeted, informed recruitment	Active	SOs/ACs have provided guidance on diversity goals for the program (https://www.icann.org/news/announcement-2018-08-13-en). ICANN org will create and implement targeted outreach and promotion based on the community input.	BC	
3	(A) Outreach and Promotion	Global Stakeholder Engagement (GSE) should provide input on skills/diversity, in addition to SOs/ACs.	Closed	ICANN org has solicited feedback from SOs/ACs on diversity aspects (including skills) and seeks to establish community-driven program processes (https://www.icann.org/news/announcement-2018-08-13-en). GSE will perform targeted outreach and promotion for the Fellowship Program.	MEAC-SWG	
4	(A) Outreach and Promotion	Support indigenous communities	Active	A self-reporting diversity field will remain on the application. Future program materials will strongly encourage applications from indigenous communities.	ALAC, ISOC, NARALO, NPM	Alumni
5	(A) Outreach and Promotion	Encourage women and young people to apply	Active	SOs/ACs have provided guidance on diversity goals for the program (https://www.icann.org/news/announcement-2018-08-13-en). ICANN org will create and implement targeted outreach and promotion based on the community input.	NPOC	
6	(A) Outreach and Promotion	Create document clarifying desired skill sets/ backgrounds for outreach and selection (and to inform capacity development at meeting)	Active	SOs/ACs have provided guidance on diversity goals for the program (https://www.icann.org/news/announcement-2018-08-13-en). ICANN org will create and implement targeted outreach and promotion based on the community input.	ALAC, ISPCP, NCUC, NPOC, NCSG, RrSG, MEAC-SWG, BC	Individual public comments about travel; ALAC individual
7	(A) Outreach and Promotion	Focus on those who are already members of the Internet community, within organisations that are already motivated to work with the ICANN community for the better good, and already have people within their system to support them to become more engaged in our community	Active	This will be part of the program's targeted outreach and promotion.	ALAC	
8	(A) Outreach and Promotion	Encourage fellows to join mailing lists far ahead of time	Resolved	Fellows will be encouraged to join open ICANN mailing lists prior to the meeting and will be invited to a separate Fellowship Alumni mailing list after successful completion of the program. This has been reflected in the mentoring guidelines (https://www.icann. org/en/system/files/files/fellowship-program-mentoring-guidelines-15oct18-en.pdf)	MEAC-SWG	Alumni
9	(A) Selection Committee	Include a representative from an indigenous ALS in the Section Committee	Closed	PRS encourages NPM to communicate with ALAC directly to urge them to consider this recommendation in choosing their Selection Committee nominee.	NPM	
10	(B) Application	Require applicants to provide evidence of participation, especially returning fellows; this must be verified	Active	Applicants will be asked to provide evidence of participation in their application. ICANN staff will also comment on applications regarding applicant's participation in policy and engagement activities.	NCSG, RrSG, GNSO Council, BC (Community Travel Consultation), MEAC-SWG	
11	(B) Application	Require prospective fellows to take introductory courses on ICANN Learn.	Active	Currently, fellows are required to complete ICANN Learn courses prior to the ICANN meeting. Starting at the ICANN65 application round, applicants will also be required to submit a certificate of ICANN Learn course completion in their application.	ALAC	
12	(B) Application	Require returning fellows come with a specific AC/SO/Constituency in mind - these must be balanced over the organization.	Resolved	Fellows will be encouraged to identify a specific ICANN group after attending the ICANN meeting in the post-meeting survey. This has also be reflected in the mentoring guidelines (https://www.icann. org/en/system/files/files/fellowship-program-mentoring-guidelines-15oct18-en.pdf).	ALAC	

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13	(B) Application	Require new applicants to state not only what they wish to learn, but also how it will be applied in their work/studies both now and in the future	Resolved	These are questions in the current Fellowship application and will remain part of the revised application.	RrSG	
14	(B) Application	Improve application form	Active	Application form is under review for improvements.	MEAC-SWG	
15	(B) Application	Require fellows to detail what they plan to do to further their involvement after the fellowship	Active	In the revised application form, applicants will be asked how they intend to contribute to ICANN's mission and work.	MEAC-SWG	
16	(B) Application	Provide information on ICANN categories - a well defined description of the various categories should be provided by the relevant constituency/groups, and posted online. The BC volunteers to lead the way with a one to two paragraph description from the BC as criteria to become a member and how to engage with the BC.	Active	Information about ICANN constituencies will be included in program materials.	BC (Community Travel Consultation)	
17	(B) Application	Provide clear definitions of diversity in program materials, and encourage diverse participation, particularly relating to gender, disabilities, skills, underserved regions, and stakeholder groups	Active	Diversity fields will be self-reported on future applications; the program will use the definition of diversity developed by the Workstream 2 Diversity Subgroup (https://www.icann.org/en/system/files/files/ccwg-acct-ws2-draft-recs-diversity-26oct17-en.pdf). Each of these aspects of diversity will be emphasized in future program materials, and SOs/ACs will be encouraged to provide input on suggested diversity targets for the Fellowship Program.	BC, MEAC-SWG, ALAC, RrSG, NARALO, NPOC, GNSO Council	Alumni; Individual public comment
18	(B) Application	Application category regarding proof of engagement should ensure participation is substantive and tied to ICANN's remit.	Closed	The Fellowship Program considers regional engagement within ICANN's mission and tasks the Selection Committee with evaluating the quality of examples (of public comments, mailing list contributions, etc) provided by returning applicants.	NCSG	
19	(B) Application	Consider language diversity and language barriers in the Fellowship Program	Resolved	SOs and ACs were tasked with providing targets for diversity (including language), and they were asked to consider language diversity in selecting mentors. See https://www.icann.org/news/announcement-2018-08-13-en.	ALAC, NPM	
20	(B) Application	Require Statements of Interest (SOI) from all applicants	Active	Successful applicants will be asked to publish their Statements of Interest (SOI).	BC	
21	(B) Application	Create more specific stakeholder categories on the application	Active	Recommendation will be in place in new program application.	BC, ALAC	
22	(B) Application	Consider interregional diversity	Closed	Selection Committee considers regional and country diversity; however it is not feasible to take into account interregional diversity within each country.		Alumni
23	(B) Application	Add a self-reporting category for gender diversity	Active	Recommendation will be in place in new program application.	NCSG	
24	(B) Application	Allow space for proof of local outreach activities	Active	Recommendation will be in place in new program application.		Alumni
25	(B) Application	Emphasize equity and inclusion at application stage	Active	This will be in place in new program materials.	NPM	
26	(B) Application	Provide online test at application stage	Closed	ICANN Learn courses will now be required at application stage.	ALAC	
27	(B) Application	Require fellows to be involved with ICANN community for at least a year beforehand	Closed	Active participation weighs into the scoring of selection criteria.	MEAC-SWG	
28	(B) Application	Base the criteria to select fellows on their progress and commitment to the community and not the number of fellowships they have received previously.	Closed	An individual can be awarded an ICANN fellowship up to three times. This limit allows ICANN to give opportunities to new candidates.	MEAC-SWG	
29	(C) Selection Process	Ensure selection committee is comprised of those actively engaged with policy	Closed	SO/ACs will be responsible for choosing Selection Committee members (https://www.icann.org/resources/pages/committee-2012-02-25-en). On 13 August 2018, ICANN asked SOs/ACs to nominate Selection Committee members for a two-year term (https://www.icann.org/news/announcement-2018-08-13-en)	NCSG	

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Ref. #	Category	Issue/Suggestion/Recommendation	Status	Comments / Actions Taken	Organization/ Group	Individuals
30	(C) Selection Process	Ensure a transparent process to appoint committee members	Resolved	SO/ACs will be responsible for choosing Selection Committee members (https://www.icann.org/resources/pages/committee-2012-02-25-en). On 13 August 2018, ICANN asked SOs/ACs to nominate Selection Committee members for a two-year term (https://www.icann.org/news/announcement-2018-08-13-en)	MEAC-SWG	
31	(C) Selection Process	Include an independent non-SO/AC member in the Selection Committee for balance, similar to the NomCom; same criteria for member selection as the NomCom in terms of representation	Closed	PRS proposes that balance will be achieved through equal SO/AC representation on the Selection Committee.	BC	Alumni
32	(C) Selection Process	Include selection committee members representing (SO/AC/SG/C) groups	Resolved	SO/ACs will be responsible for choosing Selection Committee members (https://www.icann.org/resources/pages/committee-2012-02-25-en). On 13 August 2018, ICANN asked SOs/ACs to nominate Selection Committee members for a two-year term (https://www.icann.org/news/announcement-2018-08-13-en)	ISPCP	
33	(C) Selection Process	Have a community call for volunteers; SO/AC leaders could be involved in assessing the composition of these committees and even in fellows selection	Resolved	SO/ACs will be responsible for choosing Selection Committee members (https://www.icann.org/resources/pages/committee-2012-02-25-en). On 13 August 2018, ICANN asked SOs/ACs to nominate Selection Committee members for a two-year term (https://www.icann.org/news/announcement-2018-08-13-en)	NCSG (Community Travel Consultation)	
34	(C) Selection Process	Provide Selection Committee with travel support to one ICANN Meeting a year, with a working session on site regarding how to improve the evaluation and selection process and also hear feedback.	Closed	No travel support is available for Selection Committee members; all work will be done virtually. See Selection Committee Terms of Services at https://www.icann.org/resources/pages/committee-2012-02-25-en#terms. All travel support will be allocated to fellows and mentors.	BC (Community Travel Consultation)	
35	(C) Selection Process	Publish criteria for public comment for who is selected to be on the ICANN Fellowship Selection Committee	Closed	SO/ACs will be responsible for choosing Selection Committee members (https://www.icann.org/resources/pages/committee-2012-02-25-en). On 13 August 2018, ICANN asked SOs/ACs to nominate Selection Committee members for a two-year term (https://www.icann.org/news/announcement-2018-08-13-en)	BC (Community Travel Consultation)	
36	(C) Selection Process	Support a wide range of sectors; many recommendations focus on specific sectors, such as prioritizing SMEs (BC), the domain name industry (RrSG), domain name policy (NCSG), not-for-profit (NPOC), civil society applications (PQ)	Active	SOs/ACs are encouraged to include this feedback on their response to the call for guidance on program outreach goals (https://www.icann.org/news/announcement-2018-08-13-en). Diversity targets will be reflected on updated application form.	BC, RrSG, NPOC, NCSG	Alumni
37	(C) Selection Process	Allocate two fellowships to indigenous communities	Closed	Future program materials will strongly encourage applications from indigenous communities.	NARALO, NPM	
38	(C) Selection Process	Make selection criteria more transparent	Active	New selection criteria will be posted at https://www.icann.org/resources/pages/fellowship-applicant-criteria-2016-09-08-en.	MEAC-SWG, NCUC	
39	(C) Selection Process	Evaluate processes followed by Selection Committee	Active	A new process is being created for the Selection Committee to annually evaluate its own processes.	MEAC-SWG	
40	(C) Selection Process	Reinforce important selection criteria to unsuccessful candidates	Active	Unsuccessful applicants will receive information about selection criteria and ways to engage and participate in ICANN.	ALAC	
41	(C) Selection Process	Coordinate vetting by ICANN org teams - Global Stakeholder Engagement (GSE), Policy Support, and Public Responsibility Support (PRS)	Resolved	GSE and PRS will provide comments on applications; Policy Support staff will provide assistance at other stages of the process. See Fellowship Program process flowchart (https://www.icann.org/en/system/files/files/draft-fellowship-program-process-27aug18-en.pdf)	NCSG	
42	(C) Selection Process	Continue vetting by staff.	Resolved	ICANN staff will continue to provide comments and feedback on applications.	MEAC-SWG	
43	(C) Selection Process	SO/ACs could recommend active participants from their communities.	Active	SOs/ACs will be urged to encourage active and eligible participants to apply.	ALAC	
44	(C) Selection Process	Should not use travel slot for the ICANN booth; this should be assigned to ICANN staff	Resolved	No travels slots will be assigned for booth leads.	NCSG	

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45	(C) Selection Process	Priorities for selection: newcomers / first-time fellows with greatest potential for contribution (GNSO Council: "with minimal hand holding")	Active	The majority of the slots available will be for newcomers in the Annual General Meeting and the Community Forum; Policy Forum slots are for returning fellows only.	ISPCP, GNSO Council, NCSG	
46	(C) Selection Process	Priorities for selection: from underserved and underrepresented areas and communities	Active	Participation is not restricted to certain geographic locations. Underserved and underrepresented community members from all regions receive priority as part of the program's selection criteria.	ISPCP	
47	(C) Selection Process	Priorities for selection: active participation/ returning fellows with demonstrated engaged and capacity for further contribution	Active	Application will have space for demonstration of engagement, and it is heavily weighted for returning fellows.	NCSG, ALAC, ISPCP	
48	(C) Selection Process	Reduce number of rounds to 2 instead of 3 to increase opportunities for newcomers	Closed	The majority of the slots available will be for newcomers in the Annual General Meeting and the Community Forum; Policy Forum is for returning fellows only.	MEAC-SWG	
49	(C) Selection Process	Ensure fellows are interested in DNS policy	Active	SOs/ACs are tasked with providing suggested targets, and these targets will form part of the selection criteria scoring guide.	NCSG	
50	(C) Selection Process	Increase selectiveness	Resolved	There are fewer slots and stricter requirements (such as proof of engagement, ICANN Learn courses, etc)	RrSG	
51	(C) Selection Process	Have the fellows selection process under each community's decision.	Closed	Selection Committee will feature an individual from each SO/AC.		GAC USR individual
52	(C) Selection Process	Increase number of fellows chosen from the Middle East (MEAC) region	Closed	All underserved regions are prioritized.	MEAC-SWG	
53	(C) Selection Process	Do not restrict participation based on geographic location	Resolved	Participation is not restricted to certain geographic locations. Underserved and underrepresented community members from all regions receive priority as part of the program's selection criteria. See https://www.icann. org/resources/pages/fellowship-applicant-criteria-2016-09-08-en.	ALAC	
54	(C) Selection Process	Verify affiliation status with their affiliation group	Active	Returning fellows will have to demonstrate verifiable proof of affiliation status with constituency groups.	NCSG (Community Travel Consultation), BC	
55	(C) Selection Process	Update Selection Criteria to include DNS and stability, security, and resiliency, as well as end users	Active	New draft of selection criteria reflect an interest in ICANN's mission. New criteria will be posted at https://www.icann. org/resources/pages/fellowship-applicant-criteria-2016-09-08-en.	ALAC	
56	(C) Selection Process	Limit Policy Forum to Fellowship alumni	Resolved	Policy Forums will be limited to program alumni.	All	
57	(C) Selection Process	Post bios of funded fellows	Resolved	Statements of Interest (SOIs) published by the fellows will be made publicly available throughout the duration of the meeting. Once the meeting ends, these will be deleted.	BC (Community Travel Consultation)	
58	(C) Selection Process	Update language regarding the Selection Committee	Resolved	Fellowship Selection Committee page has been updated (https://www. icann.org/resources/pages/committee-2012-02-25-en).		Individual public comment
59	(C) Selection Process	Reconsider travel rule: Three times appear as a reasonable general rule but flexibility is needed to consider specific cases. Moreover, fellows can also participate as honorary fellows without travel funding in excess to the three times rule.	Resolved	Strict three-time fellowship limit will be enforced; those with their own funding may be able to participate in program activities on a case by case basis	ISPCP	
60	(C) Selection Process	Share applications with the relevant stakeholder group	Closed	In order to streamline the selection process, the Selection Committee will feature representatives from each SO/AC who can offer input and feedback on relevant applications.	BC	
61	(C) Selection Process	Allow SOs/ACs to nominate qualified candidates	Closed	PRS urges the BC to encourage qualified candidates to apply and to alert their GNSO Selection Committee representative to look out for their applications.	BC	
62	(D) Pre-Meeting Preparation	Encourage fellows to engage with existing community capacity-development programs (buddy groups, etc)	Resolved	This has been reflected in the mentoring guidelines (https://www.icann. org/en/system/files/files/fellowship-program-mentoring-guidelines-15oct18-en.pdf).	NCSG	
63	(D) Pre-Meeting Preparation	Encourage fellows to follow a path of self-study before meeting: attend a related event, engage with an NRI, RIR, ISOC event, research beforehand; research relevant community groups	Resolved	This has been reflected in the mentoring guidelines (https://www.icann. org/en/system/files/files/fellowship-program-mentoring-guidelines-15oct18-en.pdf).	BC, NCSG	

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64	(D) Pre-Meeting Preparation	Ensure fellows have a balanced understanding of the industry and the issues that are discussed at ICANN meetings, including exposure to how those issues affect contracted parties.	Resolved	Mentors will be encouraged to propose a range of sessions, including how issues affect contracted parties. This has been reflected in the mentoring guidelines (https://www.icann.org/en/system/files/files/fellowship-program-mentoring-guidelines-15oct18-en.pdf).	RySG	
65	(D) Pre-Meeting Preparation	Provide specific pre-meeting ICANN Learn course	Resolved	Pre-meeting course is already in place for newcomers; new tiered courses are being developed for returning fellows	ALAC, MEAC-SWG	GAC USR individuals, At-Large individuals,
66	(D) Pre-Meeting Preparation	Provide fellows with education on ICANN's mission, role and objectives (and IG context) in order to avoid misunderstanding about other Internet Governance issues that are out of scope	Active	Plans for improving pre-meeting ICANN Learn courses already address some of these suggestions.	ISPCP, NCUC, NCSG, RrSG, GNSO Council, RySG, MEAC-SWG, NPM	Alumni, Public comments on travel
67	(D) Pre-Meeting Preparation	Ensure fellows understand the ICANN governance structure and topics that will be covered at the meeting, and improve the level of knowledge and awareness about ICANN's groups and subgroups	Active	ICANN Learn materials will be updated to focus on proposed topics.	NCSG, MEAC-SWG, NCUC	
68	(D) Pre-Meeting Preparation	Encourage fellows to identify relevant contacts in the community, and in advance of a meeting approaching the community member(s) with which they feel they might have something in common with, asking questions and making the most of the opportunities they are given	Resolved	This has been reflected in the mentoring guidelines (https://www.icann.org/en/system/files/files/fellowship-program-mentoring-guidelines-15oct18-en.pdf).	NCUC, NCSG	
69	(E) Mentoring	Provide ongoing training to mentors to ensure they have necessary skills	Active	Implementation of this recommendation is in progress.		Alumni
70	(E) Mentoring	Evaluate mentors regularly	Resolved	Fellows will be asked to evaluate their mentoring experience as part of their post-meeting survey. See mentoring guidelines (https://www.icann.org/en/system/files/files/fellowship-program-mentoring-guidelines-15oct18-en.pdf).	NCSG	
71	(E) Mentoring	Attach fellows to a constituency-specific mentor based on their interest area so they are well grounded before attending the meeting	Resolved	SOs/ACs will each nominate one mentor, but other aspects (such as region and language) will also be taken into consideration. Mentors will coordinate for advice on sessions across different communities.	NPOC	
72	(E) Mentoring	Provide guidance to mentors on time commitment to ensure mentors have necessary time before committing	Resolved	SOs and ACs are responsible for the selection of mentors and were provided guidelines and expectations (https://www.icann.org/news/announcement-2-2018-10-16-en).	NCSG	Alumni
73	(E) Mentoring	Continue mentoring after the meeting	Active	Implementation is in progress. Fellows will be connected with GSE regional staff and encouraged to continue relationships with mentors and other community members after the meeting.	MEAC-SWG	Alumni, Individual public comments about travel
74	(E) Mentoring	Ensure early interactions between fellows and mentors follow a predefined schedules and uniform structures that can be evaluated for effectiveness from year-to-year	Resolved	This has been reflected in the mentoring guidelines (https://www.icann.org/en/system/files/files/fellowship-program-mentoring-guidelines-15oct18-en.pdf).	NPM, MEAC-SWG	
75	(E) Mentoring	Have returning fellows mentor first-year fellows	Closed	SO/AC-selected mentors will be provided to all fellows, for reasons of accountability and consistency.	RySG	
76	(E) Mentoring	Ensure mentors are active in ICANN's policymaking processes	Resolved	SOs/ACs are responsible for selecting mentors (https://www.icann.org/news/announcement-2-2018-10-16-en).	ALAC	
77	(E) Mentoring	Evaluate the effectiveness of fellows returning as mentors and coaches	Closed	Fellows will no longer return as mentors; mentors will be selected by the SOs/ACs directly .	ALAC	
78	(E) Mentoring	Create an ICANN Learn course specifically for Fellow mentors/coaches, not only to give guidance on how to better engage "new Fellows" but also to encourage them to learn more about ICANN's mission and how they can be directed to help to achieve this.	Resolved	ICANN Learn course is already available for mentors and will be updated to reflect new mentoring guidelines.		
79	(E) Mentoring	Assign an SO/AC-specific mentor	Resolved	SOs/ACs are responsible for selecting mentors (https://www.icann.org/news/announcement-2-2018-10-16-en).	ALAC, NPOC	

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80	(F) On-Site Expectations	Make it mandatory for all fellows to attend each constituency day	Resolved	Fellows will be encouraged to attend constituency day. This has been reflected in the mentoring guidelines (https://www.icann. org/en/system/files/files/fellowship-program-mentoring-guidelines-15oct18-en.pdf).	NPOC	ALAC individuals; GAC USR individuals
81	(F) On-Site Expectations	Ensure mentors provide guidance to fellows on sessions to attend	Resolved	This is already part of the Fellowship mentoring process.	RySG, MEAC-SWG, ALAC NCSG	
82	(F) On-Site Expectations	Provide guidance to mentors on the number of sessions/hours fellows should be expected to attend	Resolved	PRS will work to ensure mentors stipulate a minimum of 5 sessions for each fellow to attend. This has been reflected in the mentoring guidelines (https://www.icann.org/en/system/files/files/fellowship-program-mentoring-guidelines-15oct18-en.pdf).	RySG, RrSG	
83	(F) On-Site Expectations	Ensure fellows explore other constituencies, as well as work related to their regions, in addition to their SO/AC specific sessions	Resolved	Fellows will be encouraged to explore other constituencies, as well work related to their regions, in addition to their SO/AC-specific sessions. This has been reflected in the mentoring guidelines (https://www.icann. org/en/system/files/files/fellowship-program-mentoring-guidelines-15oct18-en.pdf).	MEAC-SWG, ALAC	Alumni
84	(F) On-Site Expectations	Provide more exposure to issues affecting contracted parties	Resolved	In the new program approach, SOs and ACs will be tasked with nominating a mentor, and mentors will take into account relevant issues and concerns when suggesting sessions to fellows. This has been reflected in the mentoring guidelines (https://www.icann. org/en/system/files/files/fellowship-program-mentoring-guidelines-15oct18-en.pdf).	RySG	
85	(F) On-Site Expectations	Focus on integrating fellows into the community during the ICANN Meeting and engaging them with ICANN processes (even in their first meeting)	Resolved	In the new program approach, SOs and ACs will be tasked with nominating a mentor, and mentors will take into account relevant issues and concerns when suggesting sessions to fellows. This has been reflected in the updated mentoring guidelines (https://www.icann. org/en/system/files/files/fellowship-program-mentoring-guidelines-15oct18-en.pdf).	NCSG	
86	(F) On-Site Expectations	Publish a list of mandatory sessions for fellows, including invited speakers	Active	PRS will no longer host daily sessions. Instead, PRS will only host Newcomers Day as a means of exposure to community leadership; all other sessions will be break-out sessions with experts in the field for capacity development. The Fellowship Program on-site agenda will be published on icann.org.	NCSG	
87	(F) On-Site Expectations	Task fellows with with providing brief daily session recaps, sharing key takeaways with other fellows.	Resolved	PRS empowers mentors to assign these types of tasks to their fellows. This has been reflected in the mentoring guidelines (https://www.icann. org/en/system/files/files/fellowship-program-mentoring-guidelines-15oct18-en.pdf).	RrSG	
88	(F) On-Site Expectations	Have staff provide background information about the meetings or have a coloring scheme that separates administrative internal meetings from substantive interesting ones	Active	ICANN staff will work with fellows to provide necessary information about meetings and highlight relevant sessions, categorized by theme.	ALAC, NCSG	
89	(F) On-Site Expectations	Alert session leaders to fellows' presence in the room to ensure proper support and encouragement is provided	Resolved	Fellows will be encouraged to self-identify and ask for assistance. This has been reflected in the mentoring guidelines (https://www.icann. org/en/system/files/files/fellowship-program-mentoring-guidelines-15oct18-en.pdf).	RrSG	
90	(F) On-Site Expectations	Alter misplaced focus on public forums	Resolved	This has been reflected in the mentoring guidelines (https://www.icann. org/en/system/files/files/fellowship-program-mentoring-guidelines-15oct18-en.pdf).	RrSG	
91	(F) On-Site Expectations	Avoid overlap between GNSO Working Session and Newcomer sessions	Active	ICANN staff will try to work within parameters of schedule to avoid conflict.	GNSO Council	
92	(F) On-Site Expectations	Have fellows work as a group to create a public comment during the week	Resolved	This has been reflected in the updated mentoring guidelines (https://www. icann.org/en/system/files/files/fellowship-program-mentoring-guidelines-15oct18-en.pdf); it could be done as a pre-meeting exercise.	MEAC-SWG	

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93	(F) On-Site Expectations	Have short coaching sessions with fellows interested in our constituency. If it is the case, we will need to identify volunteer members to assume coach or mentoring responsibilities. (ISPCP)	Resolved	This has been reflected in the mentoring guidelines (https://www.icann.org/en/system/files/files/fellowship-program-mentoring-guidelines-15oct18-en.pdf).	ISPCP	
94	(F) On-Site Expectations	Consider ways to have increased involvement with SOs/ACs at meeting; for example, by allocating roles for fellows such as serving as a rapporteur or preparing a summary of a meeting or inviting fellows to attend a group-specific session for fellows	Resolved	This has been reflected in the mentoring guidelines (https://www.icann.org/en/system/files/files/fellowship-program-mentoring-guidelines-15oct18-en.pdf).	ALAC, NPOC, RySG	GAC USR individuals
95	(F) On-Site Expectations	Monitor session attendance by fellows and post a list of mandatory sessions for fellows	Resolved	Fellowship Program on-site agenda (including mandatory sessions) will be published on icann.org. Monitoring of session attendance has been reflected in the mentoring guidelines (https://www.icann.org/en/system/files/files/fellowship-program-mentoring-guidelines-15oct18-en.pdf).		Individual public comments about travel
96	(F) On-Site Expectations	Offer a policy writing course for fellows during the meeting and increase focus on how to engage in PDP	Active	An ICANN Learn course on policy writing is being developed.	MEAC-SWG	
97	(F) On-Site Expectations	Ensure that the fellows become more visible during ICANN meetings and make more significant contributions.	Resolved	This has been reflected in the mentoring guidelines (https://www.icann.org/en/system/files/files/fellowship-program-mentoring-guidelines-15oct18-en.pdf).	RySG	
98	(F) On-Site Expectations	Focus less on social aspects (so that fellows are seen as active contributors)	Resolved	This has been reflected in the mentoring guidelines (https://www.icann.org/en/system/files/files/fellowship-program-mentoring-guidelines-15oct18-en.pdf). Program staff will ensure this information is communicated to fellows.	MEAC-SWG	
99	(G) Post-Meeting Expectations	Consider that multiple Fellowship Program alumni highlighted the difficulties in engaging meaningfully after only one meeting	Active	PRS will take this into consideration.		Alumni
100	(G) Post-Meeting Expectations	Ask fellows to work with their mentor to identify at least one working group as a starting point for fellow possible contribution	Resolved	This has been reflected in the mentoring guidelines (https://www.icann.org/en/system/files/files/fellowship-program-mentoring-guidelines-15oct18-en.pdf).	MEAC-SWG	
101	(G) Post-Meeting Expectations	Ask fellows to explore a topic within ICANN's mission from their local perspective	Resolved	This has been reflected in the mentoring guidelines (https://www.icann.org/en/system/files/files/fellowship-program-mentoring-guidelines-15oct18-en.pdf).	RySG	
102	(G) Post-Meeting Expectations	Ask interested fellows to join the relevant RALO after the meeting	Resolved	This has been reflected in the mentoring guidelines (https://www.icann.org/en/system/files/files/fellowship-program-mentoring-guidelines-15oct18-en.pdf).	ALAC	At-Large individual
103	(G) Post-Meeting Expectations	Publish information on the fellows' reports, follow-up, and feedback and clarify if reports can be published	Resolved	Starting with ICANN63, PRS will pilot a post-meeting report that will outline fellows' activities and observations. See mentoring guidelines (https://www.icann.org/en/system/files/files/fellowship-program-mentoring-guidelines-15oct18-en.pdf)	RySG	
104	(G) Post-Meeting Expectations	Clarify how fellows are evaluated and how this assessment influences their chances to be selected for subsequent fellowships	Active	Reporting and evaluating processes are currently being developed by PRS. Fellows will be evaluated by mentors and this information will be relayed by PRS to the Selection Committee.	RySG	
105	(G) Post-Meeting Expectations	Ensure regular check-in processes are in place	Resolved	This has been reflected in the mentoring guidelines (https://www.icann.org/en/system/files/files/fellowship-program-mentoring-guidelines-15oct18-en.pdf). Fellows will be connected with ICANN's GSE regional staff and encourage to continue relationships with mentors and other community members.	RySG, MEAC-SWG	
106	(G) Post-Meeting Expectations	Offer post-meeting webinars on ways to stay engaged / how to participate remotely between meetings	Active	PRS is working on plans for post-meeting education (webinars, ICANN Learn, etc.).	NPM	Alumni
107	(G) Post-Meeting Expectations	Ensure follow-up promotes effective participation at ICANN, particularly in policy development	Active	PRS is working on plans for post-meeting education (webinars, ICANN Learn, etc.). Fellows will also be connected with GSE regional staff and encouraged to continue relationships with mentors and other community members.	ISPCP, NCUC	Individual public comments about travel

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108	(G) Post-Meeting Expectations	Encourage interaction between fellows and coaches after the meeting to encourage the fellows to be more involved, and reflecting on their experiences by writing blog posts in their native language(s) or sharing their experience in some other way.	Resolved	This has been reflected in the mentoring guidelines (https://www.icann. org/en/system/files/files/fellowship-program-mentoring-guidelines-15oct18-en.pdf).	MEAC-SWG	
109	(G) Post-Meeting Expectations	Consider that while there are some cases of successful contributions of the fellows in the ICANN community, there are no tools to identify these fellows and support and encourage the active contributors	Active	Post-meeting evaluation frameworks are under discussion.	NCSG (Community Travel Consultation)	
110	(G) Post-Meeting Expectations	Recognize contribution of fellows when they return to their developing country; further consider ways to keep fellows engaged after the fellowship	Active	Post-meeting evaluation frameworks are under discussion		GAC USR individual
111	(H) Metrics	Provide justification for selection choices -" the 'evaluators' of the applications need to provide justification statements for why they select the fellows and NextGen. These can be general, initially: XX number of received applications; X number from [category]; Y number selected as a review of geo attendance, by Stakeholder category indicate that [Z] region has not been fully represented. Such information needs to be published by ICANN."	Active	Metrics on selected applicants will be published on a regular basis.	BC (Community Travel Consultation)	
112	(H) Metrics	Create a follow-up matrix to measure the activities and participation of fellows on a medium to long term basis.	Active	Salesforce will be used as the tool to collect and present relevant data on engagement	NCSG	
113	(H) Metrics	Publish application metrics regarding gender and other diversity factors	Resolved	Metrics on selected applicants will be published on a regular basis.	BC	
114	(H) Metrics	Implement clear objectives and verifiable metrics for first-time and returning fellows and to monitor effectiveness of program; ICANN organization to track and reassess metrics periodically.	Active	Metrics on selected applicants will be published on a regular basis.	ALAC, GNSO Council, ISPCP, NCUC, NCSG, RySG, RrSG, BC	
115	(H) Metrics	Further analyze the full database of alumni, to get more insight in the success of the program in terms of effective engagement of Fellows in ICANN, and better understand the reasons and profile of those no longer involved.	Resolved	A ten-year Fellowship alumni survey was carried out in 2017 (https://www. icann.org/en/system/files/files/icann-fellowship-program-10-year-survey-dprd-28jun17-en.pdf); similar surveys will take place in future.	RySG	
116	(H) Metrics	As there is no definition of being 'active' in this regard yet, establish a set of metrics that will help to objectively monitor participation and serve as evidence thereof; ACs and SOs can be tasked with developing their own metrics that correspond to the general idea of active participation and tracked deliverables.	Active	PRS will work closely with all SOs/ACs in order to understand what 'active' means in their context.	GNSO Council	
117	(H) Metrics	Produce a study of who (and with how many trips) actually becomes active in ICANN.	Active	Processes to collect engagement metrics are being developed and will feed into broader efforts to measure the program's return on investment.	ALAC	
118	(H) Metrics	Track those fellows who are engaged in ICANN communities as well as those who did not return in order to evaluate causes and improvements needed	Active	Post-meeting evaluation frameworks are under discussion. Fellows who seek repeat fellowships will provide verifiable metrics.	ISPCP	
119	(H) Metrics	Assess success along the following indicators: Leadership positions (less important); meaningful participation in policymaking and within their region/ country preferably in the ICANN or DNS-related environment but also in other Internet Governance spaces	Active	The evaluation framework will take regional engagement and policy participation into account.	NCUC	Individual public comments about travel

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120	(H) Metrics	Conduct study of effectiveness of the Fellowship Program with a control group (people who come into ICANN directly, not through the Fellowship route); areas to assess: retention between the two groups; diversity, especially from developing countries and women	Under Review	Post-meeting evaluation frameworks are under discussion.	ALAC	Individual public comments about travel
121	(H) Metrics	Provide more data on how the program has evolved and how it is currently performing	Active	Future program processes will provide more metrics.		Individual public comments about travel
122	(I) Messaging	Host a presentation either via teleconference or at an ICANN meeting in order to get feedback from the different SO/ACs and for them to suggest content matching their roles and activities.	Under Review	This recommendation is under review.	ALAC	
123	(I) Messaging	Provide information on what has been done by ICANN to revive interest of people who have stopped contributing.	Under Review	This recommendation is under review.		Individual public comments about travel
124	(I) Messaging	Provide clearer information on the distinction between Fellowship and NextGen Programs (ensure NextGen isn't perceived as a feeder for the Fellowship Program)	Active	This will be addressed in future program materials.	NPOC, RySG, GNSO Council	GAC USR individuals, individual public comments about travel, individual staff comments
125	(I) Messaging	Alter the widely held perception that the Fellowship and other similar programs are just Travel Support Programs with no real benefit	Resolved	This recommendation has been reflected in new program materials. See program website (website (https://www.icann.org/fellowshipprogram).	RySG	
126	(I) Messaging	Limit program goals to building capacity for engagement in domain name policy at ICANN.	Resolved	This recommendation has been reflected in new program materials. See program website (https://www.icann.org/fellowshipprogram).	NCUC, NCSG	
127	(I) Messaging	Emphasize the importance of regional engagement as well as policy development work	Active	PRS will ensure program messaging emphasizes the importance of regional engagement as well as policy development work; staff will put alumni in touch with regional GSE representatives to assist in creating future regional plans.	BC, ALAC, MEAC-SWG	
128	(I) Messaging	Emphasize that metrics on engagement will be gathered from those fellows who seek to apply for subsequent fellowships	Resolved	Program materials emphasize that metrics on engagement will be gathered from those fellows who seek to apply for subsequent fellowships; fellows will, of course, be given the option to opt out of future involvement and will not be coerced to participate for the sake of program metrics. See program website (https://www.icann.org/fellowshipprogram).	NCSG, RBL	
129	(J) Messaging	Emphasize onboarding into ICANN rather than attending all meetings	Active	PRS is currently updating program materials and will work to ensure that these recommendations are reflected.	BC	
130	(J) Messaging	Highlight the importance of creating informed participants (rather than leaders), with an identified purpose for engaging in ICANN and expectations to become a contributing participant; focus on bringing more active participants into the work of the various PDPs and other policy development processes; highlight the focus on integration into the community; affirm the importance of long-term participation	Resolved	These recommendations have been reflected in new program materials. See program website (website (https://www.icann.org/fellowshipprogram).	BC, NCUC, RrSG, NCSG, RySG	
131	(J) Messaging	Clearly identify the program objective	Resolved	This recommendation has been reflected in new program materials. See program website (website (https://www.icann.org/fellowshipprogram).	NCSG	Individual public comment
132	(J) Messaging	Announce the number of targets of types of fellows (1st-time, returning, mentors)	Active	PRS is currently updating program materials and will work to ensure that these recommendations are reflected.	MEAC-SWG	
133	(J) Messaging	Emphasize that Policy Forums are for alumni only	Resolved	This recommendation has been reflected in new program materials. See program website (https://www.icann.org/fellowshipprogram).	RySG	

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134	(J) Messaging	Explain that alternate fellows are chosen in case of visa issues	Active	PRS is currently updating program materials and will work to ensure that these recommendations are reflected.		Alumni
135	(J) Messaging	Alter language regarding check-in processes	Active	PRS is currently updating program materials and will work to ensure that these recommendations are reflected.	RySG	
136	(J) Messaging	Provide more information on results and outcome of program and on how returning fellows are selected.	Active	PRS is currently updating program materials and will work to ensure that these recommendations are reflected.	NCSG, GNSO Council, MEAC-SWG, NCUC	Individual public comments about travel
137	(J) Messaging	Provide a clear road-map for fellows	Active	PRS is currently updating program materials and will work to ensure that these recommendations are reflected.	MEAC-SWG	
138	(J) Other	Update budget line items: Program budget should include more than travel	Under Review	This recommendation is under review.	NCUC, NCSG	
139	(J) Other	Ensure the number of fellows must be always the maximum possible considering the budget for this particular year.	Closed	Budgetary decisions are not a part of the Fellowship Program review process.	ISPCP	
140	(J) Other	Reconsider expenditure on the Fellowship and other programs to reflect this ROI and assess that on an ongoing basis.	Closed	Budgetary decisions are not a part of the Fellowship Program review process.	GNSO Council	
141	(J) Other	Reduce numbers of fellowships	Closed	Budgetary decisions are not a part of the Fellowship Program review process.	RrSG	
142	(J) Other	Increase number of fellowships	Closed	Budgetary decisions are not a part of the Fellowship Program review process.	BC	Alumni
143	(J) Other	Focus on policy development upskilling similar to that of the ICANN Leadership Academy. The current program has become too complex and confusing for new community members and too broad and repetitive for those already participating in ICANN.	Resolved	This recommendation has been reflected in new program materials. See program website (website (https://www.icann.org/fellowshipprogram).	ALAC	
144	(J) Other	Share travel reports for fellows with their affiliation group.	Closed	This is not within scope of this review.	NCSG (Community Travel Consultation)	
145	(J) Other	Consider using educational materials that ICANN develops to aid fellows and other newcomers in understanding the ICANN ecosystem with a broader use, and this does necessarily not require travel support.	Active	PRS will make some ICANN Learn materials developed for fellows open to others as well.	NCUC, NCSG	
146	(J) Other	Coordinate with NomCom so that rejected NomCom applicants are encouraged to apply	Active	PRS will liaise with relevant NomCom staff on sharing fellowship opportunities with relevant NomCom applicants.	RrSG	
147	(J) Other	Publish rank of all consenting applicants	Closed	For reasons relating to privacy and data protection, suggestion is not currently feasible.	MEAC-SWG	
148	(J) Other	Implement a set amount of time between returning fellowships	Closed	This could undermine momentum in engaging fellows, therefore will not be implemented.	ALAC, RrSG	
149	(J) Other	Allocate funding for Global Indigenous Fellowship Program (GIAP) alumni to speak to the benefits of the Fellowship Program	Closed	Fellowship Program funding is not available for this purpose, but PRS encourages NPM to alert ALAC to events where they feel the Fellowship Program should be promoted, as PRS will shortly be soliciting advice on diversity targets and events from SOs/ACs.	NPM	
150	(J) Other	Update, promote, and enhance ICANN Learn materials	Closed	PRS reviews ICANN Learn regularly and welcomes any further suggestions directly to icannlearn@icann.org.	NCSG	Alumni
151	(J) Other	Consider alternative approaches to the current Fellowships, such as providing a mix of full and partial coverage of travel costs, or a remote Fellowship program.	Closed	Remote Fellowships are not currently within the scope of this program, but PRS is considering offering training on remote participation.	RySG	

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152	(J) Other	Have a more fulsome conversation with the whole community regarding the skills, attributes, and time commitments we expect from new volunteers, and which indeed have proven to be necessary for success at ICANN, which is growing in complexity as an organization.	Resolved	As a first step, ICANN org has solicited feedback from SOs/ACs on diversity aspects of fellows, including skills (https://www.icann. org/news/announcement-2018-08-13-en). ICANN org stands ready to contribute to the broader community discussion on skills, attributes and time commitments expected of new volunteers.	GNSO Council	

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Initials	Name
ALAC	At-Large Advisory Committee
Alumni	Fellowship Program Alumni
BC	Business Constituency
GAC USR	Governmental Advisory Committee Under-served Regions Working Group
GNSO Coulcil	Generic Names Supporting Organization Council
ISOC	Internet Society
ISPCP	Internet Service Providers and Connectivity Providers Constituency
MEAC-SWG	Middle East and Adjoining Countries Strategy Working Group
NARALO	North America Regional At-Large Organization
NCSG	Non-Commercial Stakeholder Group
NCUC	Non-Commercial Users Constituency
NPM	Native Public Media
NPOC	Not-for-Profit Operational Concerns Constituency
RrSG	Registrar Stakeholder Group
RySG	Registries Stakeholder Group