

ICANN | FELLOWS

Feedback from ccNSO

Input on Targets:

Please provide your suggested two-year targets for the Fellowship Program, along the following categories of diversity (as developed by the Workstream 2 [Diversity Subgroup](#)):

Category of Diversity	Suggested Targets for Fellowship Program
Region	Any
Language	Any
Gender	Any
Age	Over 18
Disability	No preference
Skills	Able to communicate in English
Stakeholder Group or Constituency	ccNSO, ccTLD community, including ccNSO managers that are not a member of the ccNSO
Other Diversity Category	No preference

In addition, please suggest any specific local, regional, or global events where promoting the Fellowship Program would help identify strong candidates.

Event Name	Event Location	Does an ICANN Organization member typically attend this event? [Yes/No/Unknown]
RIR's workshops and meetings (LACNIC, ARIN, AFRINIC, APNIC and RIPE NCC meetings and workshops)	Worldwide	Yes
Internet Society Meetings	Worldwide	Yes
IGF (Global, Local and Regional meetings)	Worldwide	Yes

Thank you for your input. Please submit this form to siranush.vardanyan@icann.org by 15 May 2023.

ICANN | FELLOWS

This form submission represents a collection of recommendations collected from GAC Member representatives and participants who have recent or ongoing experience associated with the ICANN Fellowship Program. The form responses do not represent the official input of the entire GAC but do include ideas and suggestion from GAC representatives and subject matter experts with great familiarity for the program, a desire to see it continue to be managed effectively, and interest that it continues to realize its full potential into the future.

Submitted by GAC Support staff on 15 May 2023

Input on Targets:

Please provide your suggested two-year targets for the Fellowship Program, along the following categories of diversity (as developed by the Workstream 2 [Diversity Subgroup](#)):

Category of Diversity	Suggested Targets for Fellowship Program
Region	<p>ICANN can actively seek out applicants from underrepresented regions, particularly from Africa, Latin America, and Asia-Pacific regions, and provide targeted outreach to ensure they are aware of the program. Some outreach program platforms could be the IGF in different countries or regional IGFs. AFRINIC could also be viewed as a platform for further promotion to candidates from that region.</p> <p>Although not an official ICANN region, the Middle East region (MEA) is a particularly good candidate for further outreach. Based on ICANN geographic regions, many Arab countries in the MEA are part of Asia/Pacific/Australia and, accordingly, could be underserved and underrepresented.</p>
Language	<p>ICANN can prioritize applicants who are fluent in languages other than English, which is the dominant language of ICANN meetings and documents. More extensive interpretation and translation services can also be used to support participation in the program.</p> <p>Use of the Arabic language in communication about the Fellowship Program could enhance broader engagement with ICANN and fellowship candidates from the MEA.</p>
Gender	<p>ICANN can actively seek out and encourage female applicants to participate in the Fellowship Program through targeted outreach, mentorship opportunities, and providing safe and inclusive spaces for women. Many women believe you have to be in the technical</p>

ICANN | FELLOWS

	field to be a fellow of ICANN.
Age	ICANN can seek out younger applicants who are just starting out in their careers, as well as mid-career professionals who may have unique perspectives and experiences to share.
Disability	<p>ICANN can ensure that the Fellowship Program is accessible to individuals with disabilities by providing support such as full sponsorship/fellowship to meetings, engagement of sign language interpreters for every meetings, provision of wheelchair ramps and accessible digital platforms.</p> <p>Furthermore, a greater degree of participation of persons with disabilities can be achieved if the fellowship for a person with a disability includes expenses for two people - including, if necessary, not only the person with the disability but also his/her assistant). (e.g., consider the case of an application from a blind software developer).</p> <p>It should also be checked whether the fellowship application procedure is in a form that is accessible for people with disabilities (i.e., web accessibility is implemented).</p>
Skills	ICANN can encourage applicants with diverse skills and backgrounds, such as lawyers, engineers, entrepreneurs, and activists, to participate in the Fellowship Program to ensure a diverse range of perspectives and experiences.
Stakeholder Group or Constituency	ICANN can ensure that the Fellowship Program represents a diverse range of stakeholders, including civil society, academia, technical community, business, and government, among others.
Other Diversity Category	ICANN can also consider other diversity categories, such as socio-economic background, cultural and religious diversity, and sexual orientation, to ensure a more inclusive and diverse group of fellows.

In addition, please suggest any specific local, regional, or global events where promoting the Fellowship Program would help identify strong candidates.

Event Name	Event Location	Does an ICANN Organization member typically attend this
------------	----------------	---

ICANN | FELLOWS

		event? [Yes/No/Unknown]
Outreach and promotion to MEA candidates can be done during the Arab IGF, MENOG, ISOC MEA, MEAC SIG and other local IGF initiatives and SIGs.		

Thank you for your input. Please submit this form to siranush.vardanyan@icann.org by 15 May 2023.

ICANN | FELLOWS

Input on Targets:

Please provide your suggested two-year targets for the Fellowship Program, along the following categories of diversity (as developed by the Workstream 2 [Diversity Subgroup](#)):

Category of Diversity	Suggested Targets for Fellowship Program
Region	
Language	
Gender	
Age	
Disability	
Skills	<i>RrSG: This should be narrowed to studies/training.</i>
Stakeholder Group or Constituency	<i>RrSG: Employer's industry.</i>
Other Diversity Category	<i>RrSG: Parties that will continue active participation at ICANN after Fellowship participation.</i>

In addition, please suggest any specific local, regional, or global events where promoting the Fellowship Program would help identify strong candidates.

Event Name	Event Location	Does an ICANN Organization member typically attend this event? [Yes/No/Unknown]
<i>RrSG: N/A</i>		

Thank you for your input. Please submit this form to siranush.vardanyan@icann.org by 15 May 2023.

The RrSG is grateful for the opportunity to comment on the Fellowship program and supports the program generally. It is concerning, however, that the focus of this feedback does not take into account the success of the Fellowship program. It looks forward to metrics from ICANN Org relating to the numbers of Fellows that have gone on to take active participation in the

ICANN | FELLOWS

multistakeholder process at and through ICANN. If candidates have not continued on to benefit the ICANN Community, they may have been selected from the wrong pool of candidates, e.g. candidates who will continue to participate in the ICANN Community after their participation as Fellows (excluding the participants that were already working for a contracted party or other then-current community member when they benefited from the fellowship).

ICANN should implement certain KPIs to this program so that its costs and benefits can be more transparent. With this information, adjustments could be made to the outreach actions and targets.



19 May 2023

Subject: SSAC2023-09: SSAC Feedback on ICANN Fellowship Program Promotion

To: Siranush Vardanyan, Fellowship Program Manager, ICANN

The SSAC received a request from ICANN org for feedback on any global events where promoting the Fellowship Program would help identify strong candidates. The SSAC has compiled the attached list of relevant events to promote the Fellowship Program to a wide variety of security experts.

We appreciate the opportunity to provide this feedback and the opportunities that ICANN provides to the fellows to attend ICANN meetings and get involved with the community. The SSAC encourages the continued outreach to technical experts around the world to expose them to the opportunities within the ICANN community.

Rod Rasmussen
Chair, ICANN Security and Stability Advisory Committee

Relevant Events for Promoting the Fellowship Program

Event Name	Event Location	Does ICANN org typically attend this event?
Apricot (https://apricot.net/)	Varies - APAC	Likely
AP NIC Conference (https://www.apnic.net/events/conferences/)	Varies - APAC	Likely
LACNIC Conference (https://www.lacnic.net/1950/2/lacnic/our-meetings)	Varies - LACNIC Region	Likely
FIRST Technical Colloquia (https://www.first.org/events/colloquia/)	Varies - Worldwide	Unknown
Team Cymru RISE Events (https://www.team-cymru.com/events)	Varies - Worldwide	Yes to Underground Economy Conference
AFRINIC Meetings (https://meeting.afrinic.net/)	Varies - Africa	Likely
Asia-Pacific TLD Association (APTLD https://aptld.org/)	Varies - APAC	Yes
RIPE meetings (https://ripe.net)	Varies - Europe	Likely
Middle East Network Operators Gre East Network Operators Group (https://www.menog.org)	Middle East	Likely
The Messaging, Malware and Mobile Anti-Abuse Working Group (M3AAWG) (https://www.m3aawg.org/upcoming-meetings)	Varies 2x/year, plus annual February meeting in San Francisco, CA	Yes
Anti-Phishing Working Group (https://apwg.org/events/)	Varies	Unknown
DNS-OARC (https://www.dns-oarc.net/)	Varies; #41 in Asia	Likely
BCIX Roundtable (https://www.bcix.de/bcix/)	Berlin	Irregularly

ICANN | FELLOWS

From: Denise Avivit de Alcantara Hochbaum, NextGen@ICANN Program mentor

Input on Targets:

Please provide your suggested two-year targets for the Fellowship Program, along the following categories of diversity (as developed by the Workstream 2 [Diversity Subgroup](#)):

Category of Diversity	Suggested Targets for Fellowship Program
Region	All regions must be encouraged for participate
Language	<p>UA is a reality in our community, so I stress the importance to give opportunity for all languages: dialects and native idioms, continuing using their cultural identity for expressing their thoughts, communicating into their peers, and have access to the global Internet world.</p> <p>In this specific case, FELLOWS need have an English intermediary skill in order to take advantage of all sessions offered for then.</p>
Gender	No comments, all genders are included and welcome
Age	<p>Everybody now that people that was born at the “Blooming Babies” generation or before, seldom use the computer due several excuses related with the computer skills. So, I believe that developing a system education might bring an important benefit to this group of the population.</p> <p>The elderly fellows should be admitted and encourage to develop special activities that fits with their interest and capability.</p> <p>For young kids, it is a big problem in fact. The tremendous number of the bullying in internet occur everyday in entire world. In what way we protect the kids and teens? It is a crucial issue that Internet Industry must be aware. A sub-commission must be created, and serious regulation must be enforced. It isn't case for police departments but for governmental institutions and ICANN can contribute for it!</p>
Disability	Sadly, just very recently (around 20 years) the disability people have more respectful and consideration. To be inclusive, there are the most fragile minority that the world would take care. They can have the same intellectual contribution if was

ICANN | FELLOWS

	<p>offered to them an adapted system that allows, they to work or play at the Internet, such as everyone does. In case of the bring to “FELLOW PROGRAM disability people, it is a task that must be very well discussed to give chance for this people few integrated and encouraged to participate.</p>
Skills	<p>All skills are fundamental. Education and capability to work in several different environments is crucial nowadays for being part of community. Of course, if the fellows are very well skilled it will enrich the team, however, in several regions, there are economic limitation and of course, limited skill, comparatively with wealth regions. So, it is an issue that have to be very well discussed for a very impartial selection.</p>
Stakeholder Group or Constituency	<p>Disability group at ICANN is a great initiative that I would like to participate in this group.</p>
Other Diversity Category	

In addition, please suggest any specific local, regional, or global events where promoting the Fellowship Program would help identify strong candidates.

Event Name	Event Location	Does an ICANN Organization member typically attend this event? [Yes/No/Unknown]

ICANN | FELLOWS

From: Glenn McKnight on behalf of NARALO, At-Large

Input on Targets:

Please provide your suggested two-year targets for the Fellowship Program, along the following categories of diversity (as developed by the Workstream 2 [Diversity Subgroup](#)):

Category of Diversity	Suggested Targets for Fellowship Program
Region	North America
Language	French
Gender	Women
Age	Post-Secondary
Disability	Visible and non-visible
Skills	Appropriate career focus and academic track commitment
Stakeholder Group or Constituency	AT-Large
Other Diversity Category	Afro Americans of any gender,

In addition, please suggest any specific local, regional, or global events where promoting the Fellowship Program would help identify strong candidates.

Event Name	Event Location	Does an ICANN Organization member typically attend this event? [Yes/No/Unknown]
NTEN	Rotates, Portland, Oregon	Yes
ARIN and NANOG	Rotates, Tampa Bay	Yes
African American Conference on Disabilities	Phoenix	Unknown
Women Lead Festival	Various	Unknown
Women and Marketing Strategy In order to achieve a goal of gender parity we need to adopt proactive outreach campaigns to Women in Technology rather than the simple internal ICANN website announcements of the fellowship program. It means putting more effort in the promotion to achieve better results. Organizations <ul style="list-style-type: none">• Women in Engineering WIE,	Various	

<p>IEEE chapters have societies around the world that focus on young women to take advantage of technology opportunities.</p> <ul style="list-style-type: none"> ● Women On Boards- Group providing encouragement for women to become connected on boards. ● STEM Education initiatives via schools, nonprofits and charities ● Organizations <ul style="list-style-type: none"> ○ Girls in Tech, Black Girls do Code, Women in Technology Initiative, Ada Initiative, Women who Code, National Center for Women & Information Technology, Association for Women in Science, https://www.cio.com/article/215709/16-organizations-for-women-in-tech.html NOW-Network of Women in ICT, including ITU initiatives with women and girls in ICT. ● Promotion <ul style="list-style-type: none"> ○ Articles with Circle-ID, and other publications ○ Cross promotion with RIRs ie ARIN in North America ○ Promotion with NTEN, NDIA, IGF Dynamic Coalitions, ISOC Chapters, Association for Progressive Communications, Team Community. 		
--	--	--