ICANN Nominating Committee 2023 Report

09 OCTOBER 2023

A Message From 2023 NomCom Chair Vanda Scartezini

On behalf of the 2023 Nominating Committee (NomCom), we are thankful for the numerous applications we received. The highest number of applications came from ICANN's Africa region, with the second highest number coming from the Asia, Australia, and Pacific Islands region. Although the NomCom can only appoint the candidates for a small number of available positions, 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 2023 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 2023

Summary

The ICANN 2023 Nominating Committee (NomCom) was convened at the conclusion of the ICANN75 Annual General Meeting. The NomCom was tasked to fill the following positions by the ICANN78 Annual General Meeting in October 2023:

- Two members of the ICANN Board of Directors
- One member of the Public Technical Identifiers (PTI) Board of Directors
- Three regional representatives to the At-Large Advisory Committee (ALAC) – one each representing Africa; Asia, Australia, and the Pacific Islands; and Latin America and the 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 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 ICANN76. In parallel, three 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 30 March 2023, the NomCom had received a total of 155 completed applications, which were distributed as follows:

- 27 percent of applicants were female, 59 percent were male, and 14 percent did not disclose.
- 39 percent of applicants were from Africa.
- 25 percent of applicants were from Asia, Australia, or the Pacific Islands.
- 9 percent of applicants were from Europe.
- 15 percent of applicants were from Latin America or the Caribbean.
- 12 percent of applicants were from North America.

In April 2023, the NomCom held four 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 2023. After the second assessment, the committee requested video or written responses via the online NomCom application review portal 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 ICANN77. 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 31 July 2023, the NomCom announced the following selections:

For the ICANN Board of Directors:

Catherine Adeya
Africa

Sarah Deutsch
North America

For the PTI Board of Directors:

Anupam Agrawal
Asia, Australia, and the Pacific Islands

For the ALAC:

Bukola Oronti
Africa

Justine Chew
Asia, Australia, and the Pacific Islands

Claire Craig
Latin America and the Caribbean

For the ccNSO Council:

Wafa Dahmani
Africa

For the GNSO Council:

Paul McGrady
North America

Desiree Zeljka Miloshevic Evans
Europe

Key Milestones – NomCom 2023

Phase 1: Planning – September 2022 to January 2023

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

Phase 2: Recruitment and Community Outreach – December 2022 to March 2023

The outreach goals for the NomCom were to increase awareness of the open leadership positions and encourage qualified candidates to apply. The NomCom engaged the resources of the ICANN org Communications and Global Stakeholder Engagement teams to develop an efficient and robust outreach campaign. The NomCom enlisted 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 were also engaged to assist in the recruiting process. Additionally, ICANN org Communications performed a social media paid campaign and other engagement efforts.

Phase 3: Assessment – March to May 2023

NomCom delegates reviewed all applicants via the secure NomCom review portal. After the first series of assessments, the NomCom unanimously selected a short list of candidates for the next round of discussions. Deep-dive teams were formed to do phone or video interviews with candidates. After the second series of assessments, NomCom staff scheduled in-depth interviews with the short-listed candidates for the ICANN Board positions. For Supporting Organization and Advisory Committee positions, the committee reviewed submitted video or written responses to a set of specific questions via the NomCom review portal.

Phase 4: Selection – June 2023

The NomCom delegates met face-to face for the final deliberation process. Delegates voted and confirmed the final slate of candidates and alternates. Selected candidates were contacted to confirm interest and inform on next steps. After the final selections have been confirmed, the ICANN org, Board, and Empowered Community were notified. NomCom Support notified candidates who were not selected and provided the option to apply next year. The NomCom selections were then publicly announced.

Phase 5: Reporting – August to October 2023

The NomCom Chair prepared 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 facilitated the NomCom leadership team and NomCom delegate peer reviews to assess performance. Results were posted on the NomCom webpage. The Recommendations Subcommittee is preparing the proposed process improvement recommendations for the upcoming NomCom.

NomCom 2023 Meeting and Training Summary

TOTAL NUMBER OF NOMCOM SESSIONS: 17

Onboarding/Kickoff Sessions	3
Presentation From Recruitment Firms	3
First Assessment Sessions	4
Second Assessment Sessions	2
Final Selection Meetings Sessions	5

TOTAL NUMBER OF SUBCOMMITTEE SESSIONS: 18

TOTAL NUMBER OF DEEP-DIVE INTERVIEWS WITH CANDIDATES: 37

TOTAL NUMBER OF VIDEO OR WRITTEN RESPONSES –

FINAL ALAC, CCNSO, AND GNSO CANDIDATES: 14

TOTAL NUMBER OF INTERVIEWS – FINAL ICANN BOARD & PTI BOARD CANDIDATES: 8

TOTAL NUMBER OF TRAINING SESSIONS: 4

The training sessions described below were completed by the 2023 NomCom Delegates 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.