ICANN75 | AGM – 2022 NomCom Public Meeting
Monday, September 19, 2022 – 15:00 to 16:00 KUL

YVETTE DACUYCUY: This session will now begin. Please start the recording. Hello, and welcome to the 2022 ICANN Nominating Committee Update. My name is Yvette Dacuycuy and I am the remote participation manager for this session. Please note that this session is being recorded and is governed by the ICANN Expected Standards of Behavior.

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For the benefit of other participants, please state your name for the record and speak at a reasonable pace. You may access all available features for this session in the Zoom toolbar.

With that, I will hand the floor over to the 2022 NomCom chair, Mr. Michael Graham.

MICHAEL GRAHAM: Thank you, Yvette. On behalf of the 2022 NomCom, we're thankful for the numerous applications we received. The highest number of applicants came from ICANN's Asia, Australia, and Pacific Islands regions, with the second highest number coming from the European region. Although the NomCom cannot appoint everyone who applied, for those of you who may have applied and are either here or online, we encourage all the applicants—and we do so during the process—to continue participating in ICANN as their involvement in ICANN is critical.

I would also like to thank all the delegates of the 2022 NomCom who worked diligently to evaluate all the applications and participants in numerous virtual and hybrid meetings leading up to the final selection process. We would like to congratulate all of the selected applicants and candidates. We have the utmost confidence in their ability to help lead ICANN forward, and we're thrilled that they will be taking on or continuing with their leadership positions.

I'd particularly like to take a moment to thank Damon Ashcraft and Ole Jacobsen, who served on the leadership of the 2022 NomCom, and welcome Vanda Scartezini and Amir—I'm going to get it wrong, Amir—Qayyum, who are leading the 2023 NomCom. I would also like to add congratulations to NomCom appointees

to the ICANN Board, Tripti Sinha and Danko Jevtović, who are taking leadership positions in ICANN's Board, following the tradition set by Maarten Botterman, and before that, Cherine Chalaby. I think that speaks highly of the work that the NomComs of the past years have done in selecting the process going forward.

So, getting to know the NomCom for those of you who aren't familiar with it, the NomCom or Nominating Committee is an independent committee tasked with selecting key ICANN leadership positions. The NomCom delegates—and this shows the committee structure of the NomCom, which you can also find on our blog in our page on the icann.org site. The delegates act on behalf of the interests of the global Internet community and within the scope of the ICANN mission and responsibilities assigned to it by the ICANN Bylaws. The delegates do not act in furtherance of the particular group that appointed them to the NomCom but in the best interests of the organization.

The NomCom is an independent committee tasked with selecting these positions, including some members of the ICANN Board of Directors and the Public Technical Identifiers (PTI) Board, as well as the At-Large Advisory Committee (ALAC), the Country Code Names Supporting Organization (ccNSO), and the Generic Names Supporting Organization (GNSO) Council. The NomCom is designed to function independently from the Board,

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the Supporting Organizations and Advisory committees. The delegates act on, as I said, on behalf of the interest of the global Internet community.

These were the members of last year of the 2022 NomCom. These are the positions that were filled in ICANN leadership by the 2022 NomCom. There were three members of the ICANN Board of Directors, one member of the Public Technical Identifiers Board of Directors, two regional representatives to the At-Large Advisory Committee, one representing Europe, and one representing North America. Also one member of the Generic Names Supporting Organization Council and one member of the Country Code Names Supporting Organization.

The NomCom carried out various outreach and recruitment activities during the open application period at the beginning of the year. NomCom delegates reached out to local networks to encourage individuals to apply, and there was also communications from ICANN communications. Also, in parallel, two independent recruitment firms provide an outreach to candidates from all geographic regions to seek outside potential members for the ICANN Board and other organizations.

At the close of the application process, which was March 18, 2022, we received a total of 86 completed applications. 29% of those applicants were female, 58% were male, 13% did not

disclose. 15% of the applicants were from Africa, 27% from Asia, Australia, and the Pacific Islands, and 25% from Europe. 20% were from Latin America and the Caribbean and 13% were from North America.

These are the final selectees to the ICANN Board of Directors: Maarten Botterman, Christopher Chapman, and Sajidur Rahman. Tobias Sattler was the final selection for the PTI Board of Directors. Eduardo Diaz and Tommi Karttaavi were the final selectees for ALAC, Eduardo for North America and Tommi for Europe. The final selectee for the ccNSO Council was Olga Cavalli. And the final selectee for the GNSO non-voting member was Anne Aikman-Scalese.

This is the timeline for the work that was performed by the 2022 Nominating Committee. In the room it's difficult to read. Basically, though, Phase 1, which was the planning stage from September to December, the NomCom reviewed and discussed the selection cycle timelines, established subcommittees, and began work on the particular tasks of the subcommittees.

Phase 2, which was the recruitment and community outreach, was carried out from December to March. We engage the resources of ICANN Org Communications and Global Stakeholder Engagement Teams to develop an efficient and robust outreach campaign NomCom members engaged with

their professional networks. As I noted before, we had two professional outside agencies assisting in the process for recruiting.

Following that, from March to June, we conducted assessment. Reviewing the applications then conducting deep dive reviews of the applicants, interviewing the shortlist candidates.

Phase 4, the selection process. The selection process and interviews took place during the meeting in The Hague. We had the selected meaning, and the delegates voted, and then confirmed the final selectees.

The reporting took place following that from July to September, announced publicly our selections, and then published my year-end report.

We also conducted leadership and delegate reviews, 360-degree reviews, and 180-degree reviews of each other. Excuse me. My voice is very hoarse today.

We also developed a list of recommendations for the upcoming NomCom based on the experience of the 2022 NomCom and what we believe could be useful in improving the process going forward.

We also had a number of meetings, and this slide shows that there were 22 full NomCom sessions, most of which were virtual.

There were 15 subcommittee calls. There were 32 deep dive interviews with candidates for the ICANN Board and the PTI Board. There was a total number of full committee review of the video and written responses from GNSO, ALAC, and ccNSO final considerations. There were eight of those. And then a total number of full committee interviews with the final Board candidates, there were 10.

In addition, the NomCom leading up to the assessment selection meetings had four training sessions. These are on the subjects of interviewing and assessment training, leadership, Board governance, and unconscious bias, all designed to assist the members of the NomCom in preparing for their review of the candidates.

So that is the sum of my report today. I wonder if there any questions about the report and the process from last year. I'll entertain those now. If anyone in the room, if you'd hold up your hand. Anyone online, if you'd like to push your hands up button. I will point out this is not the usual process in a NomCom meeting where there are an abundance of questions.

So before we adjourn, I just wonder if the members of my leadership team, if either of you would have any statement about the process and the report. Damon?

DAMON ASHCRAFT: Sure. I think the process in the last year worked out really well. What I would like to say to the folks, the visitors in this room, and also to the current NomCom delegates, is that it's really, really, really important that we all work together and recruit as many people as we can to apply for these positions, and I think everybody has a role to do that. Recruitment should not just be for NomCom members, it should be for the community as a whole. And then I would ask folks in the community, if you identify somebody think that would be good for a position, one of the positions that we're filling work with one of the current NomCom members in an effort to get that person to apply. I think applications will close—we've got several months. When are our applications due? Do you have a general idea?

MICHAEL GRAHAM: The applications will go online in early January, and they will close towards the end of March.

DAMON ASHCRAFT: So we've all got plenty of time. I would say try to focus those efforts and start recruiting early and often, and don't wait. Thanks to everybody. It was a pleasure serving on the 2022 NomCom. A special thanks to Michael and Ole. Best wishes to Vanda and to Amir and to Michael as they go forward with [issues] leadership team.

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MICHAEL GRAHAM: Ole?

OLE JACOBSEN: I would just add that one of the challenges for the NomCom is actually a large applicant pool for the non-Board positions. You can go back to your constituency and perhaps write job descriptions or marketing information about what it's like to be in your community and why people should apply, because we always end up with this challenge of not having a lot of candidates to select for the non-Board positions. Everybody I think knows what the Board does and that's sort of a high profile position and even pays, but that's not the case for the other positions. As a result, we tend to get very few relatively speaking applicants. So you can help with that.

MICHAEL GRAHAM: Vanda, do you want to say something?

VANDA SCARTEZINI: Yeah. Well, using the opportunity—thank you—to invite everyone to reach out their communities and talk with the friends, talk with the association, persons that you work with, and try to explain better what is the opportunity about being part of this process. And if you have any further question for

that, please reach me out, I have the pleasure to explain better how they can participate, they can do something, because that is the main issue for us. If you remember that we selected people from a group of applicants, if there is no such applicants, there is no way to select the best one. The larger is the pool, the best is the opportunity to get excellent candidates, excellent members for the Board and all other leadership positions.

So please do, you that are visiting here, please talk with your friends, talk with other people around. Let's see if we can get more and more persons, because in some way, the number of persons applying has been reducing. Not because ICANN has become smaller, the ICANN is larger and larger. But it looks like people are afraid to apply for any position. Maybe we need more explanation about the positions to encourage external people especially to apply. So it's my request for now. Some people maybe want more explanations about how the process goes. Certainly the process is something very tight. We follow the process, we follow the Bylaws. So it's an interesting job. But anyway, we need the help of anyone in this community to really accomplish better what we can do in this kind of job. So without the help of the community, it's almost impossible to get the best of our work.

But anyway, I'm very happy today to see that two members that have been selected a couple of years ago, they are now the

leaderships of the Board of ICANN. So I wish then all the success. And certainly, we will do our best. Our group will do the best to really get other colleagues for them to constantly improve the Board functions. Thank you very much. I give the floor back to you, Michael.

MICHAEL GRAHAM: Thanks, Vanda. Damon, you had something else to say?

DAMON ASHCRAFT: Sure. I just want to expand on one thing that Vanda said. With respect to last year, the application pool, the total of applications was down by approximately 30% compared to the year before that. Now, we were in kind of the second year of COVID. So I think that probably had something to do with it. Now we're, fortunately, it looks like, sort of pulling out, going back to sort of normal and having in-person meetings. So hopefully that'll help get folks more people to apply. But we did see a drop last year. We still got some really good candidates. That leads into my second point.

Two of our new Board members are brand new to the ICANN community, Chris Chapman and Sajidur. So if you see them, please welcome them, congratulate them, and introduce yourselves. I'm sure they would appreciate it. Well, all the people we selected are just outstanding individuals. We're really

excited about these new applicants, about these new Board members, and we just wish them the best. So thank you.

MICHAEL GRAHAM: Just a final word from myself. Members of the NomCom are all volunteer members. Yes, all participants in ICANN are volunteers. But this is a particular type of volunteers who sacrifice their participation in their constituency meetings and in other meetings such as that, who take on a role of doing more work, I think, than most members and participants in ICANN and are dedicated to finding the very, very best applicants for the positions. We focused on members of the Board but I think that sort of quality appointments that have been made go through all of the positions that the members of the 2022 NomCom were able to put forward. I thank you and I respect you, and hopefully those who have remained on the NomCom and the new members of the 2023 NomCom, you have large shoes to fill. But I think from what I've seen so far, you will do well. Thank you very much in that.

VANDA SCARTEZINI: Just to remember that we heard a lot of questions about, "Wow, only men that you selected last year. How about women?" We can select the people that apply. So we need to encourage more women to apply, because with the empty pool for women, the

result cannot be a woman. So please talk with your friends, and especially women sitting around, please, let's encourage other women to have a place in the Board, a place in the GNSO, in the ALAC.

There is a lot of things to do. This is a community that gives you back a lot of things. So many people around the world didn't know exactly what we do. But once you explain the opportunity, they are keen to apply for that position. So please do. Let's see if we will have much more women sitting around the table and especially in the Board. Nowadays Tripti will be the share. Maybe people will be more interest other women to apply since Tripti will be the star of this Board. Thank you very much again.

MICHAEL GRAHAM: This has been an unpaid PSA from Vanda. I saw a hand down here. Yes.

ANUPAM AGRAWAL: Hi. Good afternoon, everyone. This is Anupam Agrawal. I just wanted to comment that NomCom is doing an extremely good work by selecting the best candidates. In one of the slides, when I saw that NomCom is going through four trainings of various kinds, it was very heartening to know that all the steps which are required to select the best candidates is being taken care of, especially from training of the NomCom members and then

putting it into the application side of it. So thank you once again, NomCom

MICHAEL GRAHAM: Thank you for that comment. I appreciate it.

YVETTE DACUYCUY: Michael, we have a hand up online.

MICHAEL GRAHAM: Okay, go ahead online.

JIA-JUH KIMOTO: Hi, this is Jia. Peter would like to have a few comments.

MICHAEL GRAHAM: Sure. Go ahead, Peter. Peter is a member of the NomCom.

TAIWO PETER AKINREMI: Thank you so much, Michael. Can you hear me?

MICHAEL GRAHAM: Yes, we can.

TAIWO PETER AKINREMI: Okay. Thank you so much, Michael, all the [demo], for your excellent job. This is something concerning the [inaudible]. I want to remind the NomCom that Global IGF will happen in Ethiopia, Addis Ababa, this year, which will be an opportunity for NomCom to actually conduct outreaches and attract potential applicants from Africa. So I should be there if all things work out, and some other colleagues on the NomCom. So I'm thinking if it would be possible for NomCom to have a booth during the Global IGF where we can actually explain to potential applicants for them to apply for NomCom position, which will be a great way to go. So I just wanted to put that on ground. So thank you.

MICHAEL GRAHAM: Are you volunteering, Peter?

TAIWO PETER AKINREMI: Sure, if it works out and I'm there. So, definitely.

MICHAEL GRAHAM: I'll let Vanda and Amir take that under advisement. Judith, you have a question?

JUDITH HELLERSTEIN: Yes. We will then work with ICANN to see if they are doing booths again. IGF maybe do booth, but ICANN may not have a booth.

But ICANN is always willing to share their booth with others. So if, Peter, you're going to be there, if others are going to be there, we can put all leaflets in there, or you could organize any flash sessions. First of all, we could check with Mandy Carver and Adam Peake, and see if ICANN is doing a booth again this year. But we could take that excellent suggestion for outreach to staff. Thanks.

MICHAEL GRAHAM: Thank you, Judith. I think that's a great idea if we can follow up on that. Any other questions online? No? Tremendous.

Well, thank you all for attending this meeting and your participation, and look forward to having outstanding group of applicants this year for the various positions. The page will be posted shortly after this meeting with the positions that will be open. Again, as noted, the application itself will be posted for application in late December or early January. So please look for that. Again, thank you very much. I think we can close the meeting and stop the recording.

YVETTE DACUYCUY: The session is now closed. Please stop the recording.

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