GNSO Review Working Group Work Plan

November 2017:

Recommendations 26-29:
26 – That GNSO Council members, Executive Committee members of Stakeholder Groups and Constituencies and members of Working Groups complete and maintain a current, comprehensive Statement of Interest on the GNSO website. Where individuals represent bodies or clients, this information is to be posted. If not posted because of client confidentiality, the participant's interest or position must be disclosed. Failing either of these, the individual not be permitted to participate.
27 – That the GNSO establish and maintain a centralized publicly available list of members and individual participants of every Constituency and Stakeholder Group (with a link to the individual's Statement of Interest where one is required and posted).
28 – That section 6.1.2 Membership of Chapter 6.0 Stakeholder Groups and Constituencies: Operating Principles and Participation Guidelines of the GNSO Operating Procedures be revised to clarify that key clauses are mandatory rather than advisory, and to institute meaningful sanctions for non-compliance where appropriate.
29 – That Statements of Interest of GNSO Council Members and Executive Committee members of all Stakeholder Groups and Constituencies include the total number of years that person has held leadership positions in ICANN.

Actions: Revise the draft implementation charter to suggest that current processes and activities satisfy the intent of the recommendations.

Recommendation 4: That the GNSO Council introduce non-financial rewards and recognition for volunteers.

Action: Staff will provide information on the Community Recognition Program and the Ethos Awards. Provide analysis of these programs to suggest how they implement the recommendation.

Recommendation 22: That the GNSO Council develop a competency-based framework, which its members should use to identify development needs and opportunities.

Action: Staff will provide information on the ICANN Academy and on ICANN Learn and suggest how they implement the recommendation.

Recommendation 34: That PDP Working Groups rotate the start time of their meetings in order not to disadvantage people who wish to participate from anywhere in the world.

Action: Staff will produce a draft charter to show how PDP WGs have already adopted rotating schedules.

December 2017:

Recommendations 1, 2, and 3:
1 – That the GNSO develop and monitor metrics to evaluate the ongoing effectiveness of current outreach strategies and pilot programs with regard to GNSO Working Groups.
2 – That the GNSO develop and fund more targeted programs to recruit volunteers and broaden participation in PDP Working Groups, given the vital role volunteers play in Working Groups and policy development.
3 – That the GNSO Council reduce or remove cost barriers to volunteer participation in Working Groups.

Actions: Staff will look at current outreach activities and try document how these address these recommendations; will check also to see if there are metrics.

Outreach and volunteer development initiatives
- *The Stakeholder Journey project seeks to build pathways for interested stakeholders to become active participants in bottom-up policy processes.*
- *The ICANN Academy Leadership Program provides training in leadership and facilitation skills for members of the ICANN community across the ACs, SOs, and SGs.*
- *The ICANN Academy Chairing Skills Program Pilot seeks to prepare community members to take on leadership roles in working groups and stakeholder groups.*
- *The Volunteer Engagement Project seeks find ways to improve ICANN's ability to identify and attract new and productive community participation while retaining existing participants who dedicate their time and efforts to ICANN's work?*
- *NextGen@ICANN sponsors young adults to attend ICANN meetings, focusing on individuals ages 18-30 from the region in which the meeting is taking place.*
- *The ICANN Fellows Program offers sponsorship to ICANN meetings and capacity-building activities for select participants, focusing on individuals from underserved and underrepresented communities.*
- *ICANN Learn offers a free and open learning platform for members of the community.*
- *Within the GNSO, several activities support onboarding of newcomers: Monthly webinars for working group newcomers co-hosted with GNSO Council members; PDP Working Group Member Onboarding Program; and the Membership Enrollment Portal (currently in the planning stages).*

Recommendations 5, 9, and 17:
5 – That, during each Working Group self-assessment, new members be asked how their input has been solicited and considered.
9 – That a formal Working Group leadership assessment program be developed as part of the overall training and development program.
17 – That the practice of Working Group self-evaluation be incorporated into the PDP; and that these evaluations should be published and used as a basis for continual process improvement in the PDP.

Action: Staff will review the Working Group Self-Assessment questionnaire and the procedures in the PDP Manual to show, if possible, that the current procedures address the implementation of these recommendations.

For January 2018:

Recommendations 7 and 12:
7 -- That Stakeholder Groups and Constituencies engage more deeply with community members whose first language is other than English, as a means to overcoming language barriers.
12 -- That ICANN assess the feasibility of providing a real-time transcription service in audio conferences for Working Group meetings.

Actions: Staff will gather data concerning the costs and benefits of providing language services for GNSO meetings, and for ICANN meetings.

For February 2018:

Recommendations 20 and 21:
20 -- That the GNSO Council should review annually ICANN's Strategic Objectives with a view to planning future policy development that strikes a balance between ICANN's Strategic Objectives and the GNSO resources available for policy development.
21 -- That the GNSO Council should regularly undertake or commission analysis of trends in gTLDs in order to forecast likely requirements for policy and to ensure those affected are well-represented in the policy-making process.

Action: Staff will check to see if there is any current activity relating to the GNSO's review of the Strategic Objectives and whether the Standing Committee on the Budget Review might apply; also check to see if there is any existing or planned analysis of trends in gTLDs -- might the CCT-RT have collected any useful data?

For March-June 2018

Recommendations 6, 33, 35, and 36 -- On Hold
6 -- That the GNSO record and regularly publish statistics on Working Group participation (including diversity statistics). *Status: Further staff revisions on 28 August, discussed on 31 August – combine with Recommendations 33 and 36 that also relate to diversity.*
33 -- (moved from Phase 1): That Stakeholder Groups, Constituencies, and the Nominating Committee, in selecting their candidates for appointment to the GNSO Council, should aim to increase the geographic, gender and cultural diversity of its participants, as defined in ICANN Core Value 4.
35 -- That the GNSO Council establish a Working Group, whose membership specifically reflects the demographic, cultural, gender and age diversity of the Internet as a whole, to

recommend to Council ways to reduce barriers to participation in the GNSO by non- English speakers and those with limited command of English.

36 -- That, when approving the formation of a PDP Working Group, the GNSO Council requires that its membership represent as far as reasonably practicable the geographic, cultural and gender diversity of the Internet as a whole. Additionally, that when approving GNSO Policy, the ICANN Board explicitly satisfy itself that the GNSO Council undertook these actions when approving the formation of a PDP Working Group

Actions: *On hold pending recommendations from the CCWG-Accountability Sub Team on Diversity (Goal for Completion: June 2018).*