**Comments from the Registrar Stakeholder Group -**

**Independent Review of the ICANN Nominating Committee:**

**Draft Final Report**

The Registrar Stakeholder Group (RrSG) wants to commend the NomCom2 Review Working Party and Independent Evaluator for its draft report of the second Review of the ICANN Nominating Committee (NomCom2).

The RrSG agrees with the report’s assessment that: “*the* *policies and procedures that shield the NomCom from influence of the Board or promote “resetting” of the NomCom each year generally do more harm than good. In addition, a lack of codified best processes creates inefficiencies and allows the NomCom to change its processes each year with short notice and limited input from the ICANN community, which is inconsistent with ICANN’s commitment to transparency and accountability.”*

There is a lack of “institutional memory” in the NomCom as each NomCom appears to “reinvent the wheel” each year. Each NomCom generates a Final Report each year but there is not enough time and resources allocated to determine the feasibility or implementation of these recommendations. Especially when there is a recommendation requiring a revision to the NomCom Bylaws.

One over-arching theme emerging from the report is that the NomCom does not have the bandwidth or enough staff allocated to fulfill its full mission. This may be the reason that there is a perception that the NomCom lacks the transparency and accountability expected by the ICANN community.

The NomCom’s mission is fundamentally fulfilling a Human Resource function for ICANN. While we feel that the NomCom should continue to fulfill the core mission of assessing and selecting independent candidates, the ICANN community and organization needs to provide increased support and resources to make the NomCom more efficient and productive.

We support the establishment of a “NomCom Standing Committee” to provide oversight of the NomCom processes and enable continuous improvement of the NomCom mission. This concept surfaced more than once during webinars and face-to-face meetings held by the NomCom2 Review Working Party, including at the ICANN61 Puerto Rico public meeting.

The creation of a light-weight NomCom Standing Committee will allow for a separation of NomCom’s mission into two parts. The core task of confidentially evaluating and selecting candidates would continue under the existing NomCom body that is constituted each year.

The new NomCom Standing Committee would be charged with ensuring that the NomCom process is transparent and accountable to the overall ICANN community without violating the confidentiality of any applicants applying for open positions.

This NomCom Standing Committee could consist of 4-6 members with experience with the NomCom process, such as ex-NomCom members, or even one or two ex-Board members. The NomCom Standing Committee could also include the current Associate Chair of the NomCom, who would serve as a liaison between the NomCom Standing Committee and the current NomCom. This would allow capture of ideas for improving or adjusting the current NomCom processes to be directly communicated to the NomCom Standing Committee for feasibility and implementation.

The NomCom Standing Committee would become responsible for codifying the processes and procedures of the NomCom and maintaining an institutional memory for the NomCom of non-confidential information: such as questionnaires, surveys, and metrics

The NomCom Standing Committee would evaluate the outcomes and recommendations published by each year’s NomCom for feasibility and potential impact to the NomCom bylaws, budget, and processes, and then work with the in-coming NomCom Leadership on the implementation of these recommendations.

The NomCom Standing Committee would take part in the vetting of outside NomCom consultants, such as the recruitment and assessment vendors and the training consultants that are referenced in the Review’s recommendations, thereby freeing up each NomCom from consuming time on these activities. This would occur in coordination with ICANN staff.

The NomCom Standing Committee could even assist the ICANN Board Governance Committee in vetting candidates for the NomCom Leadership team each year, addressing an issue in the Draft Report.

**In conclusion, the RrSG looks forward to the next steps of this NomCom2 Review process and hope to continue its participation in the feasibility and implementation of the recommendations in the Final Report.**