NPOC Reponses to the NomCom Recommendations Responses

1. Recommendation 10: Representation on the NomCom should be re-balanced immediately and then be reviewed every five years.

- What process, based on which principles, would you suggest for the implementation of this recommendation to rebalance the NomCom? And, what criteria should the overall allocation of all NomCom seats among the SO/ACs be based on?

   Process:

Simply ask the community, if any of these solutions gained at least rough consensus and go with it.

Special Note

- On page 37 of the Feasibility Assessment and Initial Implementation Plan (FAIIP) by the NomCom2 Review Implementation Planning Team (IPT), the Independent examiner is concern that the NomCom may not accurately represent constituencies (both across SOs/ACs and within SOs/ACs)

NPOC agrees with the statement above and further agrees that "Rebalancing" shall include consideration for the growth and expansion of SO/ACs. Rebalancing may include seat(s) for representation where there is currently no seat.

NPOC recommend the following options (not in priority) that could address the rebalancing of the NomCom;

- -All stakeholder groups and constituencies should be treated equal, therefore each having 2 seats on the NomCom. A possible way to do this is to reduce two seats from the BSG and one from the GAC and Increase the seats by one for the other three SGs. This would rebalance the NomCom and be more inclusive.

- Take a seat off the BSG or the GAC and give it to NPOC

-If the seats are only allocated to stakeholders, then the NomCom could have a rotating representative policy from the NCSG should have a rotating policy from the NomCom.

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2. Recommendation 14: Formalize communication between the NomCom and the Board, SOs/ACs, and the PTI Board in order to understand needed competencies and experience.

- What process would you suggest to formalize the communication of the needed competencies and experiences of NomCom appointees to your SO/AC?

Process:

Host SO/AC Engagement sessions, at ICANN meeting or online to let the leaders know the needed competencies and experiences of NomCom appointees. The session should clearly outline the professional background of the existing members, what is being accomplished, what gaps exists-whether geographic, media, legal, technical, business, finance and others.

A matrix of needed skills and experiences so a better professional balance and representativeness of the Board & other Bodies can be guaranteed.

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3. Recommendation 16: Implement and codify a system for providing feedback to the NomCom regarding the contributions and participation of members up for re-appointment by the NomCom (i.e. for the Board, PTI, GNSO, ALAC and ccNSO)

- What process would you suggest to improve feedback to the NomCom regarding the contribution and participation of NomCom-appointees members that wish to apply for re-appointment by the NomCom?

Process:

Publish formal written questionnaires at "entry", "yearly" and "exit" to be filled by the appointees about their work plans and achievements while holding the position. This would also include any recommendations for improvement and highlight best practices.

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4. Recommendation 24: An empowered body of current and former NomCom members should be formed to ensure greater continuity across NomComs, and in particular, to recommend and assist in implementing improvements to NomCom operations.

- What process do you suggest should be put in place to help ensure cross-community consensus on developing the Charter and formation of this body? The Charter would address issues such as membership, term-limits, number and allocation of seats.

Process:

The empowered body facilitates input from their respective stakeholder group through surveys, written responses, or hosting a summit. The group could meet for no longer than a day or two every 2 years to discuss and advance any achievements and extract solutions for other issues to get a broad perspective on any given subject.

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5. Recommendation 25: Improve NomCom selection decisions by assessing the performance and needs of all bodies receiving NomCom appointees.

- What process would you suggest for your organization to inform and improve future NomCom appointments?

Process:

As stated before, knowing the criteria for appointment and understanding the needs of appointees would be helpful.

Having an evaluation process of written questionnaire at entry, yearly and exit lets everyone know what is being done and this could also identify skills and communication gaps more frequently. More interactions are needed to have a more friendly rapport and personal relationships with appointees.

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6. Recommendation 27: Provide clarity on desire for and definition of "independent directors". Upon clarification of desire and definition, determine the number of specific seats for "independent directors".

What are your suggestions regarding the process of implementing this recommendation?

Process:

It is imperative that a number of seats are determined for independent directors, once the term is defined. This is where the current NomCom appointees' relationship(s) with the community can make a big difference. Making themselves available at events, or even attending some of the meetings to observe leaders for a more up close and personal interaction. Since they know the requirements and the needed skills, so they can identify individuals who can fill the gaps that is needed and start to build a more diverse NomCOm

Furthermore, Directors would be bound to act within the narrow remit of the organization and not use the positions for roles and missions outside of ICANNs purpose