

Community Onboarding Pilot Program

Goal



The Community Onboarding Pilot Program is designed to improve engagement and retention of new participants within ICANN by creating a structured, year-round (not meeting-focused) onboarding process tailored by and for each community group.

Background [blocked URL](#)

This program was born out of discussions between the community and the ICANN organization starting at [ICANN49](#) and concluding at [ICANN51](#). Driven by the IANA Functions Stewardship Transition's growing demands on the community, this broader consultation process sought to address volunteer burnout and improve newcomer retention rates. In January 2016, the Pilot was launched in order to develop an individualized, tailored mentorship process. The Pilot will conclude in FY18.

On-boarding resources and materials include:

information on how to facilitate entrance into policy development

working groups facilitation and leadership **training**

mentorship within the community to continue the newcomer's journey for continued engagement and investment into ICANN

The program consists of three pillars:

1. **Welcome:** timely welcome of new community member
2. **Onboarding:** structured courses, materials and tools for individuals to learn about a community and how to participate
3. **Mentoring:** individualized peer-mentoring for selected individuals

Sign up for the COP mailing list



The COP mailing list is intended to keep the conversation going between former program participants.

If you have participated in the Community Onboarding Program and would like to subscribe to the mailing list, please [click here](#). You can enter your details under the section, "Subscribing to CommunityOnboardingProgram."

Deliverables



Click below to view draft materials produced to-date.

- [At-Large Advisory Committee \(ALAC\)](#)
- [Business Constituency \(BC\)](#)
- [Country Code Name Supporting Organization \(ccNSO\)](#)
- [Governmental Advisory Committee \(GAC\)](#)
- [Intellectual Property Constituency \(IPC\)](#)
- [Internet Service Providers and Connectivity Providers \(ISPCP\)](#)
- [Non-Commercial Users Constituency \(NCUC\)](#)
- [Not-for-Profit Operational Concerns Constituency \(NPOC\)](#)

Click [here](#) to access group call recordings and notes.

Program Participants



ICANN62 Participants:

AC/SO/SG/C	Mentor	Mentee	Mentee
ALAC	Lianna Galstyan*	Ali Hussein	Gladys Maldonado
BC	Omar Mansoor Ansari* and Marilyn Cade	Laicana Coulibaly	
ccNSO	Jelena Ožegovi	Ignacio Velázquez	

GAC	Karel Douglas	Suada Hadzovic	
IPC	Scott Austin	Judith Tfezeu	
ISPCP	Julian Esteban Lescano*	Suman Lal Pradhan	
NCUC	Kathy Kleiman	Louise Marie Hurel*	Dina Solveig Jalkanen
NPOC	Tapani Tarvainen	Ioana Stupariu	Destiny Tchhouali*

* Not receiving travel support from COP

Click [here](#) to see participants by ICANN meeting

Click [here](#) to see participants by community/constituency group

Testimonials [blocked URL](#)

Click [here](#) for testimonials