# ICANN Fellowship Program Review | Community Input Status Report

Working Draft | As of 27 August 2018

## Summary of Action Items

| Status | Total Number of Items | % Items |
|---|---|---|
| Under review | 5 | 3% |
| Active | 100 | 66% |
| Resolved | 18 | 12% |
| Closed | 29 | 19% |
| **Total** | **152** | **100%** |

## Status Description

**Under review**: Recommendation will be evaluated and considered.

**Active**: Recommendation will be implemented / implementation is in progress.

**Resolved**: Implementation of recommendation is considered complete.

**Closed**: Recommendation will not be implemented; or recommendation is not within the scope of the Fellowship Program review.

## See Public Comments:

https://www.icann.org/public-comments/fellowship-proposal-2018-06-11-en

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| Ref. # | Category | Issue/Suggestion/Recommendation | Status | Comments / Actions Taken | Organization/ Group | Individuals |
|---|---|---|---|---|---|---|
| 1 | (A) Outreach and Promotion | Outreach and promotional materials/message should convey that the expectation that the Fellowship Program is for onboarding into ICANN, even when it is not possible to attend all ICANN face to face meetings. | Active | These will be reflected in new program materials. | BC | |
| 2 | (A) Outreach and Promotion | Employ more targeted, informed recruitment | Active | SOs/ACs are being asked to provide guidance on diversity goals for the program (https://www.icann.org/news/announcement-2018-08-13-en). ICANN org will create and implement targeted outreach and promotion based on the community input. | BC | |
| 3 | (A) Outreach and Promotion | Global Stakeholder Engagement (GSE) should provide input on skills/diversity, in addition to SOs/ACs. | Closed | ICANN org has solicited feedback from SOs/ACs on diversity aspects (including skills) and seeks to establish community-driven program processes (https://www.icann.org/news/announcement-2018-08-13-en). GSE will perform targeted outreach and promotion for the Fellowship Program. | MEAC-SWG | |
| 4 | (A) Outreach and Promotion | Support indigenous communities | Active | A self-reporting diversity field will remain on the application. Future program materials will strongly encourage applications from indigenous communities. | ALAC, ISOC, NARALO, NPM | Alumni |
| 5 | (A) Outreach and Promotion | Encourage women and young people to apply | Active | SOs/ACs are being asked to provide guidance on diversity goals for the program (https://www.icann.org/news/announcement-2018-08-13-en). ICANN org will create and implement targeted outreach and promotion based on the community input. | NPOC | |
| 6 | (A) Outreach and Promotion | Create document clarifying desired skill sets/ backgrounds for outreach and selection (and to inform capacity development at meeting) | Active | SOs/ACs are being asked to provide guidance on diversity goals for the program (https://www.icann.org/news/announcement-2018-08-13-en). ICANN org will create and implement targeted outreach and promotion based on the community input. | ALAC, ISPCP, NCUC, NPOC, NCSG, RrSG, MEAC-SWG, BC | Individual public comments about travel; ALAC individual |
| 7 | (A) Outreach and Promotion | Focus on those who are already members of the Internet community, within organisations that are already motivated to work with the ICANN community for the better good, and already have people within their system to support them to become more engaged in our community | Active | This will be part of the program's targeted outreach and promotion. | ALAC | |
| 8 | (A) Outreach and Promotion | Encourage fellows to join mailing lists far ahead of time | Active | Fellows will be encouraged to join open ICANN mailing lists prior to the meeting and will be invited to a separate Fellowship Alumni mailing list after successful completion of the program. This will be reflected in the updated mentoring guidelines. | MEAC-SWG | Alumni |
| 9 | (A) Selection Committee | Include a representative from an indigenous ALS in the Section Committee | Closed | PRS encourages NPM to communicate with ALAC directly to urge them to consider this recommendation in choosing their Selection Committee nominee. | NPM | |
| 10 | (B) Application | Require applicants to provide evidence of participation, especially returning fellows; this must be verified | Active | Applicants will be asked to provide evidence of participation in their application. ICANN staff will also comment on applications regarding applicant's participation in policy and engagement activities. | NCSG, RrSG, GNSO Council, BC (Community Travel Consultation), MEAC-SWG | |
| 11 | (B) Application | Require prospective fellows to take introductory courses on ICANN Learn. | Active | Currently, fellows are required to complete ICANN Learn courses prior to the ICANN meeting. Starting at the ICANN65 application round, applicants will also be required to submit a certificate of ICANN Learn course completion in their application. | ALAC | |
| 12 | (B) Application | Require returning fellows come with a specific AC/SO/Constituency in mind - these must be balanced over the organization. | Active | Fellows will be encouraged to identify a specific ICANN group after attending the ICANN meeting. This will also be reflected in the updated mentoring guidelines. | ALAC | |

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| 13 | (B) Application | Require new applicants to state not only what they wish to learn, but also how it will be applied in their work/studies both now and in the future | Resolved | These are questions in the current Fellowship application and will remain part of the revised application. | RrSG | |
| 14 | (B) Application | Improve application form | Active | Application form is under review for improvements. | MEAC-SWG | |
| 15 | (B) Application | Require fellows to detail what they plan to do to further their involvement after the fellowship | Active | In the revised application form, applicants will be asked how they intend to contribute to ICANN's mission and work. | MEAC-SWG | |
| 16 | (B) Application | Provide information on ICANN categories - a well defined description of the various categories should be provided by the relevant constituency/groups, and posted online. The BC volunteers to lead the way with a one to two paragraph description from the BC as criteria to become a member and how to engage with the BC. | Active | Information about ICANN constituencies will be included in program materials. | BC (Community Travel Consultation) | |
| 17 | (B) Application | Provide clear definitions of diversity in program materials, and encourage diverse participation, particularly relating to gender, disabilities, skills, underserved regions, and stakeholder groups | Active | Diversity fields will be self-reported on future applications; the program will use the definition of diversity developed by the Workstream 2 Diversity Subgroup (https://www.icann.org/en/system/files/files/ccwg-acct-ws2-draft-recs-diversity-26oct17-en.pdf). Each of these aspects of diversity will be emphasized in future program materials, and SOs/ACs will be encouraged to provide input on suggested diversity targets for the Fellowship Program. | BC, MEAC-SWG, ALAC, RrSG, NARALO, NPOC, GNSO Council | Alumni; Individual public comment |
| 18 | (B) Application | Application category regarding proof of engagement should ensure participation is substantive and tied to ICANN's remit. | Closed | The Fellowship Program considers regional engagement within ICANN's mission and tasks the Selection Committee with evaluating the quality of examples (of public comments, mailing list contributions, etc) provided by returning applicants. | NCSG | |
| 19 | (B) Application | Consider language diversity and language barriers in the Fellowship Program | Resolved | SOs and ACs were tasked with providing targets for diversity (including language), and they were asked to consider language diversity in selecting mentors. See https://www.icann.org/news/announcement-2018-08-13-en. | ALAC, NPM | |
| 20 | (B) Application | Require Statements of Interest (SOI) from all applicants | Active | Successful applicants will be asked to publish their Statements of Interest (SOI). | BC | |
| 21 | (B) Application | Create more specific stakeholder categories on the application | Active | Recommendation will be in place in new program materials. | BC, ALAC | |
| 22 | (B) Application | Consider interregional diversity | Closed | Selection Committee considers regional and country diversity; however it is not feasible to take into account interregional diversity within each country. | | Alumni |
| 23 | (B) Application | Add a self-reporting category for gender diversity | Active | This will be in place in new program materials. | NCSG | |
| 24 | (B) Application | Allow space for proof of local outreach activities | Active | This will be in place in new program materials. | | Alumni |
| 25 | (B) Application | Emphasize equity and inclusion at application stage | Active | This will be in place in new program materials. | NPM | |
| 26 | (B) Application | Provide online test at application stage | Closed | ICANN Learn courses will now be required at application stage. | ALAC | |
| 27 | (B) Application | Require fellows to be involved with ICANN community for at least a year beforehand | Closed | Active participation weighs into the scoring of selection criteria. | MEAC-SWG | |
| 28 | (B) Application | Base the criteria to select fellows on their progress and commitment to the community and not the number of fellowships they have received previously. | Closed | An individual can be awarded an ICANN fellowship up to three times. This limit allows ICANN to give opportunities to new candidates. | MEAC-SWG | |
| 29 | (C) Selection Process | Ensure selection committee is comprised of those actively engaged with policy | Closed | SO/ACs will be responsible for choosing Selection Committee members (https://www.icann.org/resources/pages/committee-2012-02-25-en). On 13 August 2018, ICANN asked SOs/ACs to nominate Selection Committee members for a two-year term (https://www.icann.org/news/announcement-2018-08-13-en) | NCSG | |

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| 30 | (C) Selection Process | Ensure a transparent process to appoint committee members | Resolved | SO/ACs will be responsible for choosing Selection Committee members (https://www.icann.org/resources/pages/committee-2012-02-25-en). On 13 August 2018, ICANN asked SOs/ACs to nominate Selection Committee members for a two-year term (https://www.icann.org/news/announcement-2018-08-13-en) | MEAC-SWG | |
| 31 | (C) Selection Process | Include an independent non-SO/AC member in the Selection Committee for balance, similar to the NomCom; same criteria for member selection as the NomCom in terms of representation | Closed | PRS proposes that balance will be achieved through equal SO/AC representation on the Selection Committee. | BC | Alumni |
| 32 | (C) Selection Process | Include selection committee members representing (SO/AC/SG/C) groups | Resolved | SO/ACs will be responsible for choosing Selection Committee members (https://www.icann.org/resources/pages/committee-2012-02-25-en). On 13 August 2018, ICANN asked SOs/ACs to nominate Selection Committee members for a two-year term (https://www.icann.org/news/announcement-2018-08-13-en) | ISPCP | |
| 33 | (C) Selection Process | Have a community call for volunteers; SO/AC leaders could be involved in assessing the composition of these committees and even in fellows selection | Resolved | SO/ACs will be responsible for choosing Selection Committee members (https://www.icann.org/resources/pages/committee-2012-02-25-en). On 13 August 2018, ICANN asked SOs/ACs to nominate Selection Committee members for a two-year term (https://www.icann.org/news/announcement-2018-08-13-en) | NCSG (Community Travel Consultation) | |
| 34 | (C) Selection Process | Provide Selection Committee with travel support to one ICANN Meeting a year, with a working session on site regarding how to improve the evaluation and selection process and also hear feedback. | Closed | No travel support is available for Selection Committee members; all work will be done virtually. See Selection Committee Terms of Services at https://www.icann.org/resources/pages/committee-2012-02-25-en#terms. All travel support will be allocated to fellows and mentors. | BC (Community Travel Consultation) | |
| 35 | (C) Selection Process | Publish criteria for public comment for who is selected to be on the ICANN Fellowship Selection Committee | Closed | SO/ACs will be responsible for choosing Selection Committee members (https://www.icann.org/resources/pages/committee-2012-02-25-en). On 13 August 2018, ICANN asked SOs/ACs to nominate Selection Committee members for a two-year term (https://www.icann.org/news/announcement-2018-08-13-en) | BC (Community Travel Consultation) | |
| 36 | (C) Selection Process | Support a wide range of sectors; many recommendations focus on specific sectors, such as prioritizing SMEs (BC), the domain name industry (RrSG), domain name policy (NCSG), not-for-profit (NPOC), civil society applications (PQ) | Active | SOs/ACs are encouraged to include this feedback on their response to the call for guidance on program outreach goals (https://www.icann.org/news/announcement-2018-08-13-en). Diversity targets will be reflected on updated application form. | BC, RrSG, NPOC, NCSG | Alumni |
| 37 | (C) Selection Process | Allocate two fellowships to indigenous communities | Closed | Future program materials will strongly encourage applications from indigenous communities. | NARALO, NPM | |
| 38 | (C) Selection Process | Make selection criteria more transparent | Active | Once selection criteria are reviewed by the new Selection Committee, they will be posted at https://www.icann.org/resources/pages/fellowship-applicant-criteria-2016-09-08-en. | MEAC-SWG, NCUC | |
| 39 | (C) Selection Process | Evaluate processes followed by Selection Committee | Active | A new process is being created for the Selection Committee to annually evaluate its own processes. | MEAC-SWG | |
| 40 | (C) Selection Process | Reinforce important selection criteria to unsuccessful candidates | Active | Unsuccessful applicants will receive information about selection criteria and ways to engage and participate in ICANN. | ALAC | |
| 41 | (C) Selection Process | Coordinate vetting by ICANN org teams - Global Stakeholder Engagement (GSE), Policy Support, and Public Responsibility Support (PRS) | Active | GSE and PRS will provide comments on applications; Policy Support staff will provide assistance at other stages of the process. | NCSG | |
| 42 | (C) Selection Process | Continue vetting by staff. | Resolved | ICANN staff will continue to provide comments and feedback on applications. | MEAC-SWG | |
| 43 | (C) Selection Process | SO/ACs could recommend active participants from their communities. | Active | SOs/ACs will be urged to encourage active and eligible participants to apply. | ALAC | |

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| 44 | (C) Selection Process | Should not use travel slot for the ICANN booth; this should be assigned to ICANN staff | Active | ICANN org is considering alternatives to the booth. | NCSG | |
| 45 | (C) Selection Process | Priorities for selection: newcomers / first-time fellows with greatest potential for contribution (GNSO Council: "with minimal hand holding") | Active | The majority of the slots available will be for newcomers in the Annual General Meeting and the Community Forum; Policy Forum slots are for returning fellows only. | ISPCP, GNSO Council, NCSG | |
| 46 | (C) Selection Process | Priorities for selection: from underserved and underrepresented areas and communities | Active | Participation is not restricted to certain geographic locations. Underserved and underrepresented community members from all regions receive priority as part of the program's selection criteria. | ISPCP | |
| 47 | (C) Selection Process | Priorities for selection: active participation/ returning fellows with demonstrated engaged and capacity for further contribution | Active | Application will have space for demonstration of engagement, and it is heavily weighted for returning fellows. | NCSG, ALAC, ISPCP | |
| 48 | (C) Selection Process | Reduce number of rounds to 2 instead of 3 to increase opportunities for newcomers | Closed | The majority of the slots available will be for newcomers in the Annual General Meeting and the Community Forum; Policy Forum is for returning fellows only. | MEAC-SWG | |
| 49 | (C) Selection Process | Ensure fellows are interested in DNS policy | Active | SOs/ACs are tasked with providing suggested targets, and these targets will form part of the selection criteria scoring guide. | NCSG | |
| 50 | (C) Selection Process | Increase selectiveness | Resolved | There are fewer slots and stricter requirements (such as proof of engagement, ICANN Learn courses, etc) | RrSG | |
| 51 | (C) Selection Process | Have the fellows selection process under each community's decision. | Closed | Selection Committee will feature an individual from each SO/AC. | | GAC USR individual |
| 52 | (C) Selection Process | Increase number of fellows chosen from the Middle East (MEAC) region | Closed | All underserved regions are prioritized. | MEAC-SWG | |
| 53 | (C) Selection Process | Do not restrict participation based on geographic location | Resolved | Participation is not restricted to certain geographic locations. Underserved and underrepresented community members from all regions receive priority as part of the program's selection criteria. See https://www.icann.org/resources/pages/fellowship-applicant-criteria-2016-09-08-en. | ALAC | |
| 54 | (C) Selection Process | Verify affiliation status with their affiliation group | Under Review | Returning fellows will have to demonstrate verifiable proof of engagement. We are investigating whether it is possible to also request proof of affiliation status with constituency groups. | NCSG (Community Travel Consultation), BC | |
| 55 | (C) Selection Process | Update Selection Criteria to include DNS and stability, security, and resiliency, as well as end users | Active | New draft of selection criteria reflect an interest in ICANN's mission. Once Selection Committee reviews criteria, they will be posted at https://www.icann.org/resources/pages/fellowship-applicant-criteria-2016-09-08-en. | ALAC | |
| 56 | (C) Selection Process | Limit Policy Forum to Fellowship alumni | Resolved | Policy Forums will be limited to program alumni. | All | |
| 57 | (C) Selection Process | Post bios of funded fellows | Resolved | Statements of Interest (SOIs) published by the fellows will be made publicly available throughout the duration of the meeting. Once the meeting ends, these will be deleted. | BC (Community Travel Consultation) | |
| 58 | (C) Selection Process | Update language regarding the Selection Committee | Active | PRS is currently updating program materials and considering all suggestions. | | Individual public comment |
| 59 | (C) Selection Process | Reconsider travel rule: Three times appear as a reasonable general rule but flexibility is needed to consider specific cases. Moreover, fellows can also participate as honorary fellows without travel funding in excess to the three times rule. | Resolved | Strict three-time fellowship limit will be enforced; those with their own funding may be able to participate in program activities on a case by case basis | ISPCP | |
| 60 | (C) Selection Process | Share applications with the relevant stakeholder group | Closed | In order to streamline the selection process, the Selection Committee will feature representatives from each SO/AC who can offer input and feedback on relevant applications. | BC | |
| 61 | (C) Selection Process | Allow SOs/ACs to nominate qualified candidates | Closed | PRS urges the BC to encourage qualified candidates to apply and to alert their GNSO Selection Committee representative to look out for their applications. | BC | |

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| 62 | (D) Pre-Meeting Preparation | Encourage fellows to engage with existing community capacity-development programs (buddy groups, etc) | Active | This will be reflected in updated mentoring guidelines. | NCSG | |
| 63 | (D) Pre-Meeting Preparation | Encourage fellows to follow a path of self-study before meeting: attend a related event, engage with an NRI, RIR, ISOC event, research beforehand; research relevant community groups | Active | This will be reflected in updated mentoring guidelines. | BC, NCSG | |
| 64 | (D) Pre-Meeting Preparation | Ensure fellows have a balanced understanding of the industry and the issues that are discussed at ICANN meetings, including exposure to how those issues affect contracted parties. | Active | Mentors will be encouraged to propose a range of sessions, including how issues affect contracted parties. This will be reflected in the updated mentoring guidelines. | RySG | |
| 65 | (D) Pre-Meeting Preparation | Provide specific pre-meeting ICANN Learn course | Resolved | Pre-meeting course is already in place for newcomers; new tiered courses are being developed for returning fellows | ALAC, MEAC-SWG | GAC USR individuals, At-Large individuals, |
| 66 | (D) Pre-Meeting Preparation | Provide fellows with education on ICANN's mission, role and objectives (and IG context) in order to avoid misunderstanding about other Internet Governance issues that are out of scope | Active | Plans for improving pre-meeting ICANN Learn courses already address some of these suggestions. | ISPCP, NCUC, NCSG, RrSG, GNSO Council, RySG, MEAC-SWG, NPM | Alumni, Public comments on travel |
| 67 | (D) Pre-Meeting Preparation | Ensure fellows understand the ICANN governance structure and topics that will be covered at the meeting, and improve the level of knowledge and awareness about ICANN's groups and subgroups | Active | ICANN Learn materials will be updated to focus on proposed topics. | NCSG, MEAC-SWG, NCUC | |
| 68 | (D) Pre-Meeting Preparation | Encourage fellows to identify relevant contacts in the community, and in advance of a meeting approaching the community member(s) with which they feel they might have something in common with, asking questions and making the most of the opportunities they are given | Active | This will be reflected in updated mentoring guidelines. | NCUC, NCSG | |
| 69 | (E) Mentoring | Provide ongoing training to mentors to ensure they have necessary skills | Active | Implementation of this recommendation is in progress. | | Alumni |
| 70 | (E) Mentoring | Evaluate mentors regularly | Active | Implementation of this recommendation is in progress. | NCSG | |
| 71 | (E) Mentoring | Attach fellows to a constituency-specific mentor based on their interest area so they are well grounded before attending the meeting | Resolved | SOs/ACs will each nominate one mentor, but other aspects (such as region and language) will also be taken into consideration. Mentors will coordinate for advice on sessions across different communities. | NPOC | |
| 72 | (E) Mentoring | Provide guidance to mentors on time commitment to ensure mentors have necessary time before committing | Active | SOs and ACs are responsible for the selection of mentors and will be provided guidelines and expectations. | NCSG | Alumni |
| 73 | (E) Mentoring | Continue mentoring after the meeting | Active | Implementation is in progress. Fellows will be connected with GSE regional staff and encouraged to continue relationships with mentors and other community members after the meeting. | MEAC-SWG | Alumni, Individual public comments about travel |
| 74 | (E) Mentoring | Ensure early interactions between fellows and mentors follow a predefined schedules and uniform structures that can be evaluated for effectiveness from year-to-year | Active | Suggestion will be incorporated into updated mentoring guidelines. | NPM, MEAC-SWG | |
| 75 | (E) Mentoring | Have returning fellows mentor first-year fellows | Closed | SO/AC-selected mentors will be provided to all fellows, for reasons of accountability and consistency. | RySG | |
| 76 | (E) Mentoring | Ensure mentors are active in ICANN's policymaking processes | Active | SOs/ACs will be responsible for selecting mentors. | ALAC | |
| 77 | (E) Mentoring | Evaluate the effectiveness of fellows returning as mentors and coaches | Closed | Fellows will no longer return as mentors; mentors will be selected by the SOs/ACs directly . | ALAC | |

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| 78 | (E) Mentoring | Create an ICANN Learn course specifically for Fellow mentors/coaches, not only to give guidance on how to better engage "new Fellows" but also to encourage them to learn more about ICANN's mission and how they can be directed to help to achieve this. | Resolved | ICANN Learn course is already available for mentors and will be updated to reflect new mentoring guidelines. | | |
| 79 | (E) Mentoring | Assign an SO/AC-specific mentor | Active | SOs/ACs will be responsible for selecting mentors. | ALAC, NPOC | |
| 80 | (F) On-Site Expectations | Make it mandatory for all fellows to attend each constituency day | Active | This will be reflected in the updated mentoring guidelines. | NPOC | ALAC individuals; GAC USR individuals |
| 81 | (F) On-Site Expectations | Ensure mentors provide guidance to fellows on sessions to attend | Resolved | This is already part of the Fellowship mentoring process. | RySG, MEAC-SWG, ALAC NCSG | |
| 82 | (F) On-Site Expectations | Provide guidance to mentors on the number of sessions/hours fellows should be expected to attend | Active | PRS will work to ensure mentors stipulate a minimum of 5 sessions for each fellow to attend. This will be reflected in the updated mentoring guidelines. | RySG, RrSG | |
| 83 | (F) On-Site Expectations | Ensure fellows explore other constituencies, as well as work related to their regions, in addition to their SO/AC specific sessions | Active | Fellows will be encouraged to explore other constituencies, as well work related to their regions, in addition to their SO/AC-specific sessions. This will be reflected in the updated mentoring guidelines. | MEAC-SWG, ALAC | Alumni |
| 84 | (F) On-Site Expectations | Provide more exposure to issues affecting contracted parties | Active | In the new program approach, SOs and ACs will be tasked with nominating a mentor, and mentors will take into account relevant issues and concerns when suggesting sessions to fellows. This will be reflected in the updated mentoring guidelines. | RySG | |
| 85 | (F) On-Site Expectations | Focus on integrating fellows into the community during the ICANN Meeting and engaging them with ICANN processes (even in their first meeting) | Active | In the new program approach, SOs and ACs will be tasked with nominating a mentor, and mentors will take into account relevant issues and concerns when suggesting sessions to fellows. This will be reflected in the updated mentoring guidelines. | NCSG | |
| 86 | (F) On-Site Expectations | Publish a list of mandatory sessions for fellows, including invited speakers | Active | PRS will no longer host daily sessions. Instead, PRS will only host Newcomers Day as a means of exposure to community leadership; all other sessions will be break-out sessions with experts in the field for capacity development. The Fellowship Program on-site agenda will be published on icann.org. | NCSG | |
| 87 | (F) On-Site Expectations | Task fellows with with providing brief daily session recaps, sharing key takeaways with other fellows. | Active | PRS empowers mentors to assign these types of tasks to their fellows. This will be reflected in the updated mentoring guidelines. | RrSG | |
| 88 | (F) On-Site Expectations | Have staff provide background information about the meetings or have a coloring scheme that separates administrative internal meetings from substantive interesting ones | Active | ICANN staff will work with fellows to provide necessary information about meetings and highlight relevant sessions, categorized by theme. | ALAC, NCSG | |
| 89 | (F) On-Site Expectations | Alert session leaders to fellows' presence in the room to ensure proper support and encouragement is provided | Active | Fellows will be encouraged to self-identify and ask for assistance. This will be reflected in the updated mentoring guidelines. | RrSG | |
| 90 | (F) On-Site Expectations | Alter misplaced focus on public forums | Active | This will be reflected in the updated mentoring guidelines. | RrSG | |
| 91 | (F) On-Site Expectations | Avoid overlap between GNSO Working Session and Newcomer sessions | Active | ICANN staff will try to work within parameters of schedule to avoid conflict. | GNSO Council | |
| 92 | (F) On-Site Expectations | Have fellows work as a group to create a public comment during the week | Active | This will be reflected in the updated mentoring guidelines; it could be done as a pre-meeting exercise. | MEAC-SWG | |
| 93 | (F) On-Site Expectations | Have short coaching sessions with fellows interested in our constituency. If it is the case, we will need to identify volunteer members to assume coach or mentoring responsibilities. (ISPCP) | Active | This will be reflected in the updated mentoring guidelines. | ISPCP | |

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| 94 | (F) On-Site Expectations | Consider ways to have increased involvement with SOs/ACs at meeting; for example, by allocating roles for fellows such as serving as a rapporteur or preparing a summary of a meeting or inviting fellows to attend a group-specific session for fellows | Active | This will be reflected in the updated mentoring guidelines. | ALAC, NPOC, RySG | GAC USR individuals |
| 95 | (F) On-Site Expectations | Monitor session attendance by fellows and post a list of mandatory sessions for fellows | Active | Fellowship Program on-site agenda (including mandatory sessions) will be published on icann.org. Monitoring of session attendance will be reflected in the updated mentoring guidelines. | | Individual public comments about travel |
| 96 | (F) On-Site Expectations | Offer a policy writing course for fellows during the meeting and increase focus on how to engage in PDP | Active | An ICANN Learn course on policy writing is being developed. | MEAC-SWG | |
| 97 | (F) On-Site Expectations | Ensure that the fellows become more visible during ICANN meetings and make more significant contributions. | Active | This will be reflected in the updated mentoring guidelines. | RySG | |
| 98 | (F) On-Site Expectations | Focus less on social aspects (so that fellows are seen as active contributors) | Active | This will be reflected in the updated mentoring guidelines. Program staff will ensure this information is communicated to fellows. | MEAC-SWG | |
| 99 | (G) Post-Meeting Expectations | Consider that multiple Fellowship Program alumni highlighted the difficulties in engaging meaningfully after only one meeting | Active | PRS will take this into consideration. | | Alumni |
| 100 | (G) Post-Meeting Expectations | Ask fellows to work with their mentor to identify at least one working group as a starting point for fellow possible contribution | Active | This will be reflected in the updated mentoring guidelines. | MEAC-SWG | |
| 101 | (G) Post-Meeting Expectations | Ask fellows to explore a topic within ICANN's mission from their local perspective | Active | This will be reflected in the updated mentoring guidelines. | RySG | |
| 102 | (G) Post-Meeting Expectations | Ask interested fellows to join the relevant RALO after the meeting | Active | This will be reflected in the updated mentoring guidelines. The Program will continue to encourage fellows to join relevant RALOs. | ALAC | At-Large individual |
| 103 | (G) Post-Meeting Expectations | Publish information on the fellows' reports, follow-up, and feedback and clarify if reports can be published | Active | Starting with ICANN63, PRS will pilot a post-meeting report that will outline fellows' activities and observations. | RySG | |
| 104 | (G) Post-Meeting Expectations | Clarify how fellows are evaluated and how this assessment influences their chances to be selected for subsequent fellowships | Active | Reporting and evaluating processes are currently being developed by PRS. Fellows will be evaluated by mentors and this information will be relayed by PRS to the Selection Committee. | RySG | |
| 105 | (G) Post-Meeting Expectations | Ensure regular check-in processes are in place | Active | This will be reflected in the updated mentoring guidelines. Fellows will be connected with ICANN's GSE regional staff and encourage to continue relationships with mentors and other community members. | RySG, MEAC-SWG | |
| 106 | (G) Post-Meeting Expectations | Offer post-meeting webinars on ways to stay engaged / how to participate remotely between meetings | Active | PRS is working on plans for post-meeting education (webinars, ICANN Learn, etc.). | NPM | Alumni |
| 107 | (G) Post-Meeting Expectations | Ensure follow-up promotes effective participation at ICANN, particularly in policy development | Active | PRS is working on plans for post-meeting education (webinars, ICANN Learn, etc.). Fellows will also be connected with GSE regional staff and encouraged to continue relationships with mentors and other community members. | ISPCP, NCUC | Individual public comments about travel |
| 108 | (G) Post-Meeting Expectations | Encourage interaction between fellows and coaches after the meeting to encourage the fellows to be more involved, and reflecting on their experiences by writing blog posts in their native language(s) or sharing their experience in some other way. | Active | This will be reflected in the updated mentoring guidelines. | MEAC-SWG | |

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| 109 | (G) Post-Meeting Expectations | Consider that while there are some cases of successful contributions of the fellows in the ICANN community, there are no tools to identify these fellows and support and encourage the active contributors | Active | Post-meeting evaluation frameworks are under discussion. | NCSG (Community Travel Consultation) | |
| 110 | (G) Post-Meeting Expectations | Recognize contribution of fellows when they return to their developing country; further consider ways to keep fellows engaged after the fellowship | Active | Post-meeting evaluation frameworks are under discussion | | GAC USR individual |
| 111 | (H) Metrics | Provide justification for selection choices -" the 'evaluators' of the applications need to provide justification statements for why they select the fellows and NextGen. These can be general, initially: XX number of received applications; X number from [category]; Y number selected as a review of geo attendance, by Stakeholder category indicate that [Z] region has not been fully represented. Such information needs to be published by ICANN." | Active | Metrics on selected applicants will be published on a regular basis. | BC (Community Travel Consultation) | |
| 112 | (H) Metrics | Create a follow-up matrix to measure the activities and participation of fellows on a medium to long term basis. | Active | Salesforce will be used as the tool to collect and present relevant data on engagement | NCSG | |
| 113 | (H) Metrics | Publish application metrics regarding gender and other diversity factors | Resolved | Metrics on selected applicants will be published on a regular basis. | BC | |
| 114 | (H) Metrics | Implement clear objectives and verifiable metrics for first-time and returning fellows and to monitor effectiveness of program; ICANN organization to track and reassess metrics periodically. | Active | Metrics on selected applicants will be published on a regular basis. | ALAC, GNSO Council, ISPCP, NCUC, NCSG, RySG, RrSG, BC | |
| 115 | (H) Metrics | Further analyze the full database of alumni, to get more insight in the success of the program in terms of effective engagement of Fellows in ICANN, and better understand the reasons and profile of those no longer involved. | Resolved | A ten-year Fellowship alumni survey was carried out in 2017 (https://www.icann.org/en/system/files/files/icann-fellowship-program-10-year-survey-dprd-28jun17-en.pdf); similar surveys will take place in future. | RySG | |
| 116 | (H) Metrics | As there is no definition of being 'active' in this regard yet, establish a set of metrics that will help to objectively monitor participation and serve as evidence thereof; ACs and SOs can be tasked with developing their own metrics that correspond to the general idea of active participation and tracked deliverables. | Active | PRS will work closely with all SOs/ACs in order to understand what 'active' means in their context. | GNSO Council | |
| 117 | (H) Metrics | Produce a study of who (and with how many trips) actually becomes active in ICANN. | Active | Processes to collect engagement metrics are being developed and will feed into broader efforts to measure the program's return on investment. | ALAC | |
| 118 | (H) Metrics | Track those fellows who are engaged in ICANN communities as well as those who did not return in order to evaluate causes and improvements needed | Active | Post-meeting evaluation frameworks are under discussion. Fellows who seek repeat fellowships will provide verifiable metrics. | ISPCP | |
| 119 | (H) Metrics | Assess success along the following indicators: Leadership positions (less important); meaningful participation in policymaking and within their region/country preferably in the ICANN or DNS-related environment but also in other Internet Governance spaces | Active | The evaluation framework will take regional engagement and policy participation into account. | NCUC | Individual public comments about travel |

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| 120 | (H) Metrics | Conduct study of effectiveness of the Fellowship Program with a control group (people who come into ICANN directly, not through the Fellowship route); areas to assess: retention between the two groups; diversity, especially from developing countries and women | Under Review | Post-meeting evaluation frameworks are under discussion. | ALAC | Individual public comments about travel |
| 121 | (H) Metrics | Provide more data on how the program has evolved and how it is currently performing | Active | Future program processes will provide more metrics. | | Individual public comments about travel |
| 122 | (I) Messaging | Host a presentation either via teleconference or at an ICANN meeting in order to get feedback from the different SO/ACs and for them to suggest content matching their roles and activities. | Under Review | This recommendation is under review. | ALAC | |
| 123 | (I) Messaging | Provide information on what has been done by ICANN to revive interest of people who have stopped contributing. | Under Review | This recommendation is under review. | | Individual public comments about travel |
| 124 | (I) Messaging | Provide clearer information on the distinction between Fellowship and NextGen Programs (ensure NextGen isn't perceived as a feeder for the Fellowship Program) | Active | This will be addressed in future program materials. | NPOC, RySG, GNSO Council | GAC USR individuals, individual public comments about travel, individual staff comments |
| 125 | (I) Messaging | Alter the widely held perception that the Fellowship and other similar programs are just Travel Support Programs with no real benefit | Active | This will be addressed in future program materials. | RySG | |
| 126 | (I) Messaging | Limit program goals to building capacity for engagement in domain name policy at ICANN. | Active | Future program materials will ensure that program objective is clearly stated. | NCUC, NCSG | |
| 127 | (I) Messaging | Emphasize the importance of regional engagement as well as policy development work | Active | PRS will ensure program messaging emphasizes the importance of regional engagement as well as policy development work; staff will put alumni in touch with regional GSE representatives to assist in creating future regional plans. | BC, ALAC, MEAC-SWG | |
| 128 | (I) Messaging | Emphasize that metrics on engagement will be gathered from those fellows who seek to apply for subsequent fellowships | Active | PRS will adjust program materials to emphasize that metrics on engagement will be gathered from those fellows who seek to apply for subsequent fellowships; fellows will, of course, be given the option to opt out of future involvement and will not be coerced to participate for the sake of program metrics. | NCSG, RBL | |
| 129 | (J) Messaging | Emphasize onboarding into ICANN rather than attending all meetings | Active | PRS is currently updating program materials and will work to ensure that these recommendations are reflected. | BC | |
| 130 | (J) Messaging | Highlight the importance of creating informed participants (rather than leaders), with an identified purpose for engaging in ICANN and expectations to become a contributing participant; focus on bringing more active participants into the work of the various PDPs and other policy development processes; highlight the focus on integration into the community; affirm the importance of long-term participation | Active | PRS is currently updating program materials and will work to ensure that these recommendations are reflected. | BC, NCUC, RrSG, NCSG, RySG | |
| 131 | (J) Messaging | Clearly identify the program objective | Active | PRS is currently updating program materials and will work to ensure that these recommendations are reflected. | NCSG | Individual public comment |
| 132 | (J) Messaging | Announce the number of targets of types of fellows (1st-time, returning, mentors) | Active | PRS is currently updating program materials and will work to ensure that these recommendations are reflected. | MEAC-SWG | |

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| 133 | (J) Messaging | Emphasize that Policy Forums are for alumni only | Active | PRS is currently updating program materials and will work to ensure that these recommendations are reflected. | RySG | |
| 134 | (J) Messaging | Explain that alternate fellows are chosen in case of visa issues | Active | PRS is currently updating program materials and will work to ensure that these recommendations are reflected. | | Alumni |
| 135 | (J) Messaging | Alter language regarding check-in processes | Active | PRS is currently updating program materials and will work to ensure that these recommendations are reflected. | RySG | |
| 136 | (J) Messaging | Provide more information on results and outcome of program and on how returning fellows are selected. | Active | PRS is currently updating program materials and will work to ensure that these recommendations are reflected. | NCSG, GNSO Council, MEAC-SWG, NCUC | Individual public comments about travel |
| 137 | (J) Messaging | Provide a clear road-map for fellows | Active | PRS is currently updating program materials and will work to ensure that these recommendations are reflected. | MEAC-SWG | |
| 138 | (J) Other | Update budget line items: Program budget should include more than travel | Under Review | This recommendation is under review. | NCUC, NCSG | |
| 139 | (J) Other | Ensure the number of fellows must be always the maximum possible considering the budget for this particular year. | Closed | Budgetary decisions are not a part of the Fellowship Program review process. | ISPCP | |
| 140 | (J) Other | Reconsider expenditure on the Fellowship and other programs to reflect this ROI and assess that on an ongoing basis. | Closed | Budgetary decisions are not a part of the Fellowship Program review process. | GNSO Council | |
| 141 | (J) Other | Reduce numbers of fellowships | Closed | Budgetary decisions are not a part of the Fellowship Program review process. | RrSG | |
| 142 | (J) Other | Increase number of fellowships | Closed | Budgetary decisions are not a part of the Fellowship Program review process. | BC | Alumni |
| 143 | (J) Other | Focus on policy development upskilling similar to that of the ICANN Leadership Academy. The current program has become too complex and confusing for new community members and too broad and repetitive for those already participating in ICANN. | Active | Policy development is being highlighted in the new program. | ALAC | |
| 144 | (J) Other | Share travel reports for fellows with their affiliation group. | Closed | This is not within scope of this review. | NCSG (Community Travel Consultation) | |
| 145 | (J) Other | Consider using educational materials that ICANN develops to aid fellows and other newcomers in understanding the ICANN ecosystem with a broader use, and this does necessarily not require travel support. | Active | PRS will make some ICANN Learn materials developed for fellows open to others as well. | NCUC, NCSG | |
| 146 | (J) Other | Coordinate with NomCom so that rejected NomCom applicants are encouraged to apply | Active | PRS will liaise with relevant NomCom staff on sharing fellowship opportunities with relevant NomCom applicants. | RrSG | |
| 147 | (J) Other | Publish rank of all consenting applicants | Closed | For reasons relating to privacy and data protection, suggestion is not currently feasible. | MEAC-SWG | |
| 148 | (J) Other | Implement a set amount of time between returning fellowships | Closed | This could undermine momentum in engaging fellows, therefore will not be implemented. | ALAC, RrSG | |
| 149 | (J) Other | Allocate funding for Global Indigenous Fellowship Program (GIAP) alumni to speak to the benefits of the Fellowship Program | Closed | Fellowship Program funding is not available for this purpose, but PRS encourages NPM to alert ALAC to events where they feel the Fellowship Program should be promoted, as PRS will shortly be soliciting advice on diversity targets and events from SOs/ACs. | NPM | |
| 150 | (J) Other | Update, promote, and enhance ICANN Learn materials | Closed | PRS reviews ICANN Learn regularly and welcomes any further suggestions directly to icannlearn@icann.org. | NCSG | Alumni |

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| 151 | (J) Other | Consider alternative approaches to the current Fellowships, such as providing a mix of full and partial coverage of travel costs, or a remote Fellowship program. | Closed | Remote Fellowships are not currently within the scope of this program, but PRS is considering offering training on remote participation. | RySG | |
| 152 | (J) Other | Have a more fulsome conversation with the whole community regarding the skills, attributes, and time commitments we expect from new volunteers, and which indeed have proven to be necessary for success at ICANN, which is growing in complexity as an organization. | Resolved | As a first step, ICANN org has solicited feedback from SOs/ACs on diversity aspects of fellows, including skills (https://www.icann. org/news/announcement-2018-08-13-en). ICANN org stands ready to contribute to the broader community discussion on skills, attributes and time commitments expected of new volunteers. | GNSO Council | |

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| Initials | Name |
|---|---|
| ALAC | At-Large Advisory Committee |
| Alumni | Fellowship Program Alumni |
| BC | Business Constituency |
| GAC USR | Governmental Advisory Committee Under-served Regions Working Group |
| GNSO Coulcil | Generic Names Supporting Organization Council |
| ISOC | Internet Society |
| ISPCP | Internet Service Providers and Connectivity Providers Constituency |
| MEAC-SWG | Middle East and Adjoining Countries Strategy Working Group |
| NARALO | North America Regional At-Large Organization |
| NCSG | Non-Commercial Stakeholder Group |
| NCUC | Non-Commercial Users Constituency |
| NPM | Native Public Media |
| NPOC | Not-for-Profit Operational Concerns Constituency |
| RrSG | Registrar Stakeholder Group |
| RySG | Registries Stakeholder Group |