

Organizational Effectiveness Committee Activities Report

30 June 2024

Section I: Completed Activities¹ – Q1 through Q2 2024

Note: Reviews and related projects consist of several major phases (planning, conducting review and implementing improvements), and each phase may last six months or longer. While completed activities are reflective of these phases in Section I of this report, Section II includes milestones that have been completed within the phases that are still a work in progress.

Item	Description	Completion Date	Status
Second Organizational Review of the NomCom (NomCom2) Implementation - "Unaffiliated" Directors	<p>In September 2023, the Board <u>took action</u> on NomCom2 Review implementation – next steps in Bylaws Amendments Process. Part of this action included further consideration of community concerns regarding the Fundamental Bylaws amendment on Article 7 of the ICANN Bylaws related to the "Unaffiliated" Directors role (and the related Statement).</p> <p>The Board directed the OEC to develop a plan within six months of this Board action) to address the issue, before determining whether or how to proceed forward in the Fundamental Bylaws amendment process.</p>	23 May 2024	<ul style="list-style-type: none">• The ICANN Board Organizational Effectiveness Committee (OEC) updated the Board on 7 June 2024 regarding the two NomCom-related topics in line with two prior Board resolutions (March, September 2023), including the definition of "Unaffiliated" Director role and stipulation of the number of such seats on the ICANN Board, which has significant governance implications for ICANN.• The Board agreed to advance the "Unaffiliated" Director topic to the Board Governance Committee (BGC) for its recommendation with a way forward by September 2024.• The OEC's work regarding the "Unaffiliated" Director role on the ICANN Board is considered complete.

¹ Organizational and Specific reviews have a long life-cycle, with multiple phases and durations. For the purposes of this reporting, completed activities include milestones and achievements that demonstrate progression of these reviews by phase.

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<p>Pilot Holistic Review Initiation (Implementation of ATRT3 Recommendation 3.5 - Initiation)</p>	<p>OEC made a recommendation to the Board to initiate the Pilot Holistic Review.</p>	<p>29 April 2024</p>	<ul style="list-style-type: none"> • Board approved resolution to initiate the PHR during a special Board Meeting held on 29 April 2024.
<p>Fourth Accountability and Transparency Review (ATR4)</p>	<p>ICANN org initiated correspondence with the community regarding the timing of ATRT4 (13 February).</p> <p>OEC analyzed input received from community groups and determined its recommended pathway forward for the timing of ATRT4 (OEC April meeting - 2 April).</p> <p>OEC made its recommendation to the Board to defer ATRT4 by no more than twelve (12) months.</p>	<p>29 April 2024</p>	<ul style="list-style-type: none"> • Deferral of the Fourth Accountability and Transparency Review (ATR4) (Special Meeting of the ICANN Board: 29 APR 2024)
<p>RySG Charter Amendments</p>	<p>Upon being briefed by ICANN org, the OEC approved the publication of the amended RySG charter for Public Comment (03 April 2024).</p>	<p>03 April 2024</p>	<ul style="list-style-type: none"> • Public Comment proceeding will open after RySG vote.

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Section II: In-Progress Activities

Note: Reviews and related projects consist of several major phases (planning, conducting review and implementing improvements), and each phase may last six months or longer. While completed activities are reflective of these phases in Section I of this report, Section II includes milestones that have been completed within the phases that are still work in progress.

Item	Description ²	Target Completion Date	Status
Second Organizational Review of the NomCom (NomCom2) Implementation - NomCom Rebalancing	The OEC recommends broader Board involvement (including, but not limited to, the Board Governance Committee) to address NomCom rebalancing, due to the interplay of ICANN governance and potential Conflict of Interest (COI) concerns.	September 2024	<ul style="list-style-type: none"> • The ICANN Board Organizational Effectiveness Committee (OEC) updated the Board on 7 June 2024 regarding the two NomCom-related topics in line with two prior Board resolutions (March, September 2023), including NomCom rebalancing, which has significant governance implications for ICANN. • The Board agreed to organize a follow-up Board discussion on NomCom Rebalancing during the next Board workshop in September 2024. • The NomCom Rebalancing topic is still in progress under OEC activities.
Second Organizational Review of the RSSAC (RSSAC2) Implementation	<ul style="list-style-type: none"> • The second Organizational Review of the Root Server System Advisory Committee (RSSAC2 Review) was completed in 2018 with the submission of the Independent Examiner's Final Report. The Board took 	Ongoing	<ul style="list-style-type: none"> • The RSSAC conveyed to the OEC that the RSS GWG directly report on its progress, rather than the RSSAC. The OEC replied to RSSAC via ICANN correspondence for clarification. The RSSAC and OEC

² Description of Review activities, for which the OEC provides oversight.

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	<p>action on 12 June 2022 to defer the Third Review of the Root Server System Advisory Committee. The RSSAC submitted its final RSSAC2 Review implementation report in June 2022. The Board took action on 22 September 2022 to acknowledge completion of the RSSAC2 Review, and requested status updates on the progress of the Root Server System Governance Working Group (RSS GWG).</p> <ul style="list-style-type: none"> Per the final report, Recommendations 1a and 6a are dependent on the progress of the RSS GWG, which has revised its 2022-23 work plan. Recommendation 6a has been completed since then. 		<p>acknowledged that Recommendation 6a from the RSSAC2 Review is considered complete and can be closed.</p> <ul style="list-style-type: none"> RSSAC in collaboration with RSS GWG to update the OEC on the conclusion of work and impact on the Recommendation 1a.
<p>Specific Reviews recommendations pending Board action</p>	<p>Recommendation from the OEC to the Board on pending CCT recommendations.</p>	<p>July 2024</p>	<ul style="list-style-type: none"> At its meeting on 23 May 2024, the OEC discussed the four CCT pending recommendations, and agreed to formalize a recommendation to the Board by email after further consideration of the study commissioned to inform Board action.
<p>Pilot Holistic Review (Implementation of ATRT3 Recommendation 3.5 - Preparation)</p>	<p>During its April 2024 Special Board Session, the Board agreed to initiate the Pilot Holistic Review no later than September 2024. In its resolutions, the Board directed ICANN org to start the process for soliciting and seating a review team and to begin planning for the start of the Pilot Holistic Review.</p> <p>Milestones and deliverables:</p> <ul style="list-style-type: none"> 18 July: Pilot Holistic Review Operating Standards Draft presented to OEC for discussion 	<p>Ongoing</p>	<ul style="list-style-type: none"> The Call for Volunteers closed on 19 June. 67 Applications were received in total. The SO/AC Nomination Phase was initiated on 21 June. Letters were sent to all SO/AC Chairs notifying them of the applicants seeking their nomination.

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	<ul style="list-style-type: none"> ● 6 Sept: SO/AC Chairs select review team members and identify review leadership from list of nominated applicants. ● Sept: Board selects its Liaison for the review. ● 13 Sept: Review team members are publicly announced. ● 25 Sept: Review Team is assembled. 		
<p>Evolution of Organizational Reviews into a Continuous Improvement Program (CIP) (Pilot)</p> <p>(Implementation of ATRT3 Recommendation 3.6)</p>	<p>The Third Accountability and Transparency Review (ATRT3) Recommendation 3.6 calls for Organizational Reviews to be evolved into a Continuous Improvement Program (CIP). The Board directed ICANN org to implement a pilot Continuous Improvement Program in collaboration with the community before a Bylaws amendment is completed. A Continuous Improvement Program Community Coordination Group (CIP-CCG) convened in January 2024 to develop a framework for implementation of ATRT3 Rec. 3.6.</p> <p>Roadmap and deliverables:</p> <ul style="list-style-type: none"> ● Nov 2024: Initial development phase of CIP Framework (est. 12 months) concluding with CIP Framework published for Public Comment (est. Nov 2024-Feb 2025). ● March 2025: CIP Assessment Period 1: Estimated to begin upon adoption of the Framework (estimated March 2025), Conclude at the end of 2027 (3 years). The results of the CIP assessment(s) will inform the Holistic Review. Second assessment 	<p>Ongoing</p>	<ul style="list-style-type: none"> ● The Continuous Improvement Program Community Coordination Group (CIP-CCG) completed Phases 1 & 2 towards the goal of developing a framework for implementation of ATRT3 Rec. 3.6; the collective establishment of 5 Principles. ● The CIP-CCG is developing the CIP Framework for Public Comment, anticipated by November 2024.

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	<p>would begin in 2028 and run through 2030.</p> <ul style="list-style-type: none"> ● June 2025: Preparation for Bylaws Amendment, Board consideration of CIP pilot and progress made towards evolving Organizational Reviews. <p>The OEC continues to monitor the implementation of this recommendation. The Board will consider the progress made toward evolving Organizational Reviews by June 2025.</p>		
<p>Lifecycle of Reviews (LOR)</p>	<p>ICANN org initiated the Lifecycle of Reviews Project to understand the current operational challenges faced by Specific Reviews and introduce procedural improvements to the reviews process. This is a continuation of the work started by the OEC; this work was paused while the ATRT3 was active.</p> <p>ICANN org has compiled identified problems and proposed improvements to the ICANN review program as articulated by the community, Board and ICANN org over the past five years, which manifested into a Thought Paper outlining the current state of the reviews process and providing an overview of potential improvements. Refer to the Lifecycle of Reviews workspace for ongoing updates.</p> <p>Because the Lifecycle of Reviews Project has been focused on the process, it has not looked at whether these Specific Reviews are continuing to fulfill their original purpose. ICANN org is beginning discussions with the Board on potential means for</p>	<p>Ongoing</p>	<ul style="list-style-type: none"> ● A project update was presented in February 2024 during ICANN79 Prep Week and in May 2024 during ICANN 80 Prep Week. ● The OEC was presented with a progress update during its April 2024 meeting. ● ICANN org is scheduling SO/AC briefings in September 2024. ● A Public Comment proceeding on the Revised Operating Standards for Specific Reviews has been scheduled for October 2024.

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	re-evaluating Specific Reviews against their intended purpose.		
Fourth Accountability and Transparency Review (ATRT4) - Initiation	<p>The Board deferred ATRT4 by no more than twelve (12) months and directed ICANN org to provide an update on the status on the implementation of ATRT3 Recommendations to inform its decision.</p> <p>Milestones and deliverables:</p> <ul style="list-style-type: none"> • February 2025: ICANN org to present OEC with an update on the status on the implementation of ATRT3 Recommendations. 	April 2025	<ul style="list-style-type: none"> • ICANN org is continuing the implementation of ATRT3 Recommendations, including 3.5 (Pilot Holistic Review) and 3.6 (Continuous Improvement Program).
RySG Charter Amendments	Upon being briefed by ICANN org, the OEC approved the publication of the amended RySG charter for Public Comment (03 April 2024).	In Progress	<ul style="list-style-type: none"> • ICANN org notified the RySG of OEC approval and prepared the Public Comment proceeding.

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<p>Second IANA Naming Function Review (IFR2)</p>	<p>IFR2 began its work in October 2023. Activities are anticipated to take 12-18 months (estimated completion March 2025). Throughout the course of the review, the OEC is responsible for review and oversight of the review activities. Alan Barrett serves as the Board liaison to the IFR2.</p>	<p>March 2025</p>	<ul style="list-style-type: none"> • The IFR2 is in the fact finding and data analysis stage of the review. ICANN org will provide updates to the OEC on the IFR2 work via the regularly-scheduled OEC meetings and/or via email as appropriate.
<p>Improved GNSO Stakeholder Group and Constituency Charter Amendment Process</p>	<p>The Generic Names Supporting Organization (GNSO) charter revision process has been updated to reflect the continuous evolution of the ICANN community, ongoing implementation of Specific Review recommendations, and the review role of ICANN Board. These improvements will streamline charter revisions and allow GNSO Stakeholder Groups and Constituencies to continue their focus on policy development.</p>	<p>Deferred</p>	<ul style="list-style-type: none"> • To avoid confusion about which process is in effect, Public Comment has been deferred until active charter revisions conclude (namely, the Registries Stakeholder Group).

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<p>Prioritized Board approved Specific Reviews recommendations (Implementation)</p>	<p>Refer to ICANN org related webpage for the latest status on implementation of prioritized Specific Reviews recommendations: Third Accountability and Transparency Review (ATRT3) Competition, Consumer Trust, Consumer Choice Review (CCT) Registration Directory Service Review (RDS-WHOIS2) Second Security, Stability, and Resilience of the DNS Review (SSR2) .</p>	<p>Ongoing</p>	<ul style="list-style-type: none"> • The OEC continues to oversee the progress of implementation conducted by ICANN org. • The OEC received an update on implementation progress on 23 May 2024.
<p>Specific Reviews recommendations pending Board consideration</p>	<p>A total of five recommendations (four CCT and one SSR2) remain pending Board consideration.</p>	<p>Ongoing</p>	<ul style="list-style-type: none"> • The OEC continues to oversee the progress of recommendations pending Board consideration by ICANN org. See text earlier in this report about the pending CCT recommendations.
<p>Reviews Risk Assessment</p>	<p>Pursuant to a request from the Board to better understand the risks associated with Reviews and to inform Reviews related decisions, ICANN org produced a Risk Assessment that analyzed the current state of ICANN Reviews. The assessment identifies strategic, legal, accountability, reputational and procedural risks to ICANN and proposes mitigations for the Board to consider.</p>	<p>Ongoing</p>	<ul style="list-style-type: none"> • The Risk Assessment on Reviews was presented to the Board at the September 2023 workshop. • Work is underway to identify a path forward for examining the purpose of Specific Reviews in the current context and in conjunction with the Lifecycle of Reviews.
<p>Enhancing ICANN Accountability - Work Stream 2</p>	<p>Refer to the implementation Home page on community wiki for the latest status on org and community implementation of recommendations.</p>	<p>Ongoing</p>	<ul style="list-style-type: none"> • The OEC continues to oversee the progress of implementation by ICANN org and the community. The OEC received an update on implementation progress on 23 May 2024.

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Current Status of Reviews:

Please note that the current status of Reviews is available on the recently updated community wiki pages at <https://community.icann.org/category/accountability>