

Organizational Effectiveness Committee Activities Report

31 December 2024

Section I: Completed Activities¹ – Q3 through Q4 2024

Item	Description	Completion Date	Status
Second Organizational Review of the NomCom (NomCom2) Implementation - Unaffiliated Directors	After the community expressed its disagreement with the proposed definition of “unaffiliated directors” and whether the NomCom should be responsible for such appointments, the Board, at its June 2024 workshop agreed that further discussion on this topic was more appropriate as a governance conversation and forwarded the matter to the Board Governance Committee. Relevant Links: • 2022 NomCom2 Final Report • 16 MAR 2023 Board Resolution • 10 SEP 2023 Board Resolution • Bylaws Amendments and Documents to Implement the NomCom2 Review Please refer to the NomCom Review community wiki page and ICANN.org page for additional information.	July 2024	• Based on Board discussion in June 2024, the OEC Chair handed off the governance issue of defining “unaffiliated directors” to the Board Governance Committee by email in July 2024.

¹ Review-related projects and Charter amendments have long life-cycles, with multiple phases and durations. For the purposes of this reporting, completed activities include milestones and achievements that demonstrate progression of this work by phase.

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Pilot Holistic Review (Source: ATRT3 Recommendation 3.5)	The OEC made a recommendation to the Board to adopt the Pilot Holistic Review Operating Standards during its April 2024 Special Board Session. The Board agreed to initiate the Pilot Holistic Review no later than September 2024, and 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. Background: April 2022 - The Board directed ICANN org to initiate the first Holistic Review as a pilot. March 2022 - A Terms of Reference (ToR) Development Team, was assembled. April 2024 - The ICANN Board took action to initiate the Pilot Holistic Review.	07 September 2024	• 6 Sept: SO/AC Chairs select review team members and identify review leadership from list of nominated applicants. • On 7 September the ICANN Board adopted the Pilot Holistic Review Operating Standards, in line with its 29 April 2024 resolution and the Pilot Holistic Review Terms of Reference. • 13 Sept: Review team members are publicly announced. • 30 Sept: Review Team assembled for inaugural meeting. • 24 Oct: Board selects its liaison for the review.
Proposed Updates to the Operating Standards of Specific Review	Over the course of recent Specific Review cycles, the community, Board, and ICANN org identified areas that posed challenges to the ability of the Reviews to effectively fulfill their purpose. April 2023 Thought Paper To address the identified areas, ICANN org developed a series of process improvements and integrated them into an updated Draft Operating Standards for Specific Reviews and published it for Public Comment. Documents included in this public comment:	23 December 2024	• ICANN org updated the OEC on the areas of the Operating Standards targeted for proposed improvements during the OEC's 4 October 2024 meeting. • ICANN org published proposed updates to the Operating Standards for Specific Reviews on 23 December 2024.

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Item	Description	Completion Date	Status
	• Draft Outline of Proposed Updates to the Operating Standards • Proposed Draft Operating Standards for Specific Reviews • Updated Specific Reviews Process Flowchart		
CCT Recommendations Pending Board Action	Recommendation from the OEC to the Board on CCT Recommendations 2, 3, 4, 5.	18 July 2024	• At its meeting on 18 July 2024, the OEC made a recommendation to the ICANN Board to reject CCT Recommendations 2, 3, 4 and 5. • Board Approved Resolution 29 July 2024.
SSR2 Recommendation Pending Board Action	Recommendation from the OEC to the Board on SSR2 Recommendation 17.1.	5 December 2024	• The OEC reviewed the ICANN assessment and, on 5 December 2024, made a recommendation to the ICANN Board to approve SSR2 Recommendation 17.1 as fully implemented. • Board Approved Resolution 11 December 2024.
RySG Charter Amendments	Background: Following the conclusion of Public Comment , the OEC recommended Board action on the amended RySG charter .	01 November 2024	• Following the conclusion of Public Comment, the OEC unanimously approved via email the amended RySG charter for Board action.

Section II: In-Progress Activities

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Item	Description ²	Target Completion Date	Status
Second Organizational Review of the RSSAC (RSSAC2) Implementation	- 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 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). - 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.	Ongoing (Timing is dependent on the progress of the GWG)	- 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 acknowledged that Recommendation 6a from the RSSAC2 Review is considered complete and can be closed. - Next steps: RSSAC in collaboration with RSS GWG to update the OEC on the conclusion of work and impact on the Recommendation 1a.
Pilot Holistic Review (Source: ATRT3 Recommendation 3.5)	The Pilot Holistic Review is tasked with developing the guidelines and methodologies for a future Holistic Review as part of implementation of the Third Accountability and Transparency Review Team (ATRT3) Recommendation 3.5.	December 2025	- Since its inaugural meeting on 30 September 2024, the Pilot Holistic Review Team has discussed the purpose, scope, and input for the Holistic Review. - The team's leadership is in the process of surveying the team to determine whether

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

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	Upcoming activities: ● February 2025: PHR Team to finalize its work plan. ● May-July 2025: PHR Team to publish its Draft Report for Public Comment. ● December 2025: PHR Team to deliver its Final Report to the Board. Background: April 2022 - The Board directed ICANN org to initiate the first Holistic Review as a pilot. March 2022 - A Terms of Reference (ToR) Development Team, was assembled. April 2024 - The ICANN Board took action to initiate the Pilot Holistic Review.		there is consensus on these foundational elements of the Review. ● Alignment among review team members on these elements is required for the team to determine its approach to the pilot's deliverables outlined in the Pilot Holistic Review Team's Terms of Reference. ● ICANN org and the PHR Board Liaison to update the OEC on the outcome of the team's deliberations and its proposed work plan.
Evolution of Organizational Reviews into a Continuous Improvement Program (CIP) (Pilot) (Source: ATRT3 Recommendation 3.6)	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. Upcoming activities: ● February 2025: CIP-CCG to reconvene to	June 2025	● The CIP-CCG published a draft CIP framework for Public Comment on 21 November 2024. ● ICANN org is tracking Public Comment submissions through the closure of the proceeding on 17 January. ● ICANN org will present an update on the implementation of the CIP to the OEC in April 2025. ● OEC to present an update to the Board in June 2025 to inform its decision on whether or not Organizational Reviews should be resumed.

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	address public comments received on the CIP Framework. ● March 2025: ICANN org to begin working directly with each SO/AC and NomCom on operationalization following closure of the CIP-CCG. ● 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 would begin in 2028 and run through 2030. ● June 2025: Preparation for Bylaws Amendment, OEC will lead Board consideration of CIP pilot and progress made towards evolving Organizational Reviews.		
Updates to the Operating Standards for Specific Reviews	Over the course of recent Specific Review cycles, the community, Board, and ICANN org identified areas that posed challenges to the ability of the Reviews to effectively fulfill their purpose. To address the identified areas, ICANN org developed a series of process improvements and integrated them into an updated Draft Operating Standards for Specific Reviews	April 2025	● A Public Comment period was initiated on 23 December 2024. ● ICANN org is tracking Public Comment submissions through the closure of the proceeding on 10 February.

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	Upcoming activities: • February 2025: ICANN org will present its analysis of comments and the latest updated Draft Operating Standards to the OEC for discussion. • March 2025: Board consideration of proposed improvements to the Operating Standards. • April 2025: Board decision on proposed updates to the Operating Standards. Documents included in this public comment: • Draft Outline of Proposed Updates to the Operating Standards • Proposed Draft Operating Standards for Specific Reviews • Updated Specific Reviews Process Flowchart		
Fourth Accountability and Transparency Review (ATR4) - Initiation	The Board deferred ATR4 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. Upcoming activities: • February 2025: ICANN org to present OEC with an update on the status on the implementation of ATRT3 Recommendations.	April 2025	• ICANN org is continuing the implementation of ATRT3 Recommendations, including 3.5 (Pilot Holistic Review) and 3.6 (Continuous Improvement Program). • ICANN org to work with OEC on a Board action to initiate ATR4 in April 2025.

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Second IANA Naming Function Review (IFR2)	IFR2 began its work in October 2023. Activities are anticipated to take 12-18 months (estimated completion May 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.	May 2025	• 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.
Improved GNSO Stakeholder Group and Constituency Charter Amendment Process	The Generic Names Supporting Organization (GNSO) charter amendment 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.	Ongoing	• There are currently no GNSO Stakeholder Groups or Constituencies revising their charters. This presents an opportunity to implement the revised process approved by the OEC in 2022. ICANN org will brief the current OEC on expected next steps.

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Prioritized Board approved Specific Reviews recommendations (Implementation)	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) .	Ongoing	- The OEC continues to oversee the progress of implementation conducted by ICANN org. - The OEC received an update on implementation progress on 22 August 2024.
Reviews Risk Assessment	The Board requested ICANN org produce a Risk Assessment to analyze the current state of ICANN Reviews at its 2023 Brussels Workshop. ICANN org presented the Risk Assessment to the Board at its 2023 Istanbul Workshop to inform upcoming Reviews related decisions. The internal document identified strategic, legal, accountability, reputational and procedural risks to ICANN and proposed mitigations for the Board to consider.	Ongoing	- Work is underway to identify a path forward for fundamentally reevaluating Specific Reviews. - Proposed improvements to Specific Reviews published for Public Comment via the Lifecycle of Reviews seeks to mitigate known risks in the Specific Review process.
Enhancing ICANN Accountability - Work Stream 2	Refer to the implementation Home page on community wiki for the latest status on org and community implementation of recommendations.	Ongoing	The OEC continues to oversee the progress of implementation by ICANN org and the community. The OEC received an update on implementation progress on 22 August 2024.

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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 issues that impact NomCom rebalancing, due to the interplay of ICANN governance and potential Conflict of Interest (COI) concerns. Relevant Links: • 2022 NomCom2 Final Report • 16 MAR 2023 Board Resolution • 10 SEP 2023 Board Resolution • Bylaws Amendments and Documents to Implement the NomCom2 Review Please refer to the NomCom Review community wiki page and ICANN.org page for additional information.	Ongoing	• In June 2024, the Board agreed to organize a follow-up Board discussion regarding the purpose of the NomCom and potential paths or alternatives to rebalancing at a future Board Workshop. • As the implementation of the NomCom2 recommendations is closed, the proper ownership of this item should be further assessed with the Board as a whole, as it is not clearly remaining with the OEC mandate.

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>