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AL-ALAC-ST-0923-01-00-EN  
ORIGINAL: English  
DATE: 05 October 2023  
STATUS: Ratified

**AT-LARGE ADVISORY COMMITTEE**  
**Comment on**  
**Pilot Holistic Review Draft Terms of Reference**

## Introduction

On 28 September 2023, the Public Comment opened for the [At-Large Workspace: Pilot Holistic Review Revised Draft Terms of Reference](#).

From 5 to 16 October, the primary penholder, Bill Jouris, with the support of the ALAC's original third Accountability and Transparency Review Team (ATRT3) and Terms of Reference development team members Cheryl Langdon-Orr, Sebastien Bachollet, Vanda Scartezini, and Daniel Nanghaka, drafted this brief ALAC response to the Pilot Holistic Review (PHR) Revised Terms of Reference (ToR) Public Comment. The draft was discussed and reviewed by both the ALAC's [Consolidated Policy Working Group](#) (CPWG) and [Operations, Finance and Budget Working Group](#) (OFB-WG) detailed below:

On 9 November 2023, the OFB-WG discussed the ALAC Response to the PHR.

On 14 November 2023, the draft statement was sent to the OFB-WG for a 24 hour comment period.

On 17 November 2023, a five day ALAC vote was opened as part of the ALAC ratification.

As a result of these community and Advisory Committee processes, the ALAC notes that it strongly supports the PHR ToR as developed in version 2.

ALAC and At-Large have been in continuous support of the recommendations made by ATRT3 regarding Reviews, Holistic Review(s), and the essential implementation of Continuous Improvement Programs ICANN-wide. We are especially strongly in favor of getting the proposed 'Pilot' Holistic Review started as quickly as possible after the end of the Public Comment period. To this end, we

propose that ICANN.org seriously consider the benefits of running various preparatory phases for the 'Pilot Holistic Review', as outlined in these ToRs, in a parallel, overlapping manner to better expedite what has been an already protracted process. (See the various associated timelines in the Appendix)

ALAC does, however, note that:

- ❖ The deliverables should include an additional deliverable: An outline of a plan, including dates, for the first full Holistic Review.
- ❖ One goal of the Pilot will be to ensure that the process outlined in the 'Operating Standards for Specific Reviews' is followed. This articulates the necessary skill sets for Holistic Review team members required to achieve review objectives. We suggest that these Terms of Reference include a similar articulation of the skill sets required for the Pilot team. That is, "ICANN organization shall publish a list of the skill set that each candidate should have in the initial call for volunteers, consistent with the requirements detailed in these Operating Standards. This desired skill set shall be shared with the SO/ACs to inform their nomination process, as well as the SO/AC Chairs to inform their selection process.
- ❖ ALAC/At-Large also wishes to ensure that consequences to timelines of other reviews, currently on hold or being planned, are properly taken into account so that unintended consequences on the community and other resources are limited and minimized; to that end, we have appended the "Third Accountability and Transparency Review Team (ATRT3) & Pilot Holistic Review TOR - Reviews Multi-Year Timeline".
- ❖ ALAC/At-Large notes its appreciation for the opportunity to comment and we are hopeful to see this matter draw to a close.

## Appendix:

“Third Accountability and Transparency Review Team (ATRT3) & Pilot Holistic Review TOR - Reviews Multi-Year Timeline”. Prepared by Sebastian Bachollet.

See slides below or click link: [2023\\_ATRT3\\_TOR\\_PHR\\_timeline\\_V1.pdf](#)



78

ANNUAL  
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MEETING



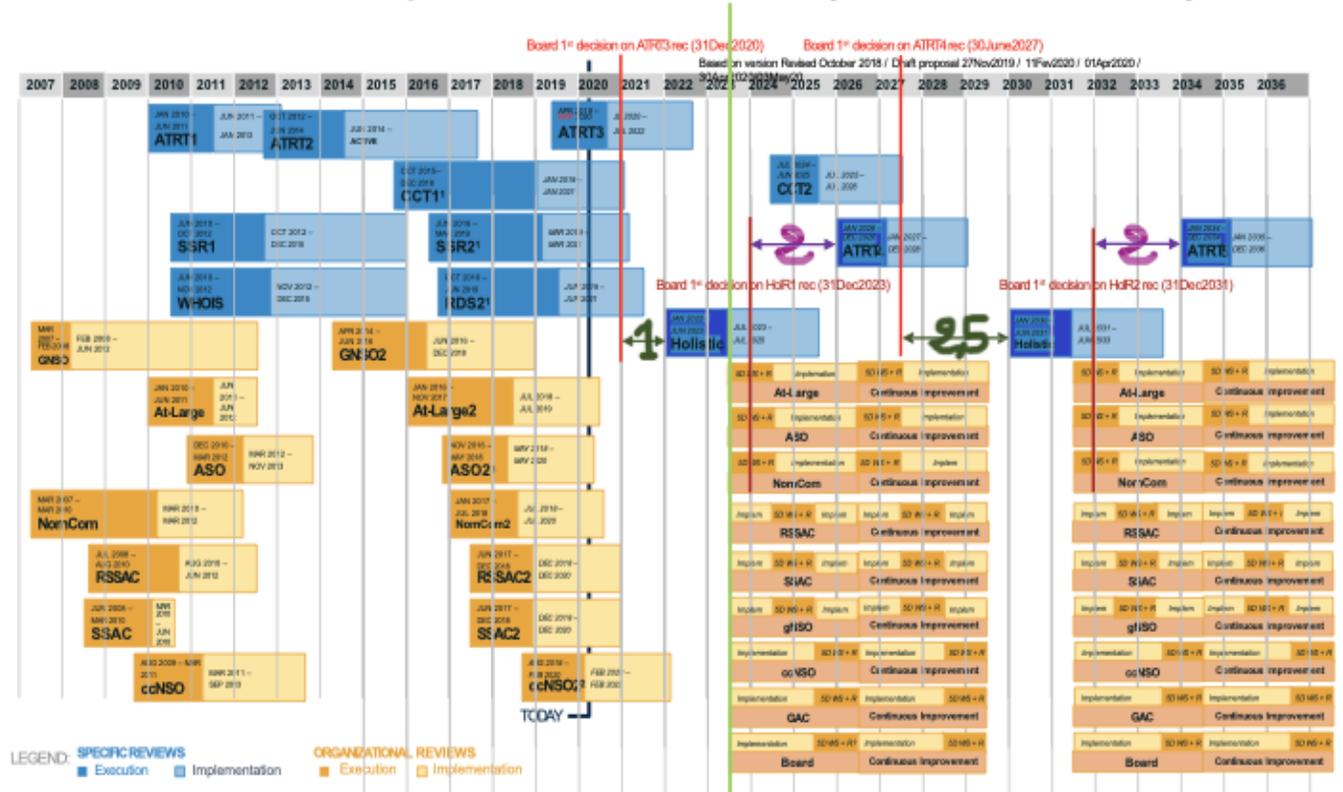
# Third Accountability and Transparency Review Team (ATRT3) & Pilot Holistic Review ToR

## Reviews Multiyear Timeline

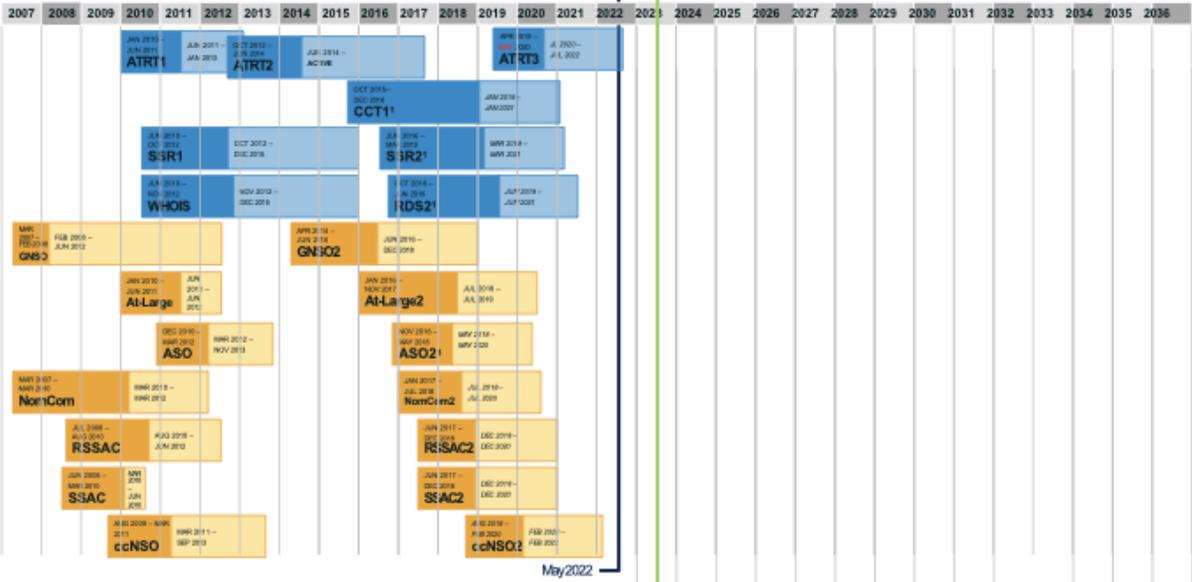
June 2022



# Reviews Multiyear Timeline (From ATRT3)



# Reviews Multiyear Timeline (From Pilot Holistic Review ToR Team) – May 2022



LEGEND: **SPECIFIC REVIEWS** ■ Execution ■ Implementation **ORGANIZATIONAL REVIEWS** ■ Execution ■ Implementation

October 2023



# Pilot Holistic Review Revised Draft Terms of Reference

2023

## Comments

- **Open for Submissions**  
28 September 2023
- **Closed for Submissions**  
27 November 2023
- **Report Due**  
11 December 2023

**Official Dates**

2024

## PHR

- **Review of the Staff report by the Board Organizational Effectiveness Committee**  
12 Dec 23 - 31 Jan 24
- **Call for Volunteers**  
1 Feb 24 – 30 Apr 24
- **Selection of the team**  
15 May 2024
- **First meeting of the PHR Team**  
14 & 15 June 24 - Kigali

**Possible Dates**

# Reviews Multiyear Timeline

## Where are we in October 2023?

