

Training and Development Plan

Board of Trustees of the American Registry for Internet Numbers, Ltd.

1. Purpose

The Board of Trustees of the American Registry for Internet Numbers, Ltd. (ARIN) recognizes that effective governance requires ongoing awareness of evolving issues in Internet governance, technology, organizational leadership, and nonprofit oversight. The purpose of this Trustee Training and Development Plan is to encourage Trustees to pursue ongoing professional and governance development that strengthens both individual contributions and the collective effectiveness of the Board.

This framework should support Trustees in identifying learning opportunities aligned with their interests, expertise, and ARIN's strategic priorities.

2. Guiding Principles

Trustee training and development activities should be guided by the following principles:

- Voluntary Participation – Development planning and continuing education are encouraged as a best practice but are not mandatory.
- Relevance to ARIN Governance – Activities should ideally enhance a Trustee's ability to contribute to ARIN's oversight, strategy, and stewardship.
- Continuous Learning – Trustees are encouraged to remain informed about developments affecting Internet governance, nonprofit leadership, and technical policy environments.
- Individualized Approach – Each Trustee may pursue learning opportunities that reflect their unique expertise, interests, and development goals.
- Prudent Use of Resources – Trustees are encouraged to make use of high-quality free learning resources. Paid development opportunities should generally be pursued only where they address a specific need identified by the Board.

3. Types of Learning Activities

Trustees may pursue development through a variety of formats, including governance training courses, peer-learning opportunities, blogs or podcasts, professional development workshops, online learning, and research on relevant topics. These activities may be either formal or informal, and can take place throughout the year.

Please see attached Exhibit A - Trustee Training and Development Framework, which includes resources that Trustees may consider using for their ongoing development.

4. Governance Committee Role and Board-Level Development

The Governance Committee may, from time to time, identify emerging issues, knowledge gaps, or areas of shared interest that would benefit all Trustees. Where appropriate, the Governance

Committee may bring such matters to the Board's attention and recommend governance-focused learning sessions or discussions.

5. Sharing and Board Learning

Trustees are encouraged, when appropriate, to share insights from their learning activities with fellow Board members. This may occur through:

- Informal discussion during Board meetings,
- Brief written summaries, or
- Board learning sessions.

Sharing knowledge can help strengthen collective Board expertise and awareness.

6. Funding and Approval of Development Activities

Trustees are encouraged to utilize free learning resources as a first step in their professional development activities. Paid individual professional development activities will generally be supported only where they address a specific need that has been identified by the Board. Any such expenditure should be reasonable and will require prior approval from the Board Chair in consultation with the President/CEO.

7. Review of the Development Plan

The Board may periodically review this Trustee Training and Development Plan to ensure it remains relevant to the evolving governance needs of ARIN.

EXHIBIT A

Trustee Training and Development Framework

I. Required Training

A. Training required for all ARIN volunteers:

- Harassment Prevention
- Inclusion and Diversity

B. Training required for new Trustees only

- Corporate governance training (e.g., ICD-Rotman Governance Essentials Program)¹
- ARIN internal onboarding training

II. Board Training

Ongoing group training provided from time to time, in person, at Board meetings (e.g., strategic planning training, AI training).

III. Optional Training

- Industry blog posts and podcasts (e.g., APNIC blog posts, ICD's Be It Resolved podcast series)
- RIR training platforms (e.g., ARIN Academy, RIPE NCC Academy)
- Governance courses and resource materials offered by NACD (National Association of Corporate Directors) and ICD (Institute of Corporate Directors)
- Learning platforms offered by:
 - ISOC (Learning @ Internet Society)
 - ICANN (ICANN Learn)
 - IGF (Online Training)

¹ ARIN will fund required corporate governance training for newly elected Trustees as part of onboarding. This training supports Trustees in fulfilling their fiduciary and oversight responsibilities. These funds are designated solely for the required training and cannot be applied to other courses or development activities. If a new Trustee has already completed comparable governance training, this training may be waived with approval from the Board Chair. In such cases, the funds remain restricted and are not available for other uses.