



ICANN org Human Rights Impact Assessment (HRIA) implementation
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Agenda

- ⦿ Background
- ⦿ Scope
- ⦿ Recommendations
- ⦿ Implementation
- ⦿ Next Steps

Background

- ⦿ The internal Human Rights Impact Assessment (HRIA) was a proactive exercise for ICANN org and an opportunity to improve how the org conducts business operations
- ⦿ [Independent third-party consultant](#) carried out the internal HRIA, the results of which were [published](#) in May 2019
- ⦿ The internal org HRIA is not a part of Work Stream 2 (WS2) efforts; however, the WS2 Human Rights Framework of Interpretation (FOI) notes that the org could consider HRIAs to assess the org's impact on human rights

Four functional areas within scope

This exercise mapped internal org **policies and procedures** in four key areas to their impacts on human rights.

Functional Area	Examples of Assessment topics
Human Resources	<ul style="list-style-type: none">✔ Equal and Fair Treatment✔ Harassment✔ Grievance Mechanisms
Procurement	<ul style="list-style-type: none">✔ Expectations for Vendors✔ Training Policies for Staff / Suppliers
Event Planning	<ul style="list-style-type: none">✔ Accessibility Features✔ Impact on Local Communities
Security Operations	<ul style="list-style-type: none">✔ Country-Specific Issues✔ Security Protocols in Global Offices

General recommendations



ICANN should develop and publicly publish a **human rights statement**, [...] expressing ICANN org's general commitment to respect human rights, in line with the bylaws.

The FOI calls for the org to develop a framework that outlines how it plans to take the Human Rights Core Value into account when developing corporate or operational policies, and executing its operations.



Raise awareness and provide employee training (cultural awareness, human rights issues, event-specific training, regular internal communication on human rights topics)



Integrate human rights into relevant existing **org-wide assessments** (organizational risk management, organizational assessment and improvement, employee surveys)

Implementation

- ⦿ Many of the recommendations involve formalizing current best practices in written policies.
- ⦿ Specific examples of ICANN org's efforts during this past year include
 - Updating ICANN's office staff and visitor privacy policies
 - Incorporating human rights questions into an annual third-party managed employee survey
 - Increasing focus on mental health issues with awareness raising and additional resources provided to staff
- ⦿ About half of the remaining recommendations are in progress, with the rest under consideration, alongside other priorities within the org's resources.

Next Steps

- ⦿ ICANN org will continue to enhance its daily operational activities to best meet international standards and best practices in the spirit of the HRIA recommendations
- ⦿ ICANN org is holding ongoing internal discussions concerning producing a framework for how the org will be respecting human rights in line with the WS2 FOI
- ⦿ Tracking of HRIA activities has been handed over from the Operations team to Public Responsibility Support, which will provide assistance as needed to each of the four functional areas as additional progress is made
- ⦿ ICANN org will continue to produce regular updates on implementation status to the community.

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