Enhancing ICANN Accountability – Work Stream 2 (WS2) Recommendations 1.1, 1.2, 1.3, 1.4, 1.5 - Implementation Documentation

Enhancing ICANN Accountability – Work Stream 2 Final Report
https://www.icann.org/en/system/files/files/ccwg-acct-ws2-final-24jun18-en.pdf

See https://www.icann.org/resources/work-stream-2-implementation-en for more information on Work Stream 2 implementation.

WS2 – Transparency l Diversity – Recommendations 1.1, 1.2, 1.3, 1.4, 1.5

Recommendation 1.1

SO/AC/Groups should agree that the following seven key elements of diversity be used as a common starting point for all diversity considerations within ICANN: * Geographic/Regional Representation * Language * Gender * Age * Physical Disability * Diverse skills * Stakeholder Group or Constituency.

Recommendation 1.2

Each SO/AC/Group should identify which elements of diversity are mandated in their charters or ICANN Bylaws and any other elements that are relevant and applicable to each of its levels including leadership (Diversity Criteria) and publish the results of the exercise on their official websites.

Recommendation 1.3

Each SO/AC/Group, supported by ICANN staff, should undertake an initial assessment of their diversity for all of their structures including leadership based on their Diversity Criteria and publish the results on their official website.

Recommendation 1.4

Each SO/AC/Group should use the information from their initial assessment to define and publish on their official website their Diversity Criteria objectives and strategies for achieving these, as well as a timeline for doing so.

Recommendation 1.5

Each SO/AC/Group, supported by ICANN staff, should undertake a regular update of their diversity assessment against their Diversity Criteria and objectives at all levels including leadership. Ideally this update should be carried out annually but not less than every three years. They should publish the results on their official website and use this information to review and update their objectives, strategies, and timelines.

Final Implementation Report

The CCWG-Accountability noted that groups in the diversity report refer to "ICANN Board, ICANN staff, NomCom, Stakeholder Group, Constituency, RALO". This implementation

documentation records implementation information for the ICANN organization (ICANN org) only, also referred to as ICANN staff below.

ICANN org is committed to promoting greater diversity and supporting broad, inclusive participation.

As it relates to Recommendations 1.1, 1.2, 1.5, ICANN org acknowledges the seven key elements of diversity agreed by the WS2 Community Coordination Group in January 2023 as a common starting point for diversity consideration. At the same time, ICANN org wishes to highlight that any decision of new ICANN staff hirings is primarily based on criteria as presented in the job description. Those criteria include key responsibilities, duties, required knowledge, skills, abilities, education, experience, languages, working conditions, physical requirements and geographic/regional representation.

While ICANN org is committed to building a culture of diversity and inclusion at all levels of leadership, the collection and reporting of data for employment for ICANN staff is limited to what is legally required and permissible by law.

In compliance with Recommendations 1.2, and 1.4, ICANN's CEO Report to the Board reports diversity data about ICANN org, including information about age, gender and geographic/regional representation of ICANN staff generally and leadership team (represented as the Executive Team) specifically. The diversity criteria reported on, include global distribution, years of service (depth of experience and skill) and gender diversity along with a year over year comparison. The information is updated, reported on, and published on ICANN.org three times a year.

Specific to Recommendation 1.4, in July 2021 ICANN org enhanced the Careers at ICANN page to include diversity in geographic/regional representation, age and gender. This enhancement also entailed the addition of personal endorsements, visual representation and included language promoting the ICANN culture, i.e. the prioritization of diversity, equity, inclusion and belonging in ICANN org's hiring and employment practices.

In January 2022, ICANN org launched the translations of Careers at ICANN , which is now available in English, Arabic, Chinese, French, Russian, and Spanish to help further diversity in recruiting. Careers at ICANN was also optimized for mobile and tablet and meets accessibility requirements.

ICANN org is an Equal Employment Opportunity Employer and does not discriminate based on age, race, color, religion, national origin, ancestry, citizenship, marital status, veteran status, physical or mental disability, sex, (including pregnancy, gender identity, and sexual orientation), childbirth or related medical conditions, family care status, genetic information, or any other protected characteristics protected by law. This statement is posted at Careers at ICANN and on ICANN.org.

To align with the community defined elements of diversity, and in response to Recommendation 1.4, the ICANN.org Diversity, Equity, and Inclusion within the ICANN Organization statement was revised and published in January 2023. The Diversity Statement articulates ICANN org's strategy to maintain, obtain, foster and broaden diversity and inclusion within ICANN org. The Diversity, Equity and Inclusion Statement published on ICANN.org will be reviewed on a regular basis as part of ongoing ICANN org process improvement. The ICANN org strategy to embrace diversity and inclusion among ICANN staff involves the use of tools and technology to facilitate active participation from all staff globally.

ICANN org regularly receives diversity and inclusion training which includes specialized topics such as *Unconscious Bias* and *Valuing Differences* and *Creating an Inclusive Environment*. The Annual Staff Engagement Survey allows the org to assess the staff experience in its promotion of diversity, equity and inclusion and drives future strategy for continuous improvement. Organizational Policies are designed to support a diverse, inclusive, equitable, and productive work environment and incorporate inclusive language.

Rationale

ICANN org recognizes that diversity and inclusion is an ongoing and evolving conversation that is continually enhanced as the org works to maintain and foster diversity. ICANN org also recognizes that due to employment and data privacy regulations that govern ICANN org practices and processes, there are limitations on the elements of diversity that can be obtained along with data that can be collected and reported.

Based on the actions and ongoing initiatives within ICANN org, implementation of this recommendation has been satisfied.

Timeline

Expected implementation date: January 2024
Final implementation date: January 2023

Milestones

- November 2016 - ICANN org posted the first CEO Report to the Board on ICANN.org and continues to update this information with each new publication
- July 2021 - ICANN org updated Careers at ICANN to include additional languages and accessibility to broaden the diversity in recruiting new ICANN staff
- January 2022, Careers at ICANN was updated to include additional languages and accessibility
- January 2023 ICANN org the updated ICANN org Diversity, Equity and Inclusion Statement