
Enhancing ICANN Accountability – Work Stream 2 (WS2) Recommendation 1.8 - 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 | Diversity – Recommendation 1.8

Recommendation 1.8

ICANN staff should support the capture, analysis, and communication of diversity information, seeking external expertise if needed, in the following ways:

- 1.8.1. Create a Diversity section on the ICANN website.
- 1.8.2. Gather and maintain all relevant diversity information in one place.
- 1.8.3. Produce an Annual Diversity Report for ICANN based on all the annual information and provide a global analysis of trends and summarize SO/AC/Groups recommendations for improvement, where appropriate. This should also include some form of reporting on diversity complaints.
- 1.8.4. Include diversity information derived from the Annual Diversity Report in ICANN's Annual Report.

Final Implementation Report

In June 2022, ICANN org created a [Diversity at ICANN](#) webpage on the ICANN website to gather all relevant diversity information in one place. The webpage includes links to past and current community discussions on diversity, a list of resources for the ICANN community (including useful links, reports, and survey findings), programs to enhance diversity in the ICANN community, and information on diversity, equity, and inclusion within the ICANN organization (org). The webpage will be updated on an ongoing basis to include new diversity materials and links.

On 28 October 2022, ICANN org released a Diversity Report within its [Annual Report](#) (pages 84 to 87). The Diversity Report includes an update on the community's work on diversity, data about diversity, equity, and inclusion within ICANN org, diversity data for the Fellowship and NextGen@ICANN Programs, and regional diversity data relating to ICANN Public Meetings. As noted in the report, ICANN community groups do not currently gather specific diversity data, and it is expected that this will evolve over time as the [Community Coordination Group](#) (CCG) undergoes discussions. Once the community begins to assess their diversity (per Recommendation 1.3), develop Diversity Criteria objectives and strategies (per Recommendation 1.4), and determine a process for dealing with diversity-related complaints and issues (per Recommendation 1.7), the Diversity Report will expand to include updates on these assessments, strategies, and complaints.

Rationale

In October 2022, a Diversity Report was published (as part of ICANN's Annual Report), and thus the implementation of this recommendation has been satisfied.

Timeline

Expected implementation date: October 2022

Final implementation date: November 2022

Milestones

Creation of [Diversity at ICANN](#) webpage (June 2022)

Release of [2022 ICANN Annual Report](#) with Diversity Report (October 2022)

Diversity Report link added to Diversity at ICANN webpage (November 2022)