
Enhancing ICANN Accountability – Work Stream 2 (WS2) Recommendations 1.1, 1.2, 1.3, 1.4, 1.5 - Board and NomCom 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 – 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/Rationale

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 Board, hereafter referred to as “Board”, and ICANN’s Nominating Committee, “NomCom”.

ICANN acknowledges and supports the seven key [elements](#) of diversity agreed by the WS2 Community Coordination Group, including efforts to promote inclusion and diversity.

Both the ICANN Board and the ICANN Nominating Committee are populated by a group of entities across the ICANN community. As a result, neither the ICANN Board nor the ICANN Nominating Committee have the ability to control or direct diversity considerations made during the selection process. Moreover, [Geographic Region representation](#) among the ICANN Board is governed by the ICANN Bylaws

ICANN is committed to building a culture of diversity and inclusion at all levels of leadership.

For future composition of the ICANN Nominating Committee, the entities making selections of delegates to the Nominating Committee will be informed by conversations with a new NomCom Standing Committee. ICANN has taken action to include the WS2 diversity considerations into this effort. Specifically, proposed charter for the NomCom Standing Committee that was submitted for [public comment](#) in April 2023 and approved by the Board on [10 September 2023](#) includes a specific charter responsibility to liaise with selecting entities to help identify potential elements of diversity that might support enhancing the diversity of the next year’s Nominating Committee.

Moreover, as part of the ICANN Board Governance Committee’s (BGC) annual conversation with the ICANN Nominating Committee on Board skill set identification, the BGC incorporates communication on other diversity elements, as appropriate.

Timeline

Expected implementation date: May 2024

Final implementation date: January 2024

Milestones

- April 2023 - [Public comment](#) period on proposed charter for NomCom Standing Committee
- September 2023 - Board approval of NomCom Standing Committee charter
- January 2024 - ICANN org posted a *Diversity, Equity, and Inclusion within the ICANN Board* section on the [Diversity at ICANN](#) page.