Enhancing ICANN Accountability – Work Stream 2 (WS2) Recommendation 1.6 - 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 I Diversity – Recommendations 1.6

Recommendation 1.6

ICANN staff should provide support and tools for the SO/AC/Groups to assist them in assessing their diversity in an appropriate manner. ICANN should also identify staff or community resources that can assist SO/ACs or other components of the community with diversity-related activities and strategies.

Final Implementation Report

In December 2023, ICANN org published a diversity toolkit to the Diversity at ICANN webpage on the ICANN website. The Diversity and Inclusion toolkit directly supports CCWG-Accountability WS2 Recommendation 1.6.

The toolkit provides a flexible and practical resource for community groups at ICANN to assess their group's diversity and inclusiveness (per Recommendation 1.3). It is designed for each Supporting Organization (SO), Advisory Committee (AC), and other community groups to use as they define their objectives and develop strategies to educate, expand, engage, and empower their group in their approach to diversity and inclusion (per Recommendation 1.4).

The toolkit also provides a range of implementation suggestions, both relating to diversity in general as well as along the lines of specific diversity elements, so that community groups can revisit the toolkit as they update their assessments and objectives regularly (per Recommendation 1.5).

Moreover, the toolkit contains two surveys which were developed by ICANN org in close collaboration with the Work Stream 2 Community Coordination Group (WS2 CCG). The CCG tailored the surveys to the community's specific needs, and each community group can further refine the surveys in carrying out their assessments. Results of the surveys will help guide community groups in deciding where to focus their efforts, and the toolkit is designed so that groups can easily find the best practices and advice relevant to their needs.

Rationale

When implementation planning for WS2 Recommendation 1 was taking place, it was assumed that a diversity, equity, and inclusion (DE)I expert might be needed to help the community work through possible definitions and differing views on diversity. A DEI consultant was thus initially hired to provide subject matter expertise to assist ICANN org staff who were supporting the community work in WS2 diversity implementation efforts.

However, as WS2 CCG discussions progressed, the community demonstrated that it was well informed about the subject and did not need additional outside expertise to establish common understanding about the diversity elements.Therefore, Org then re-scoped the work for which external subject matter expertise would be required, in the area of the diversity toolkit, with a focus on diversity survey assessments and strategies.

The toolkit provides wide-ranging best practices to improve diversity and inclusion, so that each community group has the flexibility to decide which suggestions are most helpful and relevant for their needs.

Timeline
Expected implementation date: July 2023
Final implementation date: 22 December 2023

Milestones
- November 2022: Consultant for toolkit contracted
- May 2023: WS2 CCG completed work on diversity surveys
- December 2023: Toolkit published on ICANN.org