

Enhancing ICANN Accountability – Work Stream 2 (WS2) Recommendation 1.1 - Community Implementation - 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 – Recommendation 1.1

1.1 SO/AC/Groups should agree that the following seven key elements of diversity should 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.

The Work Stream 2 Community Coordination Group representatives from Supporting Organizations, Advisory Committees, and other groups (SO/AC/Groups) discussed the seven elements and documented their agreement in [a report](#).

WS2 CCG members agreed unanimously that:

1. The seven elements of diversity detailed in the WS2 Final Report are a shared foundation of diversity within the ICANN community;
2. Individual community groups are empowered to expand upon these areas of common understanding as best fits the needs of their respective communities; and
3. The ICANN community seeks to ensure that there are **no impediments** to or discrimination towards participation within the ICANN community based on the diversity elements of **gender, age, and physical disability**.

The report was shared with the community groups with a note that they should feel free to include any other diversity elements they find suitable within their operating principles.

The report was shared with SO/AC/Groups. No disagreement was recorded and it was agreed in April 2024 to mark this recommendation complete.

Milestones

- February 2022 - Creation of WS2 CCG
- January 2023 - WS2 CCG report on diversity elements
- May 2024 - The report is shared with SO/AC/Groups
- April 2024 - WS2 CCG agrees to mark the recommendation complete.