Work Stream 2 Community Coordination Group Report on Implementation of Work Stream 2 Recommendation 1.1 regarding Diversity - 18 January 2023

Introduction to the Work Stream 2 Community Coordination Group and Its Work

As each individual ICANN community structure continues to consider and address the recommendations applicable to each group from the Work Stream 2 (WS2) outcomes developed by the Cross Community Working Group on Enhancing ICANN Accountability, ICANN's community leaders agreed to create the WS2 Community Coordination Group (WS2 CCG) to serve as a forum to discuss best practices and lessons learned, as well as for sharing information and progress. The WS2 CCG is where the WS2 recommendations or topics that may benefit from community coordination can be identified and addressed. Specifically, the WS2 recommendations that were identified as likely to benefit from community coordination are Recommendation 1.1 (on seven proposed elements of diversity), Recommendation 1.7 (on a process for handling complaints about diversity), and Recommendation 2.3 (on a standalone framework for exercising Empowered Community powers). Since the group's establishment, CCG discussions have evolved to also encompass Recommendations 1.2 (on identifying diversity elements mandated in community governance documents) and 1.6 (on the creation of a diversity toolkit).

Summary of CCG Work and Agreements to Date

This report outlines the CCG's discussions and their outcomes on Recommendation 1.1.

> *Recommendation 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: Geographical/regional representation, language, gender, age, physical disability, diverse skills, stakeholder group or constituency.*

In July 2022, 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**[1].

WS2 CCG members also proposed and reached consensus on the inclusion of a footnote regarding its use of the term "physical disability" which CCG members believe better reflects its

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[1] *Usage of the term "physical disability" reflects the approved language from the Final Work Stream 2 Report; however, there is an understanding that the category of "disability" should not be limited to physical challenges. Presuming that individuals otherwise meet the qualification criteria and experience required, lowering barriers to participation is vital and does not entail quotas or preferential treatment.*

intended usage. The CCG's agreed statement (as reflected in point (3) above) and the related footnote is reproduced in full here for clarity:

> *Statement: The ICANN community strives to ensure that there are no impediments or discrimination toward existing or potential community members based on the diversity elements of gender, age, and physical disability.[1]*

> *Footnote text: [1] Usage of the term "physical disability" reflects the approved language from the Final Work Stream 2 Report; however, there is an understanding that the category of "disability" should not be limited to physical challenges. Presuming that individuals otherwise meet the qualification criteria and experience required, lowering barriers to participation is vital and does not entail quotas or preferential treatment.*

The remaining four diversity elements were discussed individually by the WS2 CCG: **geographical/regional representation, language, diverse skills, and stakeholder group or constituency.** All CCG members confirmed that these diversity elements are foundational for the diversity of their groups and agreed with the corresponding parts of the WS2 Final Report. However, CCG members also agreed that these diversity elements do not have a uniform meaning or universal applicability due to the nuanced nature of each community group.

1. *Geographical/Regional Representation*

   The group discussed this element in several meetings with inputs from multiple participants. The discussion was around ICANN Geographic Regions, countries' and territories' right to choose their region based on historical or linguistic contexts, and the granularity of subregions in different ICANN SO/AC/Groups.

   All CCG members confirmed that this diversity element is foundational for the diversity of their group and agreed with the corresponding parts of the WS2 Report. However, some CCG members indicated that mandating specific geographical/regional representation requirements in groups charters or the ICANN Bylaws might limit the ability for knowledgeable, skilled participants to engage in ICANN policy work due to limits on the number of participants from a certain region. In particular, the CCG noted that the Contracted Parties House (CPH) and the Commercial Stakeholder Group (CSG) are likely to encounter challenges meeting this diversity element due to the specific nature of their memberships, which cannot be based on the number of participants from each ICANN Region (for example, membership in the Registries and Registrars Stakeholder Groups is limited to gTLD registry operators and ICANN-accredited registrars, respectively; while membership in the various constituencies that comprise the CSG is defined by the nature of each group: namely, business entities, intellectual property rights owners, and internet and connectivity service providers).

2. *Diverse Skills*

   The discussion on this element was dispersed through several meetings since this element is interrelated with several other diversity elements. All CCG members confirmed that this diversity element is foundational for the diversity of their group and

agreed with the corresponding parts of the WS2 Final Report. The group agreed that the ICANN community includes groups that are located across the spectrum for this element. For example, while some participants indicated that their group does not seek any set of skills since certain credentials would be sufficient for membership (such as representing an ICANN-accredited registrar or a gTLD registry operator), others noted that their groups have a certain level of skill requirements (such as SSAC, which uses a Skills Survey to evaluate potential members based on needed skills at any one time).

CCG members also agreed that, for most of the community, specific roles and responsibilities may involve different types of desirable traits, skills and experiences. In addition, the CCG noted that the "no impediments" approach mentioned above could be applied to this specific diversity element; for example a community member lacking writing or data analysis skills can be trained through professional services. Ultimately, the CCG agreed that each community group has a unique approach to the element of diverse skills, due to their varying nature and needs, especially across time and in different roles.

3. *Stakeholder Group and Constituency*

The CCG discussed this diversity element during its November 2022 meeting. As with the other elements, CCG members confirmed that this diversity element is foundational for their groups and agreed with corresponding parts of the WS2 Final Report. CCG members also agreed that this element cannot be applied uniformly throughout the community, as it relates to the granularity of the various ICANN community structures.

4. *Language*

The CCG discussed this diversity element during its November 2022 meeting. As with the other elements, CCG members confirmed that this diversity element is foundational for the diversity of their group and agreed with the corresponding parts of the WS2 Final Report. CCG members agreed that linguistic diversity is critical for some community groups, and shared information about how their groups are implementing linguistic diversity, including how they are using the tools currently available to improve linguistic diversity. The CCG noted that some groups routinely use multiple languages to conduct their regular work while others use English only (ICANN's official working language). To assist the global multi-stakeholder community with its work, ICANN provides professional interpretation and translation services in the various official languages of the United Nations, in accordance with its Language Policies and Procedures.

Next Steps

The CCG is currently working on recommendation 1.2 to identify diversity elements mandated in community governance documents and on a survey template as a part of the toolkit that will assist groups in assessing their diversity in an appropriate manner. It plans to publish an update on its work periodically to inform the ICANN community about its progress.