Diversity, Equity, and Inclusion in ICANN Org

May 2023

ICANN Policies and Procedures

- ⊙ Updated all our policies to have more inclusive language – e.g., him/her with they/them

- ⊙ Equal Employment policy

- ⊙ Anonymous Hotline

- ⊙ Prohibition of Harassment

- ⊙ Open Door policy

- ⊙ Creating career paths and levels

Learning and Development

- The ART of Behavioral Interviewing – anyone involved in the interview process

- Unconscious Bias – all staff

- Valuing Differences – all staff

- Creating an Inclusive Environment – people managers

- ICANN Org Way – all staff

- Harassment Prevention training – all staff

- Diversity and Inclusion training – all staff

- Quarterly Development Debrief with ICANN Leadership sessions on DEI topics – all staff

- Monthly training exclusively for HR on DEI topics

- DiSC to learn others' communication and working style

- Various LinkedIn Learning Monthly Challenges – e.g. 15-Day Allyship Challenge

Talent Acquisition

- Updated ICANN.org Careers page – personal statements, testimonials, photos, culture

- Onboarding and ongoing relationships – New Hire Ambassador program and HR Business Partner as an advocate for staff

- Interview guides for behavioral based interviewing

- Hiring Manager Checklist

- Prioritized internal talent to fill vacancies supporting staff growth and development

Awareness Raising Activities

- Social clubs channels on Slack

- International Women's Day panel discussion

- Pride Month panel discussion

- Utilizing Zoom and Slack for meetings and connections

- Sharing our cultural or regional celebrations on weCANN

- Internal office events – fika, Lunar New Year, walking in the park, guest speakers

- Mental Health Awareness month

- ICANN | Be Well – wellness program for all staff

- Annual Staff Engagement survey

- World Health Day

- World Suicide Prevention Day