

DIVERSITY WITHIN ICANN

Discussion starter

Issue description :

The current CCWG draft refers to diversity in several places : IRP panel composition, « AoC » review teams compositions, community mechanism, etc.

Several commenters requested more details about the concrete steps, or asked to more explicitly support enhancements of diversity within Icann. As stated by Jan Aart Scholte in his comment : *“The CCWG draft proposal acknowledges the issue of 'diversity', but no concrete steps are advanced to address the situation. In particular what, if anything, is going to be done - immediately and/or in the longer term - regarding the composition and workings of the community empowerment mechanism?”*

Overall, the concern expressed by some is related to the ability of the Icann community (through the SO/ACs, the review teams or other groups) to represent the diversity of views, origins and interests of the global Internet community. Criteria mentioned include : geographic origin, language, age, gender

On the other hand some commenters, while acknowledging the importance of diversity in the accountability mechanisms, have expressed their view that diversity requirement should not prevail over skills or experience requirements.

Potential concrete steps for CCWG :

The following ideas for recommendations of the CCWG could be explored :

- Assess whether diversity should be an aspiration vs. a requirement
- Assess whether outreach efforts should be evidenced to operationalize diversity
- Maximum number of seats for a given region in Review teams or other mechanisms
- Requirements for each SO/AC to include diversity when appointing members of review teams or accountability mechanisms
- Diversity targets
- Independent study, yearly or 3-year period, to assess diversity enhancements across Icann
- Inclusion of diversity enhancements as part of one of the “AoC” reviews