[Comments-accountability-diversity-26oct17] Implementation of Diversity within ICANN

Akinremi Peter Taiwo compsoftnet at gmail.com
Wed Dec 6 13:50:44 UTC 2017

- Previous message: [Comments-accountability-diversity-26oct17] comment on diversity report CCWG Accountability
- **Messages sorted by:** [date] [thread] [subject] [author]

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While am in agreement that ICANN should be allowed to determine the appropriate measures and
mechanism of implementing the diversity group recommendations. I am also in agreement that ICANN
should have an office of diversity that would ensure ICANN comply and work inline with the
recommendations except the roles would be designated to one of the offices within ICANN.

Regards.
Peter

Sent from Mail for Windows 10

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URL: <http://mm.icann.org/pipermail/comments-accountability-diversity-
26oct17/attachments/20171206/991370ba/attachment.html>
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- Previous message: [Comments-accountability-diversity-26oct17] comment on diversity report CCWG Accountability
- **Messages sorted by:** [date] [thread] [subject] [author]

More information about the Comments-accountability-diversity-26oct17 mailing list

AT-LARGE ADVISORY COMMITTEE
ALAC Statement on Enhancing Accountability – Recommendations for Diversity

Introduction

Yrjö Lansipuro, ALAC Liaison to the GAC and Board Member of the European Regional At-Large Organization (EURALO), Bastiaan Goslings, ALAC Vice Chair and ALAC Member of the EURALO, Beran Dondeh Gillen, member of the African Regional At-Large Organization (AFRALO) and Judith Hellerstein, member of the North American Regional At-Large Organization (NARALO), developed an initial draft of the Statement on behalf of the ALAC.

On 14 December 2017, the first draft of the Statement was posted on its At-Large Workspace.

On that same date, ICANN Policy Staff in support of the At-Large Community sent a Call for Comments on the Statement to the At-Large Community via the ALAC Work mailing list.

On 03 January 2018, a version incorporating the comments received was posted on the aforementioned workspace and the ALAC Chair requested that Staff open an ALAC ratification vote.

On 09 January 2018, Staff confirmed that the online vote resulted in the ALAC endorsing the Statement with 14 votes in favor, 0 vote against, and 0 abstention. Please note that 93.33% (14) of the 15 ALAC Members participated in the poll. The ALAC Members who participated in the poll are (alphabetical order of the first name): Alan Greenberg, Alberto Soto, Andrei Kolesnikov, Bartlett Morgan, Bastiaan Goslings, Holly Raiche, Javier Rua-Jovet, John Laprise, Kaili Kan, Maureen Hilyard, Sebastien Bachollet, Ricardo Holmquist, Seun Ojedeji, Tijani Ben Jemaa. One ALAC Member, Hadia Elminiawi, didn't vote. You may view the result independently under: https://www.bigpulse.com/pollresults?code=414913EYcwJUx9M4Nn6JdLC7Gf.

ALAC Statement on Enhancing Accountability – Recommendations for Diversity

While supporting the recommendations for enhancing diversity as a whole, we want to focus on Language, which is one of the seven elements of diversity identified by WS2.

It is a laudable goal that "all languages should be possible to be represented in ICANN for the organization to position itself as a fully global multi-stakeholder entity". However, this is not achieved by improving the balance among the six official UN languages or even by occasionally adding a few other languages. Many important languages and billions of people are still left out.

Because it is not possible to cater for the wide diversity of languages, at least people who are not fluent English speakers should understand the English used as the working language of ICANN. This is why efforts to improve the quality of ICANN documents and presentation in order to enable informed, inclusive and meaningful participation are important also from a diversity point of view.

In order to communicate with a diverse community, it is necessary to explore other ways and means to bridge cultural and language barriers (in addition to translations), e.g. infographics, animations, videos that are langue-neutral or which can be localized by communities in their own cultural contexts. Infographics and pictures need to be accurately described in the meta tags or text attached to the picture so screen readers that are used by the visually impaired can understand and describe the picture.

Captioning is a particularly useful tool to help people whose native language is not English and for those with disabilities. It would also help those whose remote participation at ICANN events is hampered by low bandwidth in areas where they live. The use of captioning should be extended to all groups and constituencies who want it, and efforts should be made to improve its accuracy.

[Comments-accountability-diversity-26oct17] Comment of Enhancing Accountability - Recommendations for Diversity

Chokri Ben Romdhane chokribr at gmail.com
Tue Jan 2 11:35:41 UTC 2018

- Previous message: [Comments-accountability-diversity-26oct17] Enhancing Accountability - Recommendations for Diversity - Sebastien Bachollet comments
- Next message: [Comments-accountability-diversity-26oct17] CCWG-Accountability Work Stream 2 (WS2) draft recommendations to Improve Diversity
- **Messages sorted by:** [date] [thread] [subject] [author]

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Dear friends pleas find my comments about CCWG-Accountability Work Stream 2
- Draft Recommendations:


"I think the draft should emphasize the SO / AC membership process and a
recommendation could be included and dedicated to accountability and
diversity in the SO / AC membership process. Indeed some weakness could be
easily noted when analyzing the membership process in some  charters of
some  SO/AC  or ICANN bylaws.

The membership process of the SSAC and RSSAC for example need to be more
accountable  , transparent and divers :
-It's not admissible in our days that the board appoint  all the Member of
SSAC based only on  SSAC members recommandations  without any transparent
criteria , what I suggest that an independent  committee could  be elected
, based on the 7 key elements of diversity defined by recommandation
1,  and assigned the role of  appointing  the member of the SSAC.the member
of the SSAC.

-The committee whose appointed RSSAC Caucus Members  should be also
Indipendente and elected based on stackholder and regional
representatitivity. "

Friendly
Chokri Ben Romdhane
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URL: <http://mm.icann.org/pipermail/comments-accountability-diversity-
26oct17/attachments/20180102/be68db54/attachment-0001.html>
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More information about the Comments-accountability-diversity-26oct17 mailing list

Comment on the diversity sub-group report.

Why is diversity important?

Diversity should be at the core of the multi-stakeholder model. Without diverse structures, staff and leadership, ICANN will fall short of becoming a truly global organization which is supposed to represent all Internet users in the world. When ICANN was created in the 1990s, 75% of Internet users lived in developed countries. Today, more than two thirds of Internet users live in developing countries. However, the way ICANN functions today still lacks diversity, especially at the leadership level. Last year, a study by AFNIC (the ".fr" registry) showed that ICANN leaders are predominantly from North America (40%), native English speakers (66%), men (76%) and from the business sector / technical community (80%). Non-native English speakers, women, people from other regions (Europe, Africa, South America, Asia…) and people from civil society and governments are under-represented.

Link to AFNIC study: https://www.afnic.fr/en/about-afnic/news/general-news/9961/show/afnic-reveals-figures-on-diversity-within-icann-1.html

The diversity subgroup's recommendations go in the right direction…

The sub-group report recognizes the value of diversity and proposes a broad definition, including various criteria: Language; Gender; Age; Physical Disability; Diverse skills; Stakeholder group or constituency. The report proposes that SO/ACs assess themselves against diversity criteria and publish an annual report. ICANN staff would then publish a global annual report on diversity based on the AC/SOs' reports. AC/SOs are encouraged to take actions and design strategies to become more diverse.

… but it probably won't be enough to change the way ICANN functions.

While I recognize that each SO/AC has their own challenges and should design their own diversity strategies and objectives, I'm concerned that the lack of external oversight will only lead to inertia and / or self-congratulation. If ICANN staff only is responsible for publishing an annual report on diversity, the report will probably not propose anything new or any ambitious objective to enhance diversity.

Is there any solution?

There are various available options to enhance external oversight for these diversity strategies and reports. One of them is to create a diversity office. Another option would be to have an advisory panel on diversity, with people coming from SO/ACs and in charge of coordinating the staff efforts to draft a global annual report on diversity. The panel could also propose objectives or best practices to SO/ACs, and analyze the gaps between AC/SOs strategies and results. By the way, the Ombudsman sub-group proposes in its recommendations to create an Ombudsman advisory panel with similar views. That could be of interest to the diversity subgroup.

Comment on Work Stream 2 Draft Recommendations to Improve ICANN's Diversity

Business Constituency Submission

GNSO//CSG//BC

Background

This document is the response of the ICANN Business Constituency (BC), from the perspective of business users and registrants, as defined in our Charter:

> The mission of the Business Constituency is to ensure that ICANN policy positions are consistent with the development of an Internet that:
> 1. promotes end-user confidence because it is a safe place to conduct business
> 2. is competitive in the supply of registry and registrar and related services
> 3. is technically stable, secure and reliable.

BC Comments on Draft Work Stream 2 Recommendations to Improve ICANN's Diversity

The BC is pleased to provide comments on the CCWG – accountability – WS2: Draft Recommendations to Improve ICANN's Diversity[1].

The BC commends members of the Diversity sub-group for recommending important steps that both ICANN.org, and the broader ICANN community can take to improve leadership, participatory and structural diversity within ICANN as a means of strengthening ICANN's legitimacy as a global organization in alignment with its Strategic Objective number 1: "Evolve and to further globalize ICANN".

The BC endorses all the recommendations of the sub-group on CCWG-Accountability -WS2. However, the BC provides the following comments:

1. There may be need to indicate the timing during the year by which the diversity criteria should have been published and updated on the SO/AC websites. It will also be useful to note that at a minimum, annual updates will be made to the SO/AC websites, after the initial publication.

2. The fulfillment of 1 above may be tied to an important ICANN event for which SO/AC are active participants and/or beneficiaries, such as the AGM, which provides a date well known to the full ICANN community, well ahead of time.

3. With respect to language diversity, the BC offers a few comments:

   a) While supporting the objective of broader inclusiveness when it comes to language diversity as the BC as business users are very familiar with the challenges of language as a barrier to engagement, however, the BC notes that ICANN should adopt a reasonable and best efforts approach beyond the official languages of the United Nations. As pragmatic business leaders, the BC notes that not even the budgets of the UN organizations support every language in the world; and most working meetings are conducted in English, with translation and interpretation limited to the official UN languages.

   b) Still, ICANN has a unique accountability related to the IANA functions and also supporting IDN services. Thus, some unique support may be required in fulfilling such functional responsibilities, and may require focused translation of materials.

   c) The BC acknowledges that each community can do more to address the barrier of language, but only when financial resources or human resources are available. As an example, the BC does

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[1] Comment page at https://www.icann.org/public-comments/accountability-diversity-2017-10-26-en

not have human or financial resources to translate all website/policy submissions or to conduct its meetings with interpretation, or translate all other materials into all of the six UN official languages. So the BC takes a targeted approach to support engagement, and translates its outreach materials into languages most relevant to the ICANN meeting, and when conducting outreach activities, into the most prevalent language relevant to said event, often using ICANN support, but also using volunteer resources from members. As appropriate, and as resources have allowed, the BC has also translated into the local language, while recognizing that the working language of ICANN, as with the UN organizations, is English. Having said that, the BC supports ICANN efforts to translate into the six UN languages, and where specific issues indicate a requirement, e.g. the IANA functions additional translations.

d) Both translation and interpretation are needed, and present significant cost implications for ICANN. Thus the BC suggests that this recommendation be tempered with respect for what is practical, and what is essential for fulfilling ICANN's core mission and activities.

4) Comment about data gathering of participation and representation in ICANN meetings: The BC suggests that much more can be done to gather and publish information about participation and representation at ICANN meetings, but also in online participation.

a) the IGF, for instance, asks for affiliation by stakeholder group, and publishes such data. ICANN could establish a clearer definition of which stakeholder group an individual is most affiliated with for use in registration for ICANN meetings; statistics can also be inclusive of gender; language preference/language fluency; age, geo location, etc. ICANN could also update the Statement of Interest process to gather such statistics, which will provide an ongoing sample of participation in community work activities, above and beyond the membership data that can be gathered by the Constituency/SO/AC.

b) statistics could also be gathered from remote participants in the official ICANN meetings to identify the "footprint" of ICANN beyond those who are attending in person. This could be a part of registering for remote participation/carefully distinguishing between those who are using online resources while on site. Such statistics will be helpful to ICANN to also understand its engagement with remote participants, but if inclusive of stakeholder interest group, will help the relevant SG/Community group.

5) comment regarding diversity of business entities

It is the belief of the BC that businesses of all sizes and specialties are affected by ICANN's policies and the consequences that those carry for their online presence. In this sense, we would like to reinforce the idea that not only is it important to have diversity of stakeholders, but also to find a broader diversity within those groups. As far as commercial users are concerned, the involvement of large corporations along with SMEs and class entities is vital to gather a variety of views that comes close to reflecting a shared set of values that can be called both global and beneficial to as many businesses as possible. It is our desire to continue increasing collaboration with the ICANN organization to reach a broad variety of actors, and to always become more representative of the many ventures we speak for.

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This comment was drafted by Marilyn Cade, Jimson Olufuye, Mark Datysgeld, and Tola Sogbesan.

It was approved in accord with the BC charter.

COMMENTS OF THE INTELLECTUAL PROPERTY CONSTITUENCY (IPC)

ENHANCING ACCOUNTABILITY – RECOMMENDATIONS ON DIVERSITY

January 14, 2018

The Intellectual Property Constituency (IPC) of the Generic Names Supporting Organization (GNSO) is pleased to submit supportive comments on *CCWG-Accountability Work Stream 2 (WS2) Draft Recommendations to Improve Diversity* (Draft),[1] published for public comment on October 26, 2017.

The IPC supports efforts to enhance diversity for ICANN org and the broader community, and we continuously work to enhance diversity within the IPC itself. We offer the following input on the Draft:

- The IPC notes its support for Recommendation 1. Enhancing diversity through each of the seven key elements discussed in the Draft is essential to the success of ICANN.

- The IPC supports the Draft's recommendations for SOs/ACs (Recommendations 2-5), and notes that the support of ICANN staff will be important so that our volunteer membership and participation recruitment structures can successfully tackle each Recommendation.

- The IPC supports the proposed actions by ICANN staff in Recommendations 6-8 to support diversity in ICANN across each of the categories identified on page 11 of the Draft. Greater data collection (e.g., through Statements of Interest), and the development of an Annual Diversity Report will be important steps forward. Specifically, we encourage ICANN staff to help SOs and ACs better identify and categorize both in-person and remote participation in ICANN activities.

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[1] https://www.icann.org/public-comments/accountability-diversity-2017-10-26-en.

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Thank you for your consideration of these comments.

Respectfully submitted,

Intellectual Property Constituency

**Statement of the Non-Commercial Stakeholders Group on the
CCWG-Accountability Work Stream 2 Draft Recommendations to Improve Diversity**

The Non-Commercial Stakeholders Group (NCSG) welcomes the opportunity to comment on the Cross-Community Working Group on Accountability Work Stream 2 Draft Recommendations to Improve Diversity. We thank the Diversity Subgroup ('the subgroup') for their efforts in preparing these recommendations and applaud the time taken in developing them. This is a particularly important issue to the NCSG, as we are the most diverse body in the Generic Names Supporting Organization, with individual and organisational members from 128 countries. As a network of individual and organisational academics, Internet end-users, and civil society actors representing the interests of non-commercial registrants, we represent a broad cross-section of the global Internet community, and understand the importance of diversity in ensuring our bottom-up, formulated views are broadly representative.

In this comment, we will respond to each of the eight recommendations:

Recommendation 1: Key Elements of Diversity

The NCSG affirms the seven key elements of diversity, as identified by the subgroup, as being the baseline for all diversity considerations within ICANN. However, we would like to be clear that this is the baseline and not an exhaustive list, and with the passage of time, there should be a clear mechanism in place to extend, modify, and update this set of criteria. Indeed, it is far from apparent that this list is even adequate today, with obvious elements of diversity absent (for instance, sexual orientation, ideology, or religion). To update the criteria, the self-identification of communities could be contemplated. Self-identification allows one to identify a need to diversify the community based on an element not listed in the baseline, and such aspects which could be temporary or strategic (for instance, refugees, indigenous people, among others). Further discussion is required on how we can ensure that the common framework for diversity is one which remains fit for purpose.

In order to ensure that the attribute of language, identified by the subgroup as a key element of diversity, is represented within ICANN, we encourage the use of translation and interpretation into the UN languages as much as possible. At present, this happens consistently for GAC and ALAC meetings, the Public Forum, and some Board meetings; however, there is a need for translation and interpretation in other meetings as well. That there is not currently a perceived need for these services is more a reflection on a lack of diversity than a sign that there is no need at all for language assistance.

Recommendation 2: Elements of Diversity Relevant and Applicable to Each SO/AC

Across the community, every SO/AC should be committed to upholding ICANN's diversity principles and associated policies and practices. Accordingly, it is our strongly held view that all SO/ACs must address all of the identified key elements of diversity. There is no justifiable reason for a charter to consider some criteria but not others.

Recommendation 3: Initial Assessment of Diversity for each SO/AC

It is inefficient and possibly ineffective to permit each SO/AC to define its own metrics for assessing diversity. We believe a common, basic toolkit of criteria, metrics, and a score card would make it easier to fairly compare diversity levels within the ICANN community and how they change over time. Targets and goals for an appropriate baseline of diversity should also be set in order to know where to increase efforts for diversity promotion.

Recommendation 4: SO/AC/Group Strategy and Timeline for Achieving Diversity

We recommend that the diversity assessments be designed to be undertaken on a regular basis without placing undue burden on SO/AC/Groups. ICANN's support is required to ensure that these assessments are conducted within a reasonable time frame (avoiding delays and postponement) and, recognising that most SO/AC/Groups are not experts in fostering diversity, that ICANN staff deliver expert assistance in devising relevant diversity strategies and contracting external experts when needed.

Recommendation 5: Annual Re-Assessment of SO/AC/Group Diversity

We support the periodic reassessment and monitoring of diversity, provided it does not place an undue burden on the SO/AC/Group. We believe such assessments are best conducted by the ICANN organisation, who can procure expertise in this area, involving the SO/AC/Groups in the process.

Recommendation 6: ICANN should provide support and tools for the SO/AC/Groups to assist with diversity related activities, strategies, and assessments

The NCSG considers it important to discuss the role of ICANN in supporting the SO/ACs in both defining and rolling out their applicable diversity strategy.
Such resources may include, for example, capacity building programs to raise awareness and to train people on ICANN's diversity framework. It may also include bringing in external expertise to support SO/AC/Groups with regards to achieving their diversity activities and strategies.

Recommendation 7: Process for dealing with diversity-related complaints and issues.

The NCSG believes that any process designed to address complaints within the community should be built in collaboration with SO/ACs/Groups. External expertise can be brought in if deemed necessary by all involved parties.

Recommendation 8: ICANN should support the capture, analysis and communication of diversity information

The NCSG supports the role of the ICANN organisation in capturing, analysing, and communicating diversity-related information. This should permit the capture and publication of diversity-related information in a timely manner, and in a consistent format and with consistent metrics. External assistance may be required in delivering this support if there is a need for more independence in assessing specific diversity elements, or if the ICANN organisation lacks the internal expertise to conduct this work. Such external expertise should be delivered by qualified professionals with extensive experience or ties to the relevant diversity element, be that through involvement in relevant organizations or work.

Conclusion

In general, the proposed recommendations offer a basic framework to improve diversity within ICANN by defining, measuring, and promoting diversity. However, the mechanisms should also address what data is required to be collected in order to measure diversity, a methodology for how said data should be collected, and a framework for its analysis. Privacy and data protection concerns must be considered carefully for these activities.

Thank you for considering our recommendations. We are at your disposal should any clarification regarding our remarks be required.

Registries Stakeholder Group Statement

Issue: **Recommendations for Diversity**

Date statement submitted: **12 January 2018**

Reference URL: https://www.icann.org/public-comments/accountability-diversity-2017-10-26-en

Background
The CCWG-Accountability Work Stream Two developed a set of eight draft recommendations to better define, measure, promote and improve ICANN Diversity:

Defining Diversity
1. SO/AC/groups agree that the following 7 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

2. Each SO/AC/group should identify which elements of diversity are mandated in their Charters or ICANN Bylaws and any other elements that are relevant and applicable to each of its levels including leadership (Diversity Criteria) and publish the results of the exercise on their official web sites.

Measuring and Promoting Diversity
3. Each SO/AC/group, supported by ICANN staff, should undertake an initial assessment of their diversity for all of their structures including leadership based on their Diversity Criteria and publish the results on their official website.
4. Each SO/AC/group should use the information from their initial assessment to define and publish on their official website their Diversity Criteria objectives and strategies for achieving these, as well as a timeline for doing so.
5. Each SO/AC/group, supported by ICANN staff, should undertake an annual update of their diversity assessment against their Diversity Criteria and objectives at all levels including leadership. They should publish the results on their official website and use this information to review and update their objectives, strategies and timelines.

Supporting Diversity
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.
7. ICANN staff should develop and publish a process for dealing with diversity related complaints and issues.# #
8. ICANN staff should support the capture, analysis and communication of diversity information in the following ways:

- Create a Diversity section on the ICANN website.
- Gather and maintain all relevant diversity information in one place.
- Produce an Annual Diversity Report for ICANN based on all the annual information and provide a global analysis of trends and summarize SO/AC/groups recommendations for improvement, where appropriate. This should also include some form of reporting on diversity complaints.
- Include diversity information derived from the Annual Diversity Report in ICANN's Annual Report.

<u>Registries Stakeholder Group (RySG) comment:</u>

The Registries Stakeholder Group (RySG) welcomes the opportunity to comment on the proposed Recommendations for Diversity. The RySG wants to express its appreciation for the work and commitment of the members of the CCWG Accountability Work Stream Two on this issue.

The RySG wishes to make the following comments on the proposed recommendations.

The language of **Recommendation #1** seems to imply or point at the formal acceptance of the key elements of diversity by the different SO/AC/Groups. The RySG suggests amending the language in line with the other recommendations to '*SO/AC/Groups **should** agree …*'

With respect to **Recommendation #5** (that each SO/AC/Group, supported by ICANN staff, undertake an annual update of their diversity assessment following their initial assessment), the RySG suggests that an annual update would be too frequent, especially given the demands on volunteer-time and effort. It bears noting that the RySG is composed of a finite number of companies contracted with ICANN, that each of those companies decides who it sends that represents them, and that the creation of new registries is stalled while policy development for a subsequent gTLD round is ongoing. These factors limit the ability for the stakeholder group to impact diversity, particularly on a condensed timeline as contemplated in the report.

While there are RySG actions that touch on diversity, it seems that discretion should be allowed among the groups with possibly an overall timeframe (biennial or longer) suggested as the outside target timeline.

With respect to **Recommendation #7** (that ICANN staff develop a process for dealing with diversity-related complaints), all affected groups should have a hand in developing such processes that affect them. Therefore, the RySG proposes to amend Recommendation #7 as follows: '*ICANN staff should **support the SO/AC/Groups in** develop**ing** and publish**ing** a process for dealing with diversity related complaints and issues.*'

The RySG agrees with the majority of the sub-group that the implementation of the recommendations within ICANN should be left to the ICANN organisation and that there is no need to recommend the establishment of an **Office of Diversity**.

With respect to **Recommendations #2, #3, #4 and #5**, it would be ideal to specify timelines or a process that defines timelines for SOs/ACs/Groups to complete initial assessments, create baselines and then publish the results on their official web sites before the data could be used further.

Gouvernement français

Commentaires du gouvernement français sur les recommandations de la piste de travail 2 – première consultation publique

1. La diversité est au cœur de la légitimité de l'ICANN et de sa redevabilité en tant qu'instance mondiale

La France se félicite que l'objectif d'amélioration de la diversité, conformément à ses propositions lors des travaux de la piste de travail 1 (ci-après « workstream 1 » ou « WS1 »), soit mis au cœur des travaux du groupe multipartite et que la question de la représentativité de l'ICANN constitue désormais un enjeu prioritaire. Dès la WS1, la France a milité avec plusieurs autres parties prenantes pour que la question de la diversité soit une priorité au sein de la mise en place des mécanismes de redevabilité de l'ICANN.

Le gouvernement français souhaite tout d'abord souligner que l'amélioration de la diversité au sein de l'ICANN fait partie intégrante de sa légitimité et de sa redevabilité envers la communauté Internet. En effet, l'ICANN ne parviendra pas à devenir une organisation véritablement mondiale représentant tous les utilisateurs d'Internet dans le monde sans modifier sa composition vers plus de diversité.

Or, les différentes statistiques disponibles démontrent que l'ICANN souffre de nombreux déséquilibres. Aujourd'hui, plus des deux tiers des internautes vivent dans les pays en développement. Cependant, le fonctionnement actuel de l'ICANN manque encore de diversité, en particulier au niveau de la direction. L'année dernière, une étude de l'AFNIC[1] a montré que les dirigeants de l'ICANN sont majoritairement nord-américains (40%), anglophones (66%), masculins (76%) et issus du monde des affaires (80%). Les anglophones, les femmes, les personnes originaires d'autres régions (Europe, Afrique, Amérique du Sud, Asie ...) et les représentants de la société civile et des gouvernements sont donc sous-représentés. Plus récemment, l'étude récente menée par l'ICANN sur la diversité de genre et la participation au sein de la communauté[2] a démontré que 66% des femmes estiment que la culture de la communauté de l'ICANN est dominée par les hommes et 69% des personnes interrogées conviennent que la communauté devrait en faire plus pour accroître la diversité.

Dès le lancement de la WS2 à la 56ème rencontre de l'ICANN à Helsinki, le gouvernement français – ainsi que de nombreuses parties prenantes de la communauté – a proposé de mettre la diversité au cœur des priorités de cette seconde phase de réforme en proposant des engagements explicites et concrets, notamment à travers une stratégie de long terme menée par une instance dédiée[3].

2. Les propositions du sous-groupe diversité contiennent plusieurs avancées

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[1] https://www.afnic.fr/en/about-afnic/news/general-news/9961/show/afnic-reveals-figures-on-diversity-within-icann-1.html
[2] https://www.icann.org/fr/system/files/files/gender-survey-complete-11oct17-fr.pdf
[3] https://community.icann.org/display/WEIA/Diversity

Le gouvernement français souhaite tout d'abord saluer les efforts du sous-groupe en charge de la diversité depuis le lancement en juin 2016 des travaux de la seconde piste de travail. Le rapport de recommandation du sous-groupe propose plusieurs avancées.

Premièrement, une définition multidimensionnelle de la diversité a pu être établie prenant en compte à la fois les critères de représentation géographique et régionale, la langue, le genre, l'âge mais également des éléments liés à la condition physique et aux composantes de la communauté (recommandation 1 et 4). Cette définition large de la diversité permettra d'appréhender la complexité de ce phénomène et d'inclure toutes les situations.

Deuxièmement, la recommandation de mesurer la diversité à travers des chiffres actualisés, complets et publiés constitue également un pas positif (recommandations 2). En particulier, les recommandations 3 et 4 qui proposent que chaque SO / AC établisse une évaluation propre par rapport aux critères de diversité et publie un rapport annuel permettra de mieux identifier au sein des composantes de la communauté les actions prioritaires. Cette approche qui encourage chaque AC / SO à prendre des mesures et à concevoir des stratégies pour devenir plus diversifiés (recommandation 5) permettra à l'ICANN, dans son ensemble, d'élaborer une politique de diversité cohérente.

Troisièmement, la mise en place d'un dispositif spécifique de requêtes des membres de la communauté pour leur permettre d'adresser toutes questions sur les mesures prises par l'ICANN en matière de diversité est un progrès.

Ces avancées doivent toutefois être complétées afin d'établir une politique structurelle et ambitieuse de diversité.

3. Toutefois, afin d'établir une politique structurelle et ambitieuse de diversité, une instance dédiée est indispensable

Le gouvernement français *craint que le manque de supervision globale ne nuise à la mise en place d'une politique de diversité cohérente et de long terme*. En effet, dans la mesure où le rapport recommande que chaque SO/AC identifie ses propres objectifs et élabore sa propre stratégie en matière de diversité, le risque de fragmentation et de mesures contradictoires entre les différents SO/AC peut nuire au pilotage de la politique de diversité dans son ensemble si aucune instance de supervision au niveau de l'ICANN dans son ensemble n'existe.

Ainsi, le gouvernement français, ainsi que de nombreux membres de la communauté, demeurent convaincus de la nécessité de mettre en place une *instance dédiée indépendante de supervision de la politique globale de diversité* comme cela est évoqué dans la recommandation 8 du rapport. En effet, des membres du sous-groupe ont proposé de créer un bureau pour la diversité au sein de l'ICANN à l'image de nombreuses organisations publiques et privées dans le monde qui ont choisi cette voie. Certains membres du sous-groupe se sont opposés à la création du bureau de la diversité en arguant d'une part, qu'une telle instance engendrerait des coûts financiers et, d'autre part, que cette compétence relevait du personnel de l'ICANN.

Pourtant, le gouvernement français pense que seule une entité autonome et dédiée, quelle que soit son appellation (bureau, groupe consultatif…etc.), est en mesure de conduire avec efficacité et indépendance une politique de diversité ambitieuse car les membres de cette entité seront

transparents et non liés à un groupe ou au personnel de l'ICANN. En effet, il est indispensable que la structure en charge de la politique de diversité soit indépendante pour se prémunir de tout conflit d'intérêt.

Si un bureau dédié au sein de l'ICANN est toujours la meilleure voie pour le gouvernement français et nombreux membres de la communauté, il est indispensable, dans un esprit constructif, d'avancer sur d'autres possibilités sur la forme, et non sur le principe, que pourrait prendre cette structure comme celle de créer un groupe consultatif sur la diversité au sein de l'Ombudsman de l'ICANN qui est d'ores et déjà une instance neutre et indépendante.

Note – This is not an official translation. This is simply a machine translation which is provided for information purposes while the official translation is being completed.

French Government

Government comments On the recommendations of the work track 2 -First public consultation

1. Diversity is at the heart Of The legitimacy of ICANN and its accountability As an instance World

France welcomes The objective of improving diversity, in accordance with its proposals in the work of the Working Track 1 (hereinafter ' WorkStream 1 "or" WS1 "), or Put At the heart of the work of the multi-party group and the question of the representativeness of ICANN is now a priority issue. From the WS1, France has been working with several other stakeholders to ensure that the issue of diversity is a priority in the implementation of ICANN's accountability mechanisms.

The French government first wishes toUligner that improving the Diversity within theIcann is an integral part of its legitimacy and Accountability towards the Internet community. Indeed, ICANN will fail to become a truly global organization Representative all useCreators of InternAnd in the world without changing its composition to more diversity.

However, the various statistics available show that ICANN suffers from many imbalances. Today, more than two thirds of Internet users live in developing countries. However, the current functioning of ICANN is still lacking in diversity, particularly at the management level. The year Last, a study of the AFNIC[1] Has shown that ICANN executives are mostly North American (40%), Anglophone (66%), male (76%) and business (80%). Anglophones, women, people from other regions (Europe, Africa, South America, Asia...) and representatives of civil society and Governments are So Under-represented. More recently, the recent ICANN study on gender diversity and community participation[2] showed that 66% of women believe that the culture of the ICANN community is dominated by men and 69% Respondents agreed that the community should do more to increase diversity.

From the launch of the WS2 to the 56[Th] ICANN meeting In Helsinki, the governmentalT French-as well as Many stakeholders in the community – Has Proposed to bring diversity to the Heart of priorities Of this second phase of reform by proposing HiredConcrete, particularly through a long-term strategy carried out by a dedicated body of[3].

2. The sub-group's proposals Diversity contain several advanced

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[1]Https://www.afnic.fr/en/about-afnic/news/general-news/9961/show/afnic-reveals-figures-on-diversity-within-icann-1.html

[2] Https://www.icann.org/fr/system/files/files/gender-survey-complete-11oct17-fr.pdf

[3] Https://community.icann.org/display/WEIA/Diversity

The French Government wishes first to acknowledge the efforts of the sub-group in charge of diversity since the launch in June 2016 of the work Of the second work track. The recommendation report of the sub-group proposes Several advances.

First, a multidimensional definition of diversity could be established taking into account both the criteria for geographical and regional representation, language, gender, age but also elements related to the physical condition and components of the Community (recommendation 1 and 4). This Broad definition Of diversity will help to understand the complexity of this phenomenon and to include all situations.

OfUxièmement, the recommendation to measurer Diversity through updated, complete and published figures Is Also a positive step (recommendationS 2). In particular, recommendations 3 and 4 Which propose that each SO/AC establish a clean evaluation Compared to the criteria of variousIttee and publishes an annual report will help to better identify within the community components the priority actions. This approach encourages AC/SO To Take action and develop strategies to become more diversified (recommendation 5) will allow ICANN, as a whole, to develop a coherent diversity policy.

Third, the Implementation In place OfA device Specific Requests from members of the community to Allow them to address any questions about ICANN's actions in the area of Diversity is a Progress.

However, these advances must be completed in order to establish a structural and ambitious policy of diversity.

3. However, aEnd of establishing a Structural policy and ambitious of diversity, a Dedicated instance is indispensable

The French Government *Fears that the lack of comprehensive oversight will hinder the development of a coherent and long-term diversity policy*. In fact, to the extent that the report recommends that each SO/AC identify its own Objectives and develops its own strategy In terms of diversity, The risk of fragmentation and contradictory measures between the different so/AC may adversely affect the management of diversity policy as a whole if no supervisory authority at the ICANN level as a whole exists.

Thus, the French Government, as well as many members of the community, remainsnt Convinceds The need to set up a *Independent dedicated body to oversee global policy Of Diversity* As is Mentioned In recommendation 8 of the report. Indeed, the Members of the sub-group proposed to create an office for diversity within ICANN to the image Many public organizations and private in the world Who have chosen this path. Some members of the sub-group opposed The creation of the Bureau of Diversity on the one hand, that such an instance would entail financial costs and, on the other hand, That this jurisdiction was the responsibility of ICANN staff.

Yet the French government thinks that only An autonomous and dedicated entity, WhatThe That Its name (Office, Advisory Group... etc.), is able to drive efficiently and independently An ambitious diversity policy because the members of this entity will be The otherNot related to a group or To the staff of theIcann. Indeed, it is essential that the structure in charge of diversity policy is independent in order to protect itself from any conflict of interest.

If a Dedicated office within ICANN is the best way for the French government and many members of the community, it is indispensable, in a constructive spirit, to advance on other possibilities on the form, not on the principle, that could take this structure like that Of Create a GROUP Advisory Committee on diversity within the OMbudsman ICANN, which is now And already a neutral and independent body.

Call for public comment- Draft recommendations to improve ICANN's Diversity October 2017 (CCWG Accountability WS 2)

Public comments have been invited against the report containing **Draft Recommendations in order to improve ICANN's Diversity-October 2017**. The public comment period against the said call for public comments closes on 14th January, 2017. The Government of India welcomes these draft Recommendations to improve ICANN's Diversity and perceives these recommendations as a reaffirmation within ICANN of their commitment to consider improvements to ICANN's standards for diversity at all levels.

Earlier Government of India had submitted the following comments on CCWG Accountability

1. [1]There must be robust oversight mechanisms, under which ICANN should be accountable to the global multi-stakeholder community, with adequate representation of geographical and linguistic diversity. In order for ICANN to accurately reflect the views of the multistakeholder community, there must be s sustained focus on barriers to entry which means that formal inclusion does not always translate to substantive inclusion of stakeholders(whether through existing SO/AC's or new ones), while keeping in view diversity of languages and regions.

2. ICANN's accountability to various stakeholders may be calibrated in the context of the different roles played by stakeholders on various issues. In particular, a higher level of accountability towards Governments is required in areas where Governments have primary responsibility, such as *national* security and similar public policy concerns.

3. In addition, ICANN must make efforts to broaden participation in the Government Advisory Committee (GAC), to take into account the views and concerns of Governments.

Brief background and relevant Excerpts from CCWG Accountability Work Stream 1 report:
In the Recommendation #12 of the CCWG Accountability Work Stream 1 report, the group assessed Diversity requirements based on ICANN's governance documents(Bylaws, AOC, ATRT2, documents from each of ICANN's SO's & AC's) and the following is excerpted directly from the above said report:

"Comments received on the Second draft proposal revealed that incorporating the diversity component into Accountability and Transparency Reviews may overburden the Review Teams. Therefore, the CCWG-Accountability recommends the following actions with the view to further enhancing ICANN's effectiveness in promoting diversity:

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[1]Reference:https://forum.icann.org/lists/comments-ccwg-accountability-draft-proposal-04may15/pdfKhnS2h5nEa.pdf

- Including diversity as an important element for the creation of any new structure, such as● the Independent Review Process (IRP) – for diversity requirements for the panel – and the ICANN Community Forum.
- Adding Accountability, Transparency, and Diversity reviews of SOs and ACs to structural● reviews as part of Work Stream 2.
- Performing, as part of Work Stream 2, a more detailed review to establish a full inventory● of the existing mechanisms related to diversity for each and every ICANN group (including Stakeholder Groups, Constituencies, Regional At-Large Organizations, the Fellowship program, and other ICANN outreach programs). After an initial review of the current documents, it became clear that they do not address the full concerns raised by the wider community on the issue of diversity.
- Identifying the possible structures that could follow, promote and support the● strengthening of diversity within ICANN.
- Carrying out a detailed working plan on enhancing ICANN diversity as part of Work● Stream 2.
- Strengthening commitments to outreach and engagement in order to create a more● diverse pool of ICANN participants, so that diversity is better reflected in the overall community.”

Thus, the scope of the Diversity sub-Group Task has been to focus on actions 3 to 5 identified in the CCWG-Accountability Work Stream 1 above, namely:

(a) Defining Diversity
(b) Measuring and Promoting Diversity and
(c) Supporting Diversity

The Government of India would like to offer the following additional comments in continuation of our previous submissions on this topic by way of improvements to the draft recommendations referred to above:

Recommendation #1 & #2: Although it has been stated that SO/AC/groups agree that the 7 key elements of Diversity can be used as a common starting point for all Diversity considerations within ICANN, the following aspects/dimensions may also additionally be taken into account:

Race
Ethnicity

It is imperative to ensure diversity in SO/AC/Groups. While speaking of diversity, the importance of *‘Geographic Diversity’* cannot be overstated. Therefore, it is strongly recommended that geographies (countries) where the largest number of internet users come from should be provided with <u>voting rights and membership proportionate to the legions of internet users they seek to represent.</u> Furthermore, each SO/AC must ensure

equitable representation from each geography in proportion to the number of internet users that they represent.

While welcoming the recognition accorded to language as one of the key dimensions of Diversity, it is also added that this dimension of Diversity must also be factored in while deciding substantive issues pertaining to representation on key positions, as also language facilitation access and participation in ICANN activities as well as language services during ICANN Meetings and other ICANN Communications. In this it maybe pertinent to mention that over reliance on the UN's Official Languages would do disservice to ICANN which seeks to be seen as truly multistakeholder in ethos as well as in action. Thus, an alternative view needs to be taken on facilitating substantive inclusion amongst members from countries which not only represent the largest number of internet users but also of members from linguistic backgrounds which represent languages having the largest number of speakers globally (viz. Chinese/Mandarin, Hindi, Spanish et. al. refer Afnic Report pg.9/20). Here it may also be worthwhile to once again underscore the importance of making available Universally Acceptable domain names (UA and IDN's) and usable email id's(EAI) along with measures required to be taken to create an enabling ecosystem for providing a boost to websites and content hosted in regional and local languages, for it to achieve a critical mass and to serve larger sections of the hitherto unconnected population.

Also while acknowledging the importance of Diversity of Skills; it is also important to allay the interpretation that diversity/ inclusion requirements should not prevail over skill and experience. Those who have the greatest skill and experience will *ipso facto* be those who have been engaging with ICANN on a regular basis therefore possessing better skills to work the ICANN ecosystem on account of their greater familiarity with the way it works). However, that may attribute a higher weightage to skill and experience over considerations like diversity and inclusion. As such this appears to be contrary to ICANN's intended purpose and hence should be allayed at the very onset through proper communication and adequate provisions to this effect. Further, due regard must also be given to a country's development status and necessary steps may be undertaken to ensure representation from least development countries (LDCs). A call for diversity doesn't just stem from a need for political correctness but in fact is essential

for legitimacy of ICANN in the eyes of the community that it purports to serve and for it to be seen as a truly globally-representative body and not just one where participants with greater access to insider knowledge and information make policies for the whole globe.

We welcome the suggestion & Recommendation that each SO/AC/group should identify the elements of diversity which are mandated in their charters and/ or ICANN Bylaws and publish these findings on their websites

Measuring and Promoting Diversity:

Recommendation #3, #4 & #5: While appreciating the recommendation for each SO/AC/group, supported by ICANN staff for undertaking annual update f their diversity assessment against their Diversity Criteria and objectives at all levels including leadership, publishing these on their official websites and using this information to review and update their objectives, strategies and timelines, more information in the draft recommendations should have been provided regarding the criteria, structures and the processes for undertaking such updation of objectives, strategies and timelines.

Supporting Diversity

Recommendation #6, #7 & #8:

We welcome the recommendations #6,#7 & #8 regarding Supporting Diversity which include providing support and tools for SO/AC/groups in assessing their diversity, develop and publish a process for dealing with Diversity related complaints and support to the capture, analysis and communication of diversity information by way of dedicating a Diversity section on the ICANN website which gathers and maintains all the diversity related information at one place etc. However, ICANN must also develop processes which capture and analyze information on the impact of cultural sensitivity and unconscious bias on ICANN processes and document the same and develop processes which limit the extent of/ try and overcome/ minimize the impacts of the above factors on ICANN processes, through appropriate training /support tools as well as measures aimed at substantive inclusion of users with differing sensitivities according to their respective cultures.

It is felt that language is a determining factor in supporting Diversity and hence it is felt that adequate measures need to be taken in the ICANN ecosystem to make available websites(information available on), resources(both for learning and participation), communication (like letters, newsletters, announcements, notifications etc.) and exchanges(mails in mailing lists) in languages which are best understood by the respective users and as such over reliance on the justification regarding the languages officially recognized by UN system does not seem to be in order. With the kind of resources that ICANN has at its disposal and the vision of ICANN to be seen as a truly globally-representative body, it is important that ICANN make available all the resources required for substantive participation at the disposal of all its stakeholders in order to support diversity and representation of the viewpoints of stakeholders from all linguistic and cultural backgrounds.

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ICANN Board Inputs - CCWG WS2 Diversity Report

Summary: The CCWG-Accountability provides a report on the topic of Diversity with three areas of recommendations:
1) Defining Diversity
2) Measuring and Promoting Diversity
3) Supporting Diversity

The ICANN Board appreciates the opportunity to provide input to the CCWG WS2 report on recommendations to improve ICANN's diversity. We are providing these inputs to the Diversity Subgroup, with a copy to the public comments for the wider community, to support further deliberations by the Subgroup and CCWG-Accountability.

There are many useful ideas presented, and a number of actionable and implementable recommendations. There are some recommendations where further clarification would serve to avoid misinterpretation or unintended consequences for ICANN. This input is not intended to interfere with this work, but rather to provide observations and information to further the Subgroup and CCWG-Accountability's efforts as it finalizes its full report.

Across the recommendations, the implementation will require resources and support from across the ICANN Community, as every ICANN SO and AC must participate in this effort in order to achieve full implementation. While ICANN organization can produce reports and make items available on the websites, etc., the component SOs and ACs must modify their work practices in order to meet many of the recommendations. ICANN organization cannot impose this change. Additionally, it is important that these recommendations are considered in light of existing or emerging data protection and privacy legislation, including for example the GDPR. The ICANN Board is interested in hearing the thoughts of the SOs and ACs on their support of these recommendations and their ability to deliver on the recommendations.

Regarding Recommendations for Defining Diversity

This section includes a recommendation that all SO/AC/groups[1] agree that the following 7 key elements of diversity should be used as a common starting point for all diversity considerations within ICANN:
- Geographic/regional representation
- Language

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[1] In the context of the Diversity Questionnaire and throughout this report, the term SO/AC/groups refers to:

      SO – ccNSO, GNSO, ASO

      AC – ALAC, GAC, RSSAC, SSAC

      Groups – ICANN Board, ICANN staff, NomCom, Stakeholder Group or Constituency, RALO

When recommendations in this report refer to ICANN, it means all of those entities included in SO/AC/groups.

- Gender
- Age
- Physical Disability
- Diverse Skills
- Stakeholder group or constituency

This section also includes a recommendation that each SO/AC/group should identify which elements of diversity are mandated in their Charters or ICANN Bylaws and any other elements that are relevant and applicable to each of its levels including leadership (Diversity Criteria) and publish the results on their websites.

As a global organization, diversity is extremely important to the ICANN Board and ICANN organization, and as such we support these recommendations as written. However, with regard to these recommendations, it is important to note the following elements specific to the Board and ICANN organization.

The Board considers diversity on a regular basis. The diversity of the Board is required under the ICANN Bylaws, and we agree that diversity is important, in its many forms, in the ICANN ecosystem. Diversity is also an important element in reflecting and more effectively dealing with the concerns of the broader global Internet community.

With regard to the ICANN Board, the Board considers other factors of diversity beyond the requirements reflected in the Bylaws. The Board has in recent years focused on identifying needs of skills, while also having quality members that adhere to ICANN's values and mission. The Board supports diversity inclusive of, but not limited to, the dimensions listed, and believes everyone should be treated with respect. Diversity is a key asset, as it's that plurality of views, experiences, thoughts and reflections that makes Board discussions richer, and ultimately helps the Board reach better and more balanced decisions. However, with the exception of the mandate in the Bylaws for specific geographic diversity, achievement of specific diversity targets is secondary to the primary concerns noted above. Of course, the Board does not control its composition; the community groups that appoint to the Board are responsible for the balance of diversity.

The ICANN organization is committed to diversity and enjoys a widely diverse workforce across many dimensions. ICANN has always embraced the obligations imposed by Equal Opportunity Employment laws, as well as laws of other places where it does business, which obligate that the ICANN organization cannot take certain classifications or characteristics into account when making employment decisions or setting job requirements.[2] For example, ICANN does not and cannot have quotas established along many of the identified diversity elements. ICANN

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[2] As an Equal Opportunity Employer, the organization does not discriminate against qualified employees or applicants because of race, color, religion, sex, pregnancy, childbirth or related medical conditions, family care status, national origin, ancestry, citizenship, age, marital status, physical disability, mental disability, medical condition, sexual orientation, veteran status, or any other characteristic protected by U.S. state or federal law.

organization regularly reports on the diversity of its workforce in the ICANN CEO Reports, available at https://www.icann.org/presidents-corner, which report on factors such as geographic distribution, age, and gender balance (across all staff and at the Senior Executive level) and is proud of the diversity reflected therein.

Because of the legal restrictions, ICANN organization cannot meet the letter of recommendations requiring specific diversity goals. ICANN organization is encouraged to participate in further reporting and consideration of improvements in the spirit of these recommendations. However, if ICANN organization is not comfortable with reporting on certain diversity components, ICANN organization may not be able to provide as broad of reporting as contemplated.

Regarding Recommendations for Measuring and Promoting Diversity

The recommendations in this section call for the measurement of many aspects of diversity, some of which, for example, relating to translation and interpretation, are already tracked.

To note, though, there may be competing privacy interests that may weigh against ICANN's (or the other SO/AC/group's) ability to collect diversity information. For example, in June 2017, ICANN organization expanded its diversity questionnaire as part of its meeting registration process, in part to try to start collecting information along the lines of the diversity elements noted in the Subgroup's work report. However, concerns were quickly raised on the propriety of collecting some of the information, and ICANN responded to community concerns and removed the new questions.

It would be helpful to understand how privacy interests were considered as part of the development of these recommendations. The availability of a "prefer not to respond" option in various collection vehicles may mitigate the impact, but could also have implications for the effectiveness of data collection efforts to achieve the goals set out in the subgroup's report. In addition, in light of GDPR and other similar laws and regulations, the concept of creating databases to store information on personal characteristics could become unworkable.

Regarding Recommendations for Supporting Diversity

While the ICANN Board and organization are supportive of the recommendations in this section, it is important to note that these recommendations, as well as several previous recommendations in the report, will require ICANN staff support and could impose ongoing resource requirements.

ICANN operates within a specific budget based on limited funding. Recommendations that add costs to ICANN's operations result in the organization making trade-offs with other items, such as the implementation of new policies, or innovation of existing programs or services. They might also establish a situation

where the organization is unable to effectively meet community expectations with either the new recommendations or existing obligations. The CCWG-Accountability should consider these factors when providing guidance on the extent these recommendations should be implemented.

The Board and organization appreciate the subgroup's majority opinion that implementation of the recommendations should be left to the ICANN organization to determine appropriate mechanisms and structures. However, guidance is needed regarding the extent of implementation of these recommendations, especially with regard to the privacy-related concerns and resource considerations previously noted.

Regarding the invitation for input and comment on the idea of an Office of Diversity

We understand from the report that there are a small number of participants that are advocating for the establishment of an Office of Diversity, and that no recommendation has been issued from the CCWG on this topic. The report identifies that the role of this office would be to independently support, record and keep track of issues including complaints from the community on diversity issues within the organization, and could include the reporting responsibilities.

The idea of this office is not fully defined. It is not clear how this structure would be implemented, what resources would be required to establish and maintain this office, or how to address the overlapping responsibilities that are already handled within ICANN. Given the lack of clarity around this office, lack of consensus support within the subgroup (and presumably within the CCWG-Accountability and the broader community), and noting the previously-mentioned budget and funding constraints and considerations, the Board is not in a position to accept this item if it were to be presented as a formal consensus-based recommendation in the final WS2 report.

Acknowledgment

We thank the CCWG-Accountability and the Diversity Subgroup for its work on the draft recommendations and look forward to providing further inputs as appropriate during the finalization of the recommendations by the community.

Submitted to: comments-accountability-diversity-26oct17@icann.org

January 12, 2018

Patrick Dodson
Senior Manager, Strategic Initiatives
ICANN
12025 Waterfront Drive, Suite 300
Los Angeles, CA 90094-2536

Re: CCWG-Accountability Work Stream 2 (WS2) - Draft Recommendations to Improve ICANN's
Diversity

Dear Mr. Dodson:

The International Trademark Association (INTA) is pleased to submit the following comments
regarding the Cross Community Working Group on Accountability's (CCWG-Accountability WS2)
Draft Recommendations to Improve ICANN's Diversity ("Draft Recommendations" or "Draft
Diversity Report") dated October 2017 and posted for public comment. INTA appreciates the
work done by the sub-group and acknowledges the complexity of the issues involved.

INTA's interest in diversity is inherent in its role as a global association of brand owners and
professionals dedicated to supporting trademarks and related intellectual property (IP) to foster
consumer trust, economic growth, and innovation. The security of the Internet relies on adequate
IP protection to promote trust and mitigate harm to innovators and consumers of goods and
services provided through technological means. Our mission relies on a fully functioning ICANN
multistakeholder community in which these recommendations are needed to achieve. With that
mind, INTA has reviewed the Draft Diversity Report with a view to ensuring that the CCWG-
Accountability WS2's recommendations are consistent with improving ICANN's diversity.

INTA generally supports the recommendations as proposed in the Draft Diversity Report.
However, we do have some concerns around some of the issues relating to defining diversity as
presented in bullet points in the Draft Diversity Report. We are pleased to contribute the following
thoughts and recommendations.

1. Defining Diversity

a. Recommendation 1

INTA supports the CCWG-Accountability WS2's recommendation that diversity should be defined using key elements employed as a common starting point for all diversity considerations within ICANN. (*See* Draft Diversity Report at page 4.) Currently, the 7 key elements as identified in the Draft Diversity Report are: 1) Geographic/regional representation, 2) language, 3) gender, 4) age, 5) Physical Disability, 6) Diverse Skills, and 7) Stakeholder group or constituency.

While INTA supports with the concept of identifying key elements, the elements themselves appear to exclude certain factors that should be considered. Specifically, INTA notes the exclusion of ethnicity, race/national origin, minorities (as applied to a particular geographic area or region) and underrepresented groups. For example, there may be certain people in a country, e.g. New Zealand, who are considered underrepresented in that country based on their race or ethnicity. However, under the factors as set forth in the Draft Diversity Report, such person would not be considered as "diverse" under the definition of diversity as they would not fit within the 7 enumerated categories.

b. Recommendation 2

INTA generally agrees that each SO/AC/group should identify which elements of diversity are mandated in their Charters or ICANN Bylaws and any other elements that are relevant and applicable to each of its levels including leadership ("Diversity Criteria") and publish the results of the exercise on the official websites. INTA believes this will lead to further transparency in diversity efforts and may alert the ICANN community to issues of diversity within the overall structure.

2. Measuring and Promoting Diversity

a. Recommendation 3

INTA generally agrees that each SO/AC/group, supported by ICANN staff, should undertake an initial assessment of their diversity for all of their structures including leadership based on their Diversity Criteria and publish the results on their official website. However, if the SO/AC/group does not have their own Diversity Criteria, INTA would recommend that the SO/AC/group use the Diversity criteria as set forth in the Draft Diversity Report as an initial guideline for such inquiry.

b. Recommendation 4

INTA generally agrees that each SO/AC/group should use the information from their initial assessment to define and publish on their official website their Diversity Criteria objectives and strategies for achieving these, as well as a timeline for doing so.

c. Recommendation 5

INTA generally agrees that each SO/AC/group, supported by ICANN staff, should undertake an annual update of their diversity assessment against their Diversity Criteria and objectives at all levels including leadership. Such results should be published on the official website and should be used to review and update objectives, strategies and timelines.

3. Supporting Diversity

a. Recommendation 6

INTA generally agrees that ICANN staff should provide support and tools for the SO/AC/groups to assist them in assessing their diversity in an appropriate manner. INTA also agrees that ICANN should identify staff or community resources that can assist the SO/ACs or other components of the community with diversity related activities and strategies.
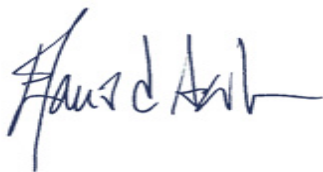
b. Recommendation 7

INTA generally agrees that ICANN staff should develop and publish a process for dealing with diversity related complaints and issues. However, given privacy issues and possible concerns for individuals in particular jurisdictions, INTA does not take a position regarding the specifics of this program.

c. Recommendation 8

Although INTA believes that it is appropriate and indeed desirable for ICANN to capture, analyze and communicated diversity information to later be provided through ICANN's website, Annual Diversity Reports and in other manners, INTA does not take a position regarding the specifics of this program provided it is done at regular intervals and the results published periodically

Should you have any questions about our comments, I invite you to contact Lori Schulman, INTA's Senior Director of Internet Policy at 202-261-6588 or at lschulman@inta.org.

Sincerely,

Etienne Sanz de Acedo
Chief Executive Officer

PowerfulNetworkPowerfulBrands.®

About INTA and the Internet Committee

Founded in 1848, INTA is a global not-for-profit association with more than 5,700 member organizations from over 190 countries. One of INTA's goals is the promotion and protection of trademarks as a primary means for consumers to make informed choices regarding the products and services they purchase. During the last two decades, INTA has also been the leading voice of trademark owners within the Internet community, serving as a founding member of the Intellectual Property Constituency of the Internet Corporation for Assigned Names and Numbers (ICANN). INTA's Internet Committee is a group of over 150 trademark owners and professionals from around the world charged with evaluating treaties, laws, regulations and procedures relating to domain name assignment, use of trademarks on the Internet, and unfair competition on the Internet, whose mission is to advance the balanced protection of trademarks on the Internet.

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[Comments-accountability-diversity-26oct17] comment on diversity report CCWG Accountability

Jorge.Cancio at bakom.admin.ch [Jorge.Cancio at bakom.admin.ch](#)
Mon Dec 4 14:08:34 UTC 2017

- Previous message: [[Comments-accountability-diversity-26oct17] Public comment GDS](#)
- Next message: [[Comments-accountability-diversity-26oct17] Implementation of Diversity within ICANN](#)
- **Messages sorted by:** [date] [thread] [subject] [author]

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Dear ICANN Secretariat,

Thank you very much for the opportunity to comment on the report from the Diversity Subgroup.

Although I feel that the report goes in the right direction, I would like to generally support the
comments made by Ghislain de Salins regarding the need of providing for some sort of adequate
external evaluation and/or assessment of the diversity enhancing measured to be adopted.

Hope this is helpful.

Jorge Cancio
Swiss GAC rep.


Jorge Cancio

International Relations
Federal Department of the Environment,
Transport, Energy and Communications DETEC
Federal Office of Communications OFCOM
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Igf2017.swiss<https://igf2017.swiss/>
info_at_igf2017.swiss<mailto:info_at_igf2017.swiss>

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- Previous message: [[Comments-accountability-diversity-26oct17] Public comment GDS](#)
- Next message: [[Comments-accountability-diversity-26oct17] Implementation of Diversity within ICANN](#)
- **Messages sorted by:** [date] [thread] [subject] [author]

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[Comments-accountability-diversity-26oct17] Enhancing Accountability - Recommendations for Diversity - Sebastien Bachollet comments

Sebicann Bachollet [sebicann at bachollet.fr](#)
Tue Jan 2 10:50:29 UTC 2018

- Next message: [\[Comments-accountability-diversity-26oct17\] Comment of Enhancing Accountability - Recommendations for Diversity](#)
- **Messages sorted by:** [date] [thread] [subject] [author]

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Following the publication by the CCWG – Accountability - WS2

Draft Recommendations to Improve ICANN's Diversity (October 2017) developed by the Diversity Sub-
group, I would like on my personal capacity to offer the following comments.



I support the comments made by Ghislain De Salins.

One important point must be to have an independent "body" to analyze data about ICANN diversity (data
coming from SO/AC, staff or any other group/person related to ICANN diversity).


Sébastien Bachollet
For ICANN lists
sebicann at bachollet.fr
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URL: <[http://mm.icann.org/pipermail/comments-accountability-diversity-26oct17/attachments/20180102/d48ef4b6/attachment-0001.html](#)>

- Next message: [\[Comments-accountability-diversity-26oct17\] Comment of Enhancing Accountability - Recommendations for Diversity](#)
- **Messages sorted by:** [date] [thread] [subject] [author]

[More information about the Comments-accountability-diversity-26oct17 mailing list](#)

![SSAC - ICANN Security and Stability Advisory Committee]

3 January 2018

Subject: SSAC2018-02: SSAC Comments on the CCWG-Accountability-WS2 Draft
           Recommendations to Improve Diversity

To: Co-Chairs of the CCWG-Accountability

On 26 October 2017, the Internet Corporation for Assigned Names and Numbers
(ICANN) opened a public comment forum to obtain input on the Cross Community
Working Group (CCWG)-Accountability Work Stream 2 draft Recommendations to
Improve Diversity.[1]

Per its Charter,[2] the Security and Stability Advisory Committee (SSAC) focuses on
matters relating to the security and integrity of the Internet's naming and address
allocation systems. This includes operational matters (e.g., pertaining to the correct and
reliable operation of the root zone publication system), administrative matters (e.g.,
pertaining to address allocation and Internet number assignment), and registration matters
(e.g., pertaining to registry and registrar services). The SSAC engages in threat
assessment and risk analysis of the Internet naming and address allocation services to
assess where the principal threats to stability and security lie, and advises the ICANN
community accordingly. The SSAC has no authority to regulate, enforce, or adjudicate.

While there are no associated security and stability aspects, the SSAC does wish to thank
the Diversity Sub-Group for its effort and for this comprehensive report. The SSAC is
generally supportive of the recommendations and notes the observation that the elements
of diversity identified in the report may have varying importance in different contexts,
situations or groups within ICANN. The SSAC also notes the specific request to provide
further input and comment on the concept of establishing an Office of Diversity to
independently support, record and keep track of issues including complaints from the
community on diversity issues, rather than have this function performed by existing
ICANN staff. The SSAC is not convinced of the necessity for a dedicated and
independent Office of Diversity and is concerned about the cost of resourcing such an
office. A preferred approach is to review the support provided by ICANN staff after an
initial 12 month period and assess whether issues have arisen that would justify the
implementation of an Office of Diversity.

Rod Rasmussen
SSAC Chair

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[1] See https://www.icann.org/public-comments/accountability-diversity-2017-10-26-en
[2] See https://www.icann.org/groups/ssac/charter

SSAC2018-02