1. **Improving ICANN’s Documentary Information Disclosure Policy (DIDP)**
   Themes:
   a. Scope of transparency: whether transparency measures apply to the staff as well as the Board
   b. Exceptions to disclosure
      i. Overuse of exceptions
      ii. Overbreadth of exceptions
      iii. Confidentiality clauses and contracting – how these relate to disclosure of information both through the DIDP and specifically to access by the Empowered Community or the ICANN board
      iv. Transparency of board deliberations
      v. Transparency of interactions with governments
   c. Process for making requests
   d. Appeals and Oversight of the System
   e. The public interest balancing test

2. **Improving ICANN’s proactive disclosure systems**
   a. Transparency and ICANN’s interactions with governments
   b. Transparency around ICANN’s interactions with external advocates.
   c. Transparency of board deliberations
   d. Reporting around ICANN’s conflicts of interest policy

3. **Improvements to the existing whistleblower policy**
   a. Clarity and availability of the existing policy, and employee education around it.
   b. What counts as a whistleblower? Types of incidents reported: accounting irregularities, unethical conduct, abuse of authority, etc.
   c. Operation of whistleblower system – how/when to make a report; who investigates the report, reporting methods (hotline, online, etc.),
   d. What protections and remediation does the system provide?
   e. What sort of oversight or protections mechanism is in place – internal department (HR, Legal counsel, other) vs. external retention of 3rd party specialist
   f. Transparency – is there an external audit for how whistleblowers have been handled, and how are employees and the public made aware.
   g. How are operational conflicts of interest resolved