

WS2 DIVERSITY REPORT – Draft 01

EXECUTIVE SUMMARY

ICANN has since its incorporation in 1998 to date made an effort to ensure global diversity at various levels. Diversity within ICANN is important in ensuring correct representation of the global Internet community; stakeholders, interest groups and staff.

In Recommendation #12 of the CCWG-Accountability Work Stream 1 report, the group assesses diversity based requirements from ICANN governance documents (Bylaws, AOC, ATRT1, ATRT2, documents from each of ICANN's SOs and ACs).

The following is excerpted directly from the CCWG-Accountability Work Stream 1 report:

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

- 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 and thus more naturally reflected in ICANN structures and leadership positions.

This report presents a consolidated view of the current status of diversity within ICANN based on the information presented by various community groups, individuals, staff and board of directors. The report also provides recommendations

on how ICANN can improve its diversity mandate.

DESCRIPTION OF ISSUES

1. Definition of Diversity:

The working group began by agreeing on the meaning of diversity and identifying elements of diversity that they considered important across ICANN as a whole. It was agreed that Diversity within ICANN refers to ICANN's ability to facilitate and create an inclusive environment in various aspects of stakeholder representation and engagement throughout all levels of the staff, community and board.

2. The elements of Diversity:

An unordered list of elements of diversity that have been identified during the discussions as important are:

2.1 Geographical representation: Ensures that there is a balanced geographical representation through out the organization. While already applied to the selection of ICANN board members, discussions have indicated that this criterion should be extended to all levels within ICANN.

2.2 Language: All languages should be represented in ICANN if the organization is to position itself as a global multi-stakeholder entity. There is a need to a better balance between the seven official languages at ICANN – English, Arabic, Chinese, Spanish, Portuguese, French and Russian. With ICANN managing the IANA functions that offers IDN services to entities who do not use any of the 7 official languages it is important that ICANN improves on way of communicating to this group of stakeholders

2.3 Gender: Gender equality should be sought for at all levels of ICANN. Currently, within ICANN gender takes a binary approach of either male or female. There is feedback from a minority representation to consider persons who don't conform to binary gender. However after lengthy discussion I was agreed to maintain the binary approach.

2.4 Age: Refers to variations that facilitate inclusion of the range of age groups across ICANN from Millennial through to the next generation.

2.5 Physical Ability: Implies the ability of challenged persons at various levels to participate within ICANN activities.

2.6 Skills: A variety of skill is important since it is a reflection of the diverse skill set available within the ICANN Community. While acknowledging the importance of diversity in the accountability mechanisms, members of WS2 have expressed their view that diversity requirement should not prevail over skills or experience requirements.

2.7 Stakeholder group: Diversity of stakeholder group participation in ICANN is

important in meeting the multi-stakeholder goals of ICANN. From ensuing discussions this implies that the views, opinions or perspectives of different stakeholder groups can be presented/shared. This may or may not require a designated representative of a stakeholder group to participate in the various activities. However, attention needs to be paid to the process of choice to avoid situations where none of the declared stakeholder groups is represented, except those whose interests are heavily lobbied; to ensure that while the voices of minorities and underrepresented groups do not remain unheard.

3. Measuring elements of diversity:

Of importance to the working group is the aspect of how the various elements of diversity can be measured and how this can be achieved. In measuring diversity not only a static approach or head-count should be followed, but also a dynamic aspect should be considered. There are elements of diversity that are important and difficult to measure by head count but important to observe and make notes. For example to determine active diverse participation will require a combination of quantitative (statistics) and qualitative (the quality of engagement that is whether they take the floor, make contributions, participate in email exchanges). From the discussions the following measure of diversity has been identified:

3.1 Geographical representation: This is being applied to the selection of ICANN board members appointed through the Nom Com. The data shared by AFNIC and Dalaila indicated the need for the statistics to be and based on both a regional analysis and country-by-country analysis. The geographic diversity being considered in two forms the region one lives in and the region in which one was born.

3.2 Language: Statistics on ICANN stakeholders, staff and board ability to communicate in the seven official languages at ICANN and others need to be reviewed.

3.3 Gender: Currently, women represent only 26% of ICANN community leaders and 53% of ICANN staff. It may be necessary to consider participation at the various levels as well with the option of individuals identifying themselves as male, female or other as may be agreed upon.

3.4 Age: Data on the age range of ICANN participants, staff and Community leaders can be collected and documented.

3.5 Physical Ability: Data on the number of requests to ICANN staff to respond to various challenges experienced by participants at various levels can be gathered.

3.6 Skills: A mechanism of collecting data on the various skills set and their variations as presented by the individuals can be developed.

3.7 Stakeholder group: The measure of the stakeholder group diversity is yet to be clearly defined. With individuals within ICANN representing more than one

stakeholder group a suitable matrix that allows for various combinations of stakeholder groups may need to be identified. There is also the question of gaps within stakeholder groups of entities that are not yet represented.

3.8 Data Collection: The data to be collected should be considered from:

1. Formal positions (such as subgroup rapporteurs in CCWGs and in PDP WGs) under our scrutiny.
2. Leadership position in SO/AC
3. Participation in PDP
4. Working group compositions
5. Participation in ICANN Meetings

Any data driven analysis of diversity within ICANN will need to rely on a reliable and stable data collection framework. It should be determined whether this collection is based on:

- i. Self-declaration
- ii. Research
- iii. A combination of both

This also requires maintenance to perform relevant updates in positions, individuals changing roles or companies, etc.

Current state of play

A previous work party on diversity in WS1 had reviewed the status of diversity within ICANN groups and directly quoted from their report is the following:

1. Diversity in operating Procedures and bylaws

An initial review of existing ICANN documentation shows that there are provisions regarding regional diversity for some ICANN groups.

ATRT

Different reference to diversity but no specific recommendation with regards to Board/SO/AC diversity has been made by the ATRT.

Bylaws

ICANN bylaws state:

Board

« One intent of these diversity provisions is to ensure that at all times each Geographic Region shall have at least one Director, and at all times no region shall have more than five Directors on the Board (not including the President). As used in these Bylaws, each of the following is considered to be a "Geographic Region": Europe; Asia/Australia/Pacific; Latin America/Caribbean islands; Africa; and North America. »

New Bylaws provision:

“(ii) Seeking and supporting broad, informed participation reflecting the functional,

geographic, and cultural diversity of the Internet at all levels of policy development and decision-making to ensure that the bottom-up, multistakeholder policy development process is used to ascertain the global public interest and that those processes are accountable and transparent;“

NomCom

“Section 5. DIVERSITY

In carrying out its responsibilities to select members of the ICANN Board (and selections to any other ICANN bodies as the Nominating Committee is responsible for under these Bylaws), the Nominating Committee shall take into account the continuing membership of the ICANN Board (and such other bodies), and seek to ensure that the persons selected to fill vacancies on the ICANN Board (and each such other body) shall, to the extent feasible and consistent with the other criteria required to be applied by Section 4 of this Article, make selections guided by Core Value 4 in Article I, Section 2.”

ccNSO Council

“The ccNSO Council shall consist of (a) three ccNSO Council members selected by the ccNSO members within each of ICANN's Geographic Regions in the manner described in Section 4(7) through (9) of this Article;”

ASO

“Under the terms of the MoU signed between ICANN and the RIRs in October 2004, the NRO Number Council now performs the role of the Address Supporting Organization Address Council (ASO AC).

The regional policy forum of each RIR selects two members. The Executive Board of each RIR also appoints one person from its respective region.”

“The ASO Address Council shall consist of the members of the NRO Number Council.”

gNSO Council

Regarding the GNSO the “only” diversity dimension is at the level of the Stakeholder Group that selects the council members.

GAC

No reference

SSAC

No reference

RSSAC

No reference

ALAC

“The ALAC shall consist of (i) two members selected by each of the Regional At-Large Organizations (“RALOs”) established according to paragraph 4(g) of this Section, and (ii) five members selected by the Nominating Committee. The five members selected by the Nominating Committee shall include one citizen of a

country within each of the five Geographic Regions established according to Section 5 of Article VI.”

ICANN Staff

No reference

Having reviewed and inventoried the existing mechanisms related to Board/ NomCom/ SO/AC diversity, while some diversity arrangements exist within ICANN documents, diversity does not appear as one of the areas where ICANN continuously strives to improve.

2. Lightening papers on Diversity

At the onset of Work Stream 2 various lightening talks were presented to the CCWG members highlighting the importance of diversity to ICANN. Of the lightening talks presented two provided statistics from ICANN on diversity that have provided a starting point for discussions on diversity. The highlights of the reports are as follows:

1. AFNIC:

Presented results of a pilot research on the extend of diversity within ICANN. Through the provision of a data collection framework, and a snapshot of ICANN’s current diversity metrics the pursued goal of the publication was to enable :

- - In the short term, a quick and fact based assessment of the current situation
- - In the medium to long term, provide a clear baseline for tracking progress

The initial effort has focused on 190 “ICANN community leaders” as a first step. The 190 individuals, have at least one the following roles within ICANN at the time of collection (April 2016) :

- Board Director
- Supporting Organization or Advisory Committee member of the Council or equivalent
- gNSO Constituency Executive Committee or Bureau member
- Nominating Committee member
- CCWG-Accountability members

This analysis had led to some early findings.

- ICANN community largely remains North American Region centric. Close to 40% of the 190 leaders considered in this study are from the North American Region. This is by far the largest delegation of the « ICANN leaders » population. On the other hand, Africa, Latin America and Asia are under-represented.
- The dominance of native English speakers within ICANN is very strong.

Close to two thirds of the “ICANN Leaders” speak English as their mother tongue. The repartition of languages within ICANN is in stark difference with the global population. It is unclear of course whether the fact that English is the working language is an outcome or a cause for this situation.

- 26% of “ICANN leaders” are women. While this is obviously far from gender balance, it remains difficult to assess whether this ratio is representative of the population of ICANN participants in general. This ratio was not available at the time of writing. It is hard to find a reason for the very limited women representation within the ICANN Board (4 out of 16) and Nomcom (2 out of 20). It would be useful to assess whether the gap in the Board is related to the gender imbalance in the Nominating Committee.
- Across the population of 190 “ICANN leaders”, the business sector and academic / technical community are most prominently represented. They represent about 80% of the individuals in the study. On the other hand, Civil Society and Government represent only 10% each approximately.

2. DALILA RAHMOUNI:

D. Rahmouni presented a paper stating the importance of diversity to ICANN and proceeded to define diversity based on the elements of diversity. She observes that ICANN is not as diverse as it should be based on the following statistics from her paper:

- 40% of ICANN community leaders come from North America and more than 63% are native English speakers.⁵
- Women represent only 26% of ICANN community leaders.
- 80% of ICANN community leaders come from the technical community and the private sector, which account for only 10%.

She proceeds to provide recommendations on how the diversity imbalance can be addressed and this has been considered in this report.

3. Information from ICANN staff on Diversity

The WS2- Diversity also invited various ICANN staff to share from the data they have collected over time their observations and experiences of diversity.

DRDP staff were able to provide details on the sources of gender and geographic data across ICANN that was provided as input into WS2 on Diversity. They also outlined some of the challenges and opportunities that could help inform the community’s discussion on next steps. The challenges can be summarised as follows:

1. Gender:

- Gender is not always self-selected. Best practice would be to have all individuals self-select their gender.
- Gender selection is often presented as a binary. Best practice would be to include male/female/other fields.
- Gender data compiled from salutations in meeting registration data is self-

selected. However, titles, such as Dr. or Professor, are aggregated into the 'other' category along with blank or non-selected entries. Best practice would be to offer a gender field in registration forms that provides male/female/other options; this field could either be required or optional.

2. Region:

- Human Resources uses three regional categories and Meetings uses eight regional categories. Best practice would be to identify a benchmark (i.e. ICANN regions) so that data collected is consistent across the ICANN community.
- Most ICANN groups collect regional information only; if the regions change, that data would become unhelpful. If raw data were collected instead – such as the country –the data can be reprocessed as necessary to align with any potential changes in ICANN's regional categories.

Supplemental report

The WS2-Diversity working group is yet to collect feedback from the community on diversity and receive supplementary information on improving diversity.

RECOMMENDATIONS

At the moment this is a place holder to allow group members to begin sharing their ideas of recommendations the WS can consider.

The recommendations that have been presented to date on improving diversity within ICANN are as follows:

1. Creating an office of diversity and inclusion within ICANN

In order to move forward, we propose to create, within ICANN, an office for diversity and inclusion (or "observatoire de la diversité") in charge of

- 1) gathering and analyzing data regarding diversity within ICANN and
- 2) making concrete proposals to enhance effective diversity within ICANN.

This Office would be tasked with the following missions:

- o Establishing a diversity audit;
- o Defining diversity criteria;
- o Collecting the data for each criterion for all leadership positions in ICANN; Drafting a long-term diversity strategy;
- o Publishing an annual report on diversity within ICANN;
- o Making concrete proposals to improve diversity within ICANN, to be shared with the community.

Resources:

GNSO Review - the second independent Review of the GNSO, part of the Organizational Reviews mandated by the ICANN Bylaws, addressed diversity. Final Report issued by the Independent Examiner - <https://www.icann.org/en/system/files/files/gnso-review-final-15sep15-en.pdf>

Section 9.4 of the Final Report deals with Diversity. Recommendations relating to diversity were #6, 7, 32 - 36. GNSO has established a GNSO Review Working Group to develop an implementation plan for Board-approved GNSO Review recommendations, in July 2016. The work of this group can be seen at <https://community.icann.org/display/GRWG/GNSO+Review+Working+Group+Home>

For statistics on diversity of past AoC Review Teams, please see AoC and Organizational Review presentation in Dublin at ICANN54 <https://meetings.icann.org/en/dublin54/schedule/wed-aoc-org-reviews/presentation-aoc-org-reviews-21oct15-en>; slide 8.

ICANN 51 Los Angeles – Showcasing Positive Trends and Business Diversity <https://www.icann.org/news/blog/icann-51-los-angeles-showcasing-positive-trends-and-business-diversity-at-icann-public-meetings>

Afnic report on ICANN diversity

- Article about the report: http://www.circleid.com/posts/20160620_diversity_is_neither_an_option_nor_secondary_requirement_for_icann/
- The report in English: https://www.afnic.fr/medias/documents/Dossiers_pour_actuaites/2016_Icann_Diversity_Data.pdf
- The report in French https://www.afnic.fr/medias/documents/Dossiers_pour_actuaites/2016_Donnees_Diversite_ICANN.pdf.

On 26 June at ICANN56 in Helsinki, Dalila Rahmouni and Mathieu Weill presented lightning talks to the CCWG-Accountability on this topic. To view the presentations, please see: <https://community.icann.org/x/rBWOAw>.

Quarterly Stakeholder Call Presentation includes data on Global Stakeholder Engagement by region - <https://www.icann.org/en/system/files/files/quarterly-report-18aug16-en.pdf>, slide 27

WS1 WP3 Subgroup materials

- <https://community.icann.org/display/acctcrosscomm/Diversity>
- https://community.icann.org/download/attachments/56141553/Diversity_PC2.docx?

[version=1&modificationDate=1444735192000&api=v2](#)

- <https://community.icann.org/download/attachments/56141553/WP3%20Diversity.docx?version=1&modificationDate=1444293034000&api=v2>

WS2 – Diversity Working Group materials