

## CCWG-ACCOUNTABILITY WS2 QUESTIONS ON DIVERSITY

The CCWG Accountability Work Stream 2 Diversity Sub-Group wishes to gather information from ICANN SO/AC/groups on their current consideration of diversity and any actions they undertake to promote diversity. In this context, 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

Other groups and individuals are also welcome to complete this questionnaire and are requested to indicate their special interest and/or affiliation.

The Diversity Sub-Group has identified the following non-exhaustive list of elements of diversity as potentially relevant to ICANN SO/AC/groups:

*A. Geographic/regional representation*

*B. Language*

*C. Gender*

*D. Age*

*E. Physical Disability*

*F. Diverse Skills*

*G. Stakeholder group or constituency*

Your cooperation is sought to answer the following questions:

1. What relative importance does your SO/AC/group give to these seven dimensions of diversity?
2. What, if any, additional dimensions of diversity are important to your SO/AC/group?
3. How, if at all, does your SO/AC/group measure and track diversity issues related to its work?
4. How, if at all, does your SO/AC/group seek to promote diversity in its membership, its active participation, and its leadership?
5. What, if any, educational and informational initiatives does your SO/AC/group pursue to promote diversity awareness?
6. What, if any, formal or informal practices or written or unwritten policies are pursued in your SO/AC/group to promote diversity?

You are also welcome to append any additional general comments on the topic of diversity.

## SSAC Responses

1. What relative importance does your SO/AC/group give to these seven dimensions of diversity?

In its discussions on the topic of Diversity, the SSAC has concluded that all of the elements of diversity identified by the CCWG-A are of varying importance to its role, namely “to advise the ICANN community and Board on matters relating to the security and integrity of the Internet’s naming and address allocation systems”. In the following chart, the SSAC defines its terminology as follows:

- **Primary Importance:** Elements of diversity that are of greatest relevance to the SSAC role and that are to be considered before any other elements
- **Secondary Importance:** Elements of diversity that are of significant relevance to the SSAC role and that may be considered after those elements of primary importance have been taken into account
- **Lesser Relevance:** Elements of diversity that are of little relevance to the SSAC role and that are unlikely to be taken into account

Relevance	Elements of diversity
Primary Importance	F. Diverse Skills
Secondary Importance	A. Geographic/regional representation B. Language C. Gender G. Stakeholder Group or Constituency
Lesser Relevance	D. Age E. Physical Disabilities

2. What, if any, additional dimensions of diversity are important to your SO/AC/group?

In addition to these elements, the SSAC has identified the following additional elements of diversity:

Relevance	Elements of Diversity
Secondary Importance	Career background (eg public service, private sector, academia, law enforcement) Time involved in ICANN
Lesser Relevance	Education Sexual orientation

The relevance of Education and Sexual orientation to diversity are self-evident and so not explained further here.

Career background is considered relevant to the SSAC because different sectors tend to have different approaches, tools, and desired outcomes when tackling security and stability issues.

Time involved in ICANN is considered relevant because a balance is required between people who bring outside thinking and those who know the internal machinery.

**3. How, if at all, does your SO/AC/group measure and track diversity issues related to its work?**

The SSAC's main focus is on measuring the aspect of diversity that is of primary importance to its role, namely Diverse Skills. This element is measured in a number of ways:

- a. The SSAC maintains a Skills Survey proforma which identifies the skills which are needed for SSAC to perform its role
- b. SSAC Members complete a Skills Survey on a regular basis
- c. SSAC Support Staff aggregate data about the skills of SSAC Members
- d. The SSAC Membership Committee uses data from the Skills Survey to assess skills gaps which may be filled by potential new Members

**4. How, if at all, does your SO/AC/group seek to promote diversity in its membership, its active participation, and its leadership?**

The SSAC is a small group whose Members have technical and non-technical expertise relevant to its role (Diverse Skills). Typically, the SSAC numbers between 30 and 40 Members and there are only 3 formally recognized Leadership Roles: SSAC Chair, SSAC Vice-Chair, and SSAC Liaison to the ICANN Board. However, there are other opportunities for SSAC Members to volunteer to lead work parties or to represent the SSAC in other fora within ICANN. Such leadership or representation is usually done by individuals volunteering and, if necessary, a vote being conducted to select the representative.

SSAC members are self-nominated and the SSAC does not issue a formal call for nominees given the work involved in processing applications. As a result it is hard to specifically address diversity gaps through that process. When considering applications, the SSAC seeks in the first instance to maximize its diversity of expertise and in the second instance to factor other diversity considerations into its decision-making.

Additionally, for SSAC Members to achieve the necessary levels of expertise to contribute to the group, they would normally be quite well-established in their

careers and this has implications for the age distribution of the group.

The diversity to be found within the SSAC's three main leadership roles is highly dependent on the diversity of composition of the SSAC itself, but even more, it is dependent on the availability and willingness of members to step up to these roles.

5. What, if any, educational and informational initiatives does your SO/AC/group pursue to promote diversity awareness?

The SSAC does not have any formal educational initiatives related to diversity, but did conduct a Diversity Brainstorming Session during the 2016 SSAC Workshop and agreed to a set of outcomes which are reflected in the previous answers.

6. What, if any, formal or informal practices or written or unwritten policies are pursued in your SO/AC/group to promote diversity?

The SSAC Membership Committee follows an unwritten policy to promote diversity by taking into consideration diversity aspects of secondary importance in a situation where diversity aspects of primary importance are met. There are no formal practices or written policies to promote diversity.

The SSAC has committed to reviewing its existing Skills Survey to consider adding additional aspects of diversity.

You are also welcome to append any additional general comments on the topic of diversity.

The SSAC supports the work of the CCWG-Accountability Diversity Sub-Group in seeking to understand, measure and promote diversity but also recognizes that diversity issues will vary greatly across the many and varied groups within ICANN. The significant differences between the various ICANN SO/AC/Groups cannot be accommodated by a "one size fits all" approach and the SSAC encourages a flexible and realistic approach.