

**Diversity Sub WG – CCWG on Accountability
GAC Response**

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*

Note from GAC: There is no agreement in the GAC in relation with including F Diverse skills so we suggest to delete it.

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

While the GAC seeks to respect regional diversity in its leadership positions consistent with its Operating Principles, the GAC is not structured to develop advice or make decisions along regional lines or constituency groups. GAC representatives are appointed by member governments and observers based on a range of considerations, including skill set deemed relevant by the government/organization.;

With respect to enriching the GAC membership and participation, it should be noted that we normally reach out to unrepresented governments and intergovernmental organizations and that those governments and organizations nominate/appoint their GAC representatives/observers (i.e. we reach out taking into account various diversity aspects, including geographic diversity and the need for particular expertise);

Yet when GAC nominates members to other bodies within ICANN, special attention is given to A., B., C.. (i.e. diversity in Geographic/regional representation and gender);

Also when voting for candidates for GAC leadership team, members consider, to the extent possible, the same diversity aspects A., B. C.. (i.e. diversity in Geographic/regional representation and gender);

The GAC attaches great value to linguistic diversity. In the conduct of our own meetings interpretation in the six UN languages and Portuguese is provided as a means to foster greater participation and engagement by all members and observers. In addition, the GAC has suggested in a number of diverse instances that more attention should be given by ICANN to this aspect of diversity, e.g. when issuing important information to the community, holding public consultations, etc.

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

- Inclusive participation
- Diversity in views;
- Developing, developed; underserved, considering also different aspects like infrastructure, capacity, access, among others.

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

This question needs metrics to be responded. Apart from information about attendance GAC does not measure these elements.

In general, the GAC tracks attendance at meetings and considers diversity in:

- Membership and representation in the GAC (GAC members and observers);
- Capacity building to promote inclusive participation;
- Representation in the leadership group;
- Representation in external bodies (CCWG, Review Teams, PDPs, ...);
- Participation to GAC internal WGs;

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

Membership: GAC reaches out to unrepresented countries and intergovernmental organizations;

Inclusive participation: GAC encourages participation by members representing different regions, cultures, languages, gender, views and having the required skills, knowledge or experience; and considers the same aspects when nominating GAC members to external bodies;

Leadership: GAC Operating Principles state that. to the extent possible, the Vice-Chairs should appropriately reflect the geographic and development diversity of the membership

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

- Outreach activities;
- HLG (invitation of non-GAC members);
- Material for new comers (also considered on new website);
- Capacity building workshops;
- Chair interviews / public speeches;
- Collaboration with ICANN stakeholder engagement teams;
- Collaboration with ICANN regional staff at a regional and national level

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

Same as question 4