

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?

The Registrar Stakeholder Group (“RrSG”) supports the need for diverse representation with the ICANN community. That said, membership within the RrSG is limited to ICANN-accredited registrars. As a result, the RrSG’s ability to diversify its membership is limited to the geographical/regional representation present within the registrars who have received accreditation from ICANN. Participation by member personnel is also limited in gender, age, physical disability, and diversity of skills to the extent those issues are represented within its member registrars.

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

Varying Business Models. The registrar community represents a variety of registrar business models (e.g., wholesale registrars, retail registrars, and brand protection registrars, vertically integrated registrars/registries (including brand TLDs)) which may lead to a diversity of views or approaches to registrar operations and ICANN policy development.

Varying Resources. Registrar businesses vary in size and personnel resources. This may impact a registrar’s bandwidth to contribute to the ICANN community through GNSO Policy Development Process (PDP) working groups, Implementation Review Teams (IRT), and other

elected or volunteer positions in the community. At times, the RrSG has faced challenges with members' capacity to engage in elected positions as well as the multiple of PDPs, IRTs, and other volunteer work.

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

The RrSG does not measure or track diversity issues within 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?

Geographical/Regional Representation. While the RrSG supports the need for diversity in its membership, membership is limited to ICANN-accredited registrars, which limits its ability to recruit from these regions. The geographical/regional representation of ICANN-accredited registrars is weakest in the LAC and AF regions, and RrSG membership reflects that, with only 4 members from LAC and 3 from AF. Since ICANN54, the RrSG has worked with the ICANN registrar liaison for the AP region to perform outreach to non-members registrars. At ICANN57, the RrSG and ICANN hosted a welcome lunch for non-members registrars from China and another for non-members registrars from India. The purpose of these lunches was to provide information and answer questions about the RrSG and participation within the ICANN community. The RrSG intends to continue this outreach at appropriate ICANN meetings.

Language. Language is also a limitation for registrars located where English is not the primary language. In an effort to better support its nine members from China, the RrSG worked with ICANN to provide Chinese translation services during its constituency day meetings beginning at ICANN57. In addition, the RrSG Charter has been translated into Chinese. The RrSG will continue to work with ICANN to improve translation services to try to better meet the needs of its members.

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

Translation. The RrSG has advocated with ICANN for the need to translate public comment materials and other communications to the UN languages supported by ICANN to help engage members who are not native English speakers.

Newcomer Education. The RrSG would also like to acknowledge that the learning curve when first joining the ICANN community is quite high. The enormity and complexity of work that is taking place within the ICANN community at any given moment can be overwhelming to a new comer. The RrSG has participated in ICANN's newcomer program. The RrSG leadership has worked informally to mentor newcomers and is hoping to implement a more formal mentorship program in the coming year to better support newcomers.

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

Apart from the above, the RrSG implemented a travel funding request process that seeks to provide travel support to registrars who may not otherwise be able to attend ICANN meetings but are actively contributing to work within the community.

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

The RrSG acknowledges that language barriers, cultural differences, and time zone issues remain a major challenge for some registrar representatives to participate in the ICANN community, and it seeks to do what it can to address those issues to improve diversity of participation.